

***EMPLOYMENT, UNEMPLOYMENT AND SOCIAL POLICY IN ROMANIA,
COUNTRY OF THE EUROPEAN UNION***

***OCUPAREA, ȘOMAJUL ȘI POLITICA SOCIALĂ ÎN ROMÂNIA,
ȚARĂ A UNIUNII EUROPENE
(Rezumatul Tezei de doctorat)***

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SUMMARY

The coordinates of this study doctoral are focused in particular on the first problematic issues regarding the spurring resolution employment-unemployment, social policy. Therefore, the approach to the girl we have to involve an exhaustive study, in the first place, the phenomenon of employment and the phenomenon of unemployment and, secondly, of the way in which they are collected and implemented social policies at local, national and European level. Thus, we believe that are evident in this context, a number of "possible" wrapping the economic and social level. By the way in which the approach which offer in this research, we have in view, in particular, assuming the further elaboration of specific rules with regard to the triad employment-unemployment, social policy. Also, by aggregating the main ideas from a theoretical point of view, but practically, we surprise to the positioning of the managers of the economic organizations with regard to their own perception of the main forms of the manifestation of the above mentioned spurring resolution. Therefore, the conceptual approaches, theoretical and practical, but assumed by us come to illustrate the variety and the connections of this PhD research.

The main purpose of this work is focused on the analysis of the phenomenon of employment and unemployment in relation with the idea of social policy at local, national and European Union (EU). Thus, through this approach to us assume we want to highlight through scientific analyzes theoretically a series explanatory and argumentative dimensions relating to the theme proposed by the research. At the same time, the assumptions on which we have in the framework of this PhD investigation have as a point of departure fundamentals of theory and empirical research carried out in time to gradually by reference to examples of good practice and empirical research found in the work of the theoretical and practical expertise. Therefore, such an approach is one economic, but which may involve a series of interdisciplinary nature epistemological connotations.

The theme of research is in our opinion one of interest and timeliness. The arguments with which we are in this respect rather consists in the fact that there are very few research similar to reach a small extent/tangential or do not reach a specific reason such concern in the study. In the literature, national and international rather a series of scientific references without a precise, clear focus on the conditionings which we have in view within the framework of this PhD study.

Also, in support of our arguments we specify - referring us to research and the fault finding procedure for the application of the last part of our initiative doctoral - that, up until now, I have not found in the Romanian literature works to analyze in the region of Nord-Este (Suceava counties of Botosani, Neamt and) perception of managers of economic organizations relating to the forms and arrangements for the specific manifestation of the phenomenon of employment and unemployment in relation to the implementation of social policies undertaken at local, national and European level. The relevance and the topicality of the theme of research consists in the fact that analyzes which they have to transpose on the Economic and plan a series of aspects with ontological significance in relation to the assumed policy. In other words, the argumentative line which we had in view in this context, the aims of economic co-ordinates, but also on the social policies in relation to the local, national and European commitments entered into by the major decision.

At the same time, the appropriateness of our research on the basis of such coordinated illustrates and our desire to try a reassessment of the way in which they are understood and explained the three fundamental components that we have in our PhD procedure: the phenomenon of employment, the phenomenon of unemployment and the idea of social policy.

The methodology of the research reveals the need of travelling along, developing and completing this procedure, from the point of view of the purpose of the assumptions and its objectives. Thus, from the methodological point of theory-, the assumptions associated with the size of the economic and social economic level are built by the sequential observations on the consistency of the paradigms in the theoretical and practical (pragmatic) plan. From the methodological point of view our research has a quantitative character, and sequential observations made from the analysis of the historical and systemic wine to confirm a series of assumptions set out and which may be associated with the size of the economic and social development. At the same time, this approach has in view a scientific analysis of the conceptual/theoretical, carried out on the basis of the information specific to the specialized literature to which I have had access. In this respect, we believe that the procedure constitutes a pragmatic approach which are highlighted conceptual aspects, the theoretical and practical issues relating to employment, employment, unemployment and, by default, their specific policies.

The objectives of this PhD research transpose in theoretical and pragmatic plan a series of aspects which take into account scientific assumed content, as well as relations at the level of the assumptions of scientific research. So, we stated that specific objectives of these research as follows:

(O1) Identification in the literature, national, and international circumstances of the main concepts and theories underlying the appropriateness of the content and covered, and explaining them in relation to the background of the Economic and Social Committee.

