
IMD World Talent Ranking 2025

Talent competitiveness profile

ROMANIA



Romania

World Talent Ranking 2025

OVERALL PERFORMANCE (69 economies)

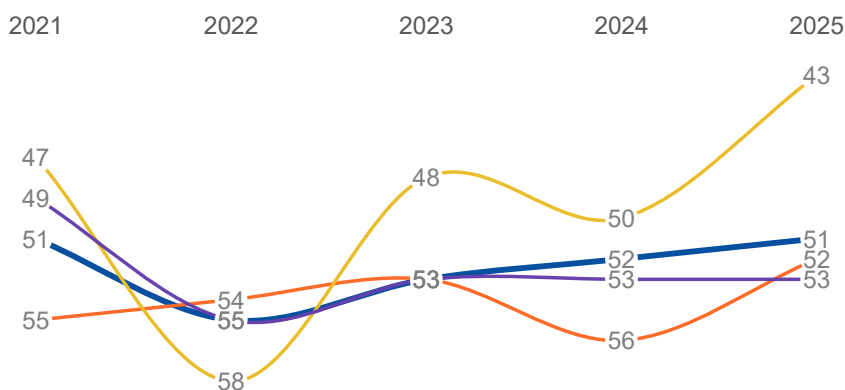
Rank 2025

51 Overall

52 Investment & Development

43 Appeal

53 Readiness



► Overall top strengths
▷ Overall top weaknesses

INVESTMENT & DEVELOPMENT

| | | Value | 2025 Rank |
|---|---|--------------------|-----------|
| Total public expenditure on education | Percentage of GDP | 3.3 % | 54 |
| Total public exp. on education per student | Spending per enrolled pupil/student, all levels | 3,379 US\$ | 45 |
| Pupil-teacher ratio (primary education) | Ratio of students to teaching staff | 17.90 ratio | 50 |
| ► Pupil-teacher ratio (secondary education) | Ratio of students to teaching staff | 10.10 ratio | 13 |
| ▷ Apprenticeships | are sufficiently implemented | 3.71 survey [0-10] | 64 |
| Employee training | is a high priority in companies | 6.14 survey [0-10] | 36 |
| Female labor force | Percentage of total labor force | 42.46 % | 52 |
| Health infrastructure | meets the needs of society | 4.84 survey [0-10] | 45 |

APPEAL

| | | Value | 2025 Rank |
|-----------------------------------|---|--------------------|-----------|
| ► Cost-of-living index | Index of a basket of goods & services in the main city | 60.32 index | 15 |
| ▷ Attracting and retaining talent | is a priority in companies | 5.91 survey [0-10] | 55 |
| Worker motivation | in companies is high | 5.14 survey [0-10] | 48 |
| Brain drain | does not hinder competitiveness in your economy | 4.63 survey [0-10] | 39 |
| Quality of life | is high | 5.43 survey [0-10] | 50 |
| Foreign highly skilled personnel | are attracted to your country's business environment | 4.90 survey [0-10] | 50 |
| Remuneration of management | Total base salary plus bonuses and long-term incentives, US\$ | 90,522 US\$ | 50 |
| ► Collected personal income tax | On profits, income and capital gains, as a percentage of GDP | 2.52 % | 18 |
| Justice | is fairly administered | 4.91 survey [0-10] | 45 |
| ► Exposure to particle pollution | Mean population exposure to PM2.5, Micrograms per cubic meter | 14.21 micrograms | 30 |
| Statutory minimum wage | Statutory gross monthly minimum wage US\$ | 804.63 US\$ | 31 |

READINESS

| | | Value | 2025 Rank |
|---------------------------------|--|--------------------|-----------|
| ▷ Labor force growth | Percentage change | -1.43 % | 64 |
| Skilled labor | is readily available | 4.85 survey [0-10] | 47 |
| ▷ Finance skills | are readily available | 5.34 survey [0-10] | 55 |
| International experience | of senior managers is generally significant | 5.28 survey [0-10] | 40 |
| Competent senior managers | are readily available | 5.16 survey [0-10] | 44 |
| Primary and secondary education | meets the needs of a competitive economy | 5.16 survey [0-10] | 48 |
| ► Graduates in Sciences | STEM graduates, % of all graduates | 28.36 % | 17 |
| University education | meets the needs of a competitive economy | 5.91 survey [0-10] | 45 |
| ▷ Management education | meets the needs of the business community | 5.04 survey [0-10] | 58 |
| Language skills | are meeting the needs of enterprises | 7.03 survey [0-10] | 30 |
| Student mobility inbound | Foreign tertiary-level students per 1000 inhabitants | 1.90 number | 45 |
| Educational assessment - PISA | PISA survey of 15-year olds | 428 Average | 40 |

Challenging what is and inspiring what could be, we develop leaders who transform organizations for a more prosperous, sustainable, and inclusive world.

About the Institute for Management Development (IMD)

We are an independent academic institute with close ties to business and a strong focus on impact. Through our Executive Education, MBA, Executive MBA, and advisory work we help leaders and policy-makers navigate complexity and change.

We support the transition to a new model that balances prosperity and growth with ecological sustainability and social inclusion. Sustainability and diversity, equity, and inclusion are in our DNA.

We combine a deep understanding of human dynamics with a pioneering approach to technology and AI. We deliver powerful learning experiences for individuals and teams across the globe.

www.imd.org

