
ANALYSIS OF PRINCIPAL TENDENCIES OF LABOUR MARKET IN THE REPUBLIC OF MOLDOVA

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Abstract

This article presents the analysis of the principal tendencies in development of labour market in the Republic of Moldova in the period 2014-2020, including the period of the COVID-19 pandemic crisis. Negative natural growth and increased external migration over the last two decades have led to the population' decline by about 25%, which had the negative impact on labour market contributing to the quantitative and qualitative decline in labour supply. The irreversible ageing process has led to a change in the structure of economically active and employed population by age and sex, as labour market has aged. The increase in the share of elderly population, who have a lower level of participation in labour market, has also influenced the rates of economic activity, which have decreased from 60% to 40%, while having a slight recovery in recent years. In addition to the problems mentioned above, there are also qualitative problems, including the informal employed population, whose share, after a period of decline in recent years, has begun to rise again (mainly in agriculture and construction), which indicates a slow pace of structural change in the national economy.

A negative impact on labour market has caused by the economic shock caused by the Covid-19 virus due to the reduction in economic activity and, as a result, the decrease or stopping of employment. The consequences of the shock include rising unemployment and declining employment, as well as a medium-term increase in the economically inactive population, which will aggravate the problem of labour shortages after the period of economic recovery.

The labour market tendencies outlined above require a wide range of interventions to address the risks and challenges of given market at the actual moment. In this context, some proposals have developed to improve the situation on labour market in the Republic of Moldova.

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1. Introduction

The dynamics of the principal employment tendencies of working-age population and its structure depend on demographic factors and changes in the social division of labour, which in turn is determined by the level of socio-economic development, labour force mobility and the state of unemployment. Demographic factors have an important role in these processes, as determine the demographic and labour potential for labour market. The French economist Cl.Vimont (2000), investigating the relationship between demographic processes, economic growth and employment, defined it as one of the most complex, is not stable over a long period and therefore must be analyzed for a concrete situation, taking into account various factors of economic growth, the level of professional qualification, the process of globalization and others. The theoretical foundation of the labour market doctrines are the works of scientists-economists A.Marshall, J.M.Keynes, P.A.Samuelson, J.Helbraith, T.Veblen, M.Piotre, J.Tinbergen, as well as works on labour market by romanian scientists Sivia Pisciă, L.-L.Alby, M.Iordan, D.Preda, moldovian scientists D.Vakulovski, A.Bîrkă, G.Savelieva, S.Zaharov and others.

The Republic of Moldova has many problems of socio-economic development, among which economic and demographic factors are important. Given research evaluates existing labour market tendencies taking into account the challenges of the pandemic crisis, to identify internal labour force reserves and opportunities for greater labour market inclusion, especially for vulnerable groups and labour migrants in order to increase employment rates, labour market balance and the competitiveness of the labour force.

2. Purpose of the research, data and methods applied

The main purpose of the research is the evaluation the stability of national labour market, identification the factors that influence the imbalance of supply and demand on labour market, including the consequences of the pandemic crisis, and elaboration the suggestions for increasing its competitiveness.

The analysis of labour market situation in the Republic of Moldova was carried out on the basis of official statistical data of the National Bureau of Statistics of the Republic of Moldova (NBS of the RM), the National Employment Agency (NEA), and some indicators necessary for the research were calculated by the authors. In estimating the indicators, the number of the population with usual residence was used, defined as the place where the person lived predominantly in the last 12 months indifferent of temporary absences (for the purpose of recreation, vacation, visits to relatives and friends, business, medical treatment, religious pilgrimages, etc.). The analysis was carried out for

the period 2014-2020 for the age groups 15-64 and 15+, due to the fact that during 2014-2020 the working age changed and, as a consequence, the data cannot be used for year-on-year comparison. For working age population, according to international estimates, the period of 15-64 years is taken.

The complex and systemic approaches was used, as well as scientific methods, including comparative, quantitative and qualitative analysis, graphics, etc.

