

REPORT

WORKERS FROM ASIA SOLUTION FOR THE LABOUR SHORTAGE IN ROMANIA



A report from the sociological study 'Workers from Asia - solution for the labour shortage in Romania' by the EWL Migration Platform, Foundation for the Support of Migrants on the Labour Market 'EWL' and the Centre for East European Studies at the University of Warsaw.

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ANDRZEJ KORKUS

EWL Group
CEO

Romania, like other Central and Eastern European countries, has been facing a labour shortage for several years, as many Romanians have decided to move from their country and work in Western European states, where salaries and living standards are higher. As a result of economic growth, more and more companies in Romania have turned to non-EU workers to cover the deficit in the country. Sectors such as construction, HoReCa, agriculture, tourism are lacking staff and companies have started recruiting foreign workers, especially from South Asian and South-East Asian countries.

EWL - which through its migration platform bridges citizens looking for a job and employers in the European Union - regularly conducts researches on dynamic changes on the cross-border labour mobility map. In cooperation with the Centre for East European Studies at the University of Warsaw, we conduct studies on labour migration and, therefore, we conducted a study among foreigners who came to work in Romania.

Our study, carried out in September, showed that 3 out of 4 non-EU workers in Romania are men (76.8%) and only 23.2% are women. They come mainly from Asian countries, such as: India, Vietnam, Bangladesh, and Pakistan. Majority of them are workers with secondary education, and only a small part of them are qualified. Most work in construction (39%), followed by services (14%), transport, logistics, housekeeping etc.

Workers from Asia are welcomed in Romania. In recent years the Romanian authorities have encouraged the rising trend of non-EU workers by increasing the number of granted work permits. For the year 2021, 25,000 work permits were initially allocated, later being supplemented to 50,000. In 2022 the number reached 100,000, and, for the time being, the same number was approved by the authorities for 2023. As the trend is likely to continue, there is a need to increase the number of visas for Asian workers, as they become a real support for Romanian companies.

Poland's experience shows the positive impact of economically active foreigners on the development of the economy. In 2007, the Polish labour market increased by nearly 100,000 foreigners, while in 2022 their number exceeded 1,5 million. Experts highlight their contribution to economic growth. The contribution of Ukrainian citizens, making up the largest share of foreigners working in Poland, to Poland's GDP growth since 2014 has been on average 0.5 percent per year. Also in other countries, such as Canada, the trend of increasing the participation of foreigners in the local labour market is growing. The Canadian government's immigration plan aims to increase the number of those receiving permanent residency to as many as half a million by 2025.

We want to share our long-term experience with our European partners, especially with countries that face a labour shortage, to help them better understand this phenomenon of labour migration and to support their decision, both for authorities and employers. Our goal is to link our experience with technology in helping employment market leaders to redefine and understand the nature of the European labour market.

I invite you to read the study.

A handwritten signature in black ink, appearing to read 'Korkus', written in a cursive style.

