

THE IMPACT OF EMPLOYMENT POLICIES ON THE WELFARE OF UNEMPLOYED PEOPLE IN THE REPUBLIC OF MOLDOVA: A COMPARISON WITH EU STANDARDS

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Abstract

The article analyzes the impact of employment policies on the standard of living of unemployed people in the Republic of Moldova (RM), with reference to the practices of European Union (EU) member states. The study highlights that active labor market policies contribute to reducing unemployment, improving professional qualifications, and increasing living standards. At the same time, passive policies, although providing temporary financial support, can have negative effects on the motivation for professional reintegration. The comparative analysis showed that RM implements some of the measures recommended at European level, but difficulties persist in ensuring their effectiveness, mainly due to discrepancies between the demand and supply of skills. Among the conclusions, the need to improve vocational training services, develop local employment initiatives, and increase employer involvement in the process of reintegrating the unemployed stands out. It also emphasizes the importance of tailoring measures to vulnerable groups, people with disabilities, and those over 50. The authors argue that only through a coherent and flexible system of active policies, aligned with EU standards, can Moldova ensure sustainable employment growth and a real improvement in the well-being of the unemployed.

Keywords: labor market; active policies; passive policies; unemployed, labor force; employment policies; occupational counseling; career guidance; financial support; unemployment benefits

JEL Classification: J08, J21, J64, I38

INTRODUCTION

The labor market is facing increasing structural constraints, which requires the development of employment policies designed to mitigate these difficulties by stimulating flexibility. In this context, reducing labor market rigidities is becoming an increasingly important priority, as it contributes to greater flexibility and improved overall economic performance. Employment policies are a key instrument of macroeconomic policy, with the main aim of stimulating labor force participation and keeping unemployment as low as possible through measures tailored to economic and social requirements. Employment policy can be defined, in essence, as a set of public interventions in the labor market aimed at creating new jobs, ensuring consistency between labor resources and economic needs, ensuring mobility and flexibility in the labor market, and the well-being of the unemployed.

According to Eurostat's international classification, labor market policies are public interventions in the labor market aimed at ensuring its efficient functioning and correcting imbalances (Bîrcă et al., 2023 p. 97). These interventions are identified in active and passive labor market policies, which are distinguished by services, measures, and financial assistance. As a result, services and measures represent active policies, while financial assistance represents passive policies. The Organization for Economic Cooperation and Development (OECD) defines active labor market policies as follows: "Active labor market programs include all social expenditures (except for education expenditures) designed to improve beneficiaries' chances of finding paid employment or to increase their ability to earn a living. This category includes expenditures for government employment services and institutions, labor market-oriented training, special programs for young people in the transition from education to work, labor market programs aimed at providing or promoting jobs for the unemployed and other persons

(except young people and persons with disabilities), and special programs for people with disabilities" (European Commission, 2023).

Active labor market policies include measures aimed at both unemployed and employed people, with the main objective of increasing the chances of professional integration for job seekers. It is necessary to create a more effective balance between employer demand and the skills available on the labor market. It should be noted that active labor market policies contribute to increasing employment, GDP growth, reducing unemployment, and reducing dependence on social benefits. As can be seen from the OECD definition, active labor market policies include a set of measures relating to vocational training, employment promotion, job creation, business start-up promotion, job rotation, and job sharing. Unemployment represents an imbalance in the labor market. Its main meaning lies in the existence of a certain number of people who can work but cannot find a job that matches their qualifications and desires (Iațco, 2017, p. 36). Passive labor market policies are a variety of financial assistance measures designed to temporarily maintain the income of people who have lost their jobs. Passive measures implemented in the labor market refer to financial assistance provided directly or indirectly to disadvantaged people in the labor market, with the main passive measure being unemployment benefits.

Thus, unemployment benefits have two effects: the first relates to their influence on the intensity of job search, judged in terms of the coordination between unemployment and job vacancies. The second effect relates to the fact that generous benefits make unemployment less painful and tend to increase negotiated wages. Both effects lead to an increase in the duration of unemployment and the natural rate (Șerban, 2013). Generous unemployment benefits are a cause of labor market rigidities and high unemployment rates. Unemployment benefits should be assessed both in terms of income level compared to previous income from work (replacement rate) and in terms of the periods for which they are granted (Postolachi, 2016, p. 254).

