

HABILITATION THESIS SUMMARY

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LABOR MARKET FLEXICURITY. AN ANALYSIS IN THE CONTEXT OF THE NEW GLOBAL REALITIES OF AN ECONOMIC, POLITICAL AND TECHNOLOGICAL NATURE IN ACCELERATED CHANGE AFTER 2020

The habilitation thesis entitled "*Flexibility of the labor market. An analysis in the context of the new global realities, of an economic, political and technological nature, in accelerated change after the year 2020*", presents the main scientific and didactic achievements obtained after acquiring the title of doctor in economics.

The first part of the habilitation thesis highlights the directions of scientific research followed after the completion of the doctoral studies, based on the results of the research "*Flexicurity of the labor market - catalyst of the reversible relationship between the quality of life and economic development*", carried out during the postdoctoral studies within the project of postdoctoral research POSDRU/89/1.5/S/59184 "Performance also in postdoctoral research in the field of economic sciences in Romania", as well as the works presented in conferences or published in specialized magazines from the country and abroad.

Globalization, technological advances and demographic evolution drive changes in economies and labor markets, generating insecurity. The European Union's main response to the social challenges of globalization was the revised Lisbon Strategy. Thus, a new concept was born: that of flexicurity, which expresses the relationship between the flexibility of employers and workers and ensuring the security of workers. Flexicurity basically means the flexibility of the labor market (in the sense of liberalizing access and exit from the market, modernizing labor legislation, stimulating the participation of disadvantaged categories - young people, women, elderly people) simultaneously with increasing security in the face of social risks. The sum of the two principles involves the development of the adaptability of workers and employers and can contribute to a positive management of changes in the labor market.

The key factor that will lead to a vast and sustainable implementation of this relatively modern concept, consists in combining economic, employment and educational policies for the implementation of flexicurity principles. Since each member state has a different situation on the labor market, it is very important that these to adopt the most appropriate measures to implement flexicurity in relation to the specific situation on the labor market. Flexicurity is no longer an ideological concept, but a pragmatic one. The concept of flexicurity proposes a more flexible approach to hiring and firing procedures in national labor laws. But it also implies changing the rigid approach to labor market practices in the member states of the European Union, using the Danish model as a basis. Reforms to employment contract legislation would allow for easier transition from one job to another, provide more opportunities for workers to progress in their careers, as well as more investment in continuing staff training.

Flexicurity offers a balance between the rights and responsibilities of workers and companies, as well as of public authorities: all factors have the duty to contribute to employment, to the development of society and to sustainable growth. Flexicurity does not mean reducing the level of security of one group in favor of increased security for another group, but emphasizes the capitalization of the positive interaction between flexibility and security. An essential element of flexicurity is social security, which must be viewed from the perspective of guaranteeing the security of the professional career as a result of re-employment and a new delimitation of the responsibilities of the state and social partners. Social security within the framework of flexicurity must also aim at: improving individual skills in order to adapt to the labor market throughout the entire professional career; guaranteeing the reconciliation of professional life with family responsibilities, under equal conditions for both women and men; effective securing of people temporarily or permanently excluded from the labor market. And here we are talking about guaranteeing a

series of fundamental aspects of existence that must be covered in every situation: health, housing, educational training, communication, means of existence, etc. This last aspect is an essential condition for dynamism and individual adaptation. Another key factor for the success of a flexicurity policy is the choice of the appropriate level by the government for its definition and implementation. In this sense, in order to respond to the challenges stated in Lisbon, the conceptual framework of flexicurity should be negotiated at the European level.

At this level, the fundamental elements of a pact between flexibility and security should be regulated and the elaboration of some basic elements of flexicurity (concept, indicators, etc.) that would allow all actors to draw their own strategies. In the absence of a clear vision of the elements that social security must cover, there is a risk of new compromises regarding the engagement of responsibilities between the state, employers, workers and civil society.

Chapters I-IV of the habilitation thesis, developed on the above-mentioned theme, deal in depth, in detail and in extenso, with all these above-mentioned ideas. A moderate emphasis is placed on the presentation of Western European models of flexicurity, in parallel with a strong emphasis on the Northern European elite model of flexicurity, with the top of the interest pyramid on the Danish model. As an absolutely necessary exemplification of all the principle and detail aspects, which contribute to the understanding and practical application of this concept, chapter V of the paper carries out an interactive group interview - focus group - on the topic "The viability of the economic concept of flexicurity of the labor market - viewed as a catalyst for the reversible relationship between economic development and the increase in the quality of life". I specify that the first 5 chapters of this habilitation thesis are written according to the structure of my postdoctoral school graduation thesis, namely: "Labor market flexicurity - catalyst of the reversible relationship between quality of life and economic development"

Next, in chapters VI-IX, an extension of the concept of flexicurity in a modern vision is approached, analyzing a series of essential aspects of human society in the last 10-15 years. It should be emphasized that in the presentation of each chapter, the areas of interconnection and interdependence with the basic subject of the paper. In this sense, a series of topical issues treated by me, as the main author or co-author of some articles published in reference journals, indexed by ISI, are presented in this way. Thus, they are presented in separate chapters four topics collateral to the concept of flexicurity of the labor market, as follows: 1. Developments related to the economic concept of labor market flexicurity - the impact of digitization on some macroeconomic indicators in the new industrial era; 2. The flexicurity of labor market - catalyst of the sustainable transition. The complexity, associated risks and dissensions generated by the transition process towards green energy; 3. Evaluation of shocks generated in the economy by fiscal policies. The case of Romania. An analysis in the context of labor market flexicurity; 4. Competitiveness and flexicurity of the labor market - determining factors for economic growth and quality of life. The case of Romania.

The first section of the habilitation thesis ends with the final conclusions and comments in a modern way and as direct as possible on the topic "The evolution of the flexicurity concept of the labor market adapted to the new realities in accelerated change after 2020". The emphasis is on a question that now captivates the entire scientific, social and political world globally: *Will the impact of the exponential development of artificial intelligence lead to a bright future for mankind or will we unknowingly yield to general regenerative artificial intelligence, the leadership of human society*

The second section of the habilitation thesis is dedicated to the identification and presentation of arguments that highlight the ability to coordinate research teams, to approach research directions with an interdisciplinary character, to organize and manage didactic activities. This part includes the university career development plan that starts from own achievements and sets objectives for the next period, two directions being highlighted: the didactic activity and the scientific research activity, as well as the ways of harmonizing and developing them.