RESPONDENT PROFILE: GENDER, AGE AND COUNTRY OF ORIGIN

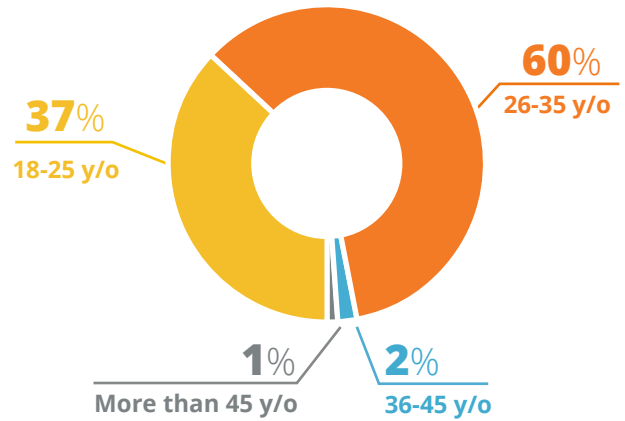
Gender

MALE FEMALE

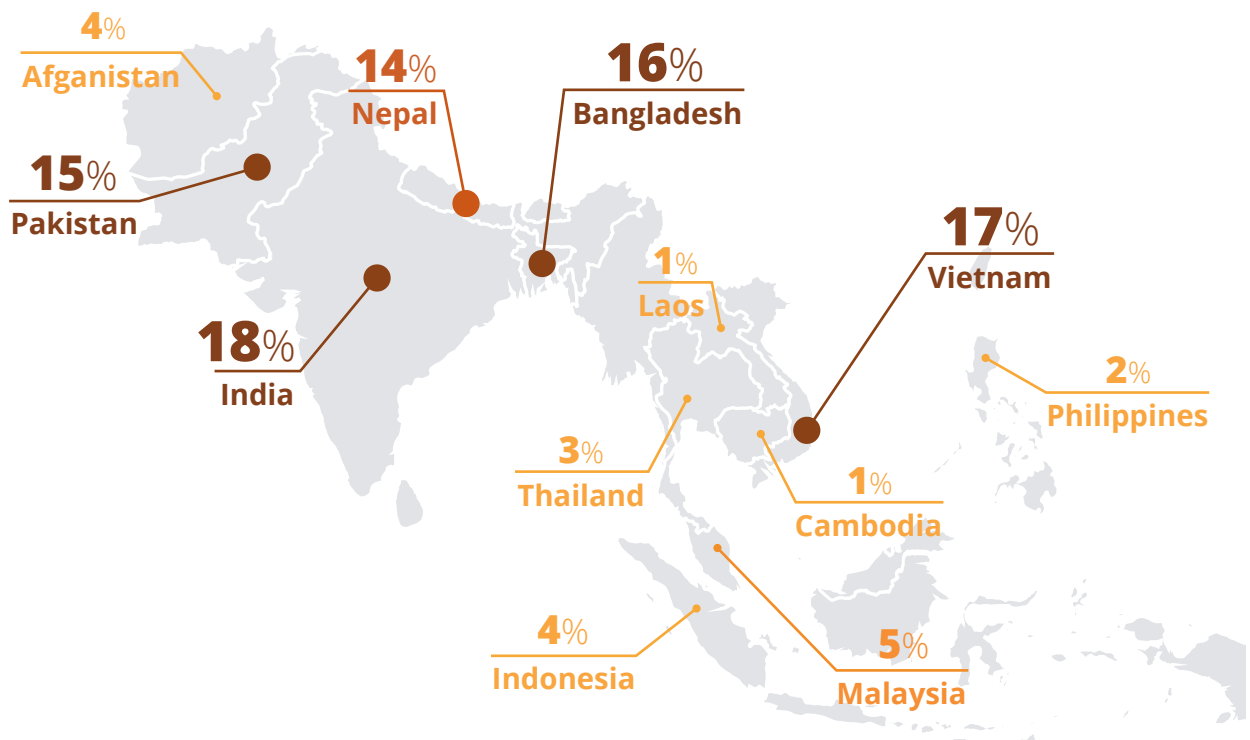


Age

Average age
27 y/o

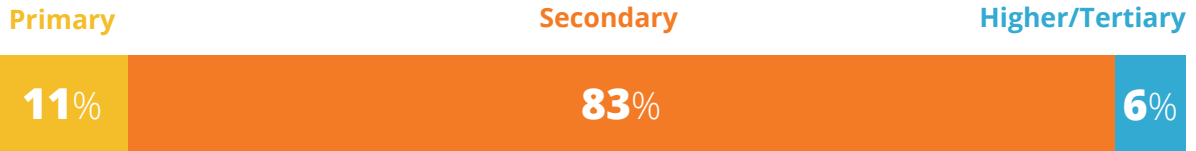


Country of origin



Education level

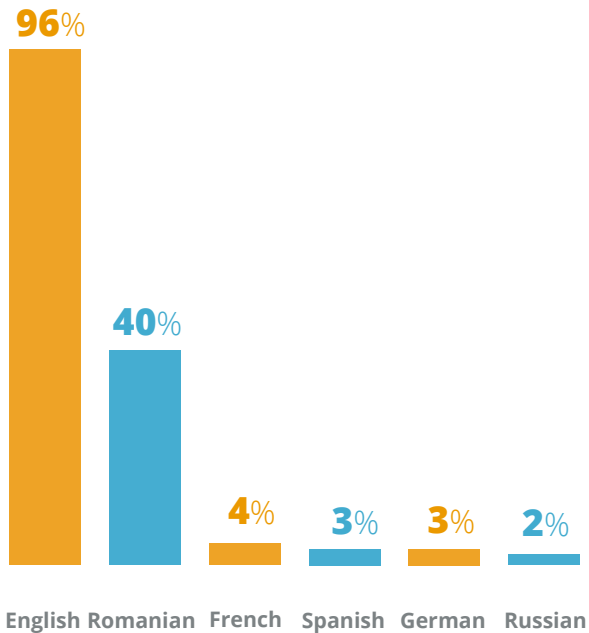