Given that protection through passive labor market measures remains the main way of allocating expenditure on labor market policies in most EU countries, the fundamental objective of labor market policies is to combat unemployment through the complementarity of passive measures and labor market activation, i.e., professional reintegration (Hemerijck, 2011). It should be noted that active policies are more effective than passive ones, due to their lower costs, but also because they support the improvement of skills and competitiveness at individual, national, and regional levels.

Therefore, the aim of labor market policies is to achieve an efficient functioning of the labor market by correcting imbalances in the labor market and to support certain categories considered to be of interest for the proper functioning of the labor market, namely categories facing difficulties: the unemployed, people at risk of involuntary job loss, people considered inactive but who would like to enter the labor market (Șerban, 2013, p.67). The effectiveness of labor market interventions depends on the level of economic development, requiring the correlation of occupational policies with macroeconomic strategies. The integrated assessment of active and passive measures allows for the formulation of coherent policies that are tailored to the real needs of the labor market and capable of generating sustainable socio-economic impact.

First, passive policies, especially unemployment benefits, must be carefully assessed in terms of generosity, both in terms of the level of payments and the duration of their provision. Unlike active policies, which aim to make the labor market more flexible by increasing the workforce's ability to adapt to various conditions, passive policies can have adverse effects, favoring rigidity and passive behavior in the labor market (Cosmulese et al., 2021). Thus, increasing the share of active measures in relation to passive ones becomes a major objective for all states.

In conclusion, active labor market policies are government programs that intervene in the labor market to help the unemployed find work, but also for the underemployed and employees who are looking for high-standard jobs. In contrast, passive labor market policies involve spending on unemployment benefits and early retirement.

I. EMPLOYMENT MEASURES IN THE REPUBLIC OF MOLDOVA

The employment sector is a multidimensional area with a direct impact on social cohesion, labor market dynamics, population mobility, and demographic trends, while also influencing professional development prospects and socio-economic sustainability at the national level. The labor market in Moldova is not very attractive to the local workforce and continues to experience major imbalances between labor supply and demand, both in terms of skills and place of residence. All labor market indicators are low compared to other countries in the region, which indicates poor labor market functioning. We highlight the following labor market problems and constraints in Figure 1.

The issue of social protection for the unemployed and employment is generally addressed through two types of policies: passive policies (providing financial support to the unemployed and involving the payment of cash benefits for a certain period) and active policies (aimed at helping the unemployed find a job, retrain, and receive vocational training), which we propose to analyze in this section. Labor market policies cover all public

interventions aimed at ensuring the efficient functioning of the labor market and correcting imbalances in the labor market. These interventions differ from other public administration interventions in that they are aimed at specific groups of people in the labor market (the unemployed, inactive people, and those not in employment). Labor market policy interventions are classified according to the type of action, i.e., how the intervention works to achieve its objectives. According to the European methodology and classification, there are three types of interventions that are tailored to the specific characteristics of each EU country. Thus, the first category includes labor market services, the second category comprises measures that apply to the labor market, and the last category includes financial support for the labor market (Odobeja, 2016, p. 74).

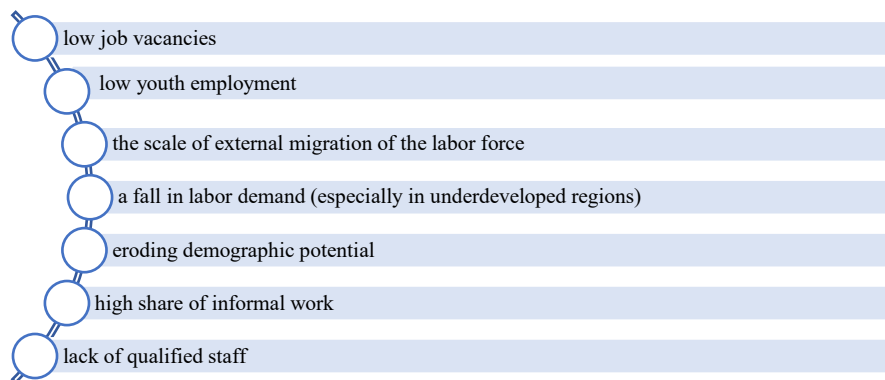


Figure 1. Problems and constraints of the labor market in the Republic of Moldova

Source: Prepared by the authors

Public policies for employment are included in the "National Employment Program 2022-2026" (hereinafter referred to as *the National Program*), which aims to increase the employment rate and broad access to the labor market. This program is based on the 2014 Association Agreement with the European Union, the "Moldova of Good Times" Government Program, and the "European Moldova 2030" National Strategy, which focus on promoting employment and reducing discrimination.

