

Reflections on a Quarter of a Century of Labor Market research within the INCSMPS¹

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Abstract

The National Scientific Research Institute for Labor and Social Protection – INCSMPS – in short the Institute, celebrated in 2015 the age of 25 years, years of continuous activity in the field of social and humanist sciences. Axiomatically, the problems of transition economy and transition to a new growth model by Krelle (2000) targets “structural change, allocation and the distribution, the output of economy and the quality of life of its citizens”. On these economic system changing background, coupled recently with transition towards knowledge economy in a globalized world, **the role and mission of the Institute in regard to labour market is strongly linked with the transition management problems towards a sustainable model of economic growth, similar with the values of developed countries.** This role and mission of the Institute is sustained both by its regulatory trajectory and by its multidimensional scale of research domains, exceedingly dynamic but simultaneously highly specialized. The INCSMPS’s profile is shaped on the main regulation documents defining its organization and functioning during, 1990-2016 period. Our reflections are limited only to the Labour market department research activity, department that catches the process of economic transition/s from Romania in a multidimensional scale perspective. Issues related to problems that measure the importance of the field were addressed: *Core dimensions of the labour market* (theory, policies, strategies, regulations); *Individual and holistic analysis of the growth economic factors* (Demographic, Labor, Productivity, Knowledge TFP, Land, Capital, Information, etc.); *Mechanisms of implementation* (Functioning, Sustainability, Economic, Social and Environments objective implementing, Efficiency, Competitiveness, Technological progress, The production of the New, Management micro, Processes and evolutions, etc) and *Instruments of measurement, monitoring, evaluation* (Statistique, Sociology, Econometrics, Algorithms. The authors concludes that the Institute is the guardian of the **sustainable growth, signaling by specific means, the challenges that arise in redefining some dimensions of the labor market.**

Keywords: Labour market, employment, labor force, employment policies

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1. Introduction

The **National Scientific Research Institute for Labor and Social Protection – INCSMPS** – in short the Institute, celebrated in 2015 the age of 25 years, years of continuous activity in the field of social and humanist sciences. The Institute is now a national R&D institute, a distinct entity in the **Romanian Research and Development System of National Interest**, “functioning as public right unit with juridical personality”⁴.

Among the rich spectrum areas of research (*Labour market, Lifelong learning, Human resources management, Social policies and social phenomena, Socio-human aspects involved in the process of change, modernization and integration of Romania in the European structures, Strategies and models of socio-economic development nationally, regionally and on activities of the national economy, Macro and microeconomic management*) activities we limit our insight only to the **labour market domain development, as one of the mark label of the Institute**. Now times, in the landscape of research-development and innovation actors from Romania INCSMPS is unique by its complex profile. (Box 1):

Box1.

The R & D and Innovation System (RDI) in Romania comprises 263 public RDI organizations and about 600 enterprises. Of the public organizations, 56 are publicly authorized universities, 46 are national research and development institutes (43 of which are MCI coordinators) and 65 are research institutions and centres of the Romanian Academy. The National Innovation and Technology Transfer Network (ReNITT) comprises 50 specific organizations: Technology Transfer Centres, Technology Information Centres, Technology and Business Incubators, 4 Science and Technology Parks.

Source:<http://www.research.gov.ro/ro/articol/4481/sistemul-national-de-cercetare>, downloaded on 2017-02-01 21:54:00

INCSMPS as a growing and living organism develop this profile is the result of an evolutionary process, strongly linked with the post Decembrist history of Romania. Due of its uniqueness is difficult to be compared.

Over 25 years the Institute confirmed the **vow towards to serve the scientific truth** following academic paths and proved to be efficient in a capitalist market, developing both **cooperation and competitive**, learning the exercise of liberty (Boaz, 1997, p. 531) in a globalised research market framework.

