



Decoding Global Talent 2024 - Romania Results

MARCH 2024





> 150,000

global
workforce
responses

> 185

countries
worldwide

Introducing Decoding Global Talent 2024

What this document covers



Demographics of respondents

of participants, gender, age, education and industry background distribution for country's respondents



Global survey results

Top destinations for the Global workforce, global willingness to work abroad



Country as a destination

Country's and major cities' attractiveness, reasons for coming to country



Country as a source

Willingness and reasons to move abroad, most attractive destinations, desired support and longevity of stay

Global contacts

BCG

Orsolya Kovacs—OndrejKovic (Data, content)

- Mobile: +41 79 373 8918
- E-Mail: Kovacs.Orsolya@bcg.com

June Limberis (PR, media)

- Phone: +1 857 206 8463
- E-Mail: Limberis.June@bcg.com

The Network

Bojan Divčić (all enquiries)

- Phone: +32 472 19 15 41
- E-Mail: Bojan.Divcic@the-network.com

The Stepstone Group

Susan Gritzka (all enquiries)

- Phone: +49 162 1336803
- E-Mail: Susan.Gritzka@thestepstonegroup.com

Instructions for The Network, Stepstone and BCG local partners



The objective of the country kits is to complement the findings of the global reports with specific information about your market.

To ensure consistency of data, please follow a few rules when adjusting anything on the following slides.

What can you adjust?



- ✓ Translate text to local language
- ✓ Add comments with your own interpretation of the results
- ✓ Change slide title to represent key message
- ✓ Change visuals to match your branding

What should you not adjust?

- ✗ Data itself/any numbers

How can you use the finished product?

- ✓ Include the data in your press release/media kit for additional information
- ✓ In presentations for clients/media
- ✓ As input for writing articles locally conducting future research
- ✗ Please do not formally publish these actual slides (e.g. on your website) - these have not been edited for publication



If you'd like to create a local specific publication, please ask the global team for approval.

If you need more detailed data cuts, please contact the global team.