(O2) The analysis of the social-economic contexts which make possible a series of conceptual correlations, but the nature of the theoretical and practical dimension of the phenomena in employment and unemployment in relation to the social market

(O3) The determination of the cause and effect parameters such cause and in terms of the manifestation of the phenomenon of unemployment and employment at national and local level, at the level of EU countries.

(O4) Illustration and validation of the assumptions of the commitments from the point of view of the theoretical and practical level relating to the analysis of employment and unemployment spurring resolution-social market.

One of the major issues specific to the economy as a whole is linked to the correlation between the phenomenon of employment and unemployment in relation with the idea of social policy. In this respect, our PhD research has in view a theoretical analysis of the three concepts, as well as a quantitative and qualitative analysis, which is aimed at validation of theoretical and practical application of the given contents and scientifically assumed. At the same time, the economic coordinates depending on which we focused this study doctoral are directed mainly on the idea of functional economy.

This is why I appeal in the first part of this work at a comparable analysis, taking as a point of reference the idea of the functional market. Thus, the analysis of the relationship between the employment and unemployment labor force, and it involves a reassessment of the idea of market economy (with the two parts of its functional economy). From the methodological point of view, the second part of the work is a qualitative and quantitative-sequential observations made from the analysis of the historical and systemic come to confirm a series of assumptions set out and which may be associated with the size of the economic and social development.

In Chapter 1 (*Theoretical approach on the labor market, employment, unemployment and social policy*) I analyzed a series of theoretical approach on the phenomenon of employment, unemployment and the idea of labor market. Our attention has focused in this respect on the size of their theoretical conceptual and, at the same time, taking into account the socio-economic realities. Diacronica analysis of the realities/economic phenomena in relation to these three concepts, determined us to establish and re-evaluate the correlations, the theoretical and practical between relations between them, as well.

Therefore, we believe that such an idea illustrates those economic-social capacities according to which such realities can be more or less explained from the perspective of the scientific paradigms.

Our attention is focused on the idea of economic crisis and the way in which it has generated a series of effects on employment and unemployment phenomenon. So, following an exhaustive analysis of the way in which such economic processes occurring at the level of the company, we are interested to watch in diacronical view, on a certain period of years, what represented the economic crisis in the relation with the idea of employment. Furthermore, taking into account the problematic paradigms and the solutions promoted undertaken at a given moment at the level of the company, we consider the relevance in our scientific the correlation itself between the idea of unemployment and the idea of employment. Also, an important component of the general procedure that we have within this scientific approach is the study of employment and the labor relations in the European Union and, by default, in Romania (Region of the north-east Atlantic, Suceava county - in the study) in relation to the concern of the labor market, employment and unemployment. Starting from the idea that the employment policy in Romania is an important component of the European Employment Strategy, our analysis has also been focused on the relationship between the employment and under-employment. Thus, taking into account the economic and social reality, both at the level of the European Union, as well as at national level, we found that full employment represented and represents one of the major issues in technical decision makers in Europe. Perhaps Not coincidentally, against the background of the gain control of the phenomenon of unemployment, in 2010, the European Council has developed a new strategy on the increase of new employment in Europe Program 2020.

Our reference is made to the European social model (MSE) which focuses on the recognition of values, such as the following: employment, social protection, social inclusion, etc. As it is well known, As well known, the Lisbon Strategy has imposed the creation of new jobs, economic growth, and increase the rate of employment, and growth of labor productivity, aspects which are calibrated to each social policy of the Member States. From a different perspective, the phenomenon of globalization has determined and allowed, at the same time, labor migration, social policy involving the adaptation to the new determining factors.

In Chapter 2 (*Labor Market and employment in Romania*) we have tried to identify some of the main coordinate system that illustrates the size of the labor market in Romania, in relation to the idea of employment. Thus, our research has focused on the analysis of the dynamics of such markets. Under these circumstances, we took into account, on the one hand, a number of internal and external factors, and on the other hand we saw in which the employment policy in Romania consists of (and as an example, we've focused on scientific analysis on the concepts as well as those of „active population", „occupied population ", "active", the rate of unemployment" so on)

Through such an approach, we just want to see what is the labor market dynamics of Romania and the European Union. In this way, we want to find out if such a dynamic can be linked taking into account a series of external and internal factors of the area in which it exists. Furthermore, the capacity of the employment, along with the unemployment rate of Mass emigration of qualified labor employment represent, in the opinion of an author, the effects of external migration within the economic plan. Such an assumption becomes more than obvious and under the conditions in which the company, actual speaks about the globalization of the economy. In this way, an entrepreneurial environment takes into account, or at least should take, a series of policies and strategies aimed at , on the one hand, the management of employment and unemployment) and, on the other hand, optimize and the relaxation of the labor force.