The Institute specificity is furthermore given by the subtle balance between **theoretical and applicative** instruments, the **responsibility and the commitment** towards the policies and law processes and developments (inputs, monitoring, outputs, projections, strategies), the

⁴ <http://www.research.gov.ro/ro/articol/4481/sistemul-national-de-cercetare>

multiscale (micro, mezzo, macro and even global) level of analysis, in multidimensional **profiles** (socio- economic characteristics, in space and time). The human capital of highest level of education, with a large diversity of domain of education and specialisation working together was able to develop “additive, interactive, and holistic” (Choi, 2006) **multidisciplinary, interdisciplinary and transdisciplinary research instruments, methodologies** by case (projects, events, objectives, etc.) (Concepts in the sense of Kokemuller; Teinaki, 2011)

No the last, INCSMS is an active knowledge economy agent, producer of high value added, member in knowledge networks, holistic integrator of social, economic and environment dimensions in a sustainable way, promotor of the highest cultural values as a mark for Romania’s specificities and correspondingly for humanity.

2. The INCSMPS’s profile shaped by the main regulation documents

The act of birth was signed in Government Decision (GD) **124 from 10 February 1990** under the name Institutul de Cercetare Științifică în domeniul Muncii și Ocrotirii Sociale - Institute for Scientific Research in Labour and Social Care, under the subordination the National Commission for Labour Protection (Comisiei Naționale pentru Protecția Muncii). Following the link with the Social Protection, the Institute name is changing the “Care” in the “Protection” becoming “Institute for Scientific Research in Labour and Social Protection-INCSDMPS”.

The Institute (INCSDMPS) is reorganized by GD **1305/9.12.1996** as a National Institute under the coordination of Labour and Social Protection Ministry with the name “**National Institute for Scientific Research in Labour and Social Protection – INCSMPS**”. Article 1 / 1305/1996 Regulation states that the **Institute functioning is According to the model of Autonomous Regies**, according to Law no. 51/1996. Abrogated by the Ordinance 57/2002

The back bone of the Institute is defined by this Act of Establishment in the **Article 3** regarding its Object of activity. The Institute has as Object of activity “theoretical and applicative studies and researches in fields of **national interest** regarding **human resources management, social development and social protection** in Romania”. Also, its object of activity is described as standardized profile as: *CAEN code 7220, UNESCO⁵ code 5302.02 Economic science/Econometric / Econometric models*. Among its first 6 departments is founded the **Demography, Labour Market, Prognosis and Strategies Department**.

GD1773/21.10.2004 in the Art. 1 (2) changes INCSMPS functioning model according to GO 57/2002 approved through L324/2003, where the new model is based on “**economic gestion / administration and financial autonomy**, calculates the amortisements and conduct its accounting in an economic mode”.

INCSMPS was re-accredited as INCD based on the **ANCS Decision no. 9634/14.04.2008**, distinct unit of the National RDI of national interest.

⁵ <http://skos.um.es/unesco6/530202>

In 2015 INCSMPS pass under the coordination of ANCS based on HG 27/14.01.2015⁶ art. 10 and nominated in the 3b Annex. Financing source is, according to Government Ordinance no. 57/2002, approved with modifications and Approved with amendments and completions by Law 324/2003. GD 26/14.01.2015 (revoke the GD 185/2013) stated that National Education Ministry is the “state authority for R&D, according to GO 57/2002, modified and improved by L324/2003

Decision 9261/09.06.2016 of the National Authority for RDI (ANCS) regarding the **Certification of INCSMPS** for 5 years as RDI unit was evaluated by the Consultative collegium for RDI, and also published on ANCS site⁷.

Based on the “Art. 5. OUG 96/8.12.2016 INCSMPS, found under the coordination of ANCSI passes starting with 15.01.2017 under coordination of **Labour and Social Justice Ministry**, ministry working as state authority which assures the coordination for government strategies and policies implementation in the field of work, family, social protection and aged persons”. This change was made in the context of functioning modification of The Ministry of National Education and Scientific Research through the GD 44/2016 and of the ANCS through GD45/2016.