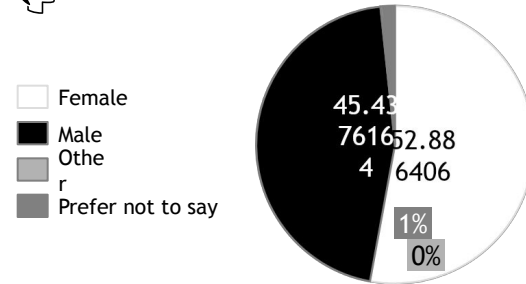


Demographics of 2024 survey respondents in Romania

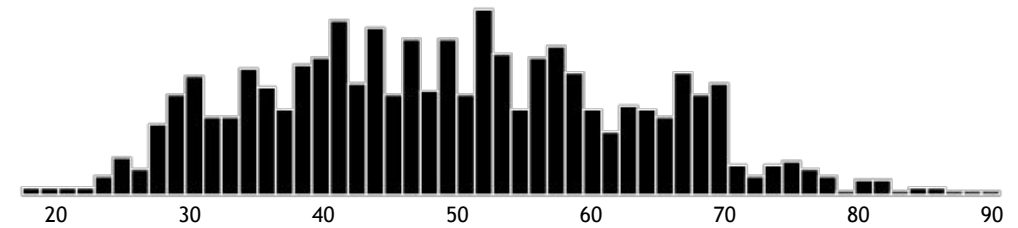
Workforce participants in Romania

1,074

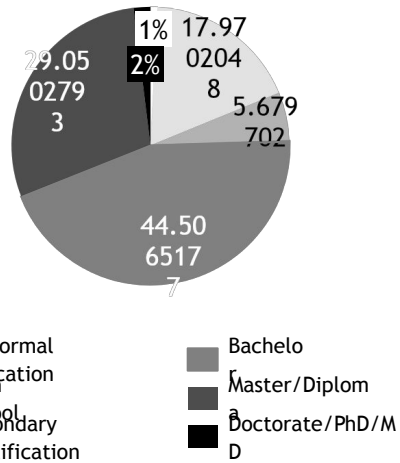
Gender



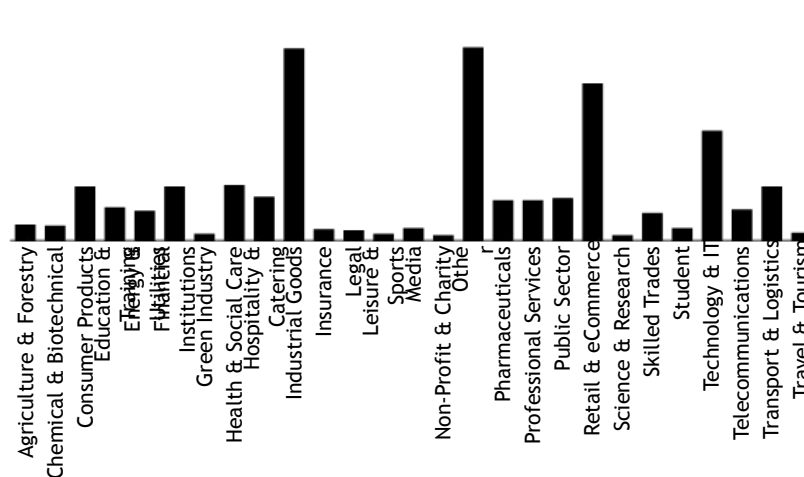
Age distribution



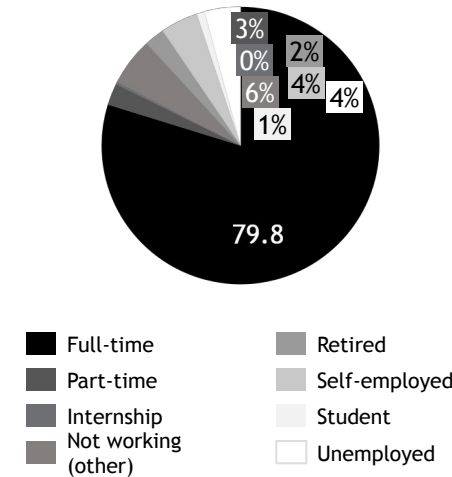
Education



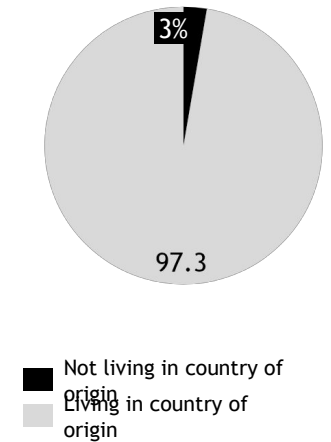
Industry background



Employment status



Living situation



Note: Percentages may not total 100% due to rounding. Responses to questions: “What is your gender?”, “What is your year of birth?”, “What is the highest level of education you have completed?”, “What is/was your employer’s/company’s main activity/services you offer?”, “Do you currently live in your country of origin?”

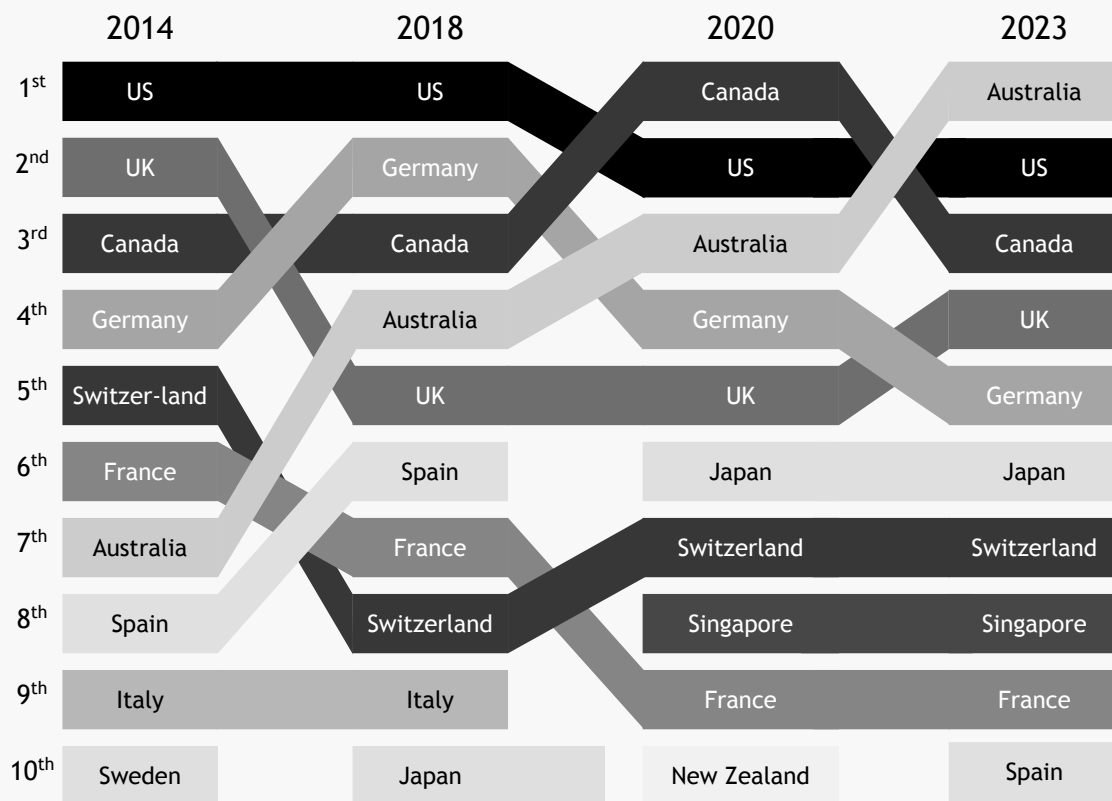
Source: 2023 BCG/The Network/The Stepstone Group proprietary web survey and analysis



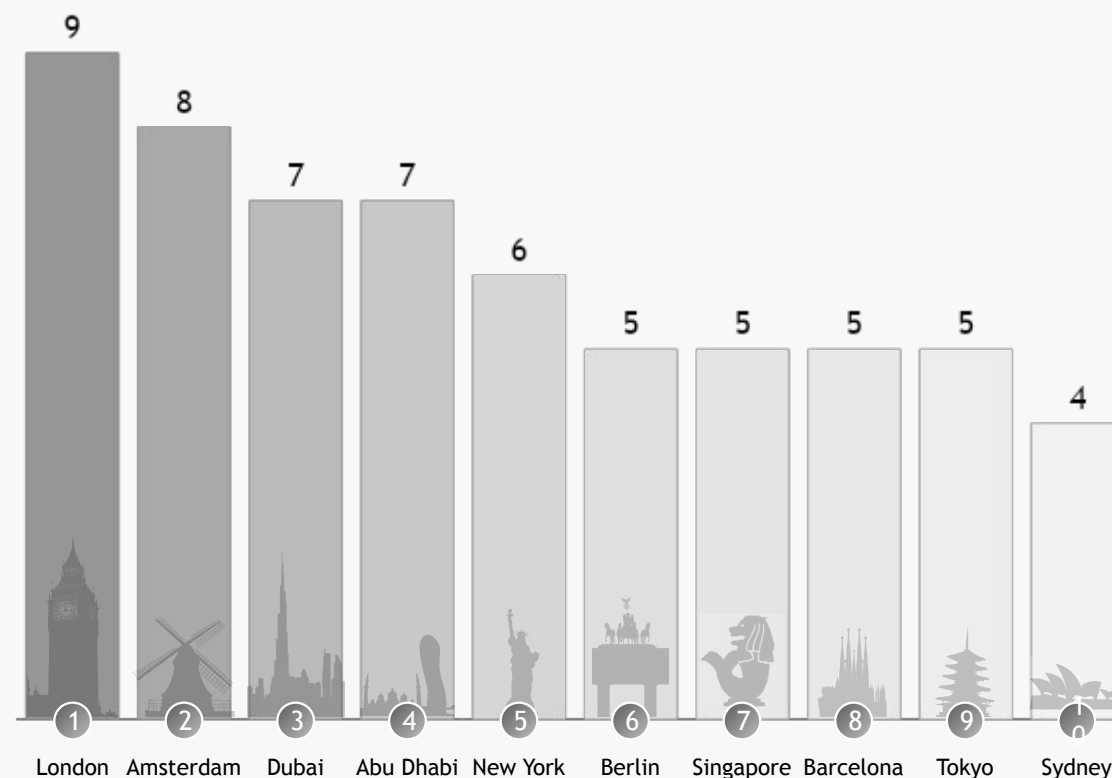
Top destinations for the Global Workforce

