

# ROMANIA CASE STUDY: A SWOT ANALYSIS OF THE ROMANIAN LABOUR MARKET

**Alina Ligia DUMITRESCU,**  
**PhD, Senior Researcher,**  
**Institute for World Economy of the Romanian Academy, Romania**

**E-mail:** [alinaligia@gmail.com](mailto:alinaligia@gmail.com)

**ORCID:** <https://orcid.org/0009-0000-3983-2582>

**DOI:** <https://doi.org/10.36004/nier.cecg.II.2024.18.09>

***Abstract.** The Recovery and Resilience Plans of the Member States will focus on the development of green energies, digitization, robotization, and artificial intelligence. It will determine the reform of the labour market and constructive the change of the employment structure. It will not be neglected that any process of industrial restructuring and modernization of the economy is accompanied by social costs such as layoffs or increased inflation, which will require the development of social policies for the social inclusion of vulnerable groups. The most important challenge regarding the labour markets in Romania and other states from Central and Eastern Europe is the labour market deficits. The labour force shortage affects the efficiency and business opportunities in Romania. The main target, assumed by the Romanian government through the Strategy for Employment for 2022-2024, is to achieve an employment rate of the population aged between 20-64 of 75%. This paper's research objective is the analysis of the strengths, opportunities, weaknesses, and threats of the Romanian labour market. A SWOT matrix is designed as a useful instrument in socio-economic impact qualitative analysis and employment strategy development. The results focus on the best measures for increasing better-paid jobs, educating a qualified and flexible labour force, reducing the social exclusion of disadvantaged groups (youth, women, minorities, or migrants), and reducing territorial economic disparities (between the urban and the rural area).*

***Keywords:** Romania, labour market, SWOT, challenges, opportunities, vulnerable groups*

***JEL:** J21, J24, J48, Q20, Q52*

***UDC:** 331.5(498)*

**Introduction.** The estimated total costs of the Romania Recovery and Resilience Plan (PNRR - Planul Național de Redresare și Reziliență) are EUR 28,5<sup>3</sup> billion. Romania requested non-refundable financial support for EUR 13,6 billion and loans totalize EUR 14,9 billion under the Recovery and Resilience Mechanism. Together, they represented 13.09% of the GDP of 2019. The plan contains 171 measures (64 reforms and 107 investments), comprising six pillars and fifteen components. The transformative impact of the PNRR results from a combination of

---

<sup>3</sup> The plan is entirely financed by RRF grants and loans and REPowerEU Grants.

reforms and investments that address the country-specific challenges (European Commission, 2021a). According to the European Commission (2021b), to address weaknesses and older structural deficiencies, the PNRR is expected to contribute to economic and social recovery and long-term development. Measures to support private investment, particularly for SMEs, have the potential to attract investment and promote job creation and a better business environment.

*The PNRR educational reforms and the promotion of green and digital skills will improve Romania's long-term growth potential and stimulate favourable growth inclusion* by reducing disparities, with potential spillover effects on the labour market work. The investments for the digitalisation of education (EUR 1.16 billion) aim at improving digital pedagogical skills, educational content, and equipment and resources for all levels of education, including universities. The reforms from the PNRR will increase equal opportunities and contribute to ensuring a better correlation between labour market demand and skills supply. These measures can improve Romania's long-term growth potential and promote growth favourable to inclusion by reducing disparities, and stimulating potential spillover effects in the labour market, especially in terms of skills related to digitization. In addition, the increased provision of active labour market measures and the digitization of public employment services should support better access to the labour market for some vulnerable groups, such as young people (15-24 years).

In the context of cohesion policy, the specific challenges of the European Union (EU) are the strengthening of economic, social, and territorial cohesion based on the political priorities of the Union as the green and digital transition (European Commission, 2021c). Increasing employment and added value in the environmental economy are essential to achieving the green transition in the European Union. The opportunities from the perspective of the development of the green economy are closely related to ensuring the necessary labour force by establishing the balance between the demand and the supply of skills specific to the green transition. According to the forecasts of the European Commission (2018), EU employment will increase by almost 0.3% (around 650,000 – 700,000 jobs) by 2030, because of additional labour demand in the waste management and recycling sectors.