Starting from the idea that human resources by the size, structure and their sharpness constitute a relevant foundation of the existence, of the evolution and the development of an economic system, we can appreciate that the three components (employment, unemployment and inflation) are closely linked by the effects which may result from a market-based economy.

Moreover, as it is well known, changing the status of a population shall be exercised in a certain pressure on other factors which can be found in a society in economic terms. We have in view, in particular the demographic view, politics, the level of training of the population, etc. We can therefore conclude that the human resource and, implicitly, the labor force represent fundamental components in the analysis of the grounds on which we assumed .

In Chapter 3 (*Unemployment in Romania: characteristics and the socio-economic consequences*) we wanted to identify and to bring a series of relevant explanations with regard to the idea of unemployment in Romania. In this respect, we have to be analyzed, in short, the main forms of it, after which we tried a reassessment and resizing of the idea of unemployment benefit according to the realities of Romanian economy on the one hand, and the existing information at the level of EU space. At the same time, we showed that the unemployment rate has met a series of relatively low value in relation to the tests for the implementation of specific social policies in some socio-economic areas. However, the general idea which I concluded it with respect to this approach is that the reassessment of the idea of unemployment

may be realizing in so far as it aims to a resizing and a social re -defining the criteria, axiological in relation with the disagreement or even the convergence of economic and social systems. Therefore, the contexts in which a market economy works and becomes effective in certain parameters reveals in fact an image of the relationship between demand for and supply of labor in conjunction with the degree of employment existing at a given moment of time. Therefore, the approach of such a problem must take into account, in our opinion, the interrelationship among existing at the level of the herd and the structure of the population itself. In Chapter 3 (unemployment in Romania: characteristics and the socio-economic consequences) our attention was concentrated on the identification of the economic and social fundamentals compatible with the properties and the specific features of systems considered as reference for economic theory relating to problematic working, employment and unemployment. Such an analysis had as a point of departure the fact that expanding and, by default, resizing of the European Economic in the conceptual direction (in theory) and pragmatic determined once with the new transformations at social level geo-political and redefine the categories values in relation to an economic system (bringing it so, as a matter of fact, in question and the problems of the nature of the ethics).

The divergence of axiological criteria and economic systems (characteristic of the different form of approach, namely paradigms commitments) print in the social profile a number of features that allow standardisation of models of economic nature. We have in this context an approach to the policies of the European Communities and their influences on social problems in relation with the idea of unemployment benefits. We will also try to achieve, an analysis of this problem at the level of the Suceava county. Therefore, our has in view a structured analysis of the theoretical and practical dimension relating to the idea of unemployment in Romania in relation to the main characteristics of the special policy in Romania. The aim of this analytical procedure is oriented toward the formulation of theoretical positions, axiomatic or demonstrable in the universe of speech default (namely, the Economic and Social Committee), as well as certain types of synthetic purely economic nature (in a pragmatic way). In this respect, such an approach is focused on research on the merits argument, on the analysis, and the development of economic ideas compatible with the principles of the economic pragmatism. Of course, in this context, the strategy for action related to what will represent the assumption of employment policies (in the medium and long term) is a form of manifestation of the European spirit. And such a manifestation offers independence and must involve, at the same time, in our vision, the economic realism with regard to social reality found in all the Member States. The right to freedom of movement generated a series of socioeconomic effects in most of the countries of the European Union members. Thus, on Romania among positive effects may be listed such as: reducing unemployment, positive impact on the budget (in the case of unemployed persons, who no longer require unemployment benefits). Among the negative effects, of course, the best known is the one linked to the drop in demography at national level. However, we consider that on such a phenomenon, our attention should focus mainly on the fact that the international migration of labor force has the starting point of a series of cases of an economic nature, policy, the ideological, religious, cultural, etc.