3. Problems of transition economy and transition to a new growth model

At the risen of transition economy, the labour economy emerges as science in Romania. The changes from central planning to free markets stand up new problems for countries experienced this process. Among the problems specific to each transition economy as Romania faced were: the changes of legal system centred towards individual property rights, the moral hazard with its consequence of developing inefficient employment, the appearance and rising of unemployment, lack of entrepreneurship and skills, the opening to global markets and interest to attract foreign capital, increasing inequalities and polarities, etc. (based on economicsonline.com.uk).

Krelle (2000) points that “transition from a planned to a market economy implies an important change of the structure of production, i. e. a reallocation of resources which takes time and induces sufferings for some people”. Also Krelle focused under the new growth model shaped by the “perfect competition, full information and freedom of action in concluding contracts in mutual interest” there should be changes in multiple plans like the “structural change, allocation and distribution, the output of economy and the quality of life of its citizens”.

⁶ GD 27/2015 regarding the “organization and functioning of the National Research Authority Science and Innovation - ANCS”

⁷ <http://www.research.gov.ro/uploads/sistemul-de-cercetare/incd/decizia-9261-2016.pdf>

Koldko (1999) points that “strong institutions can liberalization and privatization put emerging post-socialist markets on the path of sustainable growth”. (Box 2)

Box2

Eastern European common eight elements are of key importance that are linked with **institutional arrangements**:

1. The lack of organizational infrastructure for a liberal market economy;
2. Weak financial intermediaries unable to efficiently allocate privatized assets;
3. A lack of commercialization of state enterprises prior to privatization;
4. Unqualified management unable to execute sound corporate governance under the conditions of a deregulated economy;
5. A lack of institutional infrastructure for competition policy;
6. A weak legal framework and judiciary system, and a consequent inability to enforce tax code and business contracts;
7. Poor local government, unprepared to tackle the issues of regional development;
8. A lack of non-governmental organizations (NGOs) supporting the functioning of the emerging market economy and civil society.

On this economic system changing background, the role and mission of the Institute in regard to labour market is strongly linked with the transition management problems towards a sustainable model of economic growth, similar with the values of developed countries.

The complexity of these problems represents in some measure the domain of activity of the institute in general but with pre-eminence define the activity of Labour market department.

4. A quarter of a century of labour market research within the INCSMPS – remarks from the (new) growth model perspective

The Labour market department research activity catch the process of transition from Romania in a multidimensional scale. Among the main dimensions were covered:

- **Core dimensions** of the labour market (theory, policies, strategies, regulations),
- Individual and holistic analysis of the **growth economic factors** (Demographic, Labor, Productivity, Knowledge TFP, Land, Capital, Information, etc.)
- **Mechanisms of implementation** (Functioning, Sustainability, Economic, Social and Environments objective implementing, Efficiency, Competitivity, Technological progress, The production of the New, Management micro, Processes and evolutions, etc) and **Instruments of measurement**, monitoring, evaluation (Statistique, Sociology, Econometry, Algorithms). (Fig.1)

Our hypothesis is that the labour market” understanding” evolves from the tangible dimensions (core dimensions law regulation, economic labour price – wage, etc., basic social protection – unemployment benefit) towards more intangible dimensions (education, skills, management, knowledge). **Our reflections follows mainly the publications that marks a significant expanding given by the novelty of the research domain that defines the labour market.** Also, these selected cases that illustrate the diversification and specialisation of research activity is the result of the framework described by the Project - seen here as the source of the scientific academic publications in the large scale dissemination framework. The reverse way is also active, from a good article is springing a new Project. This evolutionary perspective of the labour market understanding in the research activities in this the labour market department considers that the advance is result of both mechanisms Projects and (Academic) Publishing in a continuous chain Project – Publications – Projects – Publications, etc.

