

Romania's Labour Market: New Opportunities for Businesses

- Romania remains Central and Eastern Europe's strategic nearshoring hub.
- The Romanian market continues to attract international business, as companies adapt to significant changes in recruitment, taxation and employment law.
- German investment, rising labor costs, digital tax administration and changing workforce expectations are reshaping the business landscape

These and other valuable insights were shared at the webinar, ***"Focus on Romania: Economic, Investment, and Recruitment Opportunities"***, organised by CT Executive Search and STALFORT.Legal.Tax.Audit, and supported by AHK Romania.

Sebastian Metz, General Manager, [AHK Romania](#) gave an [update](#) on the German-Romanian economic relations, highlighting the current opportunities for German companies. According to Mr. Metz, bilateral trade reached €42.5 billion in 2025, making Romania an increasingly important partner for German companies. He also noted that approximately 9,700 German companies currently operate in Romania, employing around 238,000 people and representing €18.7 billion in capital.

Christian Tegethoff, Managing Director, [CT Executive Search](#) spoke about the [HR trends](#). Mr. Tegethoff pointed out that candidate expectations are changing. More than 40% of candidates now seek flexibility in both workplace location and working time, making flexible employment models an increasingly relevant consideration for companies competing for talent.

Quoting figures, he said that the average labor costs rose to €13.60/hour in 2025, with an overall salary growth of 5.5%, and IT salaries reaching approximately €2,860.

"Finding the right executives can be challenging in Romania's major cities, but the country's large Romanian diaspora offers companies an additional pool of experienced professionals to consider when recruiting for senior and specialist positions. When it comes to executive recruitment, a targeted approach, preferably with the help of a reputable executive search company, is the best solution" - commented Mr. Tegethoff

Romania is introducing significant tax and employment reforms. **Christian Weident**, Lawyer, Managing Partner Legal and **Adina Zdru**, Tax Advisor RO, Managing Partner Tax, [STALFORT Legal.Tax.Audit](#) gave an overview of the recent developments in [employment](#) and [tax](#) laws. Mr. Weident spoke about Romania's current minimum wage, as well as the EU Pay Transparency Directive, digital non-EU recruitment, and antitrust restrictions on no-poach agreements. Ms.

Zdru then spoke at length about the current tax laws, shedding more light on the minimum share capital requirement, undercapitalization rules, turnover and microenterprise tax.

All speakers agreed that Romania remains an attractive destination for businesses.

"Given Romania's highly skilled workforce, strategic location, and favorable business conditions, it remains attractive to European companies. It offers a combination of market access, industrial capacity, skilled labor, geographic proximity and supply-chain potential. At CT Executive Search we continue to work closely with businesses to identify top management talent, while helping develop HR strategies that prioritize recruitment, retention, and talent development. We tailor HR solutions to meet each of our client's specific needs." – says Christian Tegethoff, Managing Director and Founder, CT Executive Search

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