The national program is also aligned with the 2030 Agenda for Sustainable Development, contributing to the achievement of the Sustainable Development Goals (SDGs) and "improving the functioning of the labor market by strengthening active labor market policies" (European Parliament, 2023).

In Law No. 105 of June 14, 2018 "On the promotion of employment and unemployment insurance," the term "*employment measures*" is used instead of "*employment policies*"; for this reason, in this section we will use the term "*measures*."

Thus, according to the above-mentioned Law, "In order to prevent unemployment, increase the chances of employment for job seekers, encourage employers to hire unemployed persons and create new jobs, as well as to implement strategies and policies designed to protect persons at risk of unemployment, ensuring a high level of employment, and adapting the workforce to the requirements of the labor market, the National Agency implements employment measures." These interventions are reflected in Figure 2.

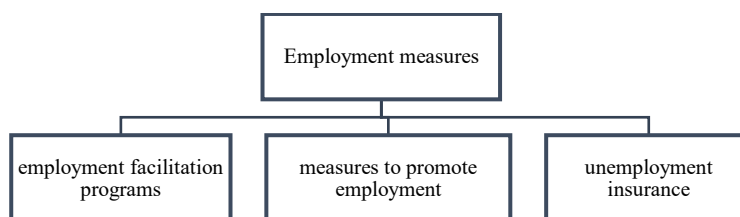


Figure 2. Employment measures

Source: Prepared by the authors based on Law No. 105 of 14.06.2018

It should be noted that employment measures are financed from the state budget and the state social insurance budget, as well as from other financial sources in accordance with the normative acts in force, which are granted in accordance with the provisions of the aforementioned law.

Active employment measures are aimed at unemployed persons and employers with a view to increasing employment opportunities, either by creating new jobs or by facilitating access to vacant jobs. In this regard,

ANOFM, through its territorial subdivisions, implements the following active employment measures, which are presented in Figure 3:

Impact of active measures implemented in 2023. According to data presented in the Analytical Report on Employment and Labor Market Trends 2023 of the National Agency for Employment (ANOFM), in terms of the indicator - *Unemployed persons placed in employment* - 8.9 thousand unemployed persons out of the total number of registered unemployed persons were placed in employment (34%), which represents an increase of 10 p.p. compared to 2022. It should be noted that, year after year, job placement is becoming increasingly difficult, as there is a fairly high proportion of unskilled people among the unemployed (64%). This category of unemployed people requires additional measures to be taken in order to integrate them into the labor market, such as profiling. In this regard, individual employment plans were developed for 14,889 unemployed persons (56%) of the total number of registered unemployed persons or 69% of the total number of profiled unemployed persons, and as a result, 4,466 unemployed persons (30%) were placed in employment (ANOFM, 2023).

