

FLEXICURITY – PROS AND CONS

Monica Florica DUTCAȘ*

ABSTRACT: *The paper addresses the concept of flexicurity as an element of European policy on labour and the right to work. Some arguments pros and cons flexicurity and the political components of the concept, are proposed, specifically flexible and trustworthy contractual arrangements, lifelong learning strategies, active labour policies and modern social security systems, as pillars of European social policy. A synopsis of issues and considerations regarding the concept, methodological aspects of its treatment in theory, with implications in practice will also be presented. Without claiming the exhaustive coverage, the arguments on the application of the concept will be submitted to discuss. Finally, the possible influences of flexicurity on the labour market will be assessed as a basis for proactive employment policy and getting jobs.*

KEYWORDS: *Flexicurity, public policies on the labour market, European social policy, flexible contracts, long life learning strategies, social security systems*

JEL CODE : *K31, K22, K29*

1. INTRODUCTION

There are the scientific controversies over the subject, which has been treated from a legal, social and economic perspective, thus creating views that support or challenge flexicurity policies on work and the right to work. The mixing of the degrees of flexibility and security leads to a variety of flexicurity models, with an impact on the labour market in the context of globalization, on which the study offers a brief critical reflection. The concept and the determined behaviors are closely related to the equilibrium of the labour market, flexicurity being one of the possible models with impact on the wage taxation, the social protection systems, the labour relations. There is no single definition agreed by theorists regarding flexicurity, but rather there are distinct theoretical approaches: as a public policy or deliberate strategy that will influence the flexibility of the labour market and at the same time create the security framework especially for vulnerable groups and as a state of the labour market. The research in this field did not reach its potential because of the numerous challenges of the labour market, there were many doubts, ambiguities and fragmentations of the aspects of flexibility and security. There seems to be insufficient interest on the part of researchers, but especially practitioners and experts in the field of public policy pay attention of the political strategies that can influence the labour market. Punctual aspects, political

* Scientific researcher, The Romanian Academy, "Victor Slăvescu" Center for Financial and Monetary Research, PhD(c) SCOSSAR, Bucharest, ROMANIA.

components, disparate analyzes are included in many works, and the conclusion that can be drawn at this moment is that in the labour market "flexicurity" is a given, it exists and manifests as a state, but it remains to be decided how it can be modeled through national policies and strategies in the context of globalization.

The (re-) bringing of the concept of flexicurity in the attention of the scientific community was based on the following considerations:

- reflects the European vision of sustainable development,
- is an innovative concept,
- involves the individual, the firm, the society, the economy,
- implies social dialogue,
- it is a transdisciplinary concept,
- it was not exhausted by scientific theory,
- the realities of the global economy impose and support it.

The paper reviews the definitions used and the four established models (Nordic, Liberal, Continental and Mediterranean) that are known and monitored by EU reports. The first definition of flexicurity, given at the Tripartite Social Summit, in 2007 included many elements: political strategy, business status on the labour market, social protection and political deregulation, flexicurity as standardization of atypical work, a tool for analyzing flexibility developments and security. As a strategy for influencing the labour market, flexicurity is an European concept, one can even say a pivotal concept of Europe 2020 strategies focused on employment objectives. Flexicurity through the political components of the concept, namely flexible and reliable (secure) contractual arrangements (CFS), lifelong learning strategies (LLL), active (efficient) labour policies (PA), modern social security systems and good mobility (SSM), becomes a pillar of European social policy, an instrument of sustainable economic growth. On this basis, research is required as being of interest and topicality. Flexicurity is not limited to the four aspects mentioned, so a series of problems and considerations regarding the concept, methodological aspects of its treatment in theory, with implications in the real economy will be presented. Without the claim of exhaustive coverage of the concept and the ways of implementation, there will be arguments for and against a reconsideration of the importance and role of flexicurity in labour market policies and strategies.