N=400



What languages do you know at least at the communicative level?

(multiple responses possible)

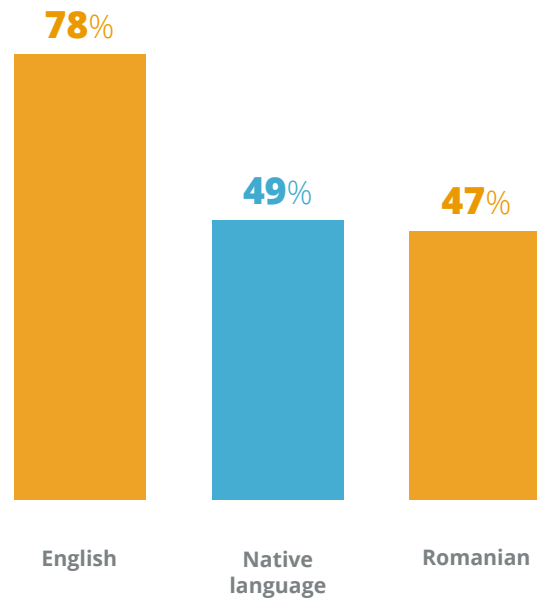
N=400



In what languages do you communicate at your work in Romania?

(multiple responses possible)

N=400



Do you attend Romanian language courses or lessons?