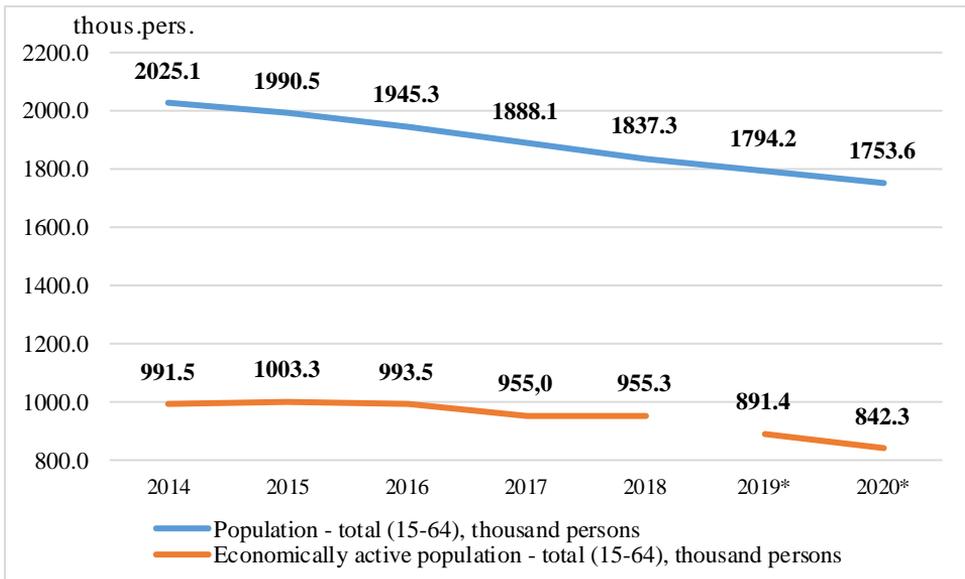
3. Result and Discussions

3.1. *Tendencies in economic activity and employment*

The labour market is the enough dynamic structure and fluctuations in the economic activity of the population are the consequence of structural transformations, sectoral reforms, consequences of crises, demographic situation, etc. In this context, analyzing the situation on labour market in the Republic of Moldova, first of all, it should be noted the impact of demographic factors, such as population decline and ageing, on the change of economically active population. From 2010-2011, the working age population declined, which is reflected in population' participation in labour market. Moldova, unlike developed countries, emerging countries, did not take advantage of demographic dividends, and when the "window of opportunity" closed, the country started to live in a new reality and adapt to new conditions. The impact of demographic processes on labour market in quantitative and qualitative aspects was considered by the authors in article G.Savelieva, S.Zaharov (2019) and S.Zaharov (2020). Thus, during the period under study, the country's population aged 15-64 years gradually declined, the losses of more than 250,000 persons. The population' decline in economically active ages has impacted to number of economically active population (15-64) that is one of the serious problems for the country's economy, its economic growth, including the economic recovery from the COVID-19 pandemic (Figure 1. - 2019-2020 The Labour Force Survey (LFS) of the NBS RM is realized according to the new survey plan and according to the revised definition of employment).

From the analysis of the working-age population (economically active and inactive population), it can be concluded that its number is dominated by the share of economically inactive population and this factor is one of the threats to labour market reproduction, despite the fact that the number of inactive population in 2014-2018 has tended to gradually decline, including in the 15-64 age group. At the same time, the analysis of the dynamics of economically active population (15+) showed that its number in the labour market stabilized between 2014 and 2019 in the limits of [1018,1; 1035,3] thousand persons. The sustainability the number of labour force was ensured by the growth in the 55-64 and 65+ age groups, compensating for the losses in the 15-24 and 25-34 age groups. At the same time, there has been the decline in labour force (15-64 age group).

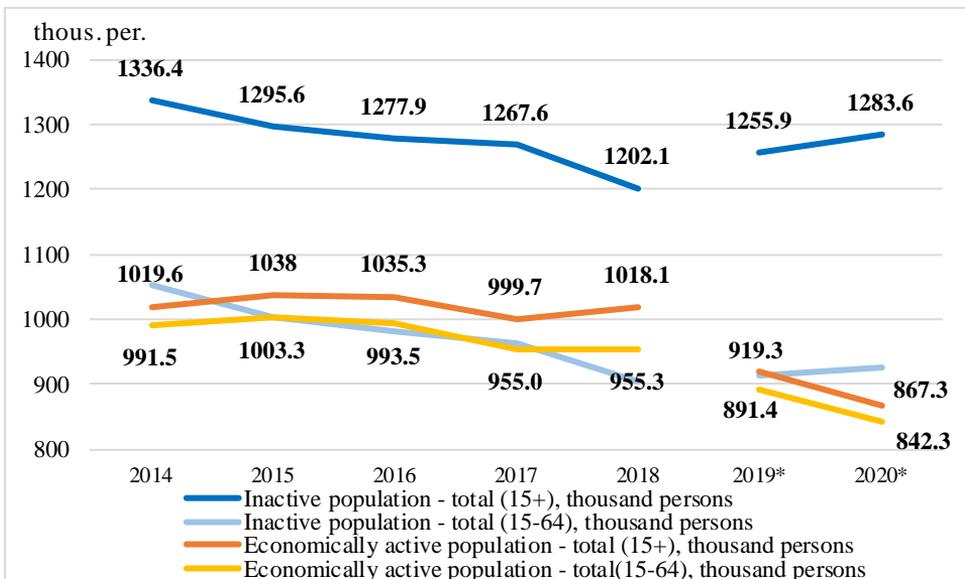
Figure 1 Population, economical active population, 2014-2020, thousand persons



Source: NBS data and authors' calculations, www.statistica.md

Tendencies in the dynamics of employed population are similar and correspond to tendencies in economically active population (Figure 2.). Thus, based on the analysis of dynamics the number of working age population (economically active and inactive) during 2014-2020, it follows that the main tendency in labour market in the Republic of Moldova is the stabilization of economically active population as a whole.