2. A BRIEF LOGICAL ANALYSIS OF THE TRADE-OFF BETWEEN FLEXIBILITY AND SECURITY, IN THE LABOUR MARKET

To analyze the trade-off between flexibility and security on the labour market we need to use the concepts of "work" and "labour force", elements of the labour market mechanism. These two terms express concepts that are theoretically delimited, "*labour force*" is the factor of production, the employee, which is made available to the one who can pay "labour" is the consumption of the production factor, the employer. We consider the work offer (W_o), the production factor offer and the demand for work (W_D), the demand for the production factor consumption.

Possible situations:

1. *Work offer* (W_o) = *Work demand* (W_d) \Rightarrow full employment \equiv perfect balance state (equilibrium) \equiv total rigidity, inflexibility.

The situation is not encountered in the economic reality.

Reducing the level of aggregation, up to the level of 1 to 1, ie 2 labour market actors, employee and employer to achieve the inflexibility situation it would be necessary that there is no influence factor and the information held by the two parties coincide. This situation does not exist in reality either. Information, respectively information asymmetry, is due to flexibility.

2. $W_o > W_d \Rightarrow$ Unemployment \equiv labour market imbalance \Rightarrow A degree of flexibility of each of the two parties in trading is required.

The degree of flexibility is influenced by internal and external factors specific to each party.

Flexibility can be manifested on any of the elements subject to negotiation.

Changing the degree of flexibility of one party will cause the security degree of the other party to change.

3. $W_o < W_d \Rightarrow$ labour supply shortage \Rightarrow A degree of flexibility of each of the two trading parties is required.

The degree of flexibility is influenced by internal and external factors specific to each party.

Flexibility can be manifested on any of the elements subject to negotiation.

Changing the degree of flexibility of one party will cause the security degree of the other party to change.

The resulting question: "How do we find the level of flexibility of the job offer or the demand for work to which, by answering the security level of the other party, we obtain a sustainable labour market?"

The literature separates several types of security (Sy) in the labour market. It is highlighted in some papers and studies, according to some authors¹, seven types of labour market security or four types of labour market security, according to other authors². I follow the 7 types model, that can be identified: (Sy) employment, right to work, job, (Sy) in work, (Sy) skills, income. (Sy) employment is translated at the individual level through adequate employment opportunities; at the macroeconomic level, equivalent to a government commitment to "full employment" of the labour force. (Sy) the right to work, refers to protection against arbitrary dismissal, regulations regarding employment and dismissal, imposing costs on employers who do not comply with the rules. (Sy) of the job implies the opportunity and the ability to maintain a professional niche, mobility opportunities "up" in terms of professional status and income, barriers to dilution of competences. (Sy) in work means protection against accidents at work, protection against occupational diseases, (health and safety regulations, limitation of working hours, unsociable hours, night work for women, compensation for bad luck) (Sy) skills involves the opportunity to acquire skills through apprenticeship, vocational training, training and training, opportunities for demonstrating skills. (Sy) income is obtained through:

¹ Standing, Guy, English professor, University of London, one of the founders of BIEN (Basic Income Earth Network). His most famous work being *The Precariat*. London: Bloomsbury Academic (2011)

² Wilthagen T. Tros F., Lieshout Harm van (2003) Towards "flexicurity"?: Flexibility and security in EU Member States Invited paper prepared for the 13th World Congress of the International Industrial Relations Association (IIRA), Berlin September 2003 (Security Employment, income, combined from several types of obligations and social responsibilities)

- ensuring an adequate stable income,
- protected by the minimum wage mechanisms,
- by indexing wages,
- sufficient social allowances,
- progressive taxation to reduce inequality and supplement small incomes.

(Sy) representation through a collective voice on the labour market, namely:

- independent unions,
- the right to strike.

One can see that there is no single definition agreed by theorists, regarding Flexicurity, but rather there are distinct theoretical approaches: as a public policy or deliberate strategy that will influence the flexibility of the labour market and at the same time create the security framework especially for vulnerable groups, and as a state of the labour market.

I will *define flexibility* as an *elasticity of human behavior regarding employment, respectively an extension of the margin of choice in human behavior regarding job search*. By opposition, *security is defined as a normative rigidity of human behavior, respectively a margin of freedom of choice*.

The concept of *flexicurity denotes a synergistic relationship between flexibility and security* in the labour market.