N=400

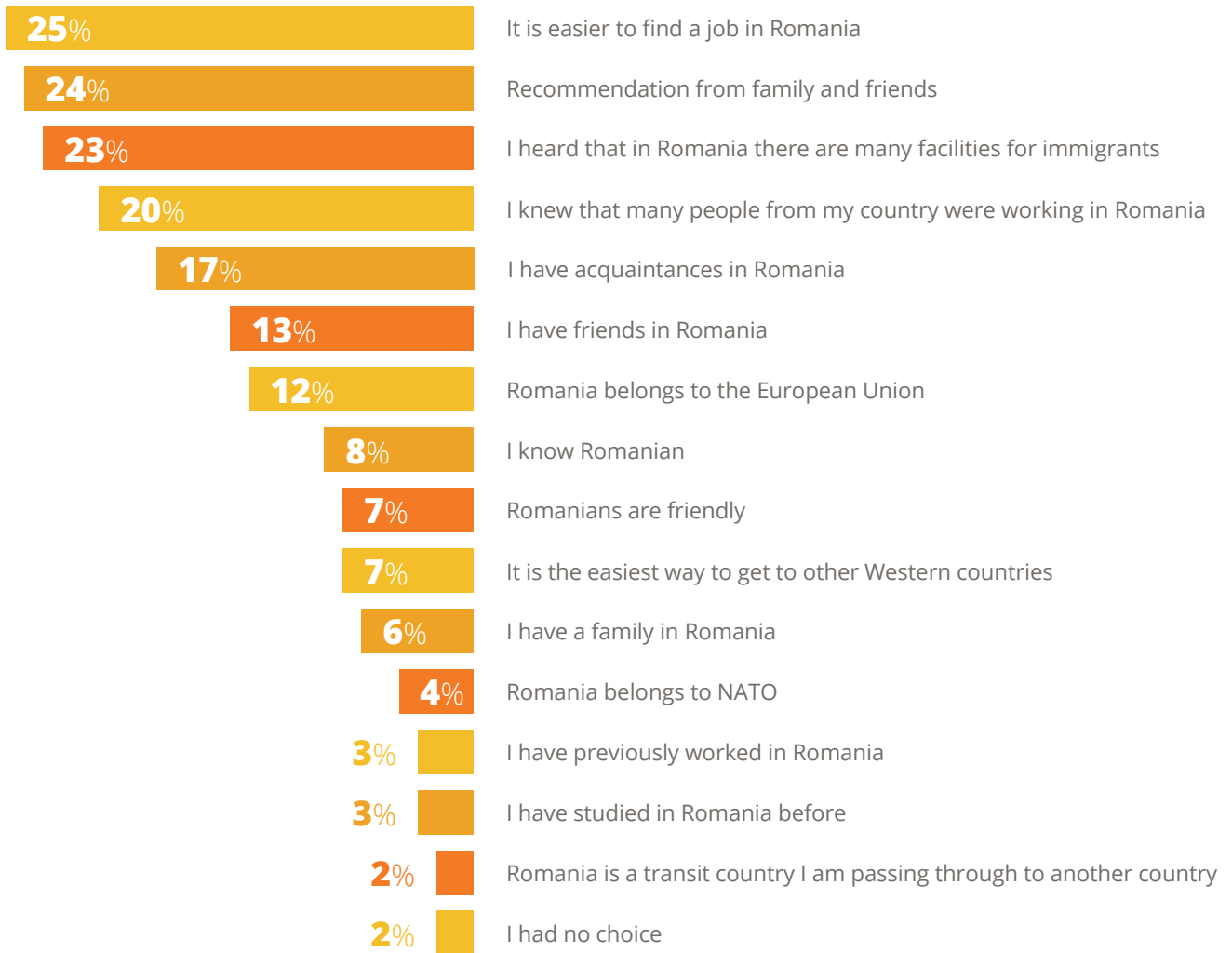


PROFESSIONAL EXPERIENCE

What had the greatest influence on choosing Romania as the country of emigration?

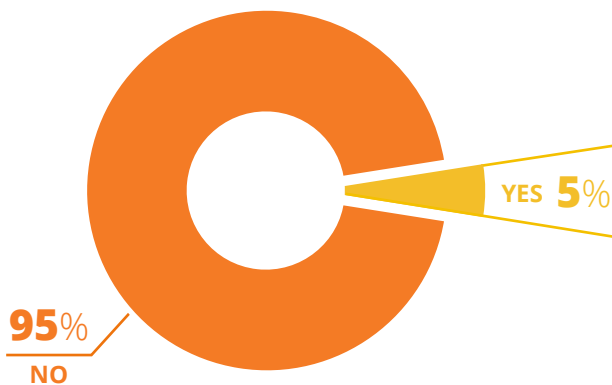
(multiple responses possible)

N=400



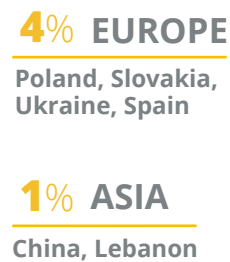
Have you worked abroad before coming to Romania?

N=400



In which foreign countries have you worked before leaving your home country?

N=22



EMPLOYMENT IN ROMANIA

How did you find your current employment in Romania?

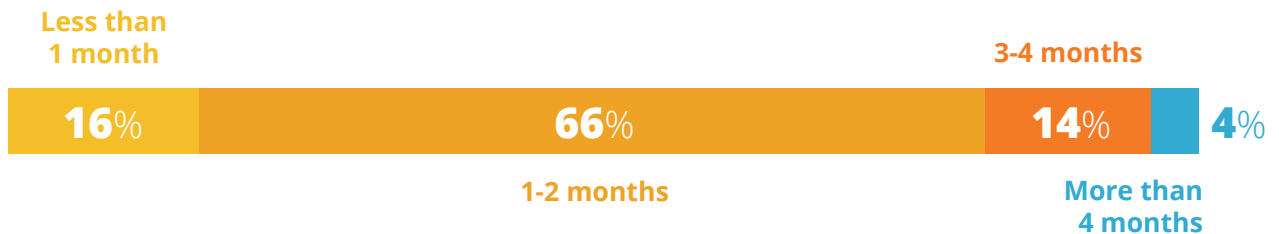
(multiple responses possible)

