

CROSS-BORDER LABOR MARKET FROM THE PERSPECTIVE OF THE EU NEIGHBORHOOD POLICY: CASE STUDY ROMANIA SERBIA

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ABSTRACT

In this article we aim to reflect the evolution of the cross-border labor market in the Romanian-Serbian cross-border region. Considering the cross-border cooperation program between Romania and Serbia, taking into account the local needs of the communities in the border area, the European strategies developed at the macro-regional level. At the same time, the European dimension is also important. For these reasons, we propose to study the essential problems of the local labor markets in the cross-border region Romania Serbia, after which we also studied the bibliography in the field of the labor market, making proposals for development.

KEYWORDS: *cross-border region , labor market, local development, European strategy.*

1. INTRODUCTION

According to the Regulation in terms of coherence with the Connecting Europe Facility (CEF), synergies and complementarity will be stronger if the CEF focuses on the "core network", while the ERDF and the Cohesion Fund also provide support for the "global network", including ensuring access to it locally and regionally, as well as transport links in urban areas. 6. INTERREG AND CROSS-BORDER EUROPEAN MECHANISMS considering the success of previous Interreg programs, we propose the following developments: Cross-border programs should no longer serve mainly to manage and distribute funds, but should play the role of exchange institutions, facilitate cross-border activity and become a center for strategic planning. Inclusion of external cooperation. This development will take the form of (1) a specific component for the outermost regions, (2) incorporating the current IPA/ENI funding to support enlargement and cooperation with neighboring countries. EU-Candidate State cross-border local labor markets: an EU state neighboring a candidate state The analysis of the cross-border labor market Romania - Serbia, which includes the Judetes and the regions of Serbia, we resorted to a Labor Market Study Prepared by: Dragiša Mijačić Vesela Vlašković, PhD Marina Savković, PhD, February 2020 of a project aimed at studying this problem, the purpose of which was to provide technical assistance for the development of the cross-border labor market Romania Serbia carried out within the Empowering Banat through project implemented by the Regional Agency for Socio-Economic Development - Banat in partnership with the Chambers of Commerce from Serbia and Timisoara. Project financed by the Interreg IPA Romania-Serbia cross-border cooperation program 2014-2020, with the aim of harmonizing employment rates in the Romanian-Serbian cross-border area, taking into account the high unemployment rate existing in Serbia, on the one hand, and the lack of labor force in Romania, on the other hand. The specific objective of the project was "to increase the potential of the program area to ensure economic growth,

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improve cross-border access to the labor market and employment opportunities in the area eligible for the program". The authors focused on the analysis of the labor market in Banat, on both sides of the border (Serbian and Romanian). In this regard, the team of experts developed a study on the labor market, providing a comprehensive picture of the current situation of the labor market in the target area.

2. EVOLUTION OF LOCAL LABOR MARKETS IN THE CROSS-BORDER AREA ROMANIA - SERBIA

2.1 The local cross-border labor market in Romania, Romania – Serbia area (Timis, Caras-Severin, Mehedinti counties)

The study focused comprehensive analysis of the Banat labor market. Analysis of employment and the position of vulnerable groups on the labor market, Legal aspects of employment in the Serbian and Romanian parts of the Banat. Analysis of the unemployment rate and labor availability in the region. Analysis of the inactive population, as well as unregistered jobs, according to gender, age and qualifications. Identifying the institutions responsible for training unemployed people and vulnerable categories on the labor market in Banat; Necessary skills and qualifications of employees, identified by most important stakeholders in the region; SWOT analysis of the current situation on the labor market in Banat; Identifying fields that require intervention (Diagnostic analysis). We present some conclusions of the authors: "(1) Employers from Timiș County are looking for more workers without any qualifications than employers from the Serbian Banat region (12.20% compared to 5.56%), which is also applicable to upper secondary education and post-secondary non-tertiary (compared to 90.25% to 86.7%). On the other hand, respondents from the Serbian Banat region are looking for more workers with higher education (75.93%), compared to employers surveyed from Timiș County (60.98%). (2) These results could explain by the different needs of the employers, but also by the structure of the samples, since the sample from Timișoara County contained much more employers from the private sector, which was previously presented in this paper. (3) The majority of surveyed employers agree that professional experience is the most important characteristic of job candidates (77.78% in the Serbian Banat region and 80% in Timiș County). It followed by the need for IT skills (about 37% in both regions) and driver's license (about 30%). Foreign language skills are more important in Timiș County (30%) than in the Serbian Banat region (22.22%). (4) As other preferred characteristics and skills of job candidates, respondents from the Serbian Banat mentioned professional license for specific industries, appropriate level of education and professional qualifications, responsibility, teamwork, communication skills, etc.