Flexicurity means new and positive combinations between one or more types of flexibility and one or more types of security. As a result, these combinations should lead to win-win situations for the employer and the employee. For example, a number of employers who enjoy high levels of flexibility will determine favorable conditions for growth and job creation, and employees will benefit from high levels of security that accompany their flexibility to a level acceptable to them.

The two elements are interconditioned in an equivalent way: *flexibility is seen as a precondition for security while security is a precondition for flexibility*.

Flexibility and security should be viewed as complementary, not opposed.

Synthesizing and concentrating *the proposed definition for the concept of flexicurity*, it can be: the set of strategic management measures, even national or European, which aims to ensure a sustainable level of security of the workplace in conditions of increased flexibility of human aspirations and motivations.

In the harmonization between the two aspects, the one of flexibility and the one of security, the employees, employers, the whole society and the real economy are involved. The realities of the global economy impose and support it, and as a policy on the equilibrium of the labour market flexicurity reflects the European vision of sustainable development.

3. HISTORICAL PERSPECTIVE OF FLEXICURITY AND INFLUENCES IN THE LABOUR MARKET

The first practice on flexicurity policy took place in the Netherlands in the 1990s, their experience in the field of labour market reform constituting an important stage in

the theoretical development and practical implementation of the flexicurity model³, which was resettled in Denmark, country with a similar social model. The Denmark model (1993) is known as the "golden triangle" based on:

- high mobility of jobs and employees
- generous social protection network
- active labour market policy.

In the period 2006-2008, on the background of the manifestations of the financial and economic crisis, when the labour market faces increasing unemployment, the Strategy for an extended Europe is outlined through which:

- financial support is given to those workers who have lost their jobs⁴
- total employment is set as an objective
- the principle of solidarity between generations is followed
- the European energy policy is being built.

The definition of flexicurity at the Tripartite Social Summit 2007 refers to the following characteristics:

- political strategy
- state of affairs on the labour market
- "social protection" and "deregulation policy"
- flexicurity as "normalization of atypical work"
- as a tool for analyzing flexibility and security developments.

Very important for that moment is that reforms of the European labour law are undertaken, the text "Adapting the labour law in order to ensure flexibility and security for all" is under public debate, based on which the definition of flexicurity is debated. In the first phase, the common principles of flexicurity are established: more and better jobs through flexibility and security, respectively the 8 common principles on flexicurity⁵, and in the second phase, "Mission for Flexicurity" describes an action plan of To the European group of experts, which includes the visit in 5 states (France, Sweden, Finland, Poland and Spain to identify possible ways of implementation and specific solutions.

In 2010 flexicurity becomes a pivotal concept of Europe 2020 strategies, of employment objectives⁶. Flexicurity policies are applied for new equilibriums in the functioning of the labour market, solutions are sought for new skills and jobs, more importance is given to the quality of jobs and working conditions, a European microfinance instrument PROGRESS is established, which grants microcredit to businesses. small and unemployed people engaged in entrepreneurship, set up procedural tools for coordinating the macroeconomic, fiscal and employment policies of the EU, it

³ A research institute for Flexicurity, Labour Market Dynamics and Social Cohesion at Tilburg University – ReFlecT) was created at Tilburg

⁴ FEAG-European Globalisation Adjustment Fund PROGRESS 2007-2013

⁵ 1. Instrument for the implementation of the Lisbon Strategy, 2. The 4 political components (CFS, LLL, PA, SS), 3. Does not target a unique model, 4. More open labour markets with response and inclusion capacity, 5. Internal and external flexicurity of the enterprise, ascended Mobility, 6. Equal opportunities between women and men, 7. Social dialogue and collective bargaining, 8. Fair distribution of costs and benefits

⁶ 1. Employment rate – 75% of the population aged 20 – 64 years in the EU; 2. Investment (public and private) in research and development of 3% of the EU's GDP; 3. Achieving the objective ' 20/20/20 ' in the field of energy and climate change; 4. A maximum level of 10% of the early school leaving rate and a minimum level of 40% of the graduation rate of tertiary education among young people aged 30 to 34 years; 5. Reducing by 20 million the number of European citizens threatened by poverty and social exclusion

aims to achieve a chronological coherence, on the basis of recurrent annual cycles, it takes shape the "European semester".