English speaking countries continue to lead the list, followed by several European countries and key Asian destinations such as Japan and Singapore. On the cities scale - London is still the most attractive city due to language and exceptional global network

Which country would you consider for moving abroad to work?



Which city would you consider for moving abroad to work?



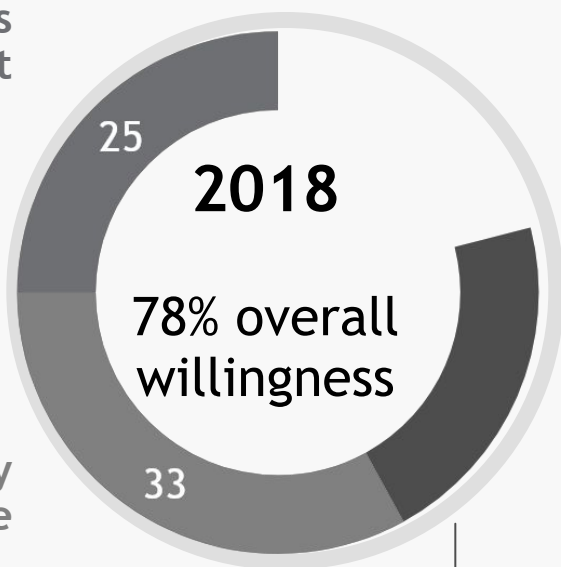
Source: 2023 BCG/The Network/The Stepstone Group proprietary web survey and analysis



1 in 4 professionals actively seeking jobs abroad

% of respondents who answered "Would you be willing to move abroad for work?" with the following options

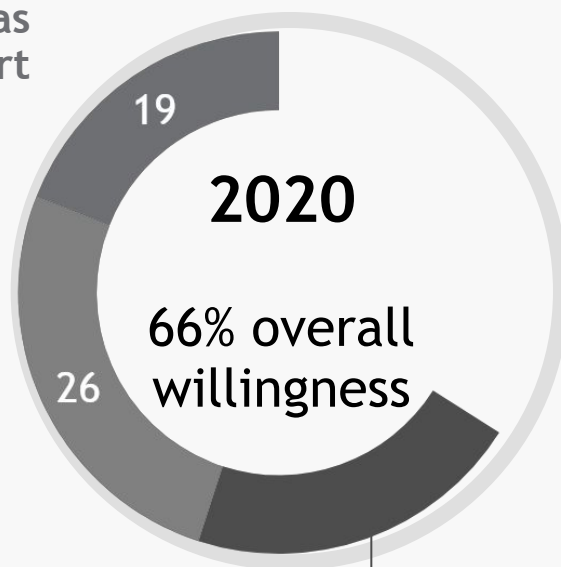
mobile as last resort



passively mobile

21%
Actively mobile

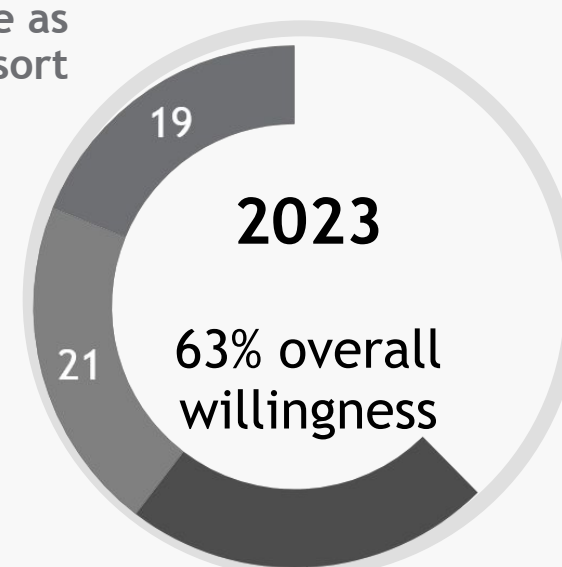
mobile as last resort



passively mobile

21%
Actively mobile

mobile as last resort



passively mobile

23%
Actively mobile



Global attractiveness of Romania

Countries from where people would like to come to Romania to work ...