In Chapter 4 (Marks in the evolution of social policy in Romania) we conducted a theoretical analysis on the evolution of social policy in Romania. We were interested to see to what extent we can identify a part of the contributions made by the merits of this policy at national level. Analytical coordinates followed and

further developed within the framework of this chapter have been directed toward the manner in which they are understood, implemented and financed a series of social policies in the Romanian national space. I've reached the conclusion that the social policy approach linked in particular to the size of the public policies can provide a positive image of the company current. In other words, the economic development can be linked to the idea of regional policy in so far as it is important to be aware of the need for the implementation of specific strategy focused on different directions of development. In Chapter 4 (marks in the evolution of social policy in Romania) we will try to identify and analyze some of the main coordinates system expressing a potential evolution of social policy in Romania. In other words, we consider that it is necessary to identify in this part of our PhD initiative the main aspects which substantiates its social policy and the manner in which they have been implemented at national level.

At the same time, we are interested in this scientific approach to watch the extent to which we can talk about the serious analysis of the nature of the social and economic development in the conditions in which we link the idea of social policy and with other ideas as well as fiscal policy, employment policy, social security policy, and so on. In this way, we will try to focus our attention mainly on an analysis of the differences between the various strategies and similarities found in the size of the social policies. So, we will use the comparative analysis, taking as a starting point the idea of economic-social cohesion as found this at European Union level and its implications in the Romanian national space. The adaptation of national policies in relation to the European social model involves a reconsideration of the way in which they are put into effect and shall be geared to the national strategies of the countries members in different contexts. The dynamics of economic growth strategies and requirements in relation to the field of such European policies requires a periodic reconsideration of what is the labor force and, implicitly, the degree of employment at national level. At the same time, when we analyze the idea of social policy must take into account a number of aspects of social responsibility, social pragmatism, European integration, social inclusion, and so on. On the other hand, such a scientific approach must assume, in our opinion, the support of promoting the active social policies on the basis of a concerted approach the economic, social and political. This image is nothing more than the idea of the European social model which can be found in the "praxis" of the policies of the member countries of the European Union. Therefore, the concern which is reflected by the idea of social policy reveals ideas, such as, awareness, responsibility, pragmatism, social integration. In other words, Romania together with all EU Member States should promote a series of active social policies taking into account a number of aspects of the nature of the economic, social and even political. Beyond the existence of a competition between different Members at European level, their governments should be aware of the need to promote the idea of the European social model. In this way, they have indentified a series of needs faced at present European society and shall constitute reference points of the new social policies. However, at national level, social policy knows a series of paradoxes, as regards its implementation. But, regardless of the paradoxes social policy, one thing is certain, namely the need for centering on employment policies, quality of life and social security becomes ever more obvious. In this way, we can identify social policy priorities which reflect the "de facto" social needs of the Community as a whole. Harmonization of national social policy with the Community system of social protection brings out a series of aspects which reflect the idea of improving the quality of life at the level of Romania. Thus, the successful implementation of the

proposed measures at national level can certify the expertise of specialists in the field of social policies. Therefore, such harmonization of social policies with the Community implies, in the opinion of an author, of a number of aspects of necessity in the economic plan.

A special role in the financing of social policy in Romania is the human capital as a form of capital, perceived as foundation of sustainable development. The Premise from which we start when saying this is the one that human capital can be linked to the idea of regional development. Thus, the human capital means manpower available, which finds correspondence in the size of the economic terms as well as productivity, efficiency, efficiency, and so on. But the value of human capital, whose development is done through education, training and investments in the health care system, is in direct relationship with what some authors call in the literature „integrator”, i.e. that "powerful field of forces able to combine two or more components based on the interdependence or synergy".

In Chapter 5 (Research on the perception of the managers of economic organizations in the region in the north-east of Romania - the counties of Suceava, Botosani, Neamt and ideas - on employment, unemployment and social policy and the relationships between them at local level (regional, national and European) I had in view a quantitative - qualitative analysis, with regard to the detailed rules for the perception of the managers in the region of the north-east Atlantic concepts of employment and unemployment, as well as the idea of social policy. Thus, the first part of this examination started with the implementation of a questionnaire, and the opinion of the second part with the establishment and implementation of an interview. In the end, I tried to link the data obtained and then to consolidate the main scientific contents of the appropriateness of the entire PhD theoretical works. In this way, we tried to see to what extent some of the assumptions and the objectives announced at the beginning of the doctoral initiative can be validated (partially or completely) or not. In other words, our interest consisted in achieving an exhaustive analysis on employment and the labor relations in the European Union and, by default, in Romania in relation to the concern of unemployment (taking into account the Region of the north-east Atlantic, Suceava county). That's why I appeal to a study quantitatively and qualitatively with regard to such problems, of course, referring us to the merits of this theoretical work and the aspects presented/found in the literature, national, and international circumstances, and a number of examples of good practice in the economic and social life. Therefore, through the application of a questionnaire and achieving an interview we want to see to what these assumptions extent can be validated/verified set out in this PhD work.