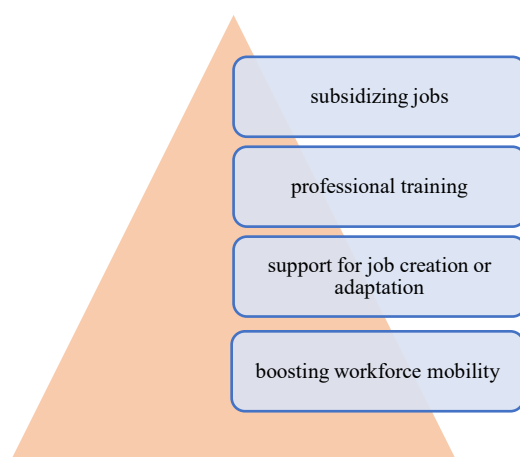


Figure 3. Active employment measures

Source: Prepared by the authors based on Law No. 105 of 14.06.2018

As regards vocational training for the unemployed through voucherised courses, 521 people (66% of all graduates) were employed, with a decrease of 2 percentage points compared to the previous year. In the case of professional internships, 81 beneficiaries (41% of the total) found a job after their completion. Support for local projects consisted of grants to 75 employers to boost job creation in rural areas. Most of the beneficiaries were registered in Anenii Noi (15), Dubasari (8) and Cantemir (6). Thanks to these subsidies, 113 new jobs were created, filled by the unemployed. In 2023, 203 people registered as unemployed were trained in labour mobility measures, of which 58% women and 19% young people aged 16 to 29 received allowances. Most of the beneficiaries of allowances come from rural areas (89%) and the rest from urban areas (11%) (ANOFM, 2023).

Passive measures. The granting of unemployment benefits is the main passive measure applied in the Republic of Moldova. According to data from the National Employment Agency, the amount of this benefit represents "40% of the person's average monthly insured income," calculated based on income earned in the last 12 months out of a total period of 24 calendar months prior to the date of registration as unemployed. The duration of the allowance is determined by the contribution period, as follows: 5 calendar months for a contribution period of between 12 months and 10 years; 7 calendar months for a contribution period between 10 and 15 years; and 9 calendar months for a contribution period of more than 15 years (ANOFM, 2023).

In 2023, the amount of unemployment benefit was determined for 6,325 people, of whom 55% are women and 53% live in rural areas. There is still a need to improve the provision of active employment measures and facilitate access to the labor market for the unemployed. The priority remains to increase employment opportunities for both job seekers and registered unemployed people. At the same time, it is necessary to boost entrepreneurial initiatives by supporting the creation of new jobs in rural areas. It is important to actively involve employers with job vacancies in the implementation of employment services and measures, as well as to increase awareness of these instruments. At the same time, it is necessary to develop new support mechanisms for employment and to strengthen the processes for monitoring the effectiveness of the active measures implemented. Only active measures can have a direct impact on the living standards and well-being of the unemployed, as they contribute to improving skills through vocational training and, implicitly, to increasing the chances of finding better-paid jobs.

However, there are certain categories of unemployed people who face barriers in accessing vocational training programs and who need additional support to integrate into the labor market. These include "young

unemployed people aged 16-18 without parental care (77), people with disabilities (1675), Roma people (1516), people released from prison (121), people over the age of 50 (9,055), people with health problems, social problems, etc. (ANOFM, 2023).

In this regard, we believe that active labor market measures in our country need to be improved by introducing additional interventions targeting the above-mentioned categories of unemployed people. The analysis shows that the active measures implemented have a moderate positive impact on the development of professional skills and formal training of the unemployed, as well as on increasing the mobility of the labor force. Prioritizing investments in vocational training contributes significantly to achieving this result.

II. EMPLOYMENT POLICIES IN THE EUROPEAN UNION

The fundamental goal of active labor market policies promoted in EU Member States is "to increase the chances of employment for job seekers and to improve the match between jobs (vacancies) and workers (unemployed)" (European Commission, 2023). Therefore, active policies can support both the increase in the employment rate of the working-age population and the development of GDP, while contributing to the reduction of unemployment and dependence on social assistance. In the Member States of the European Union, active labor market policies include a wide variety of measures, among which institutional and on-the-job training programs, indirect employment incentives such as job retention, job sharing, and subsidies for employers, the creation of sheltered and supported jobs, as well as direct job creation initiatives and support for start-ups. These policies are designed to facilitate the rapid reintegration of unemployed people into the labor market by providing them with the support they need to find the most suitable job. In addition, active policies are an important component of "active labor market policies" and are closely linked to unemployment insurance and social assistance systems, often making access to social benefits conditional on active participation in such programs (European Commission). It should be noted that the active policies promoted in the labor markets of EU countries are mainly aimed at preventing "long-term unemployment," which contributes to increasing the cost-benefit efficiency of the measures implemented.

The main groups targeted by active labor market policies in the EU include the long-term unemployed, with a particular focus on young people, older workers, and the low-skilled. With a view to combat unemployment, in February 2016, the European Council issued Recommendation 2016/C 67/01 on the integration of the long-term unemployed into the labor market, a document that supports the implementation of the Europe 2020 Strategy objectives, particularly with regard to increasing the employment rate and combating poverty (European Commission, 2023). Subsequently, the European Parliament, the Council, and the European Commission adopted the European Pillar of Social Rights (EPSR), which contains 20 fundamental principles and rights aimed at promoting upward convergence in working and living conditions. The implementation of the EPSR is monitored through a social scoreboard designed to assess the progress of Member States.