> ... and overall attractiveness of Romania to global workers

Rank	Country Rank 2023	% of all respondents
1	Pakistan	1.1%
2	Italy	0.8%
3	Switzerland	0.5%
4	Hungary	0.5%
5	Austria	0.5%
6	Tunisia	0.5%
7	United Kingdom	0.3%
8	Netherlands	0.3%
9	Serbia	0.3%
10	Ireland	0.3%



Note: Ranking by percentage of respondents from particular country who named the country as one of the three countries they would move to, answering to question “Which countries would you consider working in abroad?”, only for countries with 250+ respondents | Source: 2023 BCG/The Network/The Stepstone Group proprietary web survey and analysis

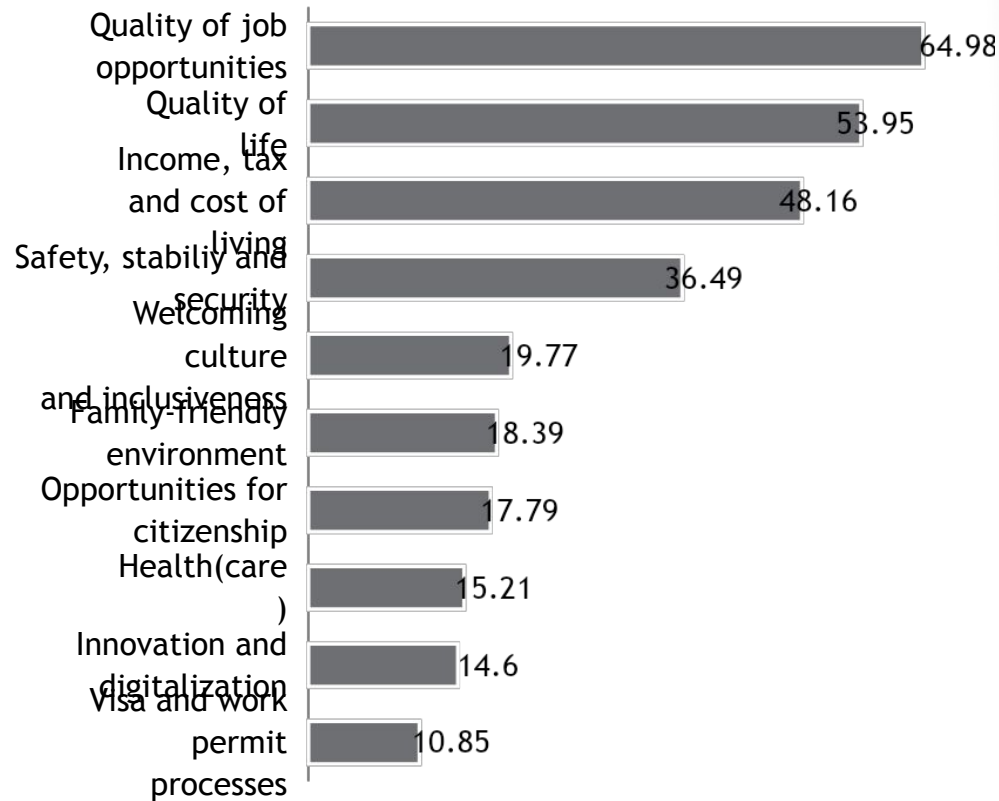


Reasons to relocate to Romania and work abroad in general

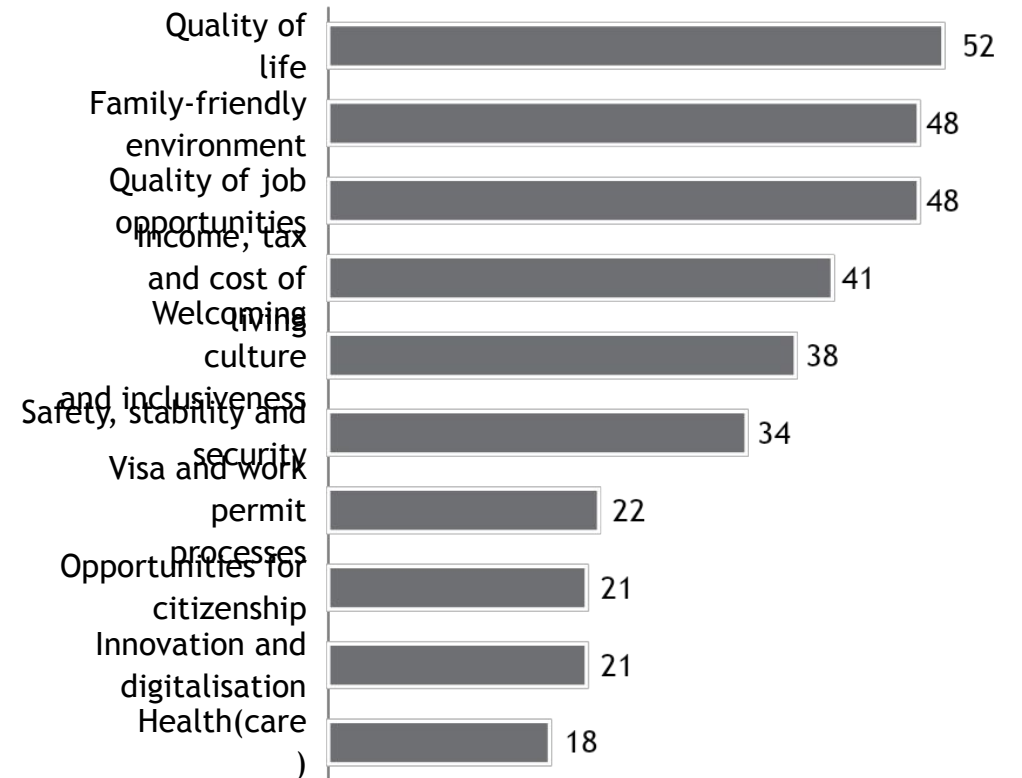
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Reasons to work abroad in general



