

Education in Support of Flexicurity

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Abstract: Europe recent years, particularly through the voice of trade unions targeting Christian - social, launched a new concept. "Flexicurity" means flexibility and security on the labor market (when referring to the strict meaning of the concept), but felt the socio-political environment as a subject of great interest, which has stirred wide debate launched and among academic world and among the defenders workers. All these efforts are made, in fact, in order to attract and raise the legislature's strategy through a policy favorable to the protection granted to those who live in salary.

Keywords: education, Permanent Education, Formal education, Non formal education, Informal Education flexicurity

Life of a man is a school for himself throughout the duration of its existence. The rise continued the individual does not make it any higher than the absolute upper limit of learning. In this regard, the principle of education should be made permanent in direct relation to social progress and individual subject of consistent education.

Education¹, an approach that applies

¹ Latin-educate educio reflects feed, a nurse, the increase stemmed in French education (second XVI). Educate-educated, all in Latin means to lead, a lead out. In our days are routine and acceptance, often synonymous, training, taming, indoctrination, training, training, learning.

only to men does not lead to a certain age - legally imposed or decided by each - but is extended throughout the life of an individual. Education can be understood as disciplinary activity, cultivation, domestication and moralization of human action or training for himself or others.

Factors education - family, school, church, cultural institutions, media, associative structures ... - put in evidence functions of education: axiological (value and creative cultural), cognitive (vehicular heritage of knowledge), economic (preparation and training of individuals for production material) and the selection and transmission of values from society to person.

Each of the forms of education has a significant role:

- Permanent Education - anticipation of the development and harmonization on the forms of learning;
- Formal education - influences intentional and systematic developed specialized, with the mission of the human personality;
- Non formal education - optional activities or optional, extra, less or no formalized;
- Informal Education – personal explorer, spontaneous, unorganized, not certified.

In the current interpretation, education sends think of its institutional and hierarchical structure. Formal education received in school, get face to face two categories of people. Young generations that assume the roles of pupils of several representatives of older generation, responsible, transferring, with competence, knowledge in various systematic, organized and centralized autonomy. Formal education aims specifically at training the person, by developing intellectual capacity and employment or participation of emotional-affective education. Limited in duration in years, the 15-20 or even more, formal education is an introduction to the sphere of culture and prepare for initial education, extended throughout all the individual existence.

Non formal education, extracurricular, is gain systematically, with a certain rhythmicity or intermittently, outside the school area (under the influence of cultural institutions: theaters, museums, libraries, houses of culture, etc., Non-governmental organizations, other institutions with the mission related education and / or culture) or outside the years allocated organized study in school,

through extra to acquire general knowledge or professional qualifications (of youth movements, clubs and associations). Non formal education, complementary to formal education, educational reality means a less formalized or neformalized, but always with the formative effects, often of greater speed.

Informal education is defined by its spontaneous, incidentally, contextual, intentionally or not, with or without purpose, without any formalization. Be acquired by any family member of the group of friends or acquaintances, or self, subjectively, by reading, observation, experience of life ... The process is disturbing the entire period of lucidity of a person. Under time pressure information, informal education spreads to feature on account of the many means of communication, the most common being television channels, radio, computer networks, home videos and CD / DVD audio-visual, etc.. Informal education can not be under the substance and fundamental education, but are rare situations supplementing considerable. Content informal education is not necessarily determined by the predominantly of one or other of the types of values, activities and concerns of ambient environment in which education takes its existence as his own needs, aspirations, interests. Informal education occurs as a result of forces of influence coming from the social environment for the person who wants to educate herself. Volunteering the subject of an assessment education is quite different from grids used in formal education. Meanwhile, the launch of personal explorer's studies conducted in a wide permission temporal or employer, assuming the entire management approach, strengthen the power of the impact of informal education on the individual. Certified or not certified or not, the knowledge also learned a way to supplement

educational value and those accumulated in a formal / non formal.

Permanent education is a natural continuation of any of the three forms of education, as defined by all together. Education is a continuous process, beginning at birth and lasts throughout the whole life. Particularity lies in its scope, namely at the level of each individual, but also to the society. In the process involving public / private individuals / legal facts conscious / unconscious, directed phenomena / arbitrary, intentional action / random effects direct / indirect...

Education is in support of the person educated, meet the individual needs of education, but also to society per ensemble or, if progress is to ensure, in all its forms. Therefore, the value of education is tested and recognizes the reality in practice, where it denote the link between needs and availability, supply of educational and application of knowledge (expressed by people that time), on the one hand, and the goods and services, on the other.