Thus, the 2021 Action Plan on the implementation of the ESFP set new targets for EU countries, including: "Employment: at least 78% of the population aged 20 to 64 should be in employment by 2030; Skills: at least 60% of all adults should participate in training each year. In 1997, the "European Employment Strategy" was developed, a strategic document that defines a common framework of guidelines and objectives for national employment policies, with the aim of expanding employment opportunities and improving the quality of jobs for citizens of European Union member states. This strategy is now an integral part of "Europe 2020 for growth and employment" and is implemented through the European Semester. The European Semester (2011) is a strategic mechanism of the European Union's economic governance framework, designed to coordinate and monitor the economic, budgetary, and social policies of Member States. This annual coordination cycle, which runs from November to October, aims to ensure macroeconomic convergence and compliance with common rules established at EU level. A central objective of the Semester is to monitor and align national policies on employment and social inclusion in line with the principles set out in the PEDS.

At the European Union level, various initiatives are promoted to improve coordination between Member States in the field of employment by supporting the development of programs, adopting effective measures, and strengthening their institutional capacities in this area:

- The European Social Fund (ESF) finances a variety of interventions aimed at supporting social inclusion and employment in the Member States of the European Union. In this context, In February 2013, the European Council approved the establishment of the Youth Employment Initiative, targeting people aged 15 to 24 who are not in employment, education, or training, particularly in regions severely affected by unemployment.
- ESF+ supports sustainable integration into the labor market and promotes labor mobility within the European Union, contributing to the fight against social exclusion and the achievement of the objectives set out in the PEDS. Among the provisions of the ESF+ is the approach to the socio-professional

integration of young people outside the education and training systems, and in countries where the youth unemployment rate exceeds the European average, at least 12.5% of the funds must be allocated to combating youth unemployment.

- The European Union's Employment and Social Innovation Program (EaSI), approved by the European Parliament and the Council, integrates the following components: "Community Program for Employment and Social Solidarity – PROGRESS (2007-2013)"; the European Employment Services (EURES) network; and microfinance and social entrepreneurship initiatives.
- The European Globalization Adjustment Fund provides assistance to people who have lost their jobs due to major changes in the structure of international trade and the impact of structural changes caused by market globalization.

In this regard, we note that in May 2024, the Republic of Moldova signed an agreement between our country and the European Union "on the participation of the Republic of Moldova in the Employment and Social Innovation (EaSI) component of the European Social Fund Plus (ESF+)." This will enable our country to access these funds and benefit from additional financial support for the implementation of reforms. This represents a strategic moment in advancing the country's European path and consolidating the reforms that have been initiated, particularly in the field of employment.

EU practice shows that active labor market policies are becoming increasingly diversified and applying a personalized strategy tailored to individual needs. "There is also a stronger focus on strengthening work availability requirements and mutual obligations. This means that benefit recipients must engage in monitored job search activities and improve their employability 'in exchange' for benefits" (European Commission. 2023).

Several countries have adopted tailored approaches to support the long-term unemployed, based on the Council's recommendations on their integration into the labor market, promoting employment agreements tailored to the specific needs of each person, which include clear rights and obligations for beneficiaries and the institutions involved. Some countries have opted to outsource employment services dedicated to this group, while others have adopted long-term vocational training programs for the unemployed.

The increase in financial benefits for the unemployed in the EU is leading to a decline in the employment rate. Financial support for those who are not working has a direct negative link, meaning that financial support for the unemployed has a negative impact on the employment rate. Although financial support is important at the level of EU countries, and beyond, it also discourages employment, especially in countries where benefits for the unemployed are very generous. Unemployment benefits and financial support cannot be removed from social policies, as this would be detrimental to the welfare of the population, but reduced benefits may encourage the unemployed to look for work. However, the situation is different when the economy is in crisis, because regardless of the amount spent on unemployment benefits, the employment rate cannot increase because there are no jobs available, as is the case in the Republic of Moldova.