Reasons for choosing Romania

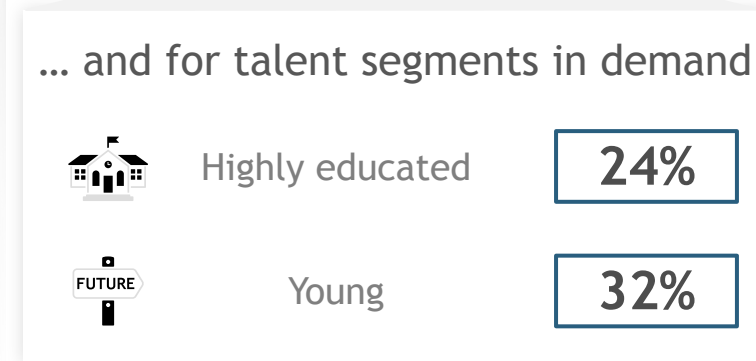
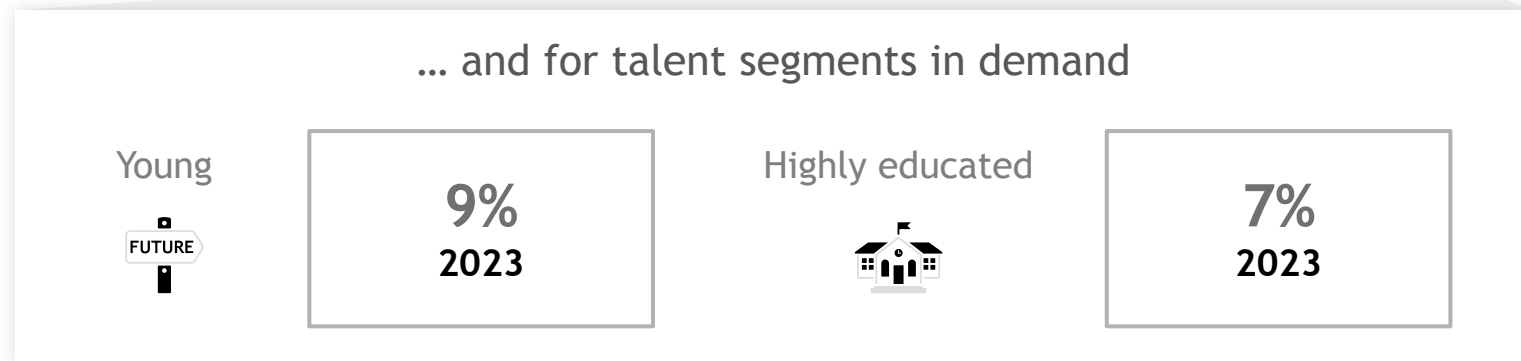
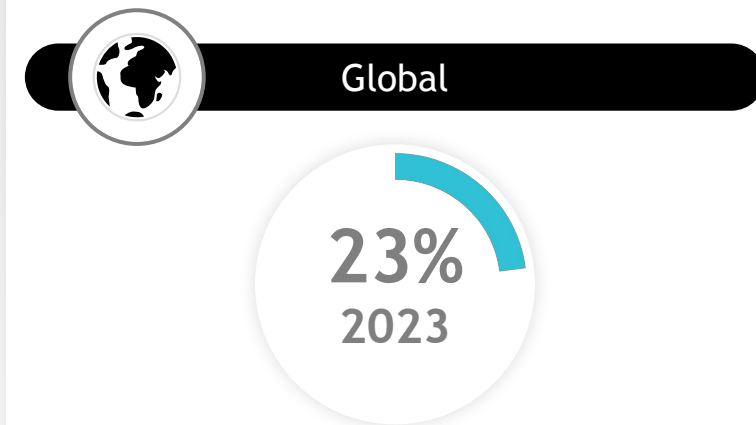
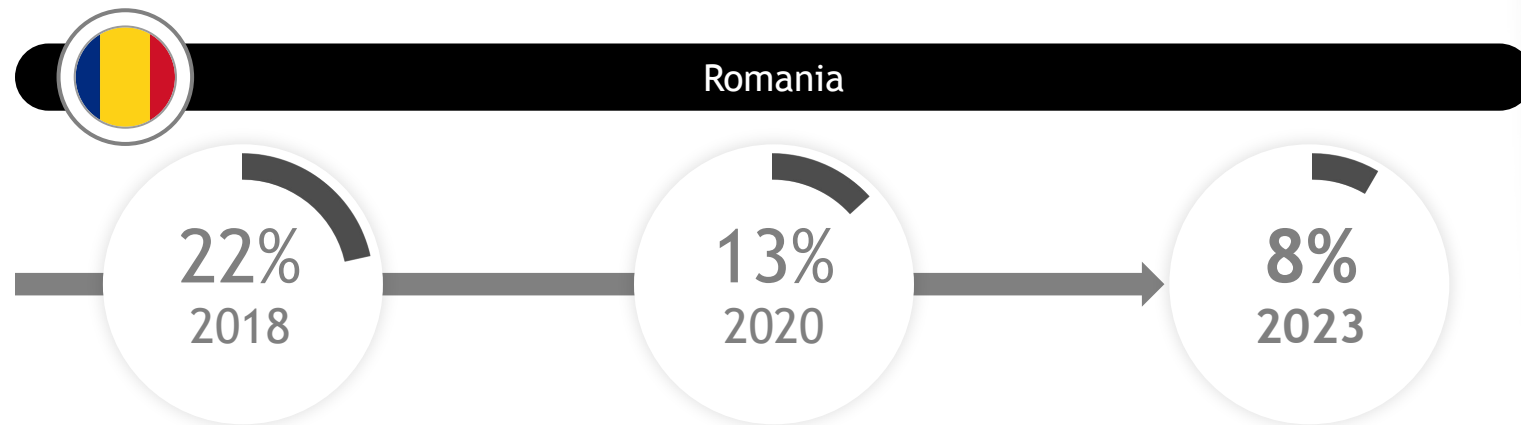


Source: 2023 BCG/The Network/The Stepstone Group proprietary web survey and analysis