On the other hand, employers in Timiș County insist on the ability to learn and study constantly and improve. Next, we proposed to reflect the evolution of the situation on the local labor market in the cross-border area in the counties of Caras-Severin, Mehedinti, Timis, presenting the evolution of labor resources.

Table 1. Evolution of labor resources in the period 2008 - 2019 by counties located in the cross-border area Romania – Serbia

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Timis	449,9	454,8	459,9	462,2	462,4	461,8	473,4	472	479,1	478,7	475,7	473,5
Caras-Severin	203,2	204,5	206,8	205,4	204,1	202,8	176,4	175,3	176,9	174,2	170,5	169,7
Mehedinti	187,4	188,4	189,6	188,2	187,4	186,6	160	157,5	157,8	154	150,7	149,7

Sursa: www.insse.ro Labor resources by sex, macroregions, development regions and counties

From this table we can see that in Timis County during this period 2008-2019 the number of employees increased from 449.9 thousand in 2008 to 473.5 thousand in 2019. In Caras-Severin county the number of persons is decreasing from 203 2 thousand people, to 169.7 thousand people, and in

Mehedinti county, the decrease of employed personnel was also recorded from 187.4 to 149.7 thousand.

Table 2. Employment rate of labor resources in the cross-border region

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Timis	74,3	69,8	69,3	70,3	72,3	72,4	71	72,3	71,8	72,3	73,3	73,5
Caras-Severin	59,5	57,4	55,1	54,8	56,4	55,3	63,5	64,1	61,4	60,5	60,6	60,8
Mehedinti	59,7	56,8	55,2	56	57,9	56,4	64,5	63	59,6	61,3	63,5	63,5

Sursa: www.insse.ro Employment rate of labor resources by gender, macroregions, development regions and counties

From table 2, we notice that the employment rate of labor resources in Timis county changes slightly during this period from 74.3% in 2008 to 73.5%, in Caras-Severin county from 59.5% to 60, 8%, and in Mehedinti county from 59.7% to 63.5% in 2019.

In table 3 we present the number of unemployed people registered in the respective counties for the period 2008-2019, from which we note that in 2008 in Caras-Severin county 7,698 unemployed people were registered, and in 2019 3,345, in the county In Timis county, in 2008 – 5,568, in 2019 2,775 people, and in Mehedinti county from 11,429 to 6,929 people. In table 3.5, the evolution of the unemployment rate, which is also decreasing.

Table 4. Unemployed registered by categories of unemployed, gender, macro-regions, development regions and counties

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Caras-Severin	7698	13326	11280	6739	6735	6764	5277	4870	2413	3961	3537	3345
Timis	5568	15114	12367	6280	6696	6463	5433	4329	3944	3540	2742	2775
Mehedinti	11429	17363	12219	11373	11445	12295	11464	12219	10034	9777	7996	6929

Sursa: www.insse.ro Unemployed registered by categories of unemployed, gender, macro-regions, development regions and counties

Table 3.4. The evolution of the unemployment rate during the period 2008 – 2019

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Caras-Severin	3,1	6,8	5,2	3,5	3,6	3,2	2,8	2,4	2,3	1,5	1,4	1,2
Timis	6	10,2	9	5,6	5,5	5,7	4,5	4,2	2,2	3,6	3,3	3,1
Mehedinti	8,1	11,3	9,8	8,9	9,4	9,7	9,4	9,5	9,8	8,8	7,4	6,7

Sursa : www.insse.ro

Tabel 3.5. The evolution of salaries (2008-2019) in the respective counties (Caras-Severin, Timiș, Mehedinți)

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Caras-Severin	1054	1148	1174	1157	1213	1227	1326	1459	1637	1869	2142	2462
Timis	1319	1357	1409	1483	1581	1704	1836	2060	2343	2562	2922	3310
Mehedinti	1261	1296	1321	1298	1294	1367	1475	1544	1630	1897	2184	2476

Sursa : www.insse.ro

2.2. The local cross-border labor market in Serbia from the Romania-Serbia cross-border area

In Serbia, we have the following evolution presented below in table 3.7 regarding employment in cross-border regions: in the 6 regions: Južnobanatska oblast, Severnobanatska, Srednjobanatska oblast, Borska oblast, Braničevska oblast, Podunavska oblast. FOR the period (2015/2019) we present the evolution of registered jobs in total.