Therefore, our doctoral i initiated reflect a number of ways to further elaboration and playback of the way in which it is possible to link the theoretical value, but and pursuing the phenomenon of employment and unemployment in relation with the idea of social policy.

The Investigative nature of such a research reflect an entire procedure to valuing what knowledge and education related to the phenomenon of employment and unemployment in relation with the idea of social policy. Such pragmatic representation expresses in the background, a whole theoretical process on the main aspects in this doctoral process. Of course, that new interrogations and solutions regarding this topic on which we consider relevant in particular for the economic and social status of Romania and, lastly, at the European level will not miss.

Our PhD thesis constitutes a comprehensive analysis of the perception of the managers of economic organizations in the region in the north-east of Romania (the counties of Suceava, Botosani and Neamt) on the ideas of employment, unemployment and social policy and the relationships between them at national and European level. The co-ordinates of this research implies, therefore, a study of quantitative and qualitative information on the topics mentioned above. Thus, our analysis will initially focus on a series of exemplifications and models of good practice as are to be found in specialty literature and practice.

We have in view, in this context, a process of concealing the theoretical which represents the perception of managers on the ideas of employment, unemployment and social policy at regional, national and European level. From these considerations, we believe more than necessary to try to offer explanations and reasoned arguments/valid to confirm the underlying assumptions within the framework of this PhD work. At the same time, our procedure involves analytical and taking account of the literature at national and international level. Taking into account, in the first place, the international specialized literature, we see that from a theoretical point of view there is research relating to the topics dealt with by us with exemplifications but referring rather to the historic-scientific arguments, in conjunction with the geographical areas (Baredit external Romania, 1994). In other words, we say that only tangential aspects of the addressed issue are reached. On the other hand, there is the Romanian Space approaches and similar analyzes, more or less substantiated which are spurring resolution from the point of view of employment and unemployment, social policy in the region of the north-east Atlantic.(Hordau Nicolae, 2004, 2012, 2012; Stani, Marinescu, 2013). And this time, we specify that the aspects of this kind covering a theoretical and methodological analysis, but qualitative and quantitative-one (for the Region of north-east) are analyzed tangential or separately on the three dimensions, namely: employment, unemployment, the labor market. Such research have determined us to focus our own doctoral approach toward a triadic approach (at the level of theoretical and practical) taking into account the quantitative and qualitative analysis in the north east region (counties of Suceava, Botosani, Neamt and).Therefore, we believe that our supplements such research bringing a plus of knowledge and value in relation to an educational-axiological size.

The specific concern of the perception of the managers on the ideas of employment, unemployment and social policy and the relationship between them has a central place in our PhD thesis. So, by this study our interest is to find out who is the manager's perception of economic organization in respect of the issue mentioned above. The explanations of a scientific nature which they have to come to validate the arguments raised by the US in the theoretical part of the research. Therefore, the assumption of such a scientific approach involves the responsibility, but also an approach to the epistemological nature. The establishment and the announcement of the epistemic criteria for the identification of the main economic organizations, subject to the research, was carried out taking account of the taxonomy of territorial units on regions, in conjunction with the taxonomy economic organizations in Romania as it is found in the law 346/2004 (item 4). Thus, starting from the idea that in Romania there are 8 development regions (NUTS II - the Nomenclature of Territorial Units for Statistics), our study has focused in particular on the part of the counties listed in the region of the north-east Atlantic, namely: Suceava, Botosani and Neamt. The main objective of the research has been given by the analysis of the

perception of the managers of economic organizations in the region in the north-east of Romania (the counties of Suceava, Botosani and Neamt) on the ideas of employment, unemployment and social policy, and the relations between them, at regional, national and European level.