In 2016, the European pillar of social rights⁷ is implemented with three components: Opportunities and equal access to the labour market, Fair working conditions, Access to adequate and sustainable social protection. Through the Social pillar, the EU is aiming at renewed socio-economic convergence, so that new financial resources are allocated for the purpose of labour use, increasing employment is aimed at raising the standard of living of Reforms at the national level. In 2018 initiatives are being born in support of fair mobility, the establishment of the 'European Social Security Number' is expected to strengthen cooperation between labour market authorities at all levels by creating the authority The European labour market beginning to operate from 2019 and will reach its operational potential in 2023.

Findings:

- The EU's vision of its economic and social model was initially expressed in the Lisbon Treaty as a 'high-competitive social market economy'
- . The Europe 2020 strategy and the EU engagement on Agenda 2030 show us the way to the new European work and labour market vision. In this new vision, flexicurity is a central element.
- Europe does not believe in a unique model of flexicurity, but rather in countries solutions, driven by different challenges and practices.

Implications:

- the objectives of sustainable development with the objectives of European strategies, Economic growth is not objective "pro concessio",
- job creation refers to jobs tailored to the knowledge society, The future involves an adaptable workforce to changes in production as a condition of obtaining and maintaining productivity,
- the person losing a job must be protected, improving his skills and skills to occupy a job, implicitly contributing to individual empowerment, flexicurity is considered, for the time being, the best way of securing the workforce,
- flexicurity allows people to take advantage of dynamic and open markets through the transition to increasingly good jobs,
- flexicurity imposes new skills acquired through vocational education and training programmes,
- the budgets allocated to the different programmes are relevant to the results achieved,
- increase the role of labour market institutions (authorities and legislation),
- there are no unique universal models, each State being free to assume its own models and choices,
- Social dialogue is a favorable condition of the Flexicurity.

A review of the established models is shown in Table No. 1 They are known and monitored by the annual reports of the European Union.

⁷ European Parliament resolution of 19 January 2017 on a European Pillar of Social Rights (2016/2095 (INI)).

Table No 1 Established European flexicurity policy models

Trade off-ul		Flexicurity model (Fy)	Characteristics
Flexibility (Fl)	Security (Sy)		
high	high	Nordic Model (Social Democrats), includes Denmark and the Netherlands	<ul style="list-style-type: none"> - lifetime occupation - does not entail workplace security - emphasis on LLL strategies, - involves investing in human capital throughout the professional career - it is according to the knowledge economy - it is efficient in preventing poverty
high	low	Liberal Model (anglo-saxon)	<ul style="list-style-type: none"> - jeopardizes employee security - does not provide social protection - is preferred by employers - deepens the vulnerability of exposed groups - many jobs with low wages - the State encourages individual private responsibility - the labour market is not regulated - inefficient in combating poverty, but relatively effective in job creation
low	high	Continental corporatist Model	<ul style="list-style-type: none"> - formal labour market, rather rigid - increased security of employees who have a job - does not offer real chances of entry into the labour market - is preferred by syndicate - effective in combating poverty
low	low	Mediterranean Model	<ul style="list-style-type: none"> - segmented labour market - reduced mobility - reduced labour market

			access - informal sector developed - vulnerabilities and exclusions in the formal market - early retirement system - no partner has to gain - ineffective in combating poverty
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Source: Author's synthesis

A documentary on quantitative and qualitative analyses presented by governmental institutions, experts, but also by the academic community demonstrates that Romania is facing problems of insurance and labour retention. There are issues of predictability and budgeting of the salary tire. Romania also has problems supporting the State social insurance system. However, there is no way to talk about a model of flexicurity at this time in Romania.