The National Strategy for Green Jobs (2018-2025) sets out the policy analysis framework for the effects of the green transition on the labour market, including the demand for new skills. Thus, *it is estimated that more than 32,000 jobs will be lost due to the impact of the green transition and just transformation in the six counties with the most carbon-intensive industries*. Workers in the affected regions will need active support to acquire new qualifications (Ministry of Labor and Social Protection, 2018).

**Literature review.** Kenton (2024) underlines that the labour market should be viewed at macroeconomic and microeconomic levels because each offers valuable insight into employment and the economy. He opines that labour supply

and demand are influenced by domestic and international market dynamics at the macroeconomic level, as well as by factors such as *immigration, the age of the population, and education levels*.

Bîrcă (2022) analyses the increasing labour force employment through active labour market policies. *Implementing active measures can generate a more effective match between job vacancies and registered unemployed by adjusting the skill mix of job seekers or improving job search efficiency* (Bîrcă, 2022, Estevão, 2007). The active labour market policies also contribute to increasing labour productivity due to vocational training programs or direct subsidies for job creation, which would change the demand for labour and increase employment and wages (Bîrcă, 2022, Estevão, 2007).

To assess the *impact of digitization on the labour market*, the European Commission (2022) analyses the Digital Economy and Society Index (DESI), which is a composite index summarizing relevant indicators of Europe's digital performance and tracking the evolution of EU Member States in terms of digital competitiveness. To highlight equal opportunities and access to the labour market, the Women in Digital (WiD<sup>4</sup>) Scoreboard is used, one of the actions implemented to assess the inclusion of women in digital jobs, careers, and entrepreneurship. The WiD Scoreboard assesses the performance of Member States in the area of internet usage, internet user skills as well as specialist skills and employment based on 12 indicators. Women are the most digital in Finland, Sweden, Denmark, Estonia, and the Netherlands. All these countries perform very well in DESI, too. Women in Romania, Bulgaria, Poland, Hungary, and Italy score lowest on female participation in the digital economy and society.

According to Eurofound (2023), relatively little is known about the potential impact of digitization technologies on employment. Consequently, *further research and the establishment of specific tools to monitor developments related to digitization in the labour market would be useful for informed policymaking*. Given the virtual nature of digitization and thus its potential for cross-border applications and impacts, such a mechanism might be most effective at the supranational level.

Strategies to combat climate change, seen as a transformative process, will lead to *new green jobs creation and the greening of existing occupations*. In the broadest sense, green jobs can be defined as those that have a positive impact on the environment. Specifically, but not exclusively, these include (1) jobs that help protect and restore ecosystems and biodiversity; (2) reducing the consumption of energy, raw materials, and water through high- efficiency strategies; (3) decarbonization of the economy; (4) minimizing the generation of all forms of waste or reducing air pollution (UNEP, 2008, Czako, 2020).

According to Anderson & Poeschel & Ruhs (2021), *labour or skills 'shortages'* have no universally accepted definition and no 'optimal' policy response. In the context of employer demands for immigrant workers, "labour shortages" usually refer to labour demand exceeding supply at prevailing wages

---

<sup>4</sup> Women in Digital Scoreboard shows a significant gender gap remains in specialist digital skills, though the gap is closing in internet user skills.

and conditions of employment. Some employers may be reluctant or unable to respond by offering higher salaries, reflecting the centrality of wages offered, employment conditions, and structural constraints. Such considerations probably also apply in the context of essential services; for example, employment conditions can simultaneously create flexibility for employers (which could contribute to resilience) and precariousness for workers (which could undermine resilience).

Numerous authors have appreciated the potential of the European Pillar of Social Rights for solving complex social issues in the EU space. It should be highlighted that on November 17, 2017, during the Social Summit in Gothenburg, EU leaders adopted the Proclamation on the *European Pillar of Social Rights (EPSR)*, *in order to promote the creation of new jobs and stimulate inclusive economic growth*. Schutter (2018) believes that EPSR could contribute to balancing the economic and social dimensions in the EU architecture, being able to provide an adequate framework for evaluating the impact of the Convergence and Stability Programs or the implementation of the recommendations adopted within the European Semester, addressed to all EU Member States. The author also highlights that the EPSR could increase the visibility of the European Social Charter in the economic and social governance of the EU, thus facilitating social convergence in the EU.