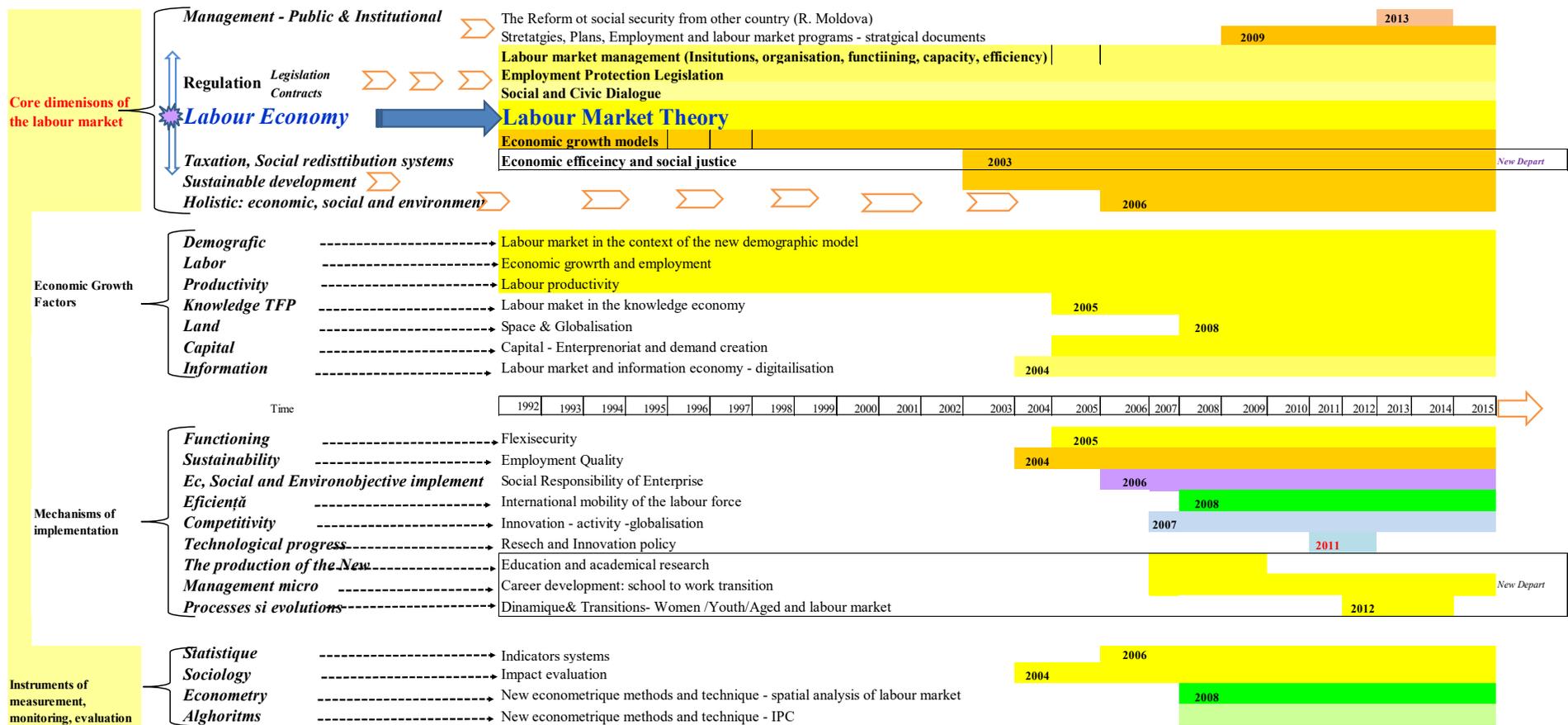
These criteria limits strongly the information’s regarding the profiling of research production in the first decade (1992-2002) of the Institute existence. Or in other words the scientific a research activity was at first silent and present more in the Projects than in publications. Another factor that explains our border line of 2003 is given by the large use of Internet in 2005, following its commercialization and good access in Romania since 1997. Next to technological progress we have also to mention the globalisation phenomena market by Romania’s entrance in the EU in 2007, accelerating the internationalization of labor market research in department, process in development.