4. PERSPECTIVE OF POLITICAL COMPONENTS OF FLEXICURITY

European Labour and labour Law focuses on individual welfare, poverty eradication and social inclusion, so flexicurity becomes a pillar of European social policy, a tool for sustainable economic growth, and developing its own political components, as mentioned in the introduction, namely:

- Flexible and reliable contractual arrangements (secure), (CFS)
- Learning lifelong Strategies (LLL)
- Active (Effective) labour policy (PA)
- Modern social security systems and good mobility (OSH)

The four components of flexicurity policy (CFS, LLL, PA, OSH) have challenges resulting from:

New Social Problems:

- ✓ social exclusion of vulnerable groups,
- ✓ inclusion of persons with disabilities,
- ✓ youth employment (including NEET'S youth)
- ✓ decent employment opportunities for women, (equal opportunities, equilibrium

between personal and professional life)

- ✓ eradicating poverty
- ✓ the right social cohesion

Relationships between work offer (Labour sellers, human capital) and demand of the work (Labour buyers, employers)

well-defined institutional and legal framework under the umbrella of european directives

- ✓ contracts governed by national normative acts
- ✓ agreements concluded between employees or exponents of their interests, employers and sometimes representatives of public power
- ✓ work conflicts

- ✓ working conditions
- ✓ labour price
- ✓ labour migration
- Technological changes
 - ✓ new information and communication technologies
 - ✓ digitisation and digitalisation
 - ✓ robotisation
- Knowledge-based economy
 - ✓ new competences
 - ✓ personal development of the individual
 - ✓ continuous vocational training
 - ✓ reintegrating and retraining
- Demographic pressure
 - ✓ intergenerational problems
 - ✓ early retirement vs. late retirement
 - ✓ health status and well-being

This approach flows from the historical evolution of the concept and the implications of European Union strategies in the labour market. The objectives of European strategies are closely linked to the objectives of sustainable development, with economic growth not a 'pro concessio' objective. The current economies are knowledge-based economies, and job creation refers to jobs tailored to the knowledge society. The future involves an adaptable workforce to changes in production as a condition of obtaining and maintaining productivity and competitiveness. Flexicurity imposes new skills acquired through vocational education and training programmes. The person losing a job must be protected, improving his skills and skills to occupy a job, implicitly contributing to individual accountability. Increase the role of the labour market institutions (authorities and legislation) and the budgets allocated to the different programmes are relevant to the results achieved. At the same time it is found that there are no unique universal models, each State being free to assume its own models and choices. Social dialogue is a favorable condition for flexicurity, which is considered, for the time being, the best way of ensuring the workforce because it allows people to take advantage of the dynamic and open markets through the transition to jobs The best.

According to OECD Flexicurity is:⁸

"An effective policy in the sense of meeting both objectives: employment and social, which implies a modest degree of regulation of the protection of combined employment with services that support new workers to enter employment by increasing the degree Their attractiveness for employers. This requires an approach to 'mutual obligations' in which social protection beneficiaries are offered counselling services, job-seeking support and other professional insertion services, and in consideration to receive in Continue the replacement income, individuals need to actively seek employment or strive to improve their chances of engaging'."

The definition of the International Labour Organisation (ILO) on flexicurity is:

"A balance with active labour market measures to combine flexibility with security. Flexibility, stability and security geared towards adapting to structural change and

⁸ Employment Outlook 2004

security for the needs of the worker. Proposing a ' protected mobility ' policy on the labour market, together with active labour market policies aiming at combining flexibility with security. "

According to the ' Employment committee ', the flexicurity is:⁹ "A balance of policies with the objective of increasing the adaptability of workers and jobs. Policies or instruments are country-specific. "

Andranik Tangian underlines that flexicurity promotes the idea of compensation for labour market deregulation (flexibilisation) with advantages in employment and social security. Metaphorically, Tangian characterized flexicurity by analogy with the motto of the Prague Spring of 1968 "Socialism with Human Face". "Flexicurity is a social protection for the flexible workforce understood as an alternative to pure flexibilisation, but not with the price of relaxing the protection of employment for normal employees" (Keller and Seifert, 2004) and "as a deregulation only of Labour market policy" (Klammer, 2004, 2005). This implies a beneficial combination of flexible and serious contracts, comprehensive lifelong learning strategies, efficient and active labour market policies and modern, adequate and sustainable social protection systems. (Andranik, 2006)