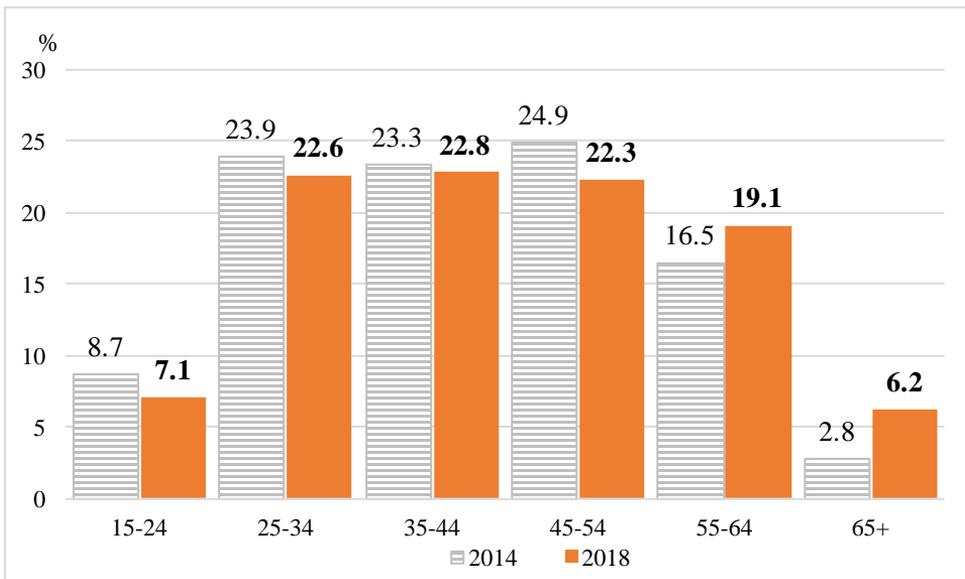
Figure 2 Inactive population, economically active population, 2014-2020, thousand persons



Source: NBS data and authors' calculations, www.statistica.md

Analysis of labour force by age groups has led to the conclusion that the ageing process of the economically active population is changing its age structure towards elder ages in labour market, which is the consequence of the demographic process of population ageing "from below" and "from above". Thus, the share of age groups in the 55-64 years and 65+ years categories increased from 19,3% in 2014 to 25,3% in 2018, accounting for the quarter of total labour force in the country (in the employed population 19,7% and 25,6% respectively). The 65+ age group has practically doubled. However, it necessary should be taken into account that due to the physiological changes in age, there are limitations in the economic activities of these age groups and, as a consequence, they are employed in those economic activities (agriculture, education, health), that are less in demand by younger age groups for reasons low wages, limited opportunities for part-time employment (when child care, caring for an elderly family member is required), lack of legal opportunities to combine several types of economic activity due to low wages and forced full-time employment day and other factors. There is also a tendency for the number of workers with primary professional education to decrease and the movement of professional workers to elder age groups, i.e. an age segmentation process. The process of ageing the labour force and the decrease of number of youth groups on labour force market allows the problem of ensuring employers' demand for labour force quality.

Figure 3 Age structure of the economically active population, 2014-2020, %

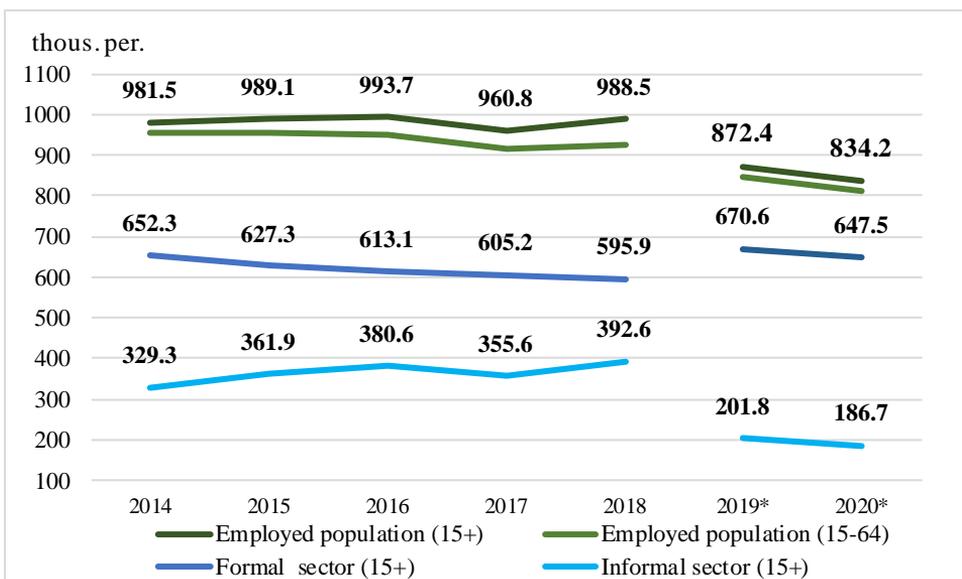


Source: Authors' calculations on the basis of NBS data, www.statistica.md

The development of market economy mechanisms in the Republic of Moldova has manifested in a more rigid form various problems of employment, related to the structural transformations of the economy, the emergence of new forms of labour relations due to the appearance and development of different forms of property,