The European Pillar of Social Rights is meant to provide new and more effective rights for citizens. The European Pillar of Social Rights (EPSR) is an initiative launched by the European Commission with very ambitious aims; to bring back the social dimension of the EU, rebalance economic policies with social considerations. It is based on 20 essential principles, structured in three major areas of action: equal opportunities and access to the labour market, fair working conditions, and social protection and social inclusion. Of the 20 EPSR principles, 4 of them are centred on equal opportunities and access to the labour market (EU Council, 2017).

According to Karlson and Wennerberg (2018), "many of the principles and rights regulated under the social EPSR have not yet materialized as binding rules at the EU level." The authors point out that the impact of the social pillar will be minimal in the short term, but the effects will be positive in the long term because when the EU proclaimed the EPSR, it established unitary social objectives for the Member States and clear principles to be implemented. On this basis, *an opportunity has been created for the EU to create new legislation in the field of labour market policies*. Rather than "supporting and complementing" Member States' social and labour market policies, the EU can now with the help of EPSR replace these national policies with the Union's "best goals" to implement fully the 20 unique principles (Karlson and Wennerberg, 2018).

**Research Methodology.** The research uses a multidisciplinary approach that involves a systemic analysis of empirical economic processes and qualitative research of the National Institute of Statistics (INS) data. Both types of analyses are based on consulting specialized literature, studies, and articles published by

established authors in a consensual-inductive system and on the analysis of official employment strategies documents.

What adds value to the research is the analysis of Romania in the context of the PNRR reforms, to identify the challenges and opportunities specific to the labour markets and to investigate how the specific objectives were fulfilled.

**Main results. Romanian government Strategy for Employment for 2021-2027.** According to ANOFM (2021), "the specific objectives, and most of the measures included in the action plans, have a high level of coherence and relevance to adequately respond to the *specific needs and requirements of the Romanian labour market*".

I. The first strategic objective aims to increase access to the labour market by providing viable options for the integration of groups of people at the two extremes of the career path, namely the young and the elderly, to maintain the status of employed persons until standard retirement age.

II. The second specific objective aims to improve the occupational structure and increase participation in the labour market among several categories of disadvantaged people (Table 1).

**Table 1. Measures to increase the employment of vulnerable categories**

<b>Categories of persons</b>	<b>Active labour market integration measures</b>
<b>The rural population</b>	<ul style="list-style-type: none"> <li>- Measures to prepare the transition of workers from subsistence agriculture to productive activities, for instance: information actions, orientation, counselling, and professional training;</li> <li>- Measures to increase competitiveness in agriculture sectors, by improving the level of skills;</li> <li>- Measures to stimulate entrepreneurship and professional training in complementary non-agricultural fields;</li> <li>- Integrated packages that include occupational and geographic mobility actions necessary to transfer the population from subsistence agriculture to other jobs generating higher and constant incomes.</li> </ul>
<b>Women</b>	<ul style="list-style-type: none"> <li>- Measures aimed at supporting participation in the labour market and reconciling employment with the activities and care needs of dependent persons in the family/household;</li> <li>- Measures to improve the infrastructure serving care services for preschool children;</li> <li>- Awareness/education measures among pupils/students and in the private environment regarding equal opportunities between women and men, including the training of those who are responsible for applying the legal framework in force;</li> <li>- Actions to encourage the integration of women from vulnerable categories into the labour market by concluding partnerships with non-governmental organizations or other interested entities in order to access non-reimbursable funds.</li> </ul>

