

## **CV – Prof. univ. dr. habil. Ioana Alexandra HORODNIC**

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### **General Information**

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- Date of birth: January 29, 1986
- Gender: Female
- Nationality: Romanian

### **Current Positions**

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- (March, 2023 – Current) Senior Expert on Tackling Undeclared Work in the Western Balkans for the Employment and Social Affairs Platform (ESAP 2) of the Regional Cooperation Council (RCC).
- (2020 - Current) PhD. Supervisor, Doctoral School of Economics and Business Administration, Alexandru Ioan Cuza University of Iasi, Romania.
- (2022 - Current) Full Professor, Faculty of Economics and Business Administration, Alexandru Ioan Cuza University of Iasi, Romania.
- (2017 - Current) Senior Consultant, Enspire Plus SRL, Romania
- (2017 – Current) Labour market expert for the “European centre of expertise in the field of labour law, employment and labour market policies (ECE)”, 2017 – 2020, of the European Commission.
- (2016 – Current) Member of the research team/ expert team - “Service contract to support European Platform Tackling Undeclared Work”, contracted by DG Employment, Social Affairs and Inclusion, European Commission.

### **Research Interests**

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Undeclared work, informal economy, labour economics, behavioural economics.

### **Previous Positions (Academic/ Research)**

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2020 - 2022	Associate Professor, Faculty of Economics and Business Administration, Alexandru Ioan Cuza University of Iasi, Romania
2019 - 2020	Lecturer, Faculty of Economics and Business Administration, Alexandru Ioan Cuza University of Iasi (UAIC Iasi), Romania
2017 - 2019	Marie Curie Research Fellow, Sheffield University Management School, UK.
Feb. 2017 - Aug. 2017	Lecturer, Faculty of Economics and Business Administration, Alexandru Ioan Cuza University of Iasi (UAIC Iasi), Romania.
2015 - 2017	Assistant Professor, Faculty of Economics and Business Administration, Alexandru Ioan Cuza University of Iasi, Romania.
2014 - 2015	Post-doctoral Fellow, ‘Gh. Zane’ Institute for Economic and Social Research, Romanian Academy Iasi Branch, Iasi, Romania.
2009 - 2015	Associate Teaching Assistant, Alexandru Ioan Cuza University of Iasi, Romania.
Summer 2013, 2014, 2015	Collaborator (monitoring research output - Handelsblatt ranking project) KOF Swiss Economic Institute, ETH Zurich, Switzerland.
Nov. 2009-Jan. 2011	Workshops trainer for Student Research Group, UAIC Iasi, Romania.
November 2011	Trainer-Entrepreneurial development and networking in business, INDECO NGO, Romania.

### **Education**

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2019	Habilitation Certificate, Doctoral School of Economics and Business Administration, Alexandru Ioan Cuza University of Iasi, Romania.
2009 - 2012	PhD, Faculty of Economics and Business Administration, Alexandru Ioan Cuza University of Iasi (UAIC Iasi), Romania.
2008 - 2009	Master Degree, Faculty of Economics and Business Administration, UAIC Iasi, Romania.

2004 - 2009	Bachelor Degree, Faculty of Communication and Public Relations "David Ogilvy", The National School of Political Studies and Public Administration, Bucharest, Romania.
2004 - 2008	Bachelor Degree, Faculty of Economics and Business Administration, UAIC Iasi, Romania.

### **Research Visits and Summer Schools (selected)**

October - November 2022	Visiting professor/researcher, Sapienza University of Rome, Department of Methods and Models for Economy, Territory and Finance MEMOTEF, Rome, Italy.
August - September 2022	Visiting professor/researcher, Catholic University of Valencia San Vicente Martir Valencia, Valencia, Spain.
September - October 2019	Visiting professor/researcher, Sheffield University - Management School / Cluster for Research on the Informal Sector and Policy – CRISP, Sheffield, United Kingdom.
August 2018	13th ECPR Summer School in Methods and Techniques, Central European University, Budapest, Hungary.
August 2017	ESRC Summer School: Analysing Segregation Applied Statistical Methods for Analysing Segregation & Inequality, The University of Sheffield, UK.
September 2016	Marie Curie IAPP Summer School - Shadow Economies in Europe and Beyond; Bulgaria.
July - Aug. 2016	Visiting researcher (Prof Colin C. Williams Chair), University of Sheffield, UK.
August - September 2015	Marie Curie IAPP Summer School for Multiple Moralities and Shadow Economies in Post-socialism, Zagreb, Croatia.
August 2015	Visiting researcher (Prof Heinrich Ursprung Chair), Konstanz University, Germany.
Sep. - Oct. 2014	Visiting researcher (Prof Colin C. Williams Chair), University of Sheffield, UK.
July 2013	2 <sup>nd</sup> EJPE Academic Writing Workshop, Castasegna, Switzerland.
May 2013	Visiting researcher (Prof Heinrich Ursprung Chair) Konstanz University, Germany.
June 2012	Summer School: Cross-border cooperation in preventing the deterioration of the environment. New challenges for the new generation, Cernauti, Ukraine.
Oct. 2010-Feb. 2011	Visiting PhD student (Prof Winfried Pohlmeier Chair), Konstanz University, Germany.