N=400



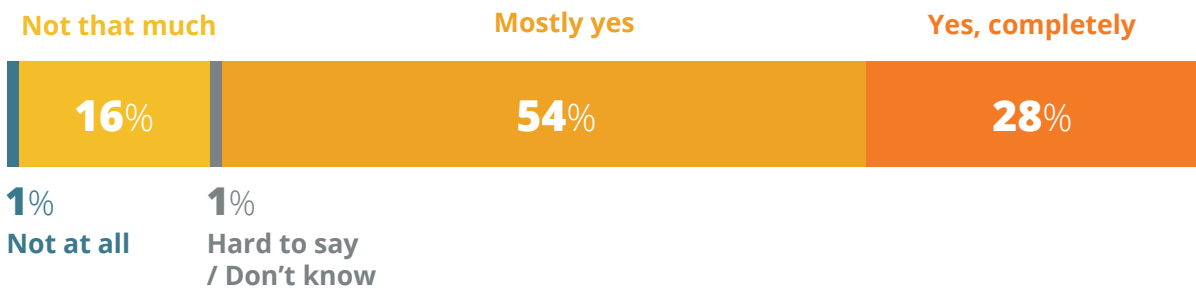
How long did the hiring process take? (including work permit, visa, etc.)

N=400



Did the information received during the recruitment process correspond to the actual duties at your work?