<p><b>Highly vulnerable persons</b> (from the social assistance system/disabled persons)</p>	<ul style="list-style-type: none"> <li>- Measures involving social support for vulnerable people;</li> <li>- Direct measures for people from vulnerable groups, but also incentives given to employers for offering employment opportunities to these people;</li> <li>- Measures dedicated to the "social economy, to support disadvantaged communities in developing social enterprises";</li> <li>- Measures for <i>minorities</i> aimed at granting benefits and social services according to the specific needs of the person and services to stimulate participation in education, training, and employment programs.</li> </ul>
--	--

*Source: Table developed by the authors based on ANOFM (2021)*

III. The third specific objective is consistent with the general objective of the Strategy for Employment and refers to the development of human resources with a high level of qualification and skills, adapted to the requirements of the labour market, by supporting the adaptability and permanent development of the workforce. These are linked to the *structural changes in the labour market and improving the skills level of the unemployed and inactive persons able to work, to facilitate their reintegration into the labour market.*

The target assumed by the Romanian government is the increase of "quality employment", under sustainability conditions, so that, by the end of 2027, the employment rate of the population aged 20-64 will be 75%. Achieving the overall objective will be achieved through the implementation of measures to increase the quality of employment, the promotion of a competent, skilled, and adaptable workforce, considering the fight against social exclusion, and the promotion of social dialogue to increase convergence and improve resilience, but and to reduce disparities at the territorial level.

**The Romanian Labour Market analysis.** *The labour market is facing an imbalance between the needs of the labour market and the available skills, in the context of a major shortage of domestic labour in several fields of activity.* Although in 2016-2020, the employment rate increased from 61.6% to 65.6%, the working-age population (15-64 years). These trends can diminish the labour force's contribution to GDP growth, with businesses having difficulty filling vacancies and finding relevant skills. According to the European Commission (2021a), the competencies of vocational education graduates and higher are not sufficiently aligned with the labour market, which also contributes to the high percentage of young people who are not professionally employed and follow any educational or training program (NEET) remains among those higher in the EU (16.6% in 2020, comparative cu 14.7% in 2019).

In 2023, the *youth employment rate* (15-24 years) was only 18.7% and registered a higher value for men (23.4%) than for women (13.7%). According to the same source, the young employed persons worked mainly as employees (77.6%) and as contributing family workers (11.6%), and 10.6% as self-employed

workers. Young people represented only 4.8% of employment, having a higher percentage in rural areas (64.5%) (INS, 2023).

Young people represented 22.8% of the total unemployment in rural area and 23.0% in urban area in 2023. Among young unemployed 63.4% were men, and 70.6% lived in rural areas. The incidence of long-term unemployment among young people (weight of unemployed aged 15-24 years for 6 months and over, in total unemployed in the same age group) was of 51.0%. Higher values of this indicator were recorded for men (52.8%) and for people in rural area (53.3%) (INS,2023).

The *employment rate* of population aged 20-64 years was 68.7%<sup>5</sup> in 2023, registering higher values for men (78.2% as compared to only 59.1% for women). By residence area, the employment rate in urban area was 74.7% compared to 62.3% in rural area (INS, 2023).

The *unemployment rate* (ratio of unemployed in active population) was, at the national level, 5.6% in 2023. In July 2024, the unemployment rate was, in seasonally adjusted form, 5.4%, decreasing by 0.2 percentage points compared to the one recorded in July 2023 (Figure 1). The unemployment rate for men was 0.6 percentage points higher than for women (the values respectively being 5.7% for males and 5.1% for females) (INS, 2024).