### **Research grants / Consultancy contracts**

- (2020-2022). Cash-in-hand consumer culture: A demand side analysis of the informal economy [CASH], principal investigator.
- (2019-2022). “Going underground”: Motivation of youth to work informally [UNDER.GO], principal investigator.
- (2017-2019). Marie Skłodowska-Curie Individual Fellowship: SHADOWS: Tackling Undeclared Work in the European Union, principal investigator.
- (2016 - current). Member of the research team/ expert team - “Service contract to support European Platform Tackling Undeclared Work”, 2016-2020, contracted by DG Employment, Social Affairs and Inclusion, European Commission.
- (2017). Country Expert for: Peer Review on “Joint operation groups between public agencies – an effective tool to prevent and tackle undeclared work”, Oslo, Norway, 25-26 September, DG Employment, Social Affairs and Inclusion, European Commission.
- (2017- current) Labour market expert for the “European centre of expertise in the field of labour law, employment and labour market policies (ECE)”, 2017 – 2020, of the European Commission.
- (2016-2017). Research grant ‘Managerial and informational tools for stimulating research in Universities’, UEFISCDI - Executive Agency for Higher Education, Research, Development and Innovation, project team member.
- (2015-2016). Research grant ‘The asymmetry between formal and informal institutions: a possible

explanation of the informal economy in Romania’, Alexandru Ioan Cuza University of Iasi, principal investigator.

- (2014-2015). Postdoctoral grant, awarded by Romanian Academy Iasi Branch within the project ‘Innovation and development in structuring and representing knowledge through doctoral and postdoctoral fellowships (IDSRC – doc postdoc)’ POSDRU/159/1.5/S/133675.
- (2009-2012). PhD scholarship, awarded by Alexandru Ioan Cuza University of Iasi within the project ‘Doctoral studies: portal to a career of excellence in research and knowledge society’.
- (2009) - Visiting researcher, Konstanz University, Germany.

### **Prizes/Awards**

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- (2021). Award offered by The Romanian Ministry of Education and Scientific Research/ UEFISCDI, for the paper ‘Knowing and Unknowing Purchases of Undeclared Healthcare Goods and Services: The Role of Vertical and Horizontal Trust’, International Journal of Environmental Research and Public Health.
- (2020). ‘Diplomă de excelență pentru rezultate deosebite obținute în cercetarea științifică pe parcursul anului 2019’ (Excellence award for outstanding results obtained in scientific research during 2019), awarded by Alexandru Ioan Cuza University of Iași, Iași, October.
- (2019). ‘Diplomă de excelență pentru rezultate deosebite obținute în cercetarea științifică pe parcursul anului 2018’ (Excellence award for outstanding results obtained in scientific research during 2018), awarded by Alexandru Ioan Cuza University of Iași, Iași, October.
- (2018). ‘Cel mai bun articol publicat într-o revistă din domeniul economic’ (The best article published in an economic journal) for the paper ‘Evaluating the Illegal Employer Practice of Under-Reporting Employees' Salaries’, British Journal of Industrial Relations, awarded by Association of Romanian Faculties in Economics (AFER), Bucharest, 22 November.
- (2018). ‘Diplomă de excelență pentru rezultate deosebite obținute în cercetarea științifică pe parcursul anului 2017’ (Excellence award for outstanding results obtained in scientific research during 2017), awarded by Alexandru Ioan Cuza University of Iași, Iași, 26 October.
- (2018). 2018 Emerald Literati Awards – 2018 Outstanding Papers; International Journal of Sociology and Social Policy - Explaining participation in undeclared work in France: lessons for policy evaluation.
- (2017). Emerald Literati Awards – 2017 Outstanding Papers; Journal of Small Business and Enterprise Development - Cross-country variations in the participation of small businesses in the informal economy.
- (2017). Award offered by The Romanian Ministry of Education and Scientific Research/ UEFISCDI, for the paper ‘Evaluating the Illegal Employer Practice of Under-Reporting Employees' Salaries’, British Journal of Industrial Relations.
- (2017). Award offered by The Romanian Ministry of Education and Scientific Research/ UEFISCDI, for the paper ‘Regulating the sharing economy to prevent the growth of the informal sector in the hospitality industry’, International Journal of Contemporary Hospitality Management.
- (2017). Award offered by The Romanian Ministry of Education and Scientific Research/ UEFISCDI, for the paper ‘Evaluating the policy approaches for tackling undeclared work in the European Union’, Environment and Planning C Government and Policy.
- (2015). Award offered by The Romanian Ministry of Education and Scientific Research/ UEFISCDI, for the paper ‘Explaining participation in the informal economy: An institutional incongruence perspective’, International Sociology.
- (2015). Award offered by The Romanian Ministry of Education and Scientific Research/ UEFISCDI, for the paper ‘When culture shapes international business’, Journal of Business Research.
- (2015). Award offered by The Romanian Ministry of Education and Scientific Research/ UEFISCDI, for the paper ‘Explaining the Prevalence of Illegitimate Wage Practices in Southern Europe: An Institutional Analysis’, South European Society and Politics.
- (2015). Prize for the paper ‘Motivation and productivity in a university research system undergoing