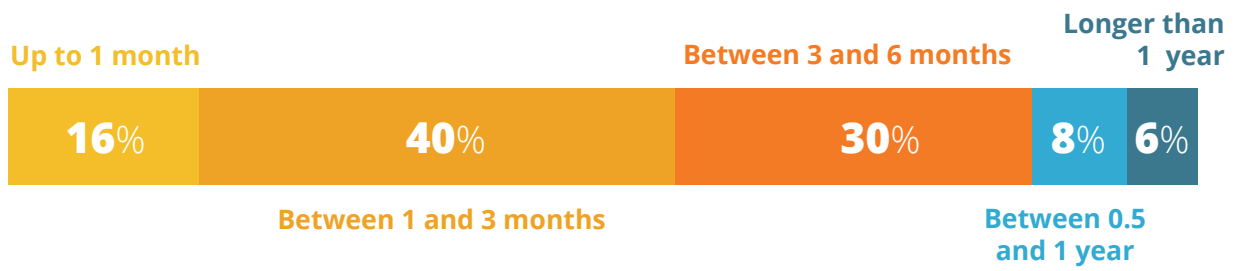
N=400



EMPLOYMENT IN ROMANIA

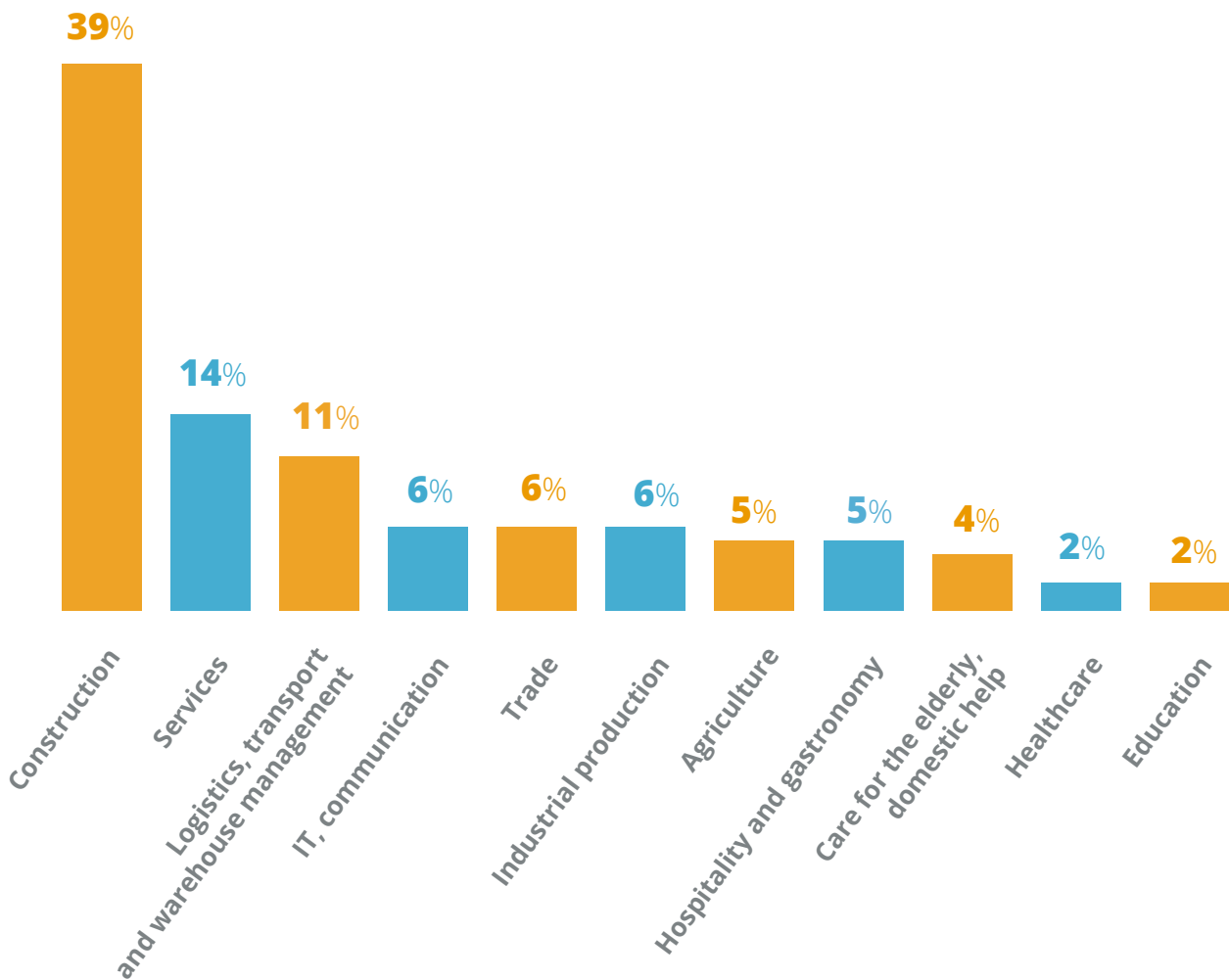
How long have you been working in Romania?

N=400



In what industry are you currently employed in Romania?