Willingness to work abroad for people of Romania

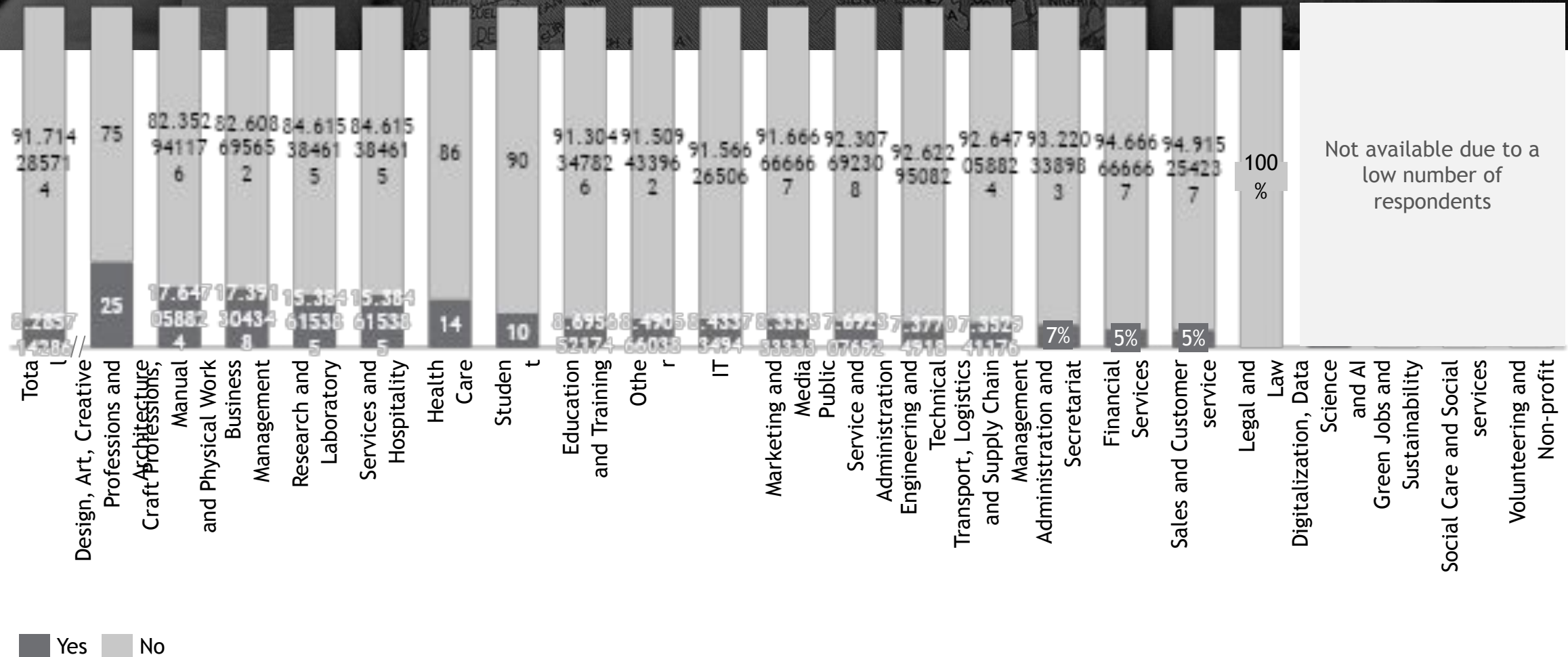
Active willingness to work abroad for total respondents ...



Note: Responses to questions “Please tell us to what extent you agree or disagree with this statement: “I’m willing to work abroad”. Percentage is calculated based on the responses of participants who are willing and actively looking to relocate. “Young” classified as <30 years. “Highly educated” classified as Bachelor, Master, PhD, Doctorate or equivalent
 Source: 2023 BCG/The Network/The Stepstone Group proprietary web survey and analysis



Willingness to work abroad for people of Romania by job title



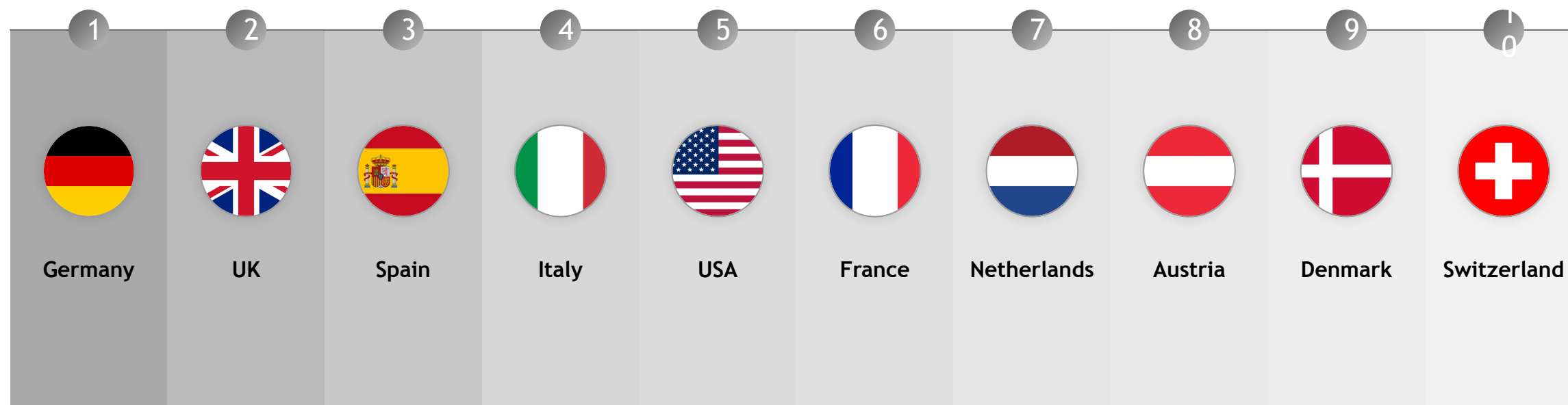
Note: Responses to questions "Please tell us to what extent you agree or disagree with this statement: "I'm willing to work abroad"". Percentage is calculated based on responses of participants who are willing and actively looking to relocate | Source: 2023 BCG/The Network/The Stepstone Group proprietary web survey and analysis



Preferred countries for working abroad for people of Romania

Where people from Romania would like to go for work ...