transition’, Research Evaluation, Romanian Academy Iasi Branch (project PECAFROM-144/6.3/S/127928).

- (2009). First Prize at the International Scientific Session SECAAB 2009, Cluj-Napoca, Romania.
- (2009). First Prize at Students Scientific Session ‘Coordinates of economic and social development of Romania in the European context’, Iasi, Romania.
- (2008). Grand prize at the National Olympics/ Research Event for Students in Economics for a research paper, Section of Business Administration, organised by Association of Romanian Faculties in Economics (AFER), Romania.

## **Publications (selected)**

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### ***Peer-reviewed Scientific Journals***

- Horodnic IA, Williams CC, Apetrei A, Mațcu M, Horodnic AV (2023, accepted). Services purchase from the informal economy using digital platforms. *Service Industries Journal*.
- Horodnic IA, Ciobanu CI, Zaiț A, Williams CC. (2022). Who Purchases from the Informal Economy and Why? *Frontiers in Psychology*, 13: 940076.
- Horodnic, I.A., Williams, C.C., Ianole-Călin, R., Horodnic, A.V. (2022, accepted). Exploring the illegal practice of under-reporting wages in the construction industry: some lessons from Romania. *Applied Economics*, Early Access. <https://doi.org/10.1080/00036846.2022.2107990>.
- Horodnic IA, Williams CC, Țugulea O, Stoian Bobâlcă IC. (2022). Exploring the Demand-Side of the Informal Economy during the COVID-19 Restrictions: Lessons from Iași, Romania. *Sustainability*, 14(12): 7228.
- Mațcu M, Zaiț A, Ianole-Călin R, Horodnic IA. (2022, Early Access). Undeclared activities on digital labour platforms: an exploratory study. *International Journal of Sociology and Social Policy*, Early Access. <https://doi.org/10.1108/IJSSP-07-2022-0186>
- Horodnic IA, Williams CC, Chițac I. (2022). Evaluating the relationship between sustainable development, localisation and the informal economy: evidence from Romania. *Eastern Journal of European Studies*, 13(2), 54-76.
- Ianole-Calin, R., Horodnic, I.A., Plopeanu, A.P. (2022, accepted). Intrinsic versus Extrinsic Drivers: An Investigation into Young People’s Motives to Engage in Under-Declared Employment and Undeclared Work. *Eastern European Economics*, DOI:10.1080/00128775.2022.2075393.
- Horodnic, I.A., Williams, C.C. (2022). Tackling undeclared work in the European Union: beyond the rational economic actor approach. *Policy Studies*, 43(1), 21-55.
- Horodnic, I.A., Williams, C.C., Windebank, J., Zaiț, A., Ciobanu, C.I. (2021). Explaining consumer motives to purchase in the informal economy. *Plos one*, 16 (10), e0258686.
- Horodnic IA, Williams CC, Maxim A, Stoian IC, Țugulea OC, Horodnic AV. Knowing and Unknowing Purchases of Undeclared Healthcare Goods and Services: The Role of Vertical and Horizontal Trust. *International Journal of Environmental Research and Public Health*. 2021; 18(21):11561.
- Williams, C.C., Horodnic, I.A. (2021). Tackling undeclared work in Central and East Europe: an evaluation of competing public sector management approaches. *Journal of East European Management Studies*, 26(3), 469-490.
- Zaiț, A., Bratianu, C., Văthămănescu, E.M., Andrei, A.G., Horodnic, I.A. (2021). Interdisciplinarity: Acomplexity approach towards academic research. *Systems Research and Behavioral Science*, 38(3), 294-306.
- Horodnic, I.A., Williams, C.C., Manolica, A., Roman, C.T., Boldureanu, G. (2020). Employer perspectives on undeclared work in the service sector: impacts and policy responses. *Service Industries Journal*, DOI: 10.1080/02642069.2020.1731476.
- Horodnic, I.A., Williams, C.C., Ianole-Călin R. (2020). Does higher cash-in-hand income motivate young people to engage in under-declared employment? *Eastern Journal of European Studies*, Vol. 11, Issue 2, pp. 48-69.