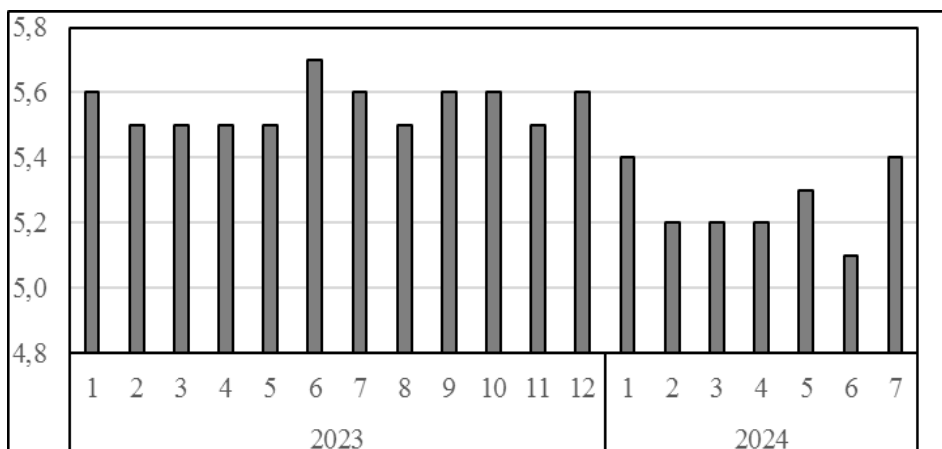


Figure 1. The unemployment aged 15-74 years rate between January 2023-July 2024

Source: INS data (July 2024)

**Discussion and conclusions.** Based on the methodology of systemic analysis, which is applied in the research of Romanian labour reforms impact, a SWOT matrix has been developed as an instrument of strategic objectives planning and risk management. (Box 1).

**Box 1. A SWOT matrix on the labour market resilience in Romania**

<b>STRENGTHS:</b>	<b>WEAKNESSES:</b>
-------------------	--------------------

<sup>5</sup> The Strategy for Employment for 2022-2024 target is to achieve an employment rate of the population aged between 20-64 of 75%.

<ul style="list-style-type: none"> <li>– <i>Romania's Recovery and Resilience Plan</i> provides for the development of professional skills necessary for a just green transition as renewable energy sectors and the energy efficiency of buildings and digital competitiveness.</li> <li>– <i>The National Strategy for Employment for 2021-2027.</i></li> <li>– <i>The National Strategy for Green Jobs (2018-2025).</i></li> <li>– <i>Human Capital Operational Program 2021 – 2027</i> to support the integration of disadvantaged categories into the labour market, addressed mainly to young people.</li> </ul>	<ul style="list-style-type: none"> <li>– The accentuation of disparities at the territorial level, the accentuation of development differences between regions, between urban and rural, coupled with a reduced labour force mobility at the national level.</li> <li>– In Romania, during the pandemic, the lack of qualified and highly qualified personnel in the medical field, engineering, information, and communication technology, as well as unqualified or qualified workers in the agricultural sector, increased.</li> <li>– A high level of bureaucracy, together with a low level of digitization.</li> <li>– According to a comparative study by the World Bank carried out in Bulgaria, the Czech Republic, Romania and Serbia, the recovery of the gap caused by the non-occupation of Roma could bring almost 9.9 billion euros annually to the economies of these four countries through increased production and 3.5 billion euros annually in tax benefits (World Bank, 2014).</li> </ul>
<p style="text-align: center;"><b>OPPORTUNITIES:</b></p> <ul style="list-style-type: none"> <li>– Anticipatory development of education systems in order to ensure human resources with a high level of qualification and skills adapted to the demands of the labour market, both present and future, specific to digitization and the green economy.</li> <li>– The existence of unique indicators at the EU level for monitoring the progress made within the EPSR constitutes a decrease in the subsidiarity of social policies and an increase in the role of the EU in creating much more integrated and unitary social policies, which have an essential role in increasing social cohesion and the level of living and quality of life in all Member States. This implies the establishment of a European process for the coordination of social policies in general and employment policies in particular, which will periodically assess and monitor the progress made in the implementation of the 20 basic principles of the European Pillar of Social Rights and the Social Scoreboard indicators.</li> <li>– <i>EPSR tries to give a unique and coordinated response to the main challenges facing the EU: inequalities, poverty, unemployment, social</i></li> </ul>	<p style="text-align: center;"><b>THREATS:</b></p> <ul style="list-style-type: none"> <li>– There are some <i>financial risks</i> regarding the attraction of allocated EU funds, which are linked with the inadequate administrative capacity and the ineffective management of the <i>National Recovery and Resilience Plan</i>.</li> <li>– The most recent challenge is the refugee crisis in Ukraine and implicitly the way of managing the integration processes of children in the education systems and of adults in the labour market in Romania.</li> <li>– The perpetuation of the phenomenon of mass emigration ("brain drain") of qualified and highly qualified labour force from Romania.</li> <li>– The increase in unemployment and social expenses if the integration of the beneficiaries on the labour market is not effective.</li> <li>– Increasing the number of people exposed to the risk of poverty and social exclusion if the EU recommendations regarding the state</li> </ul>

