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PROFESSIONAL EXPERIENCE

1999 – Current	Managing Partner & Founder – Volosevici & Plăcintă Law Firm (VP&Partners) Private Legal Practice, Ploiești, Romania – Advising multinational companies on carrying out current activities in contractual, labour, and tax law. – Conducting major restructuring operations, including large-scale collective dismissal procedures, transfer of activity, and business closures. – GDPR compliance practice: authoring data protection documentation for employment contexts – Legal risk analyses on mandatory AI tool use, algorithmic management, and workplace monitoring.
2014 – Current	Senior Lecturer in Law Petroleum-Gas University of Ploiești, Romania – Teaching Labour Law and European Labour Law (bachelor and master levels) – Research on algorithmic management, platform work, datafied subordination, workplace surveillance, collective bargaining, trade unions. – Vice-Dean – Faculty of Letters and Sciences (since 2024).
2002 – 2014	Assistant Professor Petroleum-Gas University of Ploiești, Romania – Taught introductory law, labour relations, and EU law modules.

RESEARCH EXPERTISE

Core areas	– Labour law & industrial relations: EU employment regulation, collective bargaining, social dialogue, trade union law, algorithmic management, platform work. – Datafied subordination : reorientation of the employment dependency bond from human authority to data-driven automated systems. – GDPR & privacy in employment: workplace surveillance, monitoring technologies, data protection compliance, Romanian and EU case law. – Sustainability & equality at work: EU pay transparency (Dir. 2023/970), gender equality, ESG reporting, non-discrimination.
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EDUCATION

2007 – 2012	PhD in Law Université de Bretagne Sud, Lorient, France – Mention très honorable avec félicitations du jury. – Thesis: Analyse multi-facettes de l'intégration des salariés dans les sociétés commerciales, en France et en Roumanie.
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Jul 2007	Diploma in Advanced European and Global Legal Practice Central European University, Budapest, Hungary – Graduated Magna Cum Laude.
2006 – 2007	Master's Degree – EU Law Titu Maiorescu University, Faculty of Law, Bucharest, Romania
2004 – 2005	Diplôme d'Université de Droit des Affaires Franco-Roumain Université Paris I Panthéon-Sorbonne & University of Bucharest
1995 – 1999	LLB – Law University of Bucharest, Faculty of Law, Romania
Additional training	European University Institute, Florence – Academy of European Law, EU law (2008). King's College London, Centre of European Law – EU law courses (2009). Mediation & methods for democratic dialogue – Cardozo School of Law / Central European University / Hamline University (2006).

SELECTED PUBLICATIONS

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| 2025 | Human Resources and GDPR Compliance: Lessons from Romanian Data Protection Case Law on Workplace Privacy
<i>Proceedings of the International Conference on Business Excellence</i> , 19(1), 4329–4344.
https://doi.org/10.2478/picbe-2025-0332 |
| 2025 | Surveillance as a Socio-Technical System: Behavioural Impacts and Self-Regulation in Monitored Environments
<i>Systems</i> , 13(7), 614. https://doi.org/10.3390/systems13070614 [co-author: G.D. Isbăşoiu] |
| 2025 | Artificial Intelligence in Employment Decision-Making: Legal Challenges and Implications
<i>In Digital Lawscapes: Artificial Intelligence, Cybersecurity and New Risks (ADJURIS)</i> . |
| 2025 | Promoting Sustainability Through Corporate Practices: Empowering Working Mothers and Advancing Gender Equality in the EU
<i>In: Panait, M., Gigauro, I., Raimi, L. (eds) Sustainable Economic Development. Palgrave Macmillan, Cham.</i> https://doi.org/10.1007/978-3-031-96224-0_11 |
| 2025 | Balancing Legislation and Moral Capitalism: Enhancing Employee Access to Decision-Making
<i>In: Koldinská, K., Strban, G., Kun, A., Wujczyk, M. (eds) Labour Law and Social Security Law in Central and Eastern Europe. European Union and its Neighbours in a Globalized World</i> , vol 26. Springer, Cham. https://doi.org/10.1007/978-3-032-04496-9_18 |
| 2025 | The Power of Scale: How European Large Corporations' HR Practices Drive Global Workforce Standards
<i>In: Săraru, CS., Popa Tache, C.E. (eds) AI, Sustainability and Solidarity in Advancing European Values in a Globalized Age. European Union and its Neighbours in a Globalized World</i> , vol 28. Springer, Cham. https://doi.org/10.1007/978-3-032-06508-7_12 |
| 2024 | AI Use in the Workplace: Some Legal Risks and Challenges
<i>Analele Științifice ale Universității 'Alexandru Ioan Cuza' din Iași (Științe Juridice)</i> , LXX(II). |
| 2023 | Some Controversies over the Interpretation of the Legal Provisions on Video Surveillance in the Workplace |