- Williams, C.C., Kwame, A., Horodnic, I.A. (2020). Determinants of the level of informalization of enterprises: some evidence from Accra, Ghana. *Journal of Developmental Entrepreneurship*, Vol. 25, Issue 1, Article: 2050004.
- Horodnic, I.A., Williams, C.C. (2019). Evaluating the working conditions of the dependent self-employed. *International Journal of Entrepreneurial Behavior & Research*, Vol. 26, Issue 2, 326-348.
- Williams, C.C., Horodnic, I.A. (2019). Evaluating working conditions in the informal economy: Evidence from the 2015 European Working Conditions Survey. *International Sociology*, Vol. 34, Issue 3, 281-306.
- Williams, C.C., Horodnic, I.A. (2018). Evaluating the prevalence and distribution of dependent self-employment: some lessons from the European Working Conditions Survey. *Industrial Relations Journal*, Vol. 49, 109-127.
- Horodnic, I.A. (2018). Tax morale and institutional theory: a systematic review. *International Journal of Sociology and Social Policy*, Vol. 38, Issue 9/10, 868-886.
- Williams, C.C., Horodnic, I.A. (2018). Extent and distribution of unregistered employment in the service industries in Europe. *Service Industries Journal*, Vol. 38, No. 11-12, 856-874.
- Horodnic, I.A., Williams, C.C. (2018). Evaluating policy approaches for tackling informal entrepreneurship. *Journal of Small Business and Enterprise Development*, <https://doi.org/10.1108/JSBED-08-2018-0252>.
- Williams, C.C., Horodnic, I.A. (2017). Evaluating the Illegal Employer Practice of Under-Reporting Employees' Salaries. *British Journal of Industrial Relations*, Vol. 55, Issue 1, 83-111.
- Williams, C.C., Horodnic, I.A. (2017). Regulating the sharing economy to prevent the growth of the informal sector in the hospitality industry. *International Journal of Contemporary Hospitality Management*, Vol. 29, Issue 9, 2261-2278.
- Williams, C.C., Horodnic, I.A. (2017). Reconceptualising undeclared work as paid favours: implications for community economic development. *Community Development Journal*, <https://doi.org/10.1093/cdj/bsx016>.
- Williams, C.C., Horodnic, I.A. (2017). Explaining participation in the undeclared economy in Central and Eastern Europe: a demand-side approach. *Post-Communist Economies*, Vol. 29, Issue 3, 297-312.
- Williams, C.C., Horodnic, I.A. (2017). Evaluating the relationship between social exclusion and participation in the informal sector in the European Union. *International Journal of Manpower*, Vol. 38, Issue 3, 489-503.
- Williams, C.C., Horodnic, I.A. (2017). Evaluating the internal dualism of the informal sector: evidence from the European Union. *Journal of Economic Studies*, Vol. 44, Issue 4, 605-616.
- Windebank, J., Horodnic, I.A. (2017). Explaining participation in undeclared work in France: lessons for policy evaluation. *International Journal of Sociology and Social Policy*, Vol. 37, Issue 3/4, 203-217.
- Williams, C.C., Horodnic, I.A. (2017). Who Participates in Undeclared Work in the European Union? Toward a Reinforced Marginalization Perspective. *International Journal of Sociology*, Vol. 47, Issue 2, 99-115.
- Williams, C.C., Horodnic, I.A. (2017). Tackling bogus self-employment: some lessons from Romania. *Journal of Developmental Entrepreneurship*, Vol. 22, Issue 2, 1750011.
- Williams, C.C., Horodnic, I.A. (2017). Tackling the Urban Informal Economy: Some Lessons from a Study of Europe's Urban Population. *Transylvanian Review of Administrative Sciences*, Vol. 13, Issue 51, 139-154.
- Williams, C.C., Horodnic, I.A. (2016). Evaluating the policy approaches for tackling undeclared work in the European Union. *Environment and Planning C: Government and Policy/ Politics and Space*, DOI: 10.1177/0263774X16670665.
- Williams, C.C., Horodnic, I.A. (2016). Beyond the marginalization thesis: evaluating the participation of the formally employed in the shadow economy in the European Union. *Journal of Economic Studies*, Vol. 43, Issue 3, 400-417.
- Williams, C.C., Horodnic, I.A. (2016). An institutional theory of the informal economy: some lessons from the United Kingdom. *International Journal of Social Economics*, Vol. 43, Issue 7, 722-738.