including the development and expansion the fields of the informal sector of economic activity. Thus, the growth of informal employment for given period ensured stability in changes in the indicators of both the employed and the economically active population. For the period 2014-2018, the formal sector decreased by almost 10% and the informal sector increased by almost 20%. The agricultural sector dominates the structure of informal employment (82,0% in 2018), the increase of 7,2 p.p. compared to 2014, with one of the lowest wages in the economy. Considering the release of the pre- and retirement age labour force in the process of implementing structural reforms, the share of the elder 55-64 and 65+ age groups in the informal sector is increasing. In principle, it can be concluded that the ageing process of labour market in the Republic of Moldova will contribute to both the maintenance of the informal sector and its growth.

Figure 4 Employed population, formal and informal employment, 2014-2020, %



Source: NBS data and authors' calculations, www.statistica.md

The analysis of employed population by place of residence shown that there is the increase in the number of employed population, as well as the growth in the employment rate in rural areas, mainly due to the elder age groups on labour market. At the same time, there is the sustainable tendency of slow decline in the number of employed persons in urban areas as the consequence of labour migration increase (in the last 3 years there is the tendency of increased labour migration from urban areas, including from Chişinău).

The employment rate (15+), which characterizes the labour market situation in the Republic of Moldova, is significantly lower than in many other countries, including the European Union (Table 1.) For the 15-64 age group the difference is over 20 p.p. Given situation can be explained by the existence and strengthening of labour migration

processes due to unattractive working places, working conditions and low wages, including those located in urban areas.

Table 1 Employment rate (resident population), EU, RM, 2014-2018, %

	2014	2015	2016	2017	2018
	15+				
EU (28 countries)	51.7	52.1	52.8	53.5	54.0
Germany	57.4	57.4	58.5	58.9	59.2
Estonia	56.6	58.3	58.6	60.0	60.4
Bulgaria	48.0	49.1	49.3	51.9	52.4
Romania	51.1	50.8	50.6	52.2	52.7
Moldova	39.6	40.3	40.8	40.5	42.0
	15-64				
EU (28 countries)	64.8	65.6	66.6	67.6	68.6
Germany	73.8	74.0	74.7	75.2	75.9
Estonia	56.6	58.3	58.6	60.0	60.4
Bulgaria	61.0	62.9	63.4	66.9	67.7
Romania	61.0	61.4	61.6	63.9	64.8
Moldova	43.8	44.5	45.2	44.9	46.1

Source: Eurostat [lfsa_erfan], NBS,

<https://appsso.eurostat.ec.europa.eu/nui/submitViewTableAction.do>, www.statistica.md

2.1. Labor migration (short-term)

As a result the restructuring of economy, implementation of reforms, consequences of exogenous and endogenous factors (trade restrictions, inflationary processes, instability of socio-economic development, economic crises, drought, pandemic, etc.), as well as inefficient policies in the field of employment and wage (low level compared to neighbouring and EU countries), and also dissatisfaction of youth with realizing of their career ambitions, all these factors contribute to mobility of working-age population or labour migration to solve employment and welfare problems. The number of labour migrants varies, constituting 13-16% of total inactive population (15-64) in the country in 2014-2018 and decreasing by almost 2 p.p. during the pandemic. According to statistical data, by 2019, the share of citizens of the Republic of Moldova living abroad was 17,6% of total population and most of them related to the 20-64 age group (approximately 56,5% of total population). At the same time, the main destination countries were the Russian Federation (32,9% of the total number of migrants), Romania (19,4%) and Ukraine (14,6%). At the same time, as a consequence of the pandemic crisis, some 53 thousand migrants returned to the Republic of Moldova in 2020, including the principal share (93%) of them from the Russian Federation and Romania.

The ratio of number migrants to labour force varies between 13-15% and in the South region reaches the highest ratio of 26-28% in 2014-2018 and 22,5% in 2019, which is almost double the total figure for the country. Given situation in South region is explained by employment problems compared to other regions of the country, as well as the highest absolute and extreme poverty rates of 40,4% and 19,2% (2019), respectively.