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- 2023** **The Principles Governing the Administrative-Disciplinary Procedure under Romanian Law**
Journal of Law and Administrative Sciences, No. 19/2023.
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- 2022** **The Digitalisation and the Employment Relationship**
Journal of Law and Administrative Sciences, No. 18/2022.
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- 2021** **Alternative Dispute Resolution and Individual Labour Conflicts: A Different Way of Managing Organizational Disputes**
Jus et Civitas, 2/2021.
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- 2020** **Brief Considerations on Telework During Pandemic**
Jus et Civitas, no. 1/2020.
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- 2019** **Psychological Harassment in the Workplace: An Overview at EU Level**
Journal of Law and Administrative Sciences, No. 11/2019.
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- 2018** **Considerations on the Posting of Workers in the Framework of the Provision of Services**
Economic Insights. Trends and Challenges, Vol. VII(LXX), No. 4/2018.
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- 2018** **Some Considerations on Video-surveillance and Data Protection**
Jus et Civitas, Vol. V (LXIX), No. 2/2018.
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- 2017** **Considerations on the Processing of Personal Data in the Employment Context**
Economic Insights. Trends and Challenges, Vol. VI (LXIX), No. 4/2017.
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- 2017** **Book- Detaşarea transnaţională: Aspecte teoretice şi practice (Posting of Workers: Theoretical and Practical Aspects)**
Editura Pro Universitaria, ISBN 978-606-26-0814-9.
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- 2013** **Book- Gestionarea juridică a resurselor umane (Legal Management of Human Resources)**
Editura Pro Universitaria, ISBN 978-606-647-823-6.
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SELECTED CONFERENCE PRESENTATIONS

- 2026** **International Conference “The Present and the Future of EU Labour Law”, Jean Monnet Chair in European Social Policy, University of Bologna** | Paper: The Limits of EU Labour Law: Algorithmic Management, Working Conditions, and the Case for a Dignity Floor.
International Conference on Business Excellence, Bucharest | Dana Volosevici, Gheorghe Dan Işbăşoiu –Paper: Beyond GDPR Compliance: CCTV Perceptions and Self-Censorship. Possible Lessons for Workplace Governance.
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- 2025** **14th ILERA World Congress, Durham University Business School, UK** | Paper: From Decision-Makers to System Operators? The Evolving Role and Legal Accountability of Managers under AI.
ADAPT International Conference XV, Bergamo, Italy | Paper: Blurred Lines: How Employer-Driven Volunteering Reshapes the Meaning of Work.
5e Congrès international CIELO LABORAL 2025, Bordeaux, France | Paper: Vers une agilité syndicale : protéger les droits des travailleurs à l'ère du management agile.
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- 2024** **20 Years of EU Membership – Labour Law in CEE, Charles University, Prague** | Paper: Balancing Legislation and Moral Capitalism: Enhancing Employee Decision-Making Access.
ADAPT International Conference XIV, Bergamo, Italy | Paper: Legal Perspectives on Human Reliability and AI: Balancing Industrial Efficiency and Worker Rights.

EVALUATION AND EDITORIAL ACTIVITY

2014 – Current	Executive Editor – Jus et Civitas – A Journal of Social and Legal Studies.
2020 – Current	Associate Editor – Journal of Law and Administrative Sciences (JOLAS).
Current	Associate Editor – Cogent Social Sciences (Taylor & Francis). Expert evaluator – National Science Centre (NCN), Poland: peer review of a research grant proposal on the regulation of workplace artificial intelligence. Invited peer reviewer: Cogent Social Sciences; Frontiers in Computer Science; Frontiers in Artificial Intelligence; MDPI Societies; MDPI Social Sciences; MDPI Laws; Administrative Sciences.

PROFESSIONAL AFFILIATIONS

1999 – Current	Member – National Union of Romanian Bar Associations (UNBR).
2006 – Current	Member – National Union of Insolvency Practitioners in Romania (UNPIR).
Current	Member – International Labour and Employment Relations Association (ILERA). Member – Society of European Contract Law (SECOLA). Member – Association of Privacy and Data Protection Specialists (Romania). Member – Society of Legal and Administrative Sciences (Romania).

LANGUAGE SKILLS

Mother tongue(s)	Romanian				
English	LISTENING C1	READING C1	WRITING C1	SPOKEN PRODUCTION C1	SPOKEN INTERACTION C1
French	LISTENING C1	READING C1	WRITING C1	SPOKEN PRODUCTION C1	SPOKEN INTERACTION C1
Italian	LISTENING A2	READING A2	WRITING a2	SPOKEN PRODUCTION A2	SPOKEN INTERACTION A2

Levels: A1 and A2 – Basic user; B1 and B2 – Independent user; C1 and C2 – Proficient user