4.1. Core dimensions of the labour market (theory, policies, strategies, regulations)

Among the core dimensions of the labour market research activities developed in the Institute we present a small selection with the purpose to emphasise the inflection points in the scientific domains trajectories realised mainly in the labour market department from the Institute.

- *theory*

Professor Răboacă (n. 6 march 1935 - d. 20 january 2008), Romanian school creator in the field of labour market, connect the Romanian school of labour economics with the main themes debated at international level. Among his contributions, we mention some step stones to the labour market core theory: the Romanian labour market and sustainable development (Răboacă, 2003c) coupled with the problems of the economic efficiency and social equity.



Source: Author's work

Fig. 1 – A quarter of a century of labour market research within the INCSMPS

The market economy (Răboacă, 2003b) based on the importance of education on the labour market in knowledge society (Răboacă, 2003a) – represents some of the most visionaries and actual works of the Professor. Other confirmed theories in time were: “New demographic model and its implications” (Răboacă, 2004), followed by the “Coordinates of the labour market in the knowledge society” (Răboacă, 2005a) and not last by the “GDP evolution and its determinants during 1989-2001” (Răboacă, 2005b)

Lincaru (2008) analyses the labour market in Romania on the background of accession and integration process in European Union, event market at 1st of January 2007.

Ciucă et. al. points in 2009 some perspectives regarding the labour and the labour market in the line with theoretical critical thinking launched by Răboacă during 1990-2008. This approach is continued by “Labour market structural and functional integrator of the new paradigms induced by the **knowledge economy** in both the scientific research dimension and in labour market dimension” (Lincaru 2013a).

- *Policies, strategies, regulations*

Social dialogue – one of the oldest core team of department with high importance in the first decade of Institute existence was referenced with the project “Social agreements on the enterprise restructuring” in 2001. One extraordinary event in 2011 on the labour market regulation was brought by **the Law of 62/2011 of the Social Dialogue** and its expanding to civil dialogue. Starting with 13.05.2011, repeal the following normative acts : The employer's law 356/2001, The law of the trade unions no. 54/2003, the Law no. 130/1996 on the collective labor contract, the Law no. 109/1997 on the organization and functioning of the Economic and Social Council, the Law no. 168/1999 on solving of labor conflicts, the Decision no. 369/2009 on the establishment and functioning of the social dialogue commissions at the level of the central and territorial public administration. In 2012, on this background of redefining social dialogue legal framework in Romania was developed the LIBRA Project, coordinated by Tiraboschi, Let's Improve Bargaining, Relations and Agreements on work and life times balance, project finalised with an final report presented to EU Commission (Tiraboschi M., coordinator, 2013), the Romanian chapter was reported by Lincaru & Ciucă.

Following 2006 is starting to make steps towards holistic approaches of economic, social and environment, **including space in analysis**. As response to Muntenia's Region demand Lincaru et.a. (2009) makes some contributions to The Regional Action Plan for Employment and Social Inclusion and The Plan for Implementing the Regional Action Plan 2009 - 2011, The South Muntenia Region. This collaboration was fruitful and finalised with a pioneer publication in spatial analysis with the article Lincaru et.al (2011c). In the case of South

Muntenia the geographical distribution of unemployment was analysed at the lowest administrative level – at NUTS 5 level equivalent with LAU2 (local administrative level).

School to work transition sprung as a core research domain since 2008, next becoming as autonomous department. Process of transition from school-to-work: generator for the initial stage of path dependence in career development was an RITA project under EU Commission FP6 Programme which treated the problem of youth mobility in European space, finalised with a paper by Lincaru et.al. (2008).

Key follow up to these events was the starting of the **spatial analysis of the labour market** shaping research field **since 2009**. The first Nucleu project was „Models and spatial econometric techniques to analyse regional labour markets, focused on fostering inter-regional competition”. An academic result of this project was the paper analysing the Regional Development and Diversity/Variety of Firms (Lincaru et.al., 2010). In 2014 was made another step in the direction of consolidation the labour market indicators profile in space, fact supported by the project PN 420118 Nucleus Research Program: Spatial distribution of labour market indicators in the context of cohesion policy, 10.2014-12.2014.