Using that method, the method of the investigation, I tried with this research to find out exactly what I presented in the main objective of the research. (Zait, Spalanzani, Zait, 2015) Moreover, taking into account on the basis of the rule of uniformity (the existence similarities) the criteria on the basis of which it has carried out the research we have determined that the consignment of sampling is given by the crowd of managers of the three counties. In other words, the manager of each of the organizations' means the unit itself by sampling.

This stage alleged the identification of those coordinate system designed to optimize the use of instruments and consisted in the application of questions. At the same time, we would wish to specify that the aim of this initiative consisted in the identification of concepts that provide the basis for the final questionnaire (for example, aspects of the nature of the linguistic diversity in the case in which are not understood certain terms or aspects related to education and economic culture and knowledge of the regional particularities). This stage of the pre- investigation has been carried out at the very beginning of the research (in October and November 2017), participating 30 respondents (10 in each county) different is the final stage of the questionnaire and the interview. This it was intended to be the responsibility of the questionnaire in phase pre-investigation was a maximum of 30 minutes. As a result of this action which I have done it, I applied a short survey, corresponding to the stage of pre-investigation. The results of the study which I have made with regard to the perception of the managers of economic organizations in the region in the north-east of Romania (the counties of Suceava, Botosani and Neamt) on the ideas of employment, unemployment and social policy and the relationships between them at national and European level have generated, in our opinion a series of conclusions and results that can be summarized as follows:

(1) Concern found at the level of the questionnaire, as well as at the level of the interview submitted to the interest on the part of the burden on respondents; in this respect, they were involved in an open and active in the process of supplement and liability to the questions.

(2) Application of the questionnaire and the interview by default implementation in the framework of the economic organizations we were determined to make a series of correlation and to identify a series of problematic aspects relating to employment, unemployment and the idea of social policy. Under these circumstances, we may add the following ideas detached in the following:

(A) applying the questionnaire

• has noticed a certain opening of the respondents as regards involvement in the final stage of the questionnaire; • some of the respondents answered concisely, giving explanations, solutions to some of the questions in the questionnaire.

Any difficulties which have existed have assumed:

- understand ideas within the items (in the initial phase of chestionary);
- canvassing of application slower and with some significant costs (the pecuniary resources, materials, etc.);
- the moments in which the respndents have tried to postpone or to avoid the answer to the questions and even participation in the stage of the questionnaire (although there has been a clear understanding between them and the previous operator with regard to the involvement in this study);

- the moments of slight "fear"/„panic" expressed, highlighted by questions like: „of course not must be offered to the internal data about the company?" „it is necessary to involve me as a representative of the company in which I have the managerial activity?', 'we can answer to the questions: “ Can we answer to the questions of the questionnaire on another day?" „,Is There any confidentiality ensured?", and so on.

(B) implementation of the interview

- overall there has been a very good collaboration between operator and all the respondents interviewed;
- answers to some of the respondents were offered in a clear and concise manner, professional;
- any difficulties encountered consisted rather in the subjective:

- assuming a range clockwise at the time in which they answered the questions of the interview; thus, there were cases in which it has been rescinded the appointment of the respondent and manager of the reasons linked to the organization management at the level of the company/organization (unexpected events, changes in the program in respect of the management program);

- aspects which take the form in which they respond to ask (there have been a few cases in which the respondents have expressed options orally by asking the operator to record at a later date in writing)

By the approaches and results, we believe that such a theme may be extrapolated and extensively and other economic research dimension (and not only) by reference to the local, national and European level.

Once obtained the replies in the questionnaire and once made correlations and interpretations relating thereto, our study has focused on the realization of the interview whose purpose was to see which is how the perception of managers of economic organizations in the region in the north-east of Romania (the counties of Suceava, Botosani and Neamt) on the ideas of employment, unemployment and social policy, and the relations between them, at regional, national and European level. In this interview participated 21 persons (7 managers from each county/economic organization), managers who were different from those which are to be found in the stage of pre-investigation, supplementing the original questionnaire and end. So, I tried to respect the criteria for scientific aspect, watching at the same time to bring a surplus of scientific knowledge as regards the quality of our doctoral study.

The period of performance of the interview was April and May 2018, and during which it had been respondents to provide a minimum of 30 minutes. Note also that the interview was carried out in front of the respondents. Implementation and actual deployment of the interview has materialized, taking into account in particular the structure on which we assumed it at the time of construction (an introductory part by which the manager is informed of the purpose of the interview and questions which require a short response or the responder's specific views).