<p><i>exclusion, economic-social and territorial disparities, and how its principles will be put into practice in all Member States depends the very future of the EU, as a space of European values, in which the social rights of all citizens are respected to the same extent.</i></p>	<p>of implementation of the EPSR are not put into practice in the Member States.</p> <ul style="list-style-type: none"> <li>- Marginalization and expansion of the difficulties of integration into society of the unemployed from disadvantaged categories (young people, women, minorities, migrants).</li> </ul>
--	---

*Source: Author's representation based on literature review and European Union legislation*

In the short and medium term, the main weakness of the labour market in Romania is that *employers have difficulties finding new employees with the necessary skills*. Many fastest-growing occupations, such as engineering, software development, or healthcare, require highly skilled labour.

According to Eurostat, in 2021, only 23% of Romanians aged between 30 and 34 had a university degree (tertiary education), well below the EU average of 41%. It represents the lowest share among EU member states. By comparison, almost half of the EU Member States have already reached the target for this indicator of 45% for 2030: Luxembourg, Ireland, Cyprus, Lithuania, the Netherlands, Belgium, France, Sweden, Denmark, Spain, Slovenia, Portugal, and Latvia (Eurostat, 2022).

Additionally, the main threat in terms of maintaining salary differences between Member States and *the free movement of labour will be the maintenance of a high level of emigration from Romania for economic reasons* (as is also the case in other states in Central and Eastern Europe), too much more developed countries. In overcoming the health crisis, reducing the differences between the demand and the supply of labour force qualifications remains the main challenge, which can be answered by developing continuous education and training programs at the level of the present and future requirements of the labour market in Romania.

Also, Romania must consider "a zero priority" the development of national strategies regarding the *integration of young people into the labour market* by granting financial incentives to companies, such as wage subsidies, payment of bonuses, exemption from paying social insurance contributions or tax exemption, through programs for the creation of new jobs in the public sector intended for young people and through the development of entrepreneurship and start-up companies among them.

The transition process to a green economy is complex. It includes technological components and measures of education and professional training, active employment labour market measures, and social and regional protection. These tools are essential to help local economies innovate, overcome potential labour market imbalances, and manage job losses (downsizing, restructuring) and job creation. *Labor market policies accompanying the green just transition can help to generate decent green jobs*.

In conclusion, the PNRR reforms of the labour market are based on two pillars (green economy and digitalization), it offers significant opportunities for the

new job creation and it is accompanied by different challenges, especially in some economic sectors and for some categories of workers. The main challenges for labour market restructuring are the mismatch between skills supply and demand and difficulties in anticipating and establishing appropriate skills policies to support workers in coping with structural change.