One measure of the maturity and scientific power of the Institute is reflected by the the EMPLONET Transnational partnership to promote employment - structural Project coordinated by Ciucă (2011-2013). Among the regulation type results of this project is the **Government Decision 1071/2013. On the approval of the National Employment Strategy 2014-2020 and the Action Plan 2014-2020**. Strategic Development Prospects for the Labor Market In Romania, as Introduced by the Europe 2020 Strategy, (Ciucă et.al., 2010) published in 2010 in Romanian Journal of Economic Forecasting, one of the most prestigious Romanian Academic Journals.

Another research direction started from practice with follow up in theory was **the youth employment problem** signalled since 2012. Under the sectoral program of Labour Ministry (MMFPS) Lincaru et.al. ended the impact of policies over the youth insertion on the labour market in Romania. Lincaru & Ciucă edited and published in 2014 the “Youth and the Labour Market in Romania”. This book was published under international umbrella of ADAPT – Labour Studies Book, series conducted by Tayo Fashoyin and Michele Tiraboschi, in the prestigious Cambridge Scholars academic publishing house.

Emphasizing labor market challenges in the new circumstances induced by the knowledge economy on the background of huge demographic unbalances, we highlight the new research domains developed recently and their promoters: the evolution of medium and long term occupations (Pirciog and Militaru), active aging (Tudose), employment in the innovation process (Pirciog), employment in rural areas (Paşnicu) and not only.

4.2. Individual and holistic analysis of the growth economic factors (Demographic, Labor, Productivity, Knowledge TFP, Land, Capital, Information, etc.)

Atanasiu (2006) promote a new approach of treating the growth economic factors from the demand side though the **CSR – Corporate Social Responsibility**. This new topic was strongly confirmed by time as a sustainable pathway, a back bone for the modern management which integrates in a holistic manner the human activity, in socio- economic action, assuming its impact over environment, internalising the externalities. This knowledge spiral was initiated with the Project "Developing the concept of corporate social responsibility in Romania, within a European context" coordinated by Atanasiu, during 2006-2007. We associate as off-spings from this projects the "The Importance of Corporate Social Responsibility in the Knowledge Society (Atanasiu et.al, 2006), Risk prevention through corporate social responsibility, (Ciucă et. al, 2007b), The evaluation of the main characteristics of the CSR (Corporate Social Responsibility) in Romanian firm (Ciucă et. al, 2008). CSR research was pushed next towards nuances given by spatial heterogeneities, with full exploitation of the intangibles like: Cultural industries, regional networking NUTS 1, NUTS 2 (Ciucă et.a al, 2009a) CSR practices and the "cultural or creative industries" development, in Romania at regional level (Ciucă et. al, 2009b), CSR in the creative ecosystem of the region. Profile for Romania (Lincaru et.al., 2009), this first cycle being finalised with "Internal dimension of Corporate Social Responsibility (CSR) and training, a sustainable support" (Ciucă et.a al, 2011). The CSR boom in research production was valued in starting the second cycle of CSR, stage marked by the Nucleus Project: "CSR relationship with employment development programs at Community, national and regional level" developed during 01.2012-05.2012.

Since 2006 is announced the importance of "The development of the Renewable Energy Sector –Source for more and better jobs" (Lincaru, 2006) represents another confirmed domain of research in the Department, continued after 2012 with Projects and books by Ghinararu, Ghenadie, Chiriac.