Table 2 Labour migration, RM, 2014-2020

	2014	2015	2016	2017	2018	2019*	2020*
Total (15+), thousand persons	149,8	137,2	128,8	140,6	147,4	105,9	90,4
Total(15-64), thousand persons	149,6	137,1	128,6	140,4	147,2	105,8	90,0
Share of labour migrants in inactive population, 15+, %	11,2	10,6	10,1	11,1	12,3	8,4	7,0
Share of labour migrants in inactive population, 15-64, %	14,2	13,7	13,1	14,6	16,3	11,6	9,7
Number of labour migrants per 100 persons of labour force, 15+, %	14,7	13,2	12,4	14,1	14,5	11,5	10,4
Number of labour migrants per 100 persons of labour force, 15-64, %	15,1	13,7	12,9	14,7	15,4	11,9	10,7

Source: NBS data and authors' calculations, www.statistica.md

Effective regulation of labour migration is an important factor of socio-economic development, ensuring its security and stability, an important measure for the functioning of a balanced labour market, reducing inequalities in territorial development, maintenance the potential of labour force, eliminating the gap in family relations, etc.

Under the influence of high labour migration, unemployment decreased in the country, which is reflected in the statistical data.

2.2. Unemployment-Vacancy Relationship

The unemployment rate is one of the key indicators for evaluation the economic state of a country and its quality. The growth of unemployment contributes to the reduction of the potential gross product and national income of the country, increasing the expenditure of unemployment benefits, retraining and job placement, as well as worsening the material situation and living standards, to the risk of poverty. In the conditions of pandemic crisis, the problem of unemployment in the Republic of Moldova is one of the most actual and top-priority state tasks, which aims to implement effective

socio-economic policy to ensure employment of working age population of the country and reduce the unemployment rate to its socially acceptable minimum value.

In a broad sense, unemployment supposes a non-equilibrium state of labour force market, i.e. when the supply of labour force exceeds the demand. In this context, it can be considered that unemployment is a form of under-utilisation of labour force and a reserve of potential labour force that is willing to work. Based on the above, evaluation the unemployment rate is an important condition for increasing the stability and balance of labour market in the country.

The analysis of unemployment in labour market in the Republic of Moldova showed that the highest number of unemployed was registered by the National Employment Agency (NEA) in 2015 and the lowest in 2018 [48,8 and 29,6 thousand persons] (Table 3.). Reducing the supply of labour force in 2017 and 2018 to 38,9 and 29,6 thousand persons, respectively, is confirmed by the NEA date (Table 5.) and is the consequence of strengthening labour migration processes in the country (Table 2.). For the period 2014-2018, the unemployment rate calculated according to the BIM methodology reached its maximum value of 4,7% in 2017, which is lower by 3 p.p. than the EU indicators. Throughout the age scale, the unemployment rate is declining. The lowest levels are characteristic of the 55-64 and 65+ age groups, indicating the vulnerability of these age groups in labour market and the risk of these age groups falling into the unemployed with a higher duration of unemployment. However, for these age groups, it is possible to leave the labour market and move into the category of pensioners. At the same time, the unemployment indicators for the 45-54 and 55-64 age groups are insignificant and, in principle, have little real impact on the total unemployment indicators.

Table 3 ILO unemployment, 2014-2020

	2014	2015	2016	2017	2018	2019*	2020*
Unemployed population (15+), thousand persons	38,1	48,8	41,6	38,9	29,6	46,9	33,1
Unemployed population (15-64), thousand persons	38,1	48,6	41,6	38,8	29,4	46,8	33,0
Unemployment rate (15+), %	3,7	4,7	4,0	3,9	2,9	5,1	3,8
Unemployment rate (15-64), %	3,7	4,8	4,2	4,1	3,1	5,3	3,9

Source: NBS data and authors' calculations, www.statistica.md

The important indicator of unemployment is its duration. The analysis showed that despite the reduction of the duration of unemployment, its values remain high (Table 4.) Only 40% of the unemployed had the duration of unemployment of less than 3 months in 2018.

Table 4 Average length of unemployment, RM, 2014-2020*, months

	2014	2015	2016	2017	2018	2019*	2020*
Total	8,3	9,1	7,8	7,9	8,5	7,3	6,8

Source: Authors' calculations

It is necessary to noted, that the consequences of unemployment are not only reduction of the standard of living for the unemployed and their family members, but also the fact that in the long term it is possible to reduce the offers of job placement from both economic agents and potential workers, appearance of new professions, corresponding to requirements for them, etc.

In theory, unemployment is defined as the difference between supply and demand of labour force in labour market. There are always vacancies and unemployed people coexisting in labour market. An analysis of the correspondence between the number of vacancies and the number of registered unemployed in the National Employment Agency (NEA) showed the imbalance in labour market: while the number of vacancies increased from 2014 (2015 - 42,3 thousand persons) to 2018, and the number of unemployed in 2015-2016 amounted 50,000 and since 2017 began to decline, reaching 35,500, in 2018 35,5 thousand persons with 49,2 thousand vacancies, causing labour deficit. The decrease in the current labour supply in 2017-2018 was due to the improving economic situation in the recipient countries and the resulting increase in the flow of labour migrants in the country, also due to the imbalance in the labour market in 2015-2016 (Table 2.). And the increasing demand from employers since 2017 has not been compensated and has become the obstacle to business expansion and attracting investment. And, since 2019, the number of vacancies offered by economic agents in the country has started to decrease.