At the same time, increased investment in services for job seekers has a positive impact on employment rates. However, there is a limit to how much these expenditures can be increased in each country. The quality of services is also important; it is pointless to increase spending if the services provided are not of high quality and do not meet market needs. The services provided by the state must differ from country to country, depending on the specific characteristics of each country.

From the above, we conclude that public policies on the labor market in the EU target both unemployed and employed people. The fundamental goal of labor market policies is to optimize its functioning by correcting existing structural dysfunctions and supporting vulnerable groups that are important for the smooth functioning of the labor market, such as the unemployed, people at risk of involuntary job loss, and inactive people who are interested in entering the labor market. Active measures are targeted at young people who are not in employment, education, or training, known as "NEETs," a term that stands for *Not in Education, Employment, or Training* and refers to young people.

At the same time, it should be noted that active measures differ from one country to another, depending on their level of development, but they must nevertheless comply with the minimum levels set out in EU documents on employment and unemployment. Passive labor market measures refer to financial support provided, directly or indirectly, to people experiencing difficulties in the labor market, with unemployment benefits being the most important of these.

III. CRITICAL APPROACHES TO LABOR MARKET POLICIES IN THE REPUBLIC OF MOLDOVA COMPARED TO EU STANDARDS

The previous section analyzed active measures that reflect labor market policies in EU countries, such as financial incentives for employment and initiatives to generate new employment opportunities, support for

entrepreneurial initiatives, training programs for professional integration, job rotation, and job sharing. Most of these measures are being implemented in Moldova, with the exception of job rotation and job sharing, which are not regulated by the national legislative framework.

Thus, measures dedicated to registered unemployed people are highly concentrated, although a much larger number of inactive persons capable of working are not registered with ANOFM. Although employment policies are mainly aimed at the unemployed, it is necessary to extend interventions to this category of people who can work, who are not employed and do not appear in official statistics, but who can contribute to the labor market. At the same time, inactive people often face various obstacles to employment, such as demotivation, lack of experience, low level of education, or skills mismatch with current labor market requirements. It is therefore important to apply tailored strategies and implement packages of measures adapted to the specific needs of each category to facilitate their social and professional integration.

Active measures should focus on reducing the length of job searches by matching the number of vacancies with the number of unemployed people, i.e., by balancing supply and demand. The process of training and professional qualification of job seekers continues to be marked by multiple systemic and operational constraints that need to be addressed.

An analysis of the correlation between labor supply and demand by occupation reveals notable differences, particularly an acute shortage of skilled workers, where demand exceeds supply by approximately 17 percentage points. In contrast, the number of unskilled workers registered with the ANOFM is approximately 8 percentage points higher than the existing demand. Thus, there is a significant gap between the skills of the available workforce and those required by employers.

An assessment of the correlation between labor supply and demand, broken down by occupational category, reveals significant discrepancies between the profiles sought by employers and the skills available on the market. According to ANOFM data, there is a significant shortage of skilled workers in certain areas such as industry, wholesale and retail trade, construction, agriculture, forestry and fishing, as well as in public administration and defense. This situation maintains the discrepancies between supply and demand in terms of geographical regions and in terms of the skills required versus those available on the labor market. Furthermore, the important role of wage levels, which have a significant impact on the functioning of the labor market and the balance between labor supply and demand, should not be ignored (ANOFM Activity Report, 2023).

A complementary objective of active measures is to encourage employers to integrate the unemployed into the labor market and to support the process of generating new employment opportunities, as this direction plays a strategic role in boosting employment. However, the impact of these interventions remains limited. The main focus of active policies in our country must be to eliminate the possibility for people who are able to work to opt for unemployment and receive unemployment benefits. Through a combination of theoretical and practical measures, these policies aim to remove barriers to employment, such as the difficulties in finding work caused by long-term unemployment, lack of adequate qualifications, and various social problems associated with not being involved in work.

A significant segment of people with difficulties integrating into the labor market are the long-term unemployed, whose share in the total unemployment rate remains significant and among whom a relatively high percentage transition to inactivity, with limited chances of returning to the labor market. To respond to the diverse needs of disadvantaged groups and the communities in which they live, identification, guidance, support, and case management activities play an important role in understanding needs for the development of appropriate services. The rate of NEETs in Moldova is significantly higher than in EU member states. Given the prospects of accession to the European Union, it is necessary to develop policies dedicated to this group, with the aim of reducing the number of NEETs. Given that the national employment rate in our country remains low, at a modest 40%, we believe that integrating this segment into the labor market can promote its growth.