Tabel 3.6 Employment registered by employment municipalities

		Registered jobs - total	Employees of legal entities (in "long-term employment" and in "temporary and casual employment)	Entrepreneurs and their employees and self-employed persons (in "long-term employment" and in "temporary and casual employment)	Registered individual agricultural producers (farmers)
2015					
RS – Republic of Serbia		1989617	1587437	308863	93320
Južnobanatska oblast		62561	46456	11189	4917
Severnobanatska oblast		36730	28562	5336	2832
Srednjobanatska oblast		44524	34978	6376	3171
Borska oblast		29222	22887	4562	1774
Braničevska oblast		41268	26320	7341	7606
Podunavska oblast		38575	29079	6951	2543
2016					
Republic of Serbia		2009785	1597366	323313	89106
Južnobanatska oblast		63228	47106	11438	4684
Severnobanatska oblast		35767	27604	5432	2731
Srednjobanatska oblast		43053	33658	6353	3042
Borska oblast		28933	22771	4568	1594
Braničevska oblast		42176	27706	7448	7023
Podunavska oblast		40174	30364	7302	2508
2017					
Republic of Serbia		2062588	1634901	342457	85230
Južnobanatska oblast		64346	47839	12069	4438
Severnobanatska oblast		35418	27313	5501	2604
Srednjobanatska oblast		44298	34894	6544	2860
Borska oblast		29242	23108	4707	1428
Braničevska oblast		41999	27616	7851	6532
Podunavska oblast		41719	31306	7698	2715
2018					
Republic of Serbia		2131079	1688241	364305	78533

Južnjobanatska oblast	65123	48207	12817	4100
Severnjobanatska oblast	36535	28446	5643	2446
Srednjobanatska oblast	47156	37570	6932	2654
Borska oblast	29161	22999	4881	1281
Braničevska oblast	42117	28038	8086	5992
Podunavska oblast	42701	31936	8330	2435
2019				
Republic of Serbia	2173135	1723828	377439	71868
Južnjobanatska oblast	65987	48907	13280	3800
Severnjobanatska oblast	36282	28372	5634	2276
Srednjobanatska oblast	46835	37492	6837	2507
Borska oblast	28957	22852	4957	1148
Braničevska oblast	41903	28291	8116	5496
Podunavska oblast	43266	32469	8673	2124

Source: Employment registered by employment municipalities (NSTJ) [number]

The total number of employees in 2019 amounted to 2 173 135, showing an increase of 2.0% compared to 2018. The number of employees in legal entities amounted to 1 723 828, showing an increase of 2.1% compared to the previous year. Entrepreneurs and their employees, as well as people carrying out occupations / activities independently amounted to 377 439 and, compared to the previous year, represents an increase of 3.6%. Registered individual agricultural workers totaled 71,868, down 8.5% from the previous year.

Serbia's unemployment rate fell to 9.0 percent in the third quarter of 2020, from 9.5 percent in the same period a year earlier, as the number of unemployed fell by 5.3 percent to 292 thousand, while which employment fell 0.1 percent to 2.94 million. At the same time, the employment rate rose by 0.2 percentage points to 49.9 percent, while the activity rate was unchanged at 54.8 percent. source: Statistical Office of the Republic of Serbia (2019).

2.3. Bibliographic study

Jarmołowicz & Knapińska, (2011) make a synthetic presentation, analysis and evaluation of the theory of the labor market, based on the works of neoclassical authors and the Keynesian school. 1. It presents the main concepts of traditionalism. Particular attention paid to the issue of labor mobility and flows. The review of selected contemporary work on market theories conducted in three areas. (1) Emphasizes the structural and institutional factors, the causal factors of the imbalance on the labor market, exemplified by the segmentation theory (Rădulescu et al., 2021). 2. There may be imbalance due to interference in the long-term adjustment processes on the labor market, presented in the theory of human capital, the theory of the natural rate of unemployment, the theory of job search (Ciobanu et al., 2019). 3. The idea of imbalance in the labor market, which could result from wage inflexibility, assumed in the theory of the effective wage and in the insider-outsider theory (Profiroiu et al., 2020).