The imbalance in labour market is also reflected in the amplitude of fluctuations the tension coefficient, which reflects the degree of imbalance in labour market and is one of the assessments of the effectiveness of the implemented socio-economic policies (employment). Despite active fluctuations (about one), the coefficient of tension tends to balance and has the sustainable trend (Table 5.).

Table 5 Characteristics of the tension (intensity) coefficient, 2014-2020

	2014	2015	2016	2017	2018	2019	2020
NEA vacancies, thousand places	41,5	42,3	44,6	45,4	49,2	34,3	24,1
NEA unemployed, thousand persons	42,2	50,6	50,0	42,1	35,5	31,5	50,2
Intensity coefficient, units	1,02	1,20	1,12	0,93	0,72	0,92	2,08
Job placed unemployed share, %	38,8	33,2	35,3	39,5	41,4	35,7	18,2

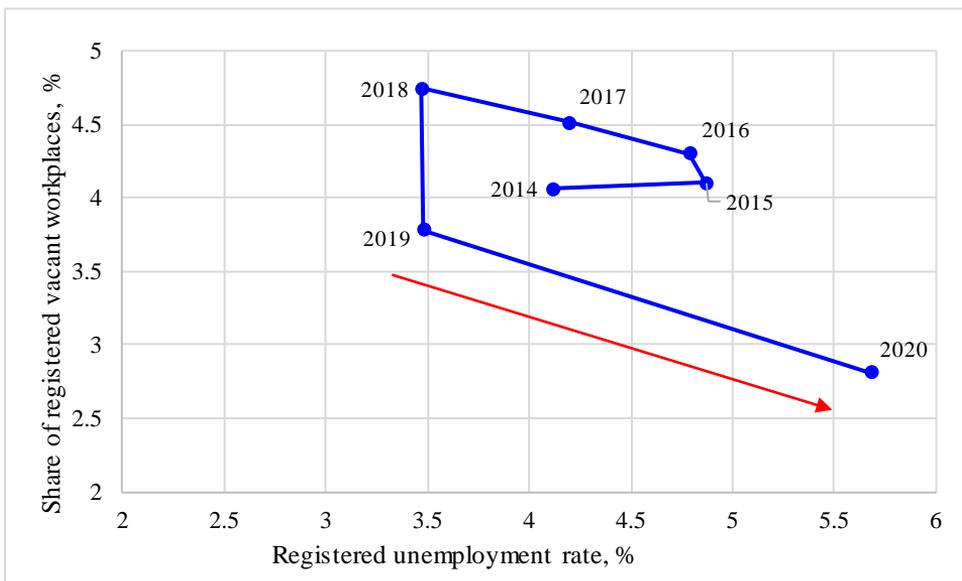
Source: National Employment Agency (NEA) data and authors' calculations, www.anofm.md

The main reasons for registered unemployment in the Republic of Moldova are work loss, search for work for the first time (up to 80% of the unemployed do not have a profession) and returning to the labour market after a pause in work. The share of job placed for these three categories of registered unemployed in 2019 were 46,0%, 32,1% and 26,3%, respectively. The unemployed who have returned to the labour market after a pause in work of 6 months or over have a phenomenon of low employability, which is reflected in the study of scientists R. Ghaead & W. Dickens (2012).

From the analysis, it follows that unemployment indicators do not have a clearly defined tendency, which may be a consequence of globalization processes and integration of the Moldovan labour market of the Republic of Moldova into the global economy, the ability to respond to shocks of endogenous and exogenous nature.

The analysis of labour demand-supply ratio on labour market is based on the Beveridge curve, and the results of the calculation are presented in Figure 5.