Summing up, we can say that the main contributions of our study doctoral consist in the following aspects:

1) The approach which we assumed it was one of the original type in the sense that so far there have been no similar research to address concurrently problematic employment and unemployment in relation to the social market at the level of the managers in the region in the north-east of Romania. In other words, through the methodology of which I have been taken into account I did no more than to open new doors for research as regards problematic and default theme dealt with

2) Another aspect that we brought to the attention in the manner specified was linked to the relationship between labor productivity and demand for labor force in relation to the idea of employment. In this respect, we believe that it is necessary to carry out a specific strategy of social policy geared to growth itself the employment rate, in particular on the north-east region of Romania. Therefore, taking into account the idea of a Romanian specific context, we believe that an adjustment is required (within the meaning of a flexibility) of the policies of the European culture and social/economic space. More than this, we believe it is justifiable and from the perspective of a massive migration of Romanian citizens in other countries in the European Union. Such a phenomenon should be stopped, „normalized" by itself the application of specific policies of employment at national and regional level, in particular.

3) In our opinion assuming and implementing the policies of the European Communities must not be strictly only financial aspects, but should be established and to put a greater emphasis on ideas as well as those of social responsibility, humanism. In other words, we believe that the materialization of such policies should take account of national/regional specificities of each member countries or even regional specificities. Such assessments, we believe we come to meet the new requirements and conversions on the market economy in relation to everything that happens at social level, political, ecological, and so on.

To carry out this PhD work involved and a number of limits given the complexities of it. So, we can identify the limits of:

(1) The completion of the theoretical: We are fully aware that the theoretical value has not been taken into account many of the information found in the literature. Also, access to some information (for example, to update the relevant economic graphs) has been hindered because of the fact that sometimes the official documents have appeared in public later than it should have been. This is why the clear identification of coordinated, coherent which form the basis of our study was sometimes more difficult and completed in relation to the actual social and economic context. At the same time, I have not found in the Romanian literature a systematization clear, the conceptual-theoretical instruction, which reflects the correlation between employment, unemployment and social policy in relation to the context of the social, economic and even history at the local level and even national.

(2) The completion of the practical/empirical research (qualitative and quantitative analysis): this stage of our doctoral initiative was faced with a number of aspects of the restrictive order as regards access to some managers of economic organizations. Also, their availability to answer any questions or to achieve the interview has generated in some cases subsequent reprogramming, which assume additional costs from the point of view of the use of the resources involved in drawing up and complete the study (material, financial, time, etc.).

(3) However, we want to make the statement as to whether the limits encountered during the study, its quality has not suffered, because I've been watching the scientific coordinates on the basis of which have been formulated and operationalized objectives undertaken at the beginning of the PhD research.

Our PhD work that I initiated reflects a number of ways to further elaboration and playback of the way in which it is possible to link the theoretical value, but and pursuing the phenomenon of employment and unemployment in relation with the idea of social policy. In these conditions, by an analysis of the particular nature of the wrapping, our study doctoral affects a series of coordinated approach designed to open new doors for further training and development. So that the cell/milestones

summary of possible subsequent doctoral research of this study we can identify the following:

- (1) investigations carried out and the results obtained can be extended in the case of a study covering, on the one hand, the other three counties which belong to the region of the north east (Botosani, Iasi, Vaslui, and on the other hand, at national level, and even the European Parliament;
- (2) Such a survey may be completed and developed and in the case of subsequent post PhD studies;
- (3) Given the results obtained within the framework of this study we can bring to the attention of the researchers, managers, of all persons concerned by the issue addressed in order to stimulate the interest with respect to the further development of companies

The investigative nature of such research reflects an entire procedure to value what knowledge and education related to the phenomenon of employment and unemployment in relation with the idea of social policy.(Alves, 2003) such representation pragmatic expressed in the background, and a whole theoretical process on the main aspects captured in this PhD approach . Of course, that will not deprive us interrogations and solutions regarding this topic on which we consider the relevance and in particular for economic and social status of Romania and, lastly, at the European level. Therefore, we consider that the identification of linkage between employment, unemployment and social policy is a transposition into real, pragmatic plan of everything can be found at the level of the strategies, the objectives of the commitments entered into by the business decision makers economic, social and policies at local, national and European level.