International mobility of labour force enters in 2008 as research domain with the project PNCDI 2, during 2008-2010. "International circulation of the labour force from Romania to the EU level, The Romania Integration Impact over the labour force flux. Romania – EU", With Lincaru responsible for INCSMPS partner. This topic treats the labour force from many perspective demographic from the spatial mobility across Europe but also considering other drivers like salaries heterogeneities, technological intergenerational changes. We mention some academic publications like: Age-specific gross worker flows as reflex of technological change effect on intergenerational mobility as element of management strategy building (Lincaru et.al., 2011a), Gender differences in gross worker flows (Lincaru et.al., 2011b),

Alternative method of Gross worker flows measurement - Study case Romania, (Lincaru et.al., 2011d) , Gross Worker Flows Estimation At European Level," (Lincaru et.al., 2012) .

The synergy of factors economic, social and environment was first announced by Răboacă (2003c) and continued by Lincaru (2006) pointing the potential for creating jobs for the renewables. Following the partnerships with INOE 2000 were developed 2 projects, project that enlarged the horizon of research in the department. In 2009 LIDAR teledetection method – Foresight exercise resulted the paper "LIDAR's Open source: Instrument for ecological and socioeconomically factors synergy achievement", (Lincaru et.al., 2014c). The second Project: DYNAHU „Dynamic interaction between human and natural components based on the synergy of ecological and socio-economic factors in fast urbanization” PNCDI II (2012-2016) was the most prolific and braking frontiers one! The tendency identification of overall clustering of registered unemployment at territorial administrative unit level - UAT2 in Romania (Lincaru et.al., 2014b), Periurban Areas and Population Density Clustering Model, (Lincaru et.al., 2014d), The Townsend Deprivation Index Variation As Indicator Of Periurban Areas Development, (Lincaru et.al., 2015).

4.3. *Mechanisms of implementation (Functioning, Sustainability, Economic, Social and Environments objective implementing, Efficiency, Competitiveness, Technological progress, The production of the New, Management micro, Processes and evolutions, etc)*

Flexicurity as idea was bring to Department first in 2005 and then spread with high speed in Institute by Malden et.al. (2005) and consolidated in 2007 by the paper "The concept of FLEXICURITY and the youth perspective on the labour market" (Ciucă et. al, 2007a) In this case we find again the situation when from an paper is developing an project, but here 2 projects one coordinated by Pasnicu (PNCDI) and the other by Ghinararu (2009-2012). Ghinăru, coordinates the POSDRU/63/3.2/S/41637 "The response of the Romanian labour market to the crisis: increasing the flexibility and adaptability of enterprises and enhancing the safety of workers".

Innovation enters in 2006 as research domain bring by Atanasiu in the Department with the Project "Scenarios of forecasting Romanian economy departments and branches with innovative potential, in perspective of 2020" in the CEEX Program framework. Atanasiu et.al. (2009) evaluates the „The innovation potential and the innovation impact in Romanian firms". Interactive long term collaboration with Triple Helix Research Group and EU Commission in view to Support to the Monitoring and Analysis of Knowledge Triangle Policies in Europe for Romania (Lincaru, 2011-2012), support to analysis on the way research and research systems are regulated in the EU Member State, facts for Romania (Lincaru, 2011), Monitoring European Trends in Social Sciences and Humanities – country validator (Lincaru, 2011), support to Regional Innovation Monitor (Lincaru, 2012).

Strategical perspectives higher education and labour market – expert consultation (Lincaru, 2009) in Strategical Projects for Higher Education. Mladen (2010) coordinated The

Development of Interdisciplinary Academic Research Aimed at Enhancing the Romanian Universities' International Competitiveness.

One good example of **mechanisms of implementation of EU policies in R: Moldova** is the Project ID No. P120913, Technical Assistance to support Reforms for Introducing Activation Elements into the Social Aid Social Program, project funded by the World Bank during 12.2012 – 06.2014 period with coordinator Ciucă. The stages of this project covers a large spectrum of activities like: institutional analysis, activation interventions design, resources request dimension, etc. This type of project illustrate an complex response offered by Institute in the process of exporting consultancy in packages at demand of beneficiary, simultaneously respecting confidentiality clause, respectively with no reflex in the Research production (article, papers or books).