Limitations and Gaps

Recommendations, referral networks, are information flows and channels between workers and employers	Different segments of the labor market face various information problems, therefore it is difficult to say exactly how referrals work in different contexts.	Some studies find evidence consistent with referrals improving outcomes for workers with limited outside options.
		Contrasting results based on personnel records argue that referrals may play a

Others indicate that	Recommendations, quality, suggest targeting more qualified workers.	different role in financial sector firms than in call centers or trucking firms
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Source: (Schmutte, 2016)

Jianu et al., (2021) discuss the issue of reducing inequalities for EU citizens and promoting convergence, which is one of the priorities of the European Commission's agenda (2018), inequality is a priority public policy issue in the coming years. The authors investigated labor market inequalities in the EU, reflected by the specific indicators proposed for Goal 8 assumed by the 2030 Agenda for Sustainable Development, based on cluster analysis for all 27 Member States.

Mandelman & Zlate, (2022) show that the observed polarization of employment toward high- and low-skill occupations disappears when native-born workers considered. Low-skilled immigration explains employment growth as the skill distribution shrinks (Rădulescu et al., 2020; Ladaru et al., 2022).

Michael & Gottfries (2022) designed the dynamic maneuverable model of firms with job search. The model admits analytical solutions, for equilibrium outcomes, attrition, firing, hiring and vacancy rates, the distribution of job values, a fundamental challenge created by the environment. Optimal labor demand takes a new form whereby hiring firms allow their marginal product to spread over a time interval (Profiroiu et al., 2020).

Lewandowski et al., 2022 make the shift from routine work to non-routine cognitive work that is a key feature of labor markets globally, but there is little evidence on the extent to which tasks differ between workers performing the same jobs in different countries. This paper constructs survey-based measures of routine task intensity (RTI) of jobs against those based on US O*NET data for workers in 47 countries.

Crescenzi, Ganau & Storper, (2022) argue that growing political skepticism about the benefits of global economic integration has increased public scrutiny of the foreign activities of domestic firms in almost all advanced economies.

Decisions to invest in new activities abroad viewed by some commentators as potentially damaging to employment in the country (Rădulescu et al., 2020).

Mourelatos, Giannakopoulos & Tzagarakis (2022) investigate the impact of non-cognitive skills on the quality of task-specific outcomes by conducting quasi-experiment on online crowdsourcing platform. It shows that worker performance varies with personality traits (gender, human capital, crowdsourcing experience, work effort). Regarding the effects of non-cognitive skills, we find worker performance in online microtasks to be positively related to extraversion and agreeableness (Faggianelli et al., 2018).

Public sector reforms have transferred responsibility for the provision of public services to local governments (Ionita et al., 2009), but little is known about how management practices, or their behavior, shape performance (Goetz, 2022). This study reports on a comprehensive management survey of education sector bureaucrats and their staff, conducted in every district in Tanzania, and uses flexible machine learning techniques to identify important management practices associated with learning outcomes.

McWay, (2022) claims: “cruise tourism is the fastest growing branch of the tourism sector. Many have turned to it as a development strategy, despite little systematic evidence of equilibrium effects. Match 10.6 million Automatic Identification System (AIS) locations from 517 cruise ships arriving in 265 port destinations with 355,463 Demographic and Health Survey (DHS) women surveys from 23 countries to estimate the relationship of cruise tourism with women's labor market participation and educational attainment.

2.4 Methodologies

Unlike the methodologies used in previous studies, McWay (2022) the current methodology, under the prism of the territorial hierarchy, identifies the functionality of the links that exist between spatial entities, the detection of interaction relations, interdependence and overlaps, discontinuities - on the

Greek territory. The conclusions of the paper allow for a number of research issues that need to be addressed in detail.