The Youth Guarantee is a commitment made by EU Member States to ensure that all young people under the age of 30 receive an offer of employment, continued education, apprenticeship, or internship within four months of completing their studies or losing their job. In this regard, the Republic of Moldova, as a candidate country, could take on board some recommendations and implement measures to support the employment of young people in this group by strengthening the mapping of the target group and the needs of NEETs, mapping the services available for different support needs, using national and local skills forecasts (resulting, for example, from gathering information on the labor market by analyzing large amounts of data) to identify the skills required on the labor market, paying particular attention to the regional characteristics of the labor market and the obstacles faced by young people living in rural or disadvantaged urban areas.

In 2023, the number of NEETs was 161,600, of whom 13.8% were aged 15-24, 23.1% were aged 15-29, and 27.6% were aged 15-34, an indicator that has decreased compared to 2022 for all age groups (ANOFM, 2023). In order to increase the effectiveness of interventions targeting young people, a change of approach is needed, in the sense of focusing efforts on better identifying NEETs or those at risk of becoming NEETs, through partnerships

and early warning systems, in order to ensure the provision of tailored and personalized measures in line with the needs and characteristics of beneficiaries before they become unemployed or inactive, especially when they are still in formal education and training.

IV. CONCLUSIONS

In recent years, there have been better results in the implementation of labor market measures in the Republic of Moldova. Employers are showing increasing interest in participating in the subsidy measures offered by the authorities, in particular by hiring unemployed people from vulnerable groups or those who need additional support in the labor market. This openness reflects a recognition of the benefits of collaboration between the business community and the institutions responsible for employment. However, the process of organizing vocational training still faces significant difficulties, particularly with regard to the implementation of voucher-based vocational training courses. The problems concern both the effectiveness of training methods and the accessibility and adaptation of programs to the real needs of the unemployed and employers. To increase the impact of these measures, closer collaboration between all parties involved, optimization of administrative processes, and rigorous monitoring of the quality of the courses offered are necessary.

The services offered by ANOFM (information services, career guidance, assisted employment, job placement, etc.) need to be improved and diversified. Greater attention should be paid to people who need additional support in the labor market and who face barriers to professional integration. Based on EU practice, there is a need for diversification of active measures and adaptation to the individual needs of the unemployed and inactive persons, especially since Moldova has complied with the PEDS rules, thus benefiting from increased opportunities to strengthen efforts to promote equal opportunities, social inclusion, facilitate access to the labor market, ensure fair working conditions, and align the labor market and our welfare system with EU standards.

At the same time, our country will be able to access funding from the European Social Fund, which supports programs for employment, education, social inclusion, and other important social policy priorities. Access to these resources will enable the implementation of more effective and extensive measures designed to stimulate labor market integration and support vulnerable groups in society. It is important to note that the effective implementation of active labor market policies directly influences the well-being of the unemployed, giving them the opportunity to quickly reintegrate into the labor market. By participating in retraining courses, internships, or continuing education, they can develop the skills necessary to access better-paid jobs. Thus, involvement in such active measures should become a mandatory condition for receiving or continuing to receive unemployment benefits.

Improving the level of information on active employment services and measures is a key factor in increasing the employment rate of unemployed people. By developing effective tools and implementing rigorous monitoring mechanisms for these measures, it is possible to ensure a constant and detailed assessment of their impact on the labor market. In addition, in-depth analysis of labor market trends and requirements will enable active policies to be adjusted quickly and appropriately so that they best meet the needs of the unemployed. All these actions combined will contribute to increasing employment, optimizing quality of life indicators, and social cohesion. Thus, a well-informed and well-monitored system becomes a key factor in strengthening a fair economic framework. Increasing the transparency and accessibility of information about the services offered by employment agencies and actively promoting the measures available through various communication channels can encourage greater participation by unemployed people in these programs. Accurate and timely information enables individuals to choose the most appropriate solutions for their professional reintegration, whether through training, retraining, or employment support.

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