Figure 5 Beveridge curve, 2014-2020



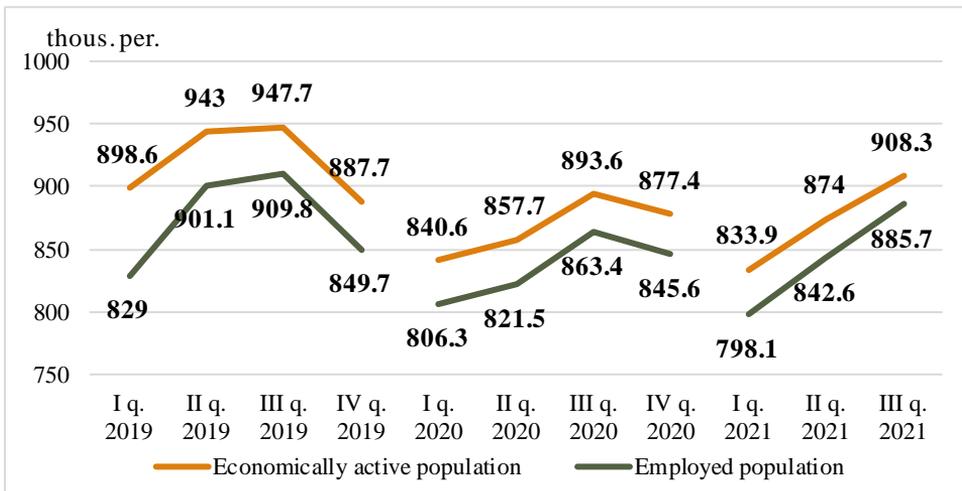
Source: Authors' calculations

The Beveridge curve visually confirms all fluctuations in both the vacancies of work places and the number of unemployed, and allows to identify structural changes in labour market. For the period 2015-2018, the Beveridge curve was shifting towards the equilibrium line between vacant work places and unemployment, towards the optimal position to the left, i.e. a sustained inverse relationship has formed between vacant places and unemployment.

2.3. Pandemic (COVID-19)

The Covid-19 pandemic had the serious impact on the Moldova’s economy: between January and June 2020, GDP fell by 7,2%³ compared to the same period in 2019, remittance flows declined, the budget deficit increased, etc. The extraordinary state due to the Covid-19 pandemic was introduced in the Republic of Moldova as of 17 March 2020, but the effects of the pandemic crisis on labour market were already evident at the end of the first quarter of 2020, but its impact continued in the subsequent period. From the analysis of NBS statistics on labour force employment, the conclusion is that the greatest effect of the pandemic was registered in the second quarter of 2020, when one in four workers reported its impact on their relationship with labour market. However, in the subsequent quarters of 2020, the effects of the pandemic crisis decreased in intensity and were felt to a lesser extent.

Figure 6



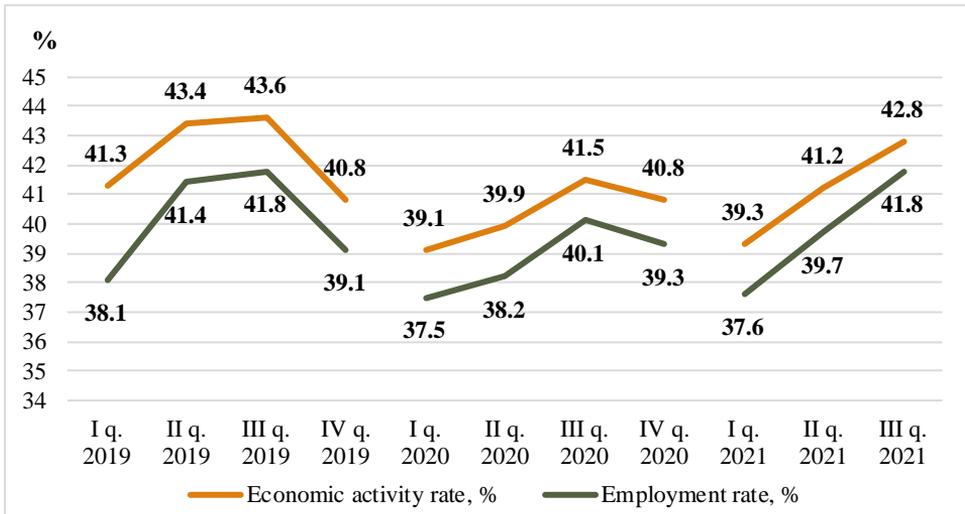
Source: NBS data, www.statistica.md

The analysis of quarterly data on the number of economically active and employed population in the Republic of Moldova during the pandemic (COVID-19) shows that the largest decrease was observed during 2020 and the beginning of 2021. Thus, the number of economically active population decreased by 54,100 persons (-5,7) in the 3rd quarter of 2020 compared to the given indicator for the 3rd quarter of 2019, while in the 3rd quarter of 2021 the difference was 39,400 persons (-4,2), and the number of employed population was 46,400 persons (-5,1) and 24,100 persons (-2,6), respectively. The largest losses of employed population were registered in Wholesale and retail trade; Accommodation and public catering activities -15,4 thousand persons (-9,4%), and the difference between Q2 2019 and Q2 2020 was -24,5 thousand persons (15,1%). The employment rate in Q3 2021 was similar to that of Q3 2019. In the Republic of Moldova, in contrast to the EU-27 countries, the pandemic has not caused a significant increase in

³ Quarterly Statistical Bulletin January-June 2020, www.statistica.md.

the unemployment rate: the unemployment rate in the EU-27 registered the slow increase to 6,7%-7,6% in 2020 compared to 2019, especially during the second to fourth quarters. Given indicator was 1,3-1,9 times higher for men and 1,9-2,7 times higher for women compared to the corresponding indicators in the Republic of Moldova, where the unemployment rate had lower values both total and in its sex distribution. At the same time, the number of unemployed, registered in the NEA, has increased, including with labour migrants returning to the country (Table 3., Table 5).