Wilthagen is one of the theorists who wear both definitions, sometimes even within the same works. (Wilthagen, 2004)

The mechanism of flexicurity from the perspective of political components involves legislative rules. 2 institutional entities must be taken into consideration:

- Primary legislation on flexicurity;¹⁰
- Secondary legislation in the abovementioned primary legislation.¹¹

Primary legislation means institutional legislation, i.e. that legislation that introduces (or modifies, as appropriate) a rule. It will be taken into account, being of interest to flexicurity, primary legislation in areas:

- *Regulating the field of employment relationships*
- *Elements of social economy*
- *Training and training.*

Secondary legislation means operational legislation, i.e. that legislation introducing formal procedures for the implementation of a rule established by primary legislation. Characteristics of secondary legislation:

- It is a source of law alongside the constitutional norms, primary legislation and European legislation;
- Details operational issues, clarifies and implements primary legislation on the institution of flexicurity on each of its political components;
- It also includes provisions on the organization and functioning of institutional structures involved in the flexicurity model in Romania;

⁹ Definition given by The Employment Committee, respectively The Social Protection Committee On the date of 12 May 2006

¹⁰ In fact, institutional legislation has an update effect (introduction, elimination or modification of rules). The elimination of a rule is also a regulatory act: the so-called de-regulation.

¹¹ Often the term used to indicate secondary legislation is the application methodology, or even implementing rules (or a combination of type: Methodological rules of application).

- The rules of secondary legislation contain the indication of the text of the primary legislation on which it is based;
- shall be issued within the limits and under the authored primary legislation; Is given for the purpose of executing primary legislation. Under the conditions under which secondary legislation exceeds or contravenes primary legislation the consequence is its lawful inapplicability.
- Distribution of competences between different authorities and public bodies, working procedures and forms for different legal acts.

In Romania, the Constitution is the supreme law in society, which by constitutional provisions guides any provisions of law in the matter. For our subject, the Constitution devotes by articles 41-43:

- The right to work and social protection,
- Prohibition of forced labour.
- Right to strike.

Also through the Constitution is guaranteed the right to teaching through compulsory education and other forms of instruction and improvement. The state education is free and the State grants scholarships to children and young people in difficulties and distress. These rights are operationalized according to the model previously explained by a specific institutional framework, which establishes the modalities for exercising those rights. Thus, the primary legislation in the fields includes:

- *Regulating the field of labour relations*, the Romanian Labour code approved by the Romanian Parliament in 2003;
- *Elements of social economy* -Law 215/2015 on the social economy;
- *Training and Training* – Law 1/2011 National Education Law.

and secondary legislation relating to the aforementioned primary legislation comprises:

- 17 amendments to the Labour Code, the last of which was 16 November 2018,
- Methodological rules on the social economy, HG 585/2016 and A.
- Emergency Ordinance No. 67/2007 on the application of the principle of equal treatment between men and women in professional social security schemes,
- Law 319/2006 on occupational health and safety,
- 806 legal provisions relating to pensions,
- Law 76/2002 on the unemployment insurance system and the stimulation of the workforce with 23 amendments, in force,
- 1463 regulations in force in the field of education and education,
- Law 173/2017 on the remuneration of budget staff and other regulations on remuneration.

In close connection with work, supply and demand for work, at individual or aggregate level, we must not omit the contract in the two basic forms of employment contract and social contract. The contract is the "Law of the Parties". This means that it has the same binding force as the law. The contract may not exceed the provisions of the law either by extending or by narrowing of the rights and obligations to be included in the contract. In modern economies, the numerous contracts are fundamental. It is noted in contract theory, by obtaining the Nobel prize in 2016, Oliver Hart and Bengt Holmström for explaining different forms of contracts, from commercial to health or social. The new theoretical tools created by them are valuable for understanding