Among respondents from Romania in 2023



Among respondents from Romania in 2020



Note: Responses to question: "Which countries would you consider working in abroad?"
Source: 2023 BCG/The Network/The Stepstone Group proprietary web survey and analysis

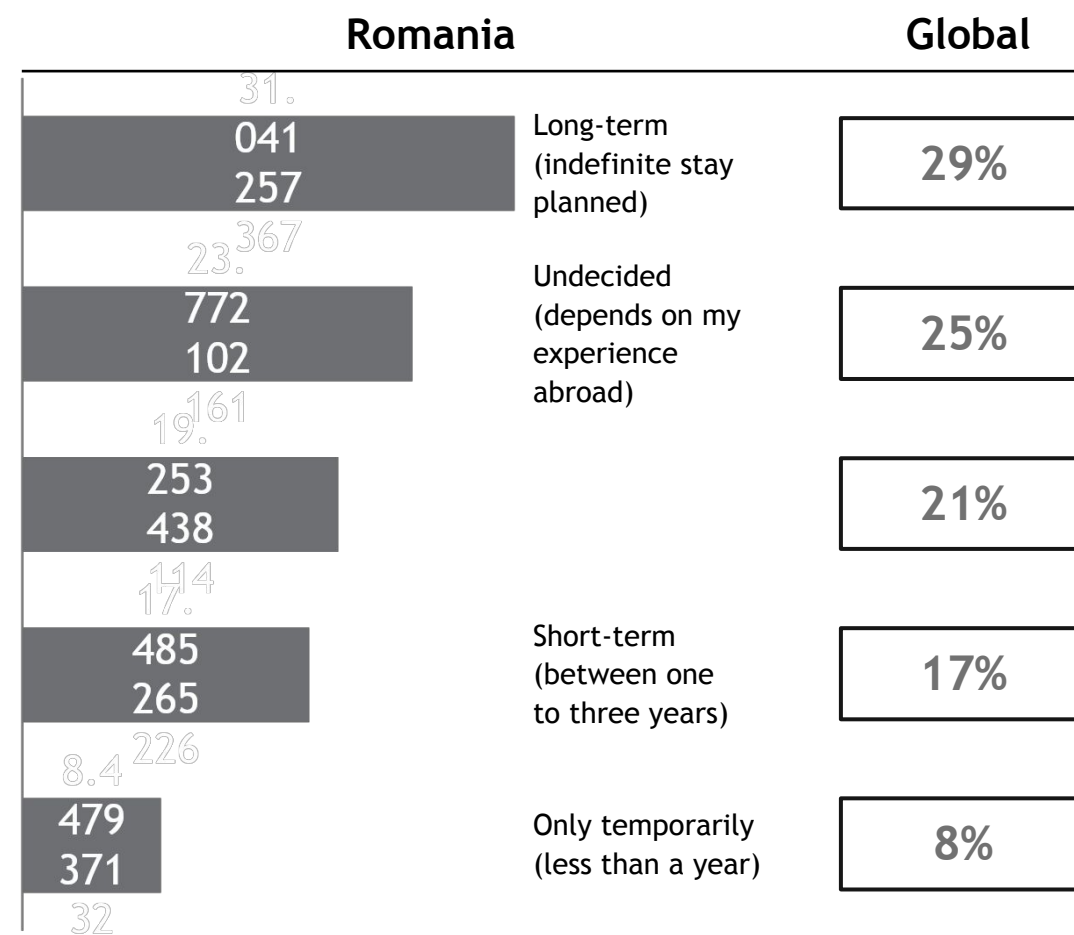


Support and stay duration abroad for people from Romania

What do jobseekers expect from their employers when moving abroad for a job

Desired length of stay

	Romania	Global
Housing assistance	85%	79%
Visa and work permit assistance	73%	78%
Relocation support	74%	69%
Language support and training	52%	54%
Legal and financial advice	51%	44%
Onboarding program after arrival	43%	44%
Onboarding program prior to arrival	37%	42%
Social support and engagement	31%	40%
Local mentor/buddy	49%	39%
Support to integrate family	44%	36%
Immigrant mentor/buddy	20%	31%
Communication with other migrant workers	20%	30%