- Williams, C.C., Horodnic, I.A. (2016). Beyond the marginalization thesis: evaluating participation in informal sector entrepreneurship. *International Journal of Entrepreneurship and Small Business*, Vol. 28, Issue 2/3, 234-254.
- Williams, C.C., Horodnic, I.A. (2016). Cross-country variations in the participation of small businesses in the informal economy: an institutional asymmetry explanation. *Journal of Small Business and Enterprise Development*, Vol. 23, Issue 1, 3-24.
- Windebank, J., Horodnic, I.A. (2016). Explaining participation in informal employment: a social contract perspective. *International Journal of Entrepreneurship and Small Business*, Vol. 28, Issue 2/3, 178-194.
- Williams, C.C., Horodnic, I.A. (2015). Evaluating the prevalence of the undeclared economy in Central and Eastern Europe: An institutional asymmetry perspective. *European Journal of Industrial Relations*, Vol. 21, Issue 4, 389-406.
- Williams, C.C., Horodnic, I.A., Horodnic, A.V. (2016). Who is making informal payments for public healthcare in East-Central Europe? An evaluation of socio-economic and spatial variations. *Eastern Journal of European Studies*, Vol. 7, Issue 1, 49-61.
- Williams, C.C., Horodnic, I.A. (2015). Rethinking the marginalisation thesis: An evaluation of the socio-spatial variations in undeclared work in the European Union. *Employee Relations*, Vol. 37, Issue 1, 48-65.
- Horodnic, I.A., Zait, A. (2015). Motivation and research productivity in a university system undergoing transition. *Research Evaluation*, Vol. 24, Issue 3, 282-292.
- Apetrei, A., Kureshi, N.I., Horodnic, I.A. (2015). When culture shapes international business. *Journal of Business Research*, Vol. 68, Issue 7, 1519-1521.
- Williams, C.C., Horodnic, I.A. (2015). Explaining and tackling the shadow economy in Estonia, Latvia and Lithuania: a tax morale approach. *Baltic Journal of Economics*, Vol. 15, Issue 2, 81-98.
- Williams, C.C., Horodnic, I.A. (2015). Marginalisation and participation in the informal economy in Central and Eastern European nations. *Post-Communist Economies*, Vol. 27, Issue 2, 153-169.
- Williams, C.C., Horodnic, I.A. (2015). Self-employment, the informal economy and the marginalisation thesis: Some evidence from the European Union. *International Journal of Entrepreneurial Behavior & Research*, Vol. 21, Issue 2, 224-242.
- Ursachi, G., Horodnic, I.A., Zait, A. (2015). How Reliable are Measurement Scales? External Factors with Indirect Influence on Reliability Estimators. *Procedia Economics and Finance*, Vol. 20, 679-686.
- Williams, C.C., Horodnic, I.A., Windebank, J. (2015). Explaining participation in the informal economy: An institutional incongruence perspective. *International Sociology*, Vol. 30, Issue 3, 294-313.
- Williams, C.C., Horodnic, I.A. (2015). Tackling the informal economy in South East Europe: an institutional approach. *Southeast European and Black Sea Studies*, Vol. 15, Issue 4, 519-539.
- Williams, C.C., Horodnic, I.A. (2015). Are marginalised populations more likely to engage in undeclared work in the Nordic countries? *Sociological Research Online*, Vol. 20, Issue, 3, doi:10.5153/sro.3719.
- Williams, C.C., Horodnic, I.A. (2015). Who participates in the undeclared economy in South-Eastern Europe? An evaluation of the marginalization thesis. *South Eastern Europe Journal of Economics*, Vol. 13, 2, 157-175.
- Horodnic, I.A. (2015). Academic Performance: Measurement Methods Used In Socio - Economic Sciences. *The yearbook of the "Gh. Zane" Institute of Economic Researches*, Vol. 23, Issue 1, 5-17.
- Horodnic, I.A. (2015). Academic performance of professors in economic field. Comparative study by Romania regions. *International Journal of Communication Research*, Vol. 5, Issue 2, 122-127.
- Horodnic, I.A. (2012). A pilot study on motivation in academic research. Testing validity and reliability of the instrument. *Ovidius University Annals, Economic Sciences Series*, Vol. XII, Issue 1, 1236-1238.
- Horodnic, I.A., Ursachi, G.M. (2011). Motivation in Academic Research as an Important Factor in Increasing International Visibility. *Ovidius University Annals, Economic Sciences Series*, Vol. XI, Issue 1, 2229-2235.
- Ursachi, G.M., Horodnic, I.A. (2011). Influence Factors on the Value of Reliability Estimators in Marketing Research. *Ovidius University Annals, Economic Sciences Series*, Vol. XI, Issue 1, 2223-2228.

- Horodnic, I.A. (2011). Studying motivation and productivity in academic research. A methodological proposal. *Ovidius University Annals, Economic Sciences Series*, Vol. XI, Issue 2, 1311-1316.