## REFERENCES

- Anderson, B., Poeschel, F., & Ruhs, M. (2021). Rethinking labour migration: Covid-19, essential work, and systemic resilience. *Comparative Migration Studies*, 9(45). <https://doi.org/10.1186/s40878-021-00252-2>
- Bîrcă, A. (2022, December 09-10). The increasing of labour force employment through active labour market policies. In: *ECOTREND 2022. Sustainable Economies and Digitalization: opportunities and challenges in the pandemic: international scientific conference* (19th edition, pp. 216-223). Târgu-Jiu, Romania: Academica Brâncuși Publisher. <https://eprints.uklo.edu.mk/id/eprint/7820/1/Proceedings%20Ecotrend%2022%20%282%29.pdf#page=215>
- Czako, V. (2020). *Employment in the Energy Sector Status Report 2020*. EUR 30186 EN. Luxembourg: Publications Office of the European Union. <https://ec.europa.eu/jrc/en/science-update/employment-energy-sector>
- Estevão, M. (2007). Labour Policies to Raise Employment. *IMF Economic Review*, 54, 113-138. <http://doi.org/10.1057/palgrave.imfsp.9450004>
- EU Council. (2017). European Pillar of Social Rights: Proclamation and Signature. *Press release*, 17 November. <https://www.consilium.europa.eu/ro/press/press-releases/2017/11/17/europeanpillar-of-social-rights-proclamation-and-signing/>
- Eurofound. (2023). *Employment impact of digitalisation*. <https://www.eurofound.europa.eu/en/employment-impact-digitalisation>
- European Commission. (2021a). *Romania's recovery and resilience plan*. [Commission.europa.eu/business-economy-euro/economic-recovery/recovery-and-resilience-facility/country-pages/romanias-recovery-and-resilience-plan\\_en#documents](https://commission.europa.eu/business-economy-euro/economic-recovery/recovery-and-resilience-facility/country-pages/romanias-recovery-and-resilience-plan_en#documents)
- European Commission. (2021b). *Commission services working document*. Analysis of Romania's recovery and resilience plan accompanying the document Proposal for a decision on the implementation of the Council approving the evaluation of Romania's recovery and resilience plan. COM, 608 final. <https://mfe.gov.ro/wp-content/uploads/2021/09/28ff3a6c360882865c596111d8aad533.pdf>
- European Commission. (2021c). *Cohesion policy*. [https://ec.europa.eu/regional\\_policy/policy/what/investment-policy\\_en](https://ec.europa.eu/regional_policy/policy/what/investment-policy_en)
- European Commission. (2022). *DESI Digital Economy and Society Index*. <https://ec.europa.eu/newsroom/dae/redirection/document/88758>

- Eurostat. (2022). *41% of young adults hold a tertiary degree*.  
<https://ec.europa.eu/eurostat/web/products-eurostat-news/-/ddn-20220524-2>
- Karlson, N., & Wennerberg, F. (2018). *The European Social Pillar: A Threat to Welfare and Prosperity?* Stockholm: The Ratio Institute.  
<https://cms.ratio.se/app/uploads/2018/05/the-european-social-pillar.pdf>
- Kenton, W. (2024). *Labor Market Explained: Theories and Who Is Included*.  
<https://www.investopedia.com/terms/l/labor-market.asp>
- Ministry of Labor and Social Protection. (2018). *National Strategy for Green Jobs 2018-2020*.  
[https://mmuncii.ro/j33/images/Documente/Munca/2018/21082018\\_SN\\_Locuri\\_Munca\\_Verzi\\_2018-2025.pdf](https://mmuncii.ro/j33/images/Documente/Munca/2018/21082018_SN_Locuri_Munca_Verzi_2018-2025.pdf)
- National Employment Agency (ANOFM). (2021). *National Strategy for Employment 2021-2027*.  
[https://mmuncii.ro/j33/images/Documente/MMPS/SNOFM\\_2021-2027.pdf](https://mmuncii.ro/j33/images/Documente/MMPS/SNOFM_2021-2027.pdf)
- National Institute of Statistics (NIS). (2024). *Labour force in Romania: Employment and unemployment*.  
[https://insse.ro/cms/sites/default/files/field/publicatii/labour\\_force\\_in\\_romania\\_2023.pdf](https://insse.ro/cms/sites/default/files/field/publicatii/labour_force_in_romania_2023.pdf)
- National Institute of Statistics (NIS). (2024). Unemployment BIM monthly. *Press release*, 224, 30 august.  
[https://insse.ro/cms/sites/default/files/com\\_presa/com\\_pdf/somaj\\_bim\\_iulie24r.pdf](https://insse.ro/cms/sites/default/files/com_presa/com_pdf/somaj_bim_iulie24r.pdf)
- Schutter, O. (2018). *The European Pillar of Social Rights and the role of the European Social Charter in the EU legal order*. Council of Europe.  
<https://rm.coe.int/study-on-the-european-pillar-of-social-rights-and-the-role-of-the-esc-/1680903132>
- World Bank. (2014). *The Roma Labor Market - Why Europe Should Care*.  
<https://www.worldbank.org/ro/news/feature/2014/12/08/the-roma-labor-market- --why-Europe-should-care>