contracts in real life, but also within institutions, as well as potential traps in designing a contract. They have created a comprehensive analytical framework to analyze several contract-type instruments, such as performance-based payment for top directors, deductibles and co-payers in the field of insurance, but also privatization of activities in Public sector. The new forms of work, as well as new jobs, impose major changes in the form and content of employment contracts, but also alternative forms of contracts. An interesting and atypical approach we meet at Orly Lobel, professor of law at the University of San Diego, expert in human capital, founding member of the Center for Intellectual property and markets. In the work entitled "Talented people want to be free"¹² she talks about information and knowledge, talents and innovations with reporting to contractual clauses on the confidentiality of employee information, the secrets Patents, innovation as a task and contractual obligation, on copyright law. The author strongly supports the "free flow alternative" (Lobel, 2015) and the renunciation of control-based mentality in human capital management. From her perspective "Innovationomics" is based on the mobility of jobs that "unlocks many of the positive qualities we seek on prosperous markets." (Lobel, 2015, p. 73) Flexicurity can be considered, itself element of the theory of contracts. The Regulatory assembly (Constitution, law contracts) on the other hand, covers the mix of public policy components flexicurity content (CFS, LLL, PA, OSH).

It is a barrier in qualitative analysis, the extremely high number of legislative regulations. More importantly, the regulations have been summarized in targeted and ad hoc interventions on any element that can affect the equilibrium between flexibility and security in the labour market, at employee, employer or State level. There is no a unified perspective with synergical effect. In the same direction, the large number of regulations and the rhythm of issuance, modification, publication, may make it difficult for the general public to reach out and call on rights or to comply with constraints. We can certainly say that, whether they refer to rights and freedoms or constraints, regulations introduce rigidities in the labour market, correlated with the degree and level at which they act.

In order to achieve a Romanian model, I consider it necessary:

- a methodological and comprehensive simplification, (there are employees and employers who do not know their rights and obligations, there are experts from different areas that cannot apply specific legal measures, all because the legislation allows different legal interpretations, etc.).
- better communication to the level of the individual,
- a transparency of information for employers,
- an assumption of responsibility (individual, group, organization, society, State).

5. CONCLUSIONS

The problem of flexicurity is, at the same time, an economic one (in close relationship with the workforce, the function of production, salary and income from work) and a social one (state and social contract with citizens), and public labour market

¹² The Romanian edition appeared with the subtitle "Why should we learn to like leaks, scrapings and parasitism" in translation by Mihaela Sofonea, Public publishing house, 2015

policies aim to achieve both categories of objectives, both economic and social. For sustainable development and the European Union, social objectives are priority and should be verified if they conflict with the economic efficiency goals;

Achieving the equilibrium of the labour market is conditional on the quality, degree of sustainability and effectiveness of the measures applied by each Government;

The multitude of institutions and their respective roles at both national and EU level can organize, collaborate and contribute through thorough analyses to the substantiation of new policies, provide a PP map with the marking of influences in the balance of the labour market;

A logical analysis of the concept has shown that flexicurity is a given, a truism, a reality of the economy and remains a management strategy on a national, community and global scale still not sufficiently defined, prepared and assumed, which does not concern only aspects economic, which does not solve the problem of full employment and poverty eradication precisely because the subjective element, people, human capital has values, will, motivations and unique interests.

A methodological conclusion is that there is no specific methodology in the most developed countries, those that could be closer to positive results. The potential to achieve its goal requires a purely political approach, using as a strategic management tool. The test of institutional analysis was one of the limitations of the project, through the large amount of information dissipated in a number and more documents and communicated by various authorities. The very large number of institutions regulating employment relationships or contracts of other types, health and safety at work, remuneration and other types of income, education and education, security and social assistance is a factor of risk for dissipation of accurate and relevant information, advantaging non-application and transfers to the underground economy.

The pro-flexicurity arguments relate to human capital, consisting of people, young or overwhelming, of any ethnicity, which can and must contribute to solving the problems of the current economy, in the context of globalization, using the opportunities offered, without sacrificing the chances of development of future generations.

The arguments against the implementation of flexicurity relate to the circulation of information, costs, the market can sometimes adjust (without the need for intervention), the idea that people should not be manipulated (but trained).

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