### **Books/ Chapters (selection)**

- Williams, C.C., Horodnic, I.A. (2019). *Dependent Self-Employment. Theory, Practice and Policy*. Edward Elgar: Cheltenham.
- Horodnic, I.A., Rodgers, P., Williams, C.C., Momtazian, L. (Eds.) (2017). *The Informal Economy. Exploring Drivers and Practices*. Routledge.
- Polese, A.A., Williams, C.C., Horodnic, I.A., Bejakovic, P. (Eds.) (2017). *The Informal Economy in Global Perspective*. Palgrave Macmillan.
- Horodnic, I.A., Williams, C.C. (2017). Evaluating the Perceptions and Realities of Envelope Wage Arrangements among Students in Moldova and Romania. In: *The Informal Economy. Exploring Drivers and Practices*, I.A. Horodnic, P. Rodgers, C.C. Williams, L. Momtazian (Eds.), Routledge.
- Horodnic, I.A., Rodgers, P., Williams, C.C., Momtazian, L. (2017). Introduction. In: *The Informal Economy. Exploring Drivers and Practices*, I.A. Horodnic, P. Rodgers, C.C. Williams, L. Momtazian (Eds.), Routledge.
- Williams, C.C., Horodnic, I.A. (2017). Explaining the informal economy in post-communist societies: a study of the asymmetry between formal and informal institutions in Romania. In: *The Informal Economy in Global Perspective*, A. Polese, C.C. Williams, I.A. Horodnic, P. Bejakovic (Eds.), Palgrave Macmillan.
- Polese, A.A., Williams, C.C., Horodnic, I.A., Bejakovic, P. (2017). Introduction: Informal Economies as Varieties of Governance. In: *The Informal Economy in Global Perspective*, A. Polese, C.C. Williams, I.A. Horodnic, P. Bejakovic (Eds.), Palgrave Macmillan.
- Horodnic, I.A. (2016). Motivation and performance in academic research. *Performantica: Iasi*. (in Romanian).
- Horodnic, I.A. (2015). Impact analysis of factors influencing academic performance of academics in the economic field. In: *Innovation and performance in the knowledge society*, T. Paduraru, G. Boldureanu (Eds.), Editura Pro Universitaria: Bucuresti. (in Romanian).

### **Policy reports/ papers (selection)**

- [work in progress, co-author] Study on the effectiveness of policies to tackle undeclared work. European Commission, Directorate-General for Employment, Social Affairs and Inclusion.
- [work in progress, co-author] Extent of undeclared work in the European Union. European Labour Authority, European Platform tackling undeclared work.
- [work in progress, co-author] Extent of dependent self-employment in the European Union. European Labour Authority, European Platform tackling undeclared work.
- [work in progress, co-author] Analysis of the situation of self-employed workers without employees – “own account” workers who face risks of “bogus” self-employment status in Czech Republic (not publicly available). EU Commission.
- [work in progress, co-author] Analysis of the situation of self-employed workers without employees – “own account” workers who face risks of “bogus” self-employment status in Slovakia (not publicly available). EU Commission.
- Horodnic, I.A. (2023). What are the proven means to reduce informality? ILO - Three essential questions. Available at: [https://www.ilo.org/budapest/whats-new/essential-questions/WCMS\\_867685/lang-en/index.htm](https://www.ilo.org/budapest/whats-new/essential-questions/WCMS_867685/lang-en/index.htm)
- Horodnic A.V., Horodnic I.A. (2022). Labour force in the construction industry – the case of (in Romanian), Bucharest: The General Federation of Trade Unions FAMILIA (FGS FAMILIA). Available at: [https://www.fgs.ro/images/files/id\\_cards/Horodnic\\_AV\\_Horodnic\\_IA\\_-\\_Piaa\\_forei\\_de\\_munc\\_n\\_sectorul\\_Construcii\\_-\\_RAPORT.pdf](https://www.fgs.ro/images/files/id_cards/Horodnic_AV_Horodnic_IA_-_Piaa_forei_de_munc_n_sectorul_Construcii_-_RAPORT.pdf)
- Horodnic, I.A., Williams, C.C. (2021). Cash wage payments in transition economies: Consequences of envelope wages. Reducing under-reporting of salaries requires institutional changes (Updated). *IZA World of Labor*. Available at: <https://wol.iza.org/articles/cash-wage-payments-in-transition-economies-consequences-of-envelope-wages/long>