In concrete terms, it is training by qualified and thereafter continue lifting the level of qualification, or retraining, multiquification, processing them ... Training is a complex and lengthy. She materializes for every individual qualification for a particular occupation of the wide range of professions in society. Qualification can be regarded as the acquisition of all scientific knowledge base, technical and specialized, and the skills needed to exercise a profession in certain economic conditions and technical and organizational. Training has two distinct components¹, namely: education and professional training itself.

¹ V.Cornescu, I. Mihăilescu, S. Stanciu, "Management, Baze Generale", Editura Actami, București, 1998, p.97

Professional education skills make records of each person and at the same time, its orientation is done for one of those professions suitable skills. Without carrying out this process, vocational training and, most importantly, the action against the company it does not amount to the requirements imposed by contemporary technical progress.

Training is the process through which is carried out effectively, preparing people for each job chosen. The wishes becomes possible using the entire arsenal of methods and forms available at any given time to acquire the scientific knowledge base, technical, general and specialist, first, and skills training for employment in the secondary. The first direction is achieved through school, but also of some special training organized by companies, become general knowledge and specialized of employees, which should enable them to practice their chosen field. The second direction - skills training for work - is carried through learning practical workshops and school-enterprises, directly under the guidance of specialists.

- Continues training - continuous process of training (theoretical-application) and permanent adjustment of the person being practiced at the (advanced training and acquisition of new skills);
- Formal Training - transfer of theoretical knowledge to each worker for completing and strengthening the work habits;
- Non formal training - advanced training and uncertificated requalification
- Training informal - aspects of training through features of informal knowledge.

Continuing Training is a concern of all States of the world, therefore all companies and, obviously, all employees. It allows maintaining a high standard of professional competence, acquisition of new skills, which lead to high appreciation of the work of each and, of course, increasing the rewards obtained. Improving training - in the process of acceptance - are therefore a beneficial effect for both the company and the individual, the latter ensuring a greater stability of employment and satisfaction, within certain limits, the wage claims.

From this perspective, is the closest European social model, to flexicurity ¹ concept promoter. For his explanation, there is no today a sense unanimous valid. Christian trade union and labor they associate the idea of a strategy of simultaneous increase flexibility and security of employment. In contrast, is much more comprehensive interpretation of the European Commission, that included measures of social protection. Literature often refers to the definition given by Wilthagen and Trosa², that flexicurity means a policy aimed at increasing concomitant:

- flexible work;
- security of employment;
- Security income.

In the last half decade of the last century, the Netherlands used the first time,

¹ Flexicuritatea – mai multă siguranță printr-o flexibilitate sporită a pieței muncii”, Contribuții pentru dialog social-1, Centrul European pentru Problemele Muncitorilor, Königswinter, mai 2008

²European Foundation for the Improvement of Living and Working Conditions: Varieties of flexicurity: reflections on key elements of flexibility and security, Luxemburg, 2007a

in connection with labor³ market reform, promoting:

- atypical and flexible forms of employment.

Subsequently, Denmark has launched "golden Triangle" (Madsen 2006), the European Commission was based when he explained the term flexicurity. In essence, the model supports:

- flexible forms of standard employment;
- high unemployment aid;
- active measures of employment;
- support from the state for every employer and employee, in which "flexibility" and "security" complement each other;
- new condition of work, more responsibility, to which, on the one hand, employees have the capacity to adapt, and on the other hand, employers have the availability of acceptance.

Certainly that communication on flexicurity, the European Commission identified four essential components, in order to become a pillar of the successful involvement of the concept⁴:

1. Contractual issues:

- Flexible and Reliable conditions (from the perspective of employers and employees), guaranteed by specific legislation (mainly a code of modern work);

³ M.Keune, M.Jepsen, "Flexibility and Security Act", Not balanced and hardly new: the European Commission's quest for flexicurity. European Trade Union Institute for Research, Education and Health and Safety (ETUI-REHS).WP 2007.01. Copenhagen

⁴ Centrul European pentru Problemele Muncitorilor, "Flexicuritatea – mai multă siguranță printr-o flexibilitate sporită a pieței muncii", Contribuții pentru dialog social -1, Königswinter, mai 2008, p.15

- collective agreements;
- forms of work organization.

2. Active policy measures and effective in the job market:

- support for employment;
- encouragement of the time those in search of employment

3. complex strategies based on lifelong learning:

- various specialized modules oriented career
- stimulation of other guidelines in employment;
- recovery and even exploit the full potential of each individual.

4. modern systems of social security, focusing on social contributions if appropriate:

- unemployment
- disease;
- retirement.

What is being attempted by this bid?

- dismissal rules aim to boost the labor market by creating more jobs;
- measures for boosting those in search of job to start with some principles appropriate;
- specialized modules offered especially at companies, but also active at national level;
- protection before and during the period of unemployment.

Therefore, education protects workers, even if they do not support flexicurity, but especially when it supports the concept.

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