These are: (a) understanding the adjustment mechanisms triggered by specific territorial shocks; (b) producing a typology based on travel flows to the workplace; (c) evaluation of the "Program", if - and to what extent - emerging administrative-territorial units coincide with LLMs, (d) indirect estimation of the regional equivalent of GNP; (e) examining the existence of contagions and multiplicative effects between LLMs and (f) examining the functioning of dipoles or multipoles on the Greek territory. The delimitation of LLMs in Greece establishes a locality unit that commands general acceptance as a reference for addressing planning and development issues, (labor market issues), in a way that is not possible through conventional, administrative and/or statistical territorial division. Authors Jofre-Monseny, Silva & Vázquez-Grenno (2020) have estimated the employment multipliers in the public sector, Public employment agglomerates in private employment. Additional private sector jobs are in non-tradable industries. More jobs induce migration, leaving the unemployment rate unaffected.

OEDC study Causa, Luu & Abendschein (2021), provides a descriptive analysis of patterns and trends in worker transitions in Europe and the United States, with a focus on differences between socio-economic groups. Understanding labor market transitions is important to assess the scope of labor market reallocation and scarring effects of the COVID-19 crisis. While current priorities vary among themselves based on the economic and social context, a general challenge for recovery is to facilitate employment dynamics, to minimize long-term unemployment, risks of scarring among vulnerable groups that have been hardest hit and face higher risks of scarring due to the recession, especially young people and women.

Local Spatial Data Infrastructure (LSDI) Cetl et al. (2012) layer covers information management in local administrative units (municipalities and cities). A local level is specific because the data managed is the most detailed, at the largest scales, and therefore the most expensive to collect and update. The administration of the city of Zagreb (the capital of Croatia) recognized in 2009 the importance of the development of the area and, as part of the work of the Coordination for the Creation of the Information System of the Spatial Management of the City of Zagreb, started the activities on the creation of a spatial data of Zagreb.

Garrett, Ohrn & Suárez Serrato (2020) The local labor market approach exploits cross-sectoral variation in policy generosity interacted with county-level industry location data. This strategy identifies the partial equilibrium effects of accelerated depreciation. Places that experience large declines in investment costs experience increases in employment and earnings.

Cross-border commuter flows comprise workers who live in one country (country of residence) but work in another, neighboring country (country of work). In our experience we can focus between border regions. The information that we can easily dispose of is the information about commuting, exiting the territory of our country and entering the neighboring country (for work).

Author analysis Broersma et al. (2022) with reference to the local cross-border labor market can be made when commuting from the border region of residence to the country of work. The respective lack of information about work regions limits the explanatory options related to (work contracts, type of contract, medical and social insurance, the salary of commuters, and other possible and necessary indicators to be able to build a viable local labor market in the future and functional. In the empirical model we can use area-based economic characteristics to explain cross-border commuting: wages, unemployment, competitiveness, infrastructure of the region, linguistic similarity as an important determinant that reflects familiarity. In addition, we use a set of regional dummies to cover other relevant aspects such as institutional differences.

3. CONCLUSIONS

The imbalances of local labor markets in cross-border regions explained by the low impact of regional and local policies on structural and institutional development in the region. For the development of a

local cross-border labor market, it is necessary to have local institutions in cross-border areas well focused on reforms and the provision of efficient educational, social and economic, public health and social insurance services.

Economic and social imbalances, which reflected locally and in cross-border areas, are the causes of interference in the long-term adjustment processes on the labor market. The imbalance in the labor market also results from the inflexibility of the salary.

Public sector reforms transfer the responsibility for the provision of public services to local administrations, but it is necessary to know the ways and practices of local public management on priority areas of local activity, on the behavior of local managers through which performance model. Considering the experience of applying spatial theory to the development of territories, the application of GIS, through the prism of territorial hierarchy, it is possible to identify the functionality of the links that exist between spatial entities, the detection of interaction relations, interdependence and overlaps.

Therefore, it's important to understand the adjustment mechanisms, triggered by specific territorial shocks; the production of the typology, based on the flows, of travel to the workplace between neighboring countries, the provision of public health services, social services, etc. , to people employed in neighboring countries, but who commute daily or weekly, some of them who do not have employment contracts and work illegally.

The problems highlighted during the pandemic also demand to be solved, which may be reflected now, but in reality, they were not highlighted for years.

While current priorities vary among themselves based on the economic and social context, a general challenge for recovery is to facilitate employment, to minimize long-term unemployment, risks of scarring among vulnerable groups that have severely affected and face high risks of the cause of the recession, especially young people and women, but also other social groups.

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