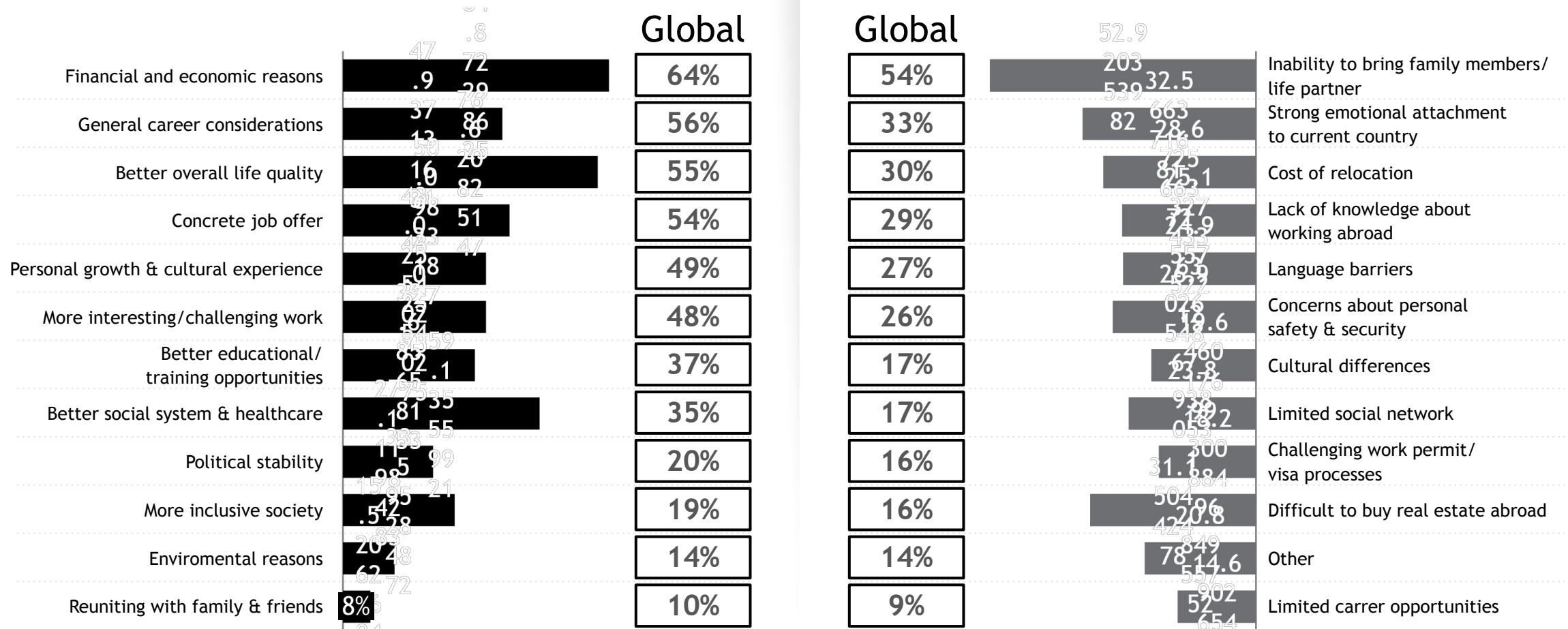
Source: 2023 BCG/The Network/The Stepstone Group proprietary web survey and analysis



Reasons to relocate from or stay in Romania

Reasons to relocate
(for respondents who are willing to move)

Reasons to stay
(for respondents who are NOT willing to move)

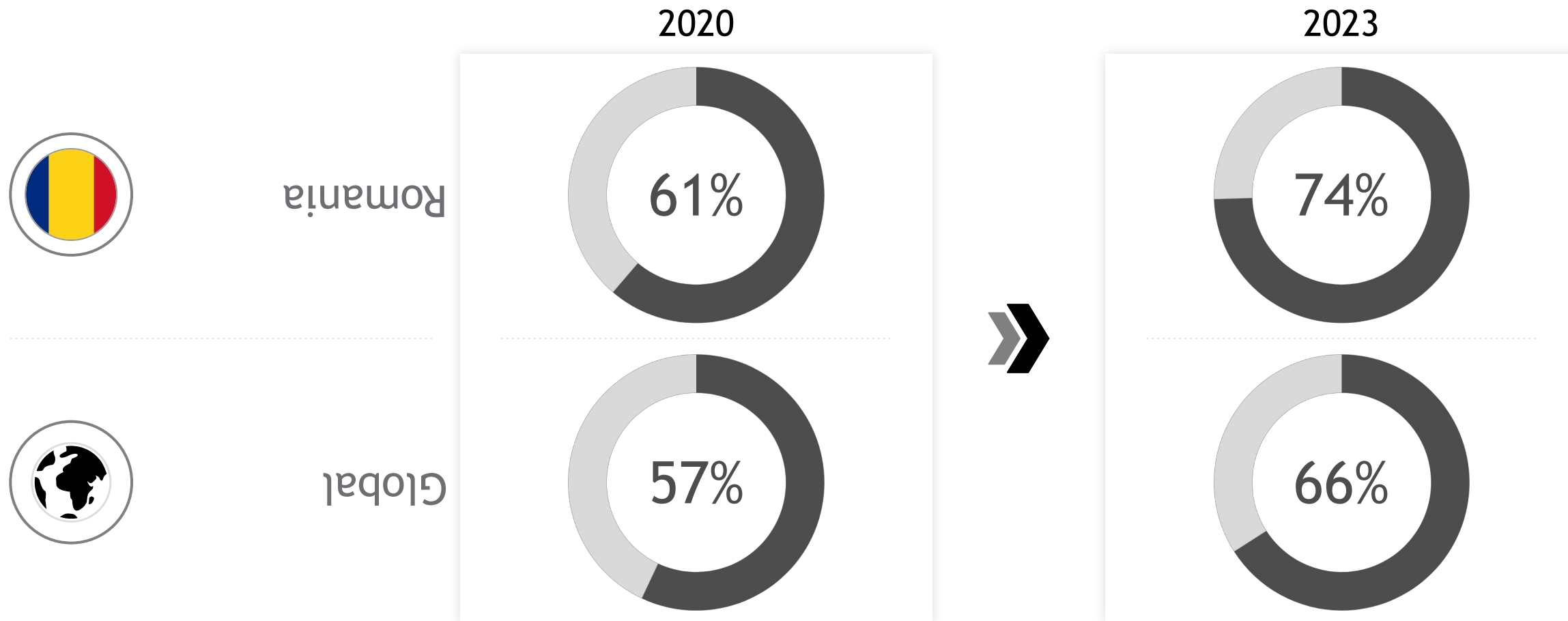


Source: 2023 BCG/The Network/The Stepstone Group proprietary web survey and analysis



Willingness to work remotely for a foreign employer in Romania

% of workforce willing to work for a remote employer



Note: All responses other than "Yes" (including the "I don't know" option in 2020 and the "Not possible, as my work requires physical presence" in 2023) were treated as "No" for the purposes of this analysis | Source: 2023 BCG/The Network/The Stepstone Group proprietary web survey and analysis

■ Yes ■ No