- Williams, C.C., Horodnic, I.A. (2020). Trends in the undeclared economy and policy approaches. Evidence from the 2007, 2013 and 2019 Eurobarometer surveys. Brussels: European Commission. <https://ec.europa.eu/social/BlobServlet?docId=23278&langId=en>
- Williams, C.C., Horodnic, I.A. (2020). Horizon scanning: early warning signals of future trends in undeclared work. Brussels: European Commission / European Platform tackling undeclared work. <https://ec.europa.eu/social/BlobServlet?docId=23100&langId=en>
- Williams, C.C., Horodnic, I.A. (2020). Tackling undeclared work in the tourism sector. Brussels: European Commission / European Platform tackling undeclared work. <https://ec.europa.eu/social/BlobServlet?docId=22868&langId=en>
- Horodnic, I.A., Williams, C.C. (2019). Tackling Undeclared Work in the European Union. *Policy Report, Sheffield University Management School, University of Sheffield*. Available at: <https://ssrn.com/abstract=3437406>
- Horodnic, I.A., Williams, C.C. (2018). Does Trust Prevent Undeclared Work? An Evaluation of the Social Economic Actor Approach. *Shadows Policy Brief No. 2, Sheffield University Management School, University of Sheffield*. Available at: <http://dx.doi.org/10.2139/ssrn.3237430>
- Horodnic, I.A., Williams, C.C. (2018). Do Deterrents Prevent Undeclared Work? An Evaluation of the Rational Economic Actor Approach. *Shadows Policy Brief No. 1, Sheffield University Management School, University of Sheffield*. Available at: <http://dx.doi.org/10.2139/ssrn.3108375>
- Williams, C.C., Bejakovic, P., Mikulic, D., Franic, J., Kedir, A., Horodnic, I.A. (2017). *An evaluation of the scale of undeclared work in the European Union and its structural determinants: estimates using the Labour Input Method*. European Commission: Brussels. Available at: <https://ec.europa.eu/social/BlobServlet?docId=19002&langId=en>
- Horodnic, I.A. (2017). *The shadow in the East: Joining up the fight against undeclared work in Romania*. Peer Review on “Joint operation groups between public agencies – an effective tool to prevent and tackle undeclared work”. European Commission: Brussels. Available at: <http://ec.europa.eu/social/main.jsp?pager.offset=10&catId=89&langId=en&newsId=2851&tableName=news&moreDocuments=yes>
- Williams, C.C., Horodnic, I.A. (2017). *Under-declaring work, falsely declaring work: under-declared employment in the European Union*. European Platform Tackling Undeclared Work. Available at: <http://ec.europa.eu/social/main.jsp?pager.offset=65&catId=1299&intPageId=4875&langId=en>
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#### **International Conferences / Seminars / Round tables (selection)**

- Plenary meeting of the European Platform tackling undeclared work / European Commission, 5-6 October 2020, 5 October 2020 - Thematic discussion on 'Tackling undeclared work in the collaborative economy and related to new forms of work' [invited, online].
- Hidden Economy in the Western Balkans: Challenges and Lessons for Economic Recovery and Convergence, Webinar, Southeast Europe Leadership for Development and Integrity (SELDI), 20 November 2020 [online].
- Campaign Coordination Seminar (European Platform Tackling Undeclared Work), 10 December 2019, Crowne Plaza le Palace, Brussels [invited, onsite].