4.4. Instruments of measurement, monitoring, evaluation (Statistique, Sociology, Econometry, Alghoritms)

Ciucă (2004-2005) consolidate the thesaurus of instruments and methodologies destined to **impact evaluation** with the World Bank project "The Impact of Active Labour Market Programmes within Transition Economies". Main off-springs of this projects was the "Impact of active policy measures on employment in Romania" (Ciucă et.al, 2005a), the impact of Employment Labour Protection over the general employment performances for the labour force (Ciucă et. al, 2005b), Employment and Productivity – Their Contribution to Economic Growth (Ciucă et. al, 2006).

Pirciog consolidate the thesaurus of instruments and methodologies destined to **prognosis and forecasts on short and medium term of the demand of labour**. This family of instruments is the most complex and used one from the very begging to overall transversal labour market domains, regardless topic. This is the manifestation of the Economic science/Econometric / Econometric models standardised profile of Institute. In over 25 years of activity Pirciog developed in specialised methodologies (macro econometric models of forecast of system type and panel) and surveys in firms. The high frequency and large amplitude of research projects induced the crystallisation of a **specialised teams** in both areas cybernetic systems and survey design and interpretation, mostly in "Employment projection and skills shortage, projection of labour demand and employment forecasts" research domains. Recently, Militaru join into the Labour Market department, collective of salaries covering the "Income in employment". All these core econometric modelling were found in projects funded by World Bank, National Plan of R&D, Programme CEEEx, Structural Programme, The Sectoral Plan of R&D of ANCS. The stability of these R&D activity allow the provision of a continuous information flow towards the decision makers regarding the policy of vocational training and education, the basis for the programming of the actions regarding the employment policy,

Cătănciu consolidate the thesaurus of instruments and methodologies destined **to analyse the salaried persons and firms at micro and macro level by economic activity, in sectoral perspective**. This continuous investment in programming, algorithms, shaped the most conservative "wing" of the Institute, nowadays structured as independent Department.

The **quality of employment** research domain starts in 2004 from an article "The information of quality – premise for a quality employment" (Lincaru, 2004) and was followed by the Project "System of indicators: Employment quality evaluation methods". funded from Program Nucleu, coordinator Lincaru C. during 2005-2007. On this topic were some articles that looks at the employment of quality as a security source (Lincaru. et.al., 2006), employment stimulation factor for young people (Lincaru et.al., 2006) and an success factor for increasing the innovation potential at sectoral level (Lincaru et.al., 2008) .

Ghinararu (2006-2007) coordinates the "**System of Indicators for Social Protection**", financed by the World Bank (through contract no/ 17/25.05.2006 BIRD #4616 RO) for the Ministry of Labour, the compendium was based on ESSPROS Manual (1996).

Lincaru et. al. (2008-2011), responsible from the INCSMPS partner in the project ECOMA, the Analysis of Factors and of the macroeconomic knowledge based dynamics using econometric techniques and processing information worked to adapt PCI – independent component analysis algorithms (Fast ICA) on labour market. One result of this project was Finding Underlying Factors Using The Independent Component Analysis On Labour Market – Application On Unemployment Rate In Monthly Variation, (Lincaru et.al. 2013b).

5. Final remarks

Institute is the guardian of the sustainable growth. Mapping continuous over the knowledge frontier, Institute preserve the labour market's in its „essential true” regardless new background and drives factors (globalisation, technological progress, high human capital deficits, etc). More, there are identified new interactions, institute fixes some milestones in "unknown land". This milestone marks both extensive domains, fully consolidate by deep drilling with new and appropriate instruments, intensive exploitation of concepts, applications and dynamics approaches, producing knowledge for excellence.

Yes, it is almost impossible task to catch the "spirit" of the Institute. It is certain that its unique coordinates are at the crossroads of fundamental with applicative research, supporting national interest in a global world. All these traits explain its atypical profile of a „Wise chronicler involved in civitatem vita”.

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