Figure 7



Source: NBS data, www.statistica.md

One of the important of the lessons of the pandemic has been the widespread implementation of "hybrid forms of work", combining office-based and telecommuting work (remote work), which allowed economic agents to reduce the loss of qualified labour force. The reserve of growth in the labour force is also the category of the unemployed, taking into consideration their retraining and professional development, training of new skills through courses, educational institutions under NEA programmes.

Analyzing tendencies of labour force market in the Republic of Moldova, it is necessary to noted that one of the threats to reproduction of labour force market is the predominant share of economically inactive population: only in a year it increased by 2,0 p.p. (59,7% in 2020 compared to 57,7% in 2019). Given indicator is predominant in the Southern Zone (68,6%) and Central Zone (65,2%), while in the Northern Zone it is lower than the total (country' average 57,0%). Only in mun.Chişinău the share of economically inactive population is less than 50% or 48,8%, i.e. the labour potential predominates in labour market, but there are also the possibilities to replenish it by involving in labour market the working age population from certain categories of economically inactive population (labour migrants, students, population of pre- and retirement age).

4. Conclusions

In 2020, both the development of the global economy and the economy of the Republic of Moldova were impacted by the new challenge - the Covid-19 pandemic, which was affected on almost all national economic systems. Given situation makes it necessary to monitor the main indicators of socio-economic development for timely respond to risks and threats. One of the tools to ensure stabilization, sustainability and security of the economy is the analysis of tendencies in labour force market.

The labour force market is an integral part of a country's economic system, and employment and unemployment indicators of working age population are socially significant indicators that characterise the level of national well-being, stability and efficiency of the ongoing economic restructuring. The Covid-19 pandemic crisis aggravated labour market problems, which are affected by various factors, including demographic, economic, social and epidemiological (pandemic), which is a threat to both its competitiveness and social security. Fragmentary measures (unemployment benefits, subventions for maintaining or creating workplaces (jobs), mainly in agro-industrial complex, etc.) have not ensured the maintenance and replenishment of labour resources potential, especially in rural areas and local markets of labour force. At the same time, Moldova's market of labour force, thanks to flexible stimulative monetary policies and address(targeted) measures to reduce unemployment and support the most affected sectors of the economy, proved immune to the direct consequences of the pandemic crisis. According to NBS data, the unemployment rate in the second quarter of 2020 was 4,2%, compared to 5,1% in the same period in 2019, including higher unemployment in urban areas than in rural areas (5,5% compared to 3,2%), as a result of higher workplaces decline and dismissals of workers.

The important indicator of labour market is the share of the working age population as the basis for labour force formation. Analysis of labour force reproduction possibility showed that an important factor determining the situation in labour force market is the unfavourable demographic situation, including population decline, depopulation processes, migration and population ageing, which had a negative impact on the age and sex structure and labour force reproduction.

Based on the results of the research on labour market situation in the Republic of Moldova for the period 2014-2020, the following tendencies can be formulated:

- population decline in economically active age and its ageing and, as a result, decline of working age population, including possibilities to ensure reproduction of labour force through natural increase;
- stabilization of principal labour market indicators by increasing the share of elder age groups (ageing of labour market)
- low economic activity and employment rates of working age population compared to the European Union countries, including female employment;

- increase of informal employment of working age population;
- decrease of employed population of working age in urban areas and increase employment in rural areas;
- increasing mobility of working age population in urban areas (labour migration);
- decrease of the current labour supply, decrease of unemployment, including the number of unemployed as defined by ILO methodology and the number of registered unemployed in NEA.

In order to increase the economic activity and employment rate of work age population, the competitiveness of labour market, as well as to reduce the risk of threats from the pandemic crisis, consider the following advisable:

- increasing the role of the National Agency for Employment in informing the population about vacancies, more operational cooperation with economic agents for job placement of unemployed and returning migrant workers, implementation of new modern programs for professional training / retraining and training for new professions;
- ensuring higher level of access to labour market for socially vulnerable groups (large and single-parent families, unemployed, national minorities, disabled etc.), including promotion of this concept in the normative and legal base, promotion of job placement of unprotected persons by NEA, partners in development, NGOs etc;
- promotion of reform at all levels of education taking into account the experience of the German model (universities oriented to train students for production, dual training programs, research-oriented, including radical reform of higher education, curricula, stimulation of research and cooperation with economic agents, promotion of the lifelong learning concept;
- improvement of the normative and legal base in the field of labour relations (Labour Code of the Republic of Moldova, nr.154/2003), including the implementation of flexible labour regime, the mechanism of distance work and its evaluation criteria, reduced labour regime, the possibility to reimburse part of the costs to the employer, for example during a extraordinary state, the combination of reduced working schedule with partial compensation of costs, which will save workers and their income;
- activation of the 3-party collective bargaining commission at national and territorial level;
- increased social protection for the employed population in labour market (application of e-cards for food/ foodstuffs, benefits for payment/receipt of housing, etc.).

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