- Tackling Undeclared Work In the Construction Sector (TUWIC), Tackling undeclared work in the construction sector in Romania (Combaterea muncii nedeclarate în sectorul de construcții din România), EFBWW (European Federation of Building and Woodworkers) and FIEC (European Construction Industry Federation) (with the support of the European Commission), 23 January 2020, COMMONS, Bucharest [invited; onsite].
- Tackling Undeclared Work In the Construction Sector (TUWIC), Tackling undeclared work in the construction sector in Romania (Combaterea muncii nedeclarate în sectorul de construcții din România), EFBWW (European Federation of Building and Woodworkers) and FIEC (European Construction Industry Federation) (with the support of the European Commission), 21 Februarie 2020, Hotel Opera Plaza, Cluj-Napoca [invited speaker; presentation: Factors influencing the decision to engage in undeclared work (Factori care influențează decizia de a desfășura muncă nedeclarată); onsite].
- Tackling Undeclared Work in the Construction Industry, E-Conference of the European social partners in the construction industry EFBWW (European Federation of Building and Woodworkers) and FIEC (European Construction Industry Federation) (with the support of the European Commission), 24th September 2020 [online].
- Round Table: Undeclared work among young people (Masa Rotundă: Munca nedeclarată în rândul tinerilor), 22 January 2020, The University of Bucharest, Faculty of Business and Administration, Bucharest [invited speaker; presentation: Motivations vs. theories for tackling undeclared work (Motivatii vs. teorii pentru combaterea muncii nedeclarate); onsite].
- Economic Inclusion and the Informal Sector, Designing a regulatory environment for economic inclusion, Webinar, 8 October 2020, Centre for Development and Enterprise [online].
- Seminar series by the Centre for Research on Work and Organisations - "Explaining and tackling undeclared work: reflections on a European journey", 27 January 2021, University of Southampton, UK [online].
- Round Table - Training Session 6 - Northeast Region, FGS Familia, 25 November 2021 [Ioana Alexandra Horodnic - invited speaker].
- *SASE/New York 2019*, 27-29 June, New York, USA. (Horodnic, I.A., Horodnic, A.V., Williams, C.C., Institutional Asymmetry and the Acceptability of Undeclared Work. an Evaluation of the Role of Formal Institutions Failures and Imperfections).
- *Industrial Relations in Europe Conference (IREC)*, 10-12 September 2018, Leuven, Belgium. (Horodnic, I.A., Williams, C.C., Evaluating the association between the prevalence of undeclared work and level of horizontal and vertical trust in Southeast Europe).
- Peer Review on ‘*Joint operation groups between public agencies – an effective tool to prevent and tackle undeclared work*’, Oslo, Norway, 25-26 September 2017. (Horodnic, I.A., The fight against undeclared work in Romania).
- *Shadow Economies and Undeclared Work in Europe: New Insights and Policy Response*, 2 September 2016, Bulgaria. (Horodnic, I.A., Evaluating the Perceptions and Realities of Envelope Wage Arrangements among Students in Moldova and Romania).
- *International Seminar on Interdisciplinary Research*, Catholic University of Valencia, scheduled 28-30 September 2016, Spain. (Horodnic, I.A., Williams, C.C., Envelope wage arrangements among students: some lessons from Moldova and Romania)
- *Tackling Undeclared Work – Asymmetry between Formal and Informal Institutions*, 1 September 2015, Croatia. (Horodnic, I.A., Explaining the informal economy in post-communist societies: a study of the asymmetry between formal and informal institutions in Romania).
- *International Conference Humanities and Social Science Today. Classical and Contemporary Issues*, Romanian Academy Iasi Branch – I.C.E.S. Gh. “Zane”, 7-10 May 2015, Romania (Horodnic, I.A., Developing an Innovative Conceptual Model of Research Acceptance).
- *Sustainable development workshop*, Romanian Academy Iasi Branch, 26 September 2015, Romania (Horodnic, I.A., Williams, C.C., Undeclared work in sustainable development context: analysis of institutional asymmetry in Romania).

- *Opening Conference of the New Academic Year 2014/2015*, Doctoral School of Economics and Business Administration, 7 October 2015, Romania (Horodnic, I.A., Williams, C.C., The link between informal economy and institutional asymmetry: the Romanian case).
- *International Conference Sustainable economic and social development of euro regions and cross border areas*, Romanian Academy Iasi Branch – I.C.E.S. Gh. “Zane”, 27 June 2014, Moldova (Horodnic, I.A., Motivation and performance in academic research).
- *The 2nd Global Innovation and Knowledge Academy (GIKA)*, University of Valencia, 9-11 July 2013, Spain (Horodnic, I.A., Zait, A., Analysing the motivation – productivity relationship in order to increase the visibility of research: Romanian case).
- *Globalization and higher education in economics and business administration*, 24-26 October 2013, Romania (Ursachi, G.M., Horodnic, I.A., Zait, A., How reliable are measurement scales? External factors with indirect influence on reliability estimators).
- *2nd EMAC Regional Conference, Marketing Theory Challenges in Emerging Societies*, 21-23 September 2011, Romania (Horodnic, I.A., The relationship between motivation and productivity and academic research. A methodological proposal).
- *European Union, Global Governance and Sustainable Development (VI, Jean Monnet Conference)*, Centre for European Studies, 14-15 May 2010, Romania (Horodnic, I.A., Motivation in academic research and its implications on sustainable development).
- *La crise mondiale et les perspectives de reprise dans l'Union Européenne*, Université d'Economie de Prague, 9-10 September 2010, Czech Republic (Zait, A., Iosub, D., Horodnic, I.A., Speaking 'Researchish' after the Crisis - The Need for a Common Language in Socio-Economic Researches).
- Ursachi I.A. (surname before marriage) (2008). Market research on the Internet. Conferința Română de Marketing - COROMAR, second edition, Research paper published in the volume of the conference.

**Refereeing** (selected): <https://www.webofscience.com/wos/author/record/1854835>

Plos One, Journal of Public Policy, Research Evaluation, Eastern European Economics, Economic System, Eastern Journal of European Studies, Employee Relations, Hospitality and Society Journal, International Journal of Entrepreneurship and Innovation Management, International Journal of Social Economics, Journal of Economic Studies, Journal of Business Economics and Management, International Journal of Sociology and Social Policy, International Entrepreneurship and Management Journal, Review of Economic & Business Studies, Journal of Contemporary European Studies, Journal of Economy and its Application, Journal of Entrepreneurship in Emerging Economies, Journal of Interdisciplinary Economics, UTMS Journal of Economics.

1 November 2023

Ioana Alexandra Horodnic

