

Romania

13.8

Contextual indicators

I Regional average I Income Group average

INDICATORS	min	max	INDICATORS	min	max
Labour force participation (2023)	<div><div></div><div></div><div></div></div>	55%	Secondary Education Attainment (2022)	<div><div></div><div></div><div></div></div>	73%
Vulnerable employment (2022)	<div><div></div><div></div><div></div></div>	22%	Tertiary Education Attainment (2022)	<div><div></div><div></div><div></div></div>	16%
Share of youth not in employment, education, or training (NEET) (2023)	<div><div></div><div></div><div></div></div>	17%	Ease of finding skilled employees in local labour market (2024)	<div><div></div><div></div><div></div></div>	4
Unemployment rate (2023)	<div><div></div><div></div><div></div></div>	5%	Fill vacancies by hiring foreign labour (2024)	<div><div></div><div></div><div></div></div>	4
Unemployment rate among workers with basic edu. (2023)	<div><div></div><div></div><div></div></div>	12%	Country investment in mid-career training (2022)	<div><div></div><div></div><div></div></div>	3
Unemployment rate among workers with advanced edu. (2023)	<div><div></div><div></div><div></div></div>	1%			

Jobs and Skills outlook

19%

Global 22%

Labour-market churn

Five-year structural labour-force churn

37%

Global 39%

Skill disruption

Shares of core skills which will change

82%

Global 83%

Organizations with DEI priorities

Share of organizations with DEI priorities

91%

Global 88%

AI exposure

Share of organizations running AI programmes

Trend outlook

Macrotrends driving business transformation

Share of organizations surveyed that identified this trend as likely to drive transformation in their organization

■ Economy ■ Global

Broadening digital access	65%	60%	Slower economic growth	37%	42%
Rising cost of living, higher prices or inflation	50%	50%	Increased focus on labour and social issues	35%	46%
Increased efforts and investments to reduce carbon...	48%	47%	Increased efforts and investments to adapt to climate...	33%	41%
Increased geopolitical division and conflicts	48%	34%	Stricter anti-trust and competition regulations	33%	17%
Ageing and declining working-age populations	41%	40%	Growing working-age populations	24%	24%
Increased restrictions to global trade and investment	37%	23%	Increased government subsidies and industrial policy	22%	21%

Technology trends

Technology trends driving business transformation

Share of organizations surveyed that identify the technology trend as likely to drive business transformation

■ Economy ■ Global

AI and information processing technologies (big data, VR, AR...)	85%	86%	Sensing, laser and optical technologies	17%	18%
Robots and autonomous systems	61%	58%	Quantum and encryption	11%	12%
Energy generation, storage and distribution	37%	41%	Satellites and space technologies	7%	9%
Semiconductors and computing technologies	35%	20%	Biotechnology and gene technologies	2%	11%
New materials and composites	33%	30%			

Jobs outlook

Key roles for business transformation

Roles most selected by organizations surveyed, ordered by net role growth, and their net growth and structural churn (percent)

Net growth ■ Job Growth ■ Job displacement ■ Net Growth ▲ Global net growth

1. Net growth 2. Global net growth 3. Churn

	NET GROWTH	1.	2.	3.
AI and Machine Learning Specialists		47	82	47
Project Managers		18	17	19
General and Operations Managers		-7	4	19
Accountants and Auditors		-9	-8	12
Assembly and Factory Workers		-17	0	21
Accounting, Bookkeeping and Payroll Clerks		-18	-18	18

Skill outlook

Skills of increasing use by 2030

Skills of the most increase in use by 2030

■ Economy ▲ Global

CORE SKILLS OF 2025

SKILLS OF INCREASING USE BY 2030

Analytical thinking	83%	AI and big data	86%
Resilience, flexibility and agility	71%	Resilience, flexibility and agility	77%
Leadership and social influence	57%	Creative thinking	74%
AI and big data	54%	Technological literacy	74%
Motivation and self-awareness	51%	Networks and cybersecurity	71%

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Upskilling and reskilling outlook



Human-machine frontier

Human-machine frontier

% of tasks completed by predominantly people, predominantly technology, or a combination of both

Human Global Combination Global Technology Global

ALL TASKS

Now



2030



Key barriers for business transformation

Transformation barriers

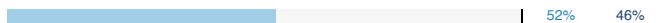
Share of organisations surveyed expecting the barriers will hinder their organisation transformation

Economy Global

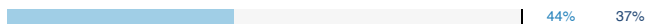
Skills gaps in the labour market



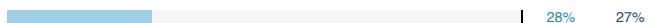
Organization culture and resistance to change



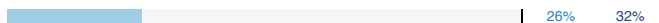
Inability to attract talent to the industry



Inability to attract talent to my firm



Lack of adequate data and technical infrastructure



Talent availability outlook

Talent trend

Share of respondents who expect their talent availability to improve or worsen in five years

Improving Global average Worsening Global average

Talent availability when hiring



Talent development of existing workforce



Talent retention of existing workforce



Public policy

Public policies to improve talent availability

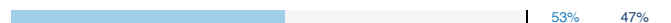
Share of respondents who agree that the particular public policy has the greatest potential to increase the talent availability

Economy Global

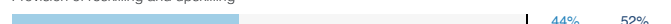
Funding for reskilling and upskilling



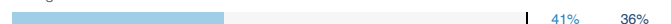
Improvements to public education systems



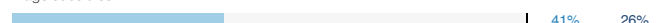
Provision of reskilling and upskilling



Changes to labour laws related to remote work



Wage subsidies



Wage outlook

Wage trends

Share of organizations projecting the share of wages and other forms of workers' compensation as percentage of the company's total revenues

Growing Global Similar Global Declining Global



DEI Actions

Share of employers surveyed planning to implement the diversity, equity and inclusion measure

47 | Global 51

Run comprehensive DEI training for managers and staff

38 | Global 27

Embed DEI goals and solutions across the supply chain

35 | Global 42

Set DEI goals, targets or quotas

AI Strategy

Share of employers surveyed planning to implement the stated strategy in response to AI's increasing capability and prevalence

82 | Global 77

Reskilling and upskilling your existing workforce to better work alongside AI

67 | Global 69

Hiring new people with skills to design AI tools and enhancements appropriate for the organization-specific skills

61 | Global 49

Re-orienting your organization to target new business opportunities created by AI