N=400

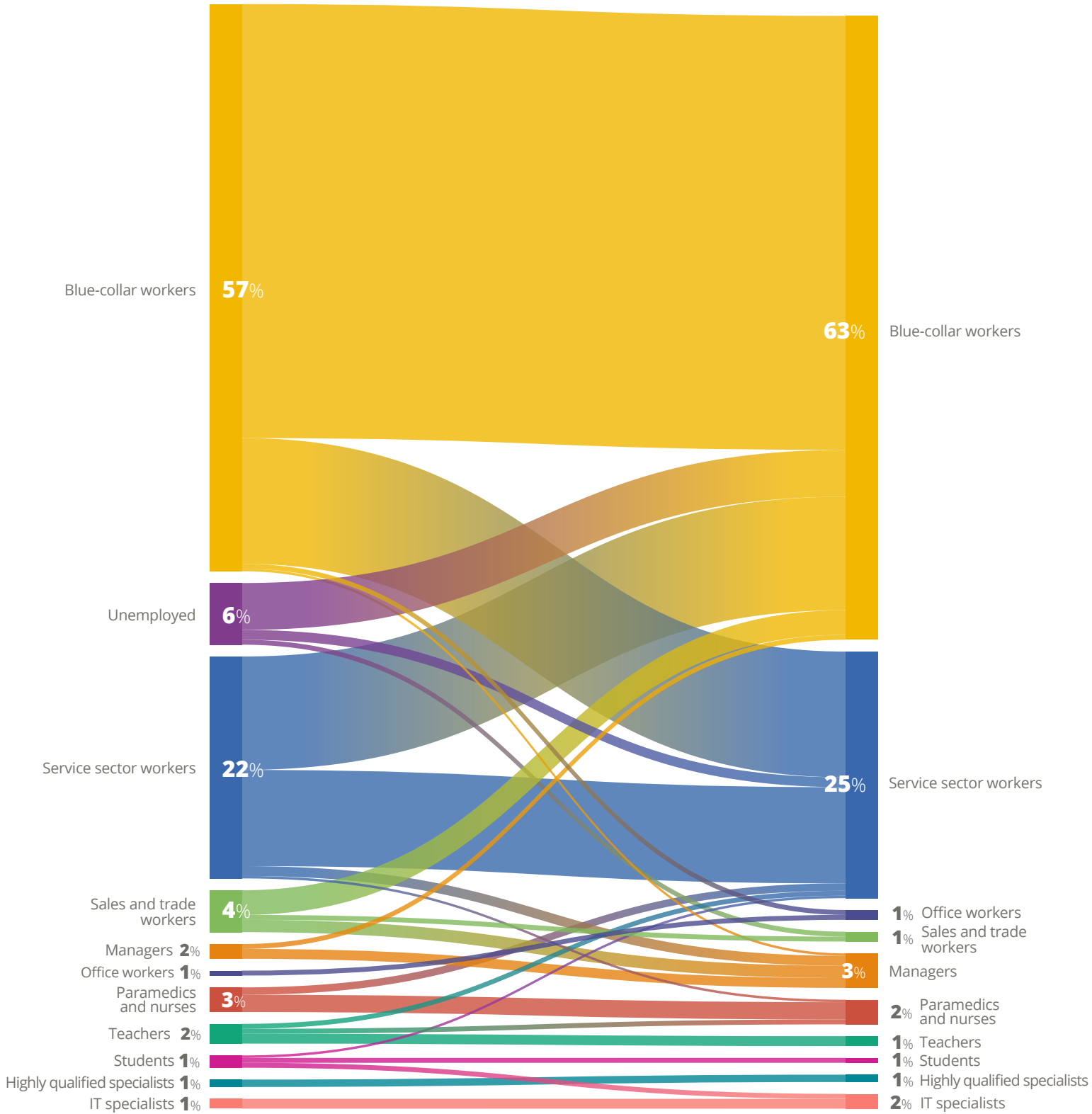


EMPLOYMENT IN ROMANIA

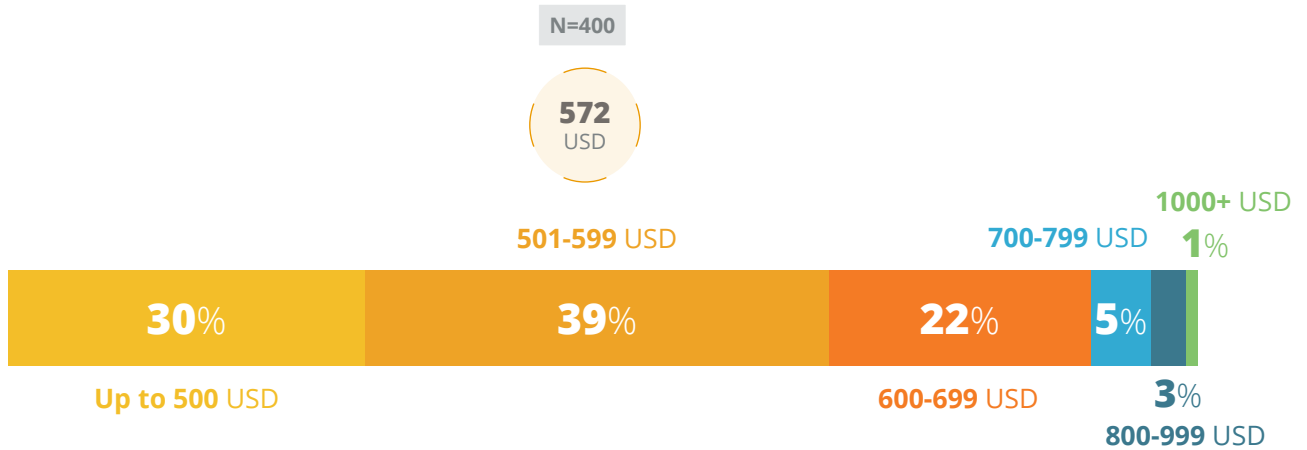
What was your job position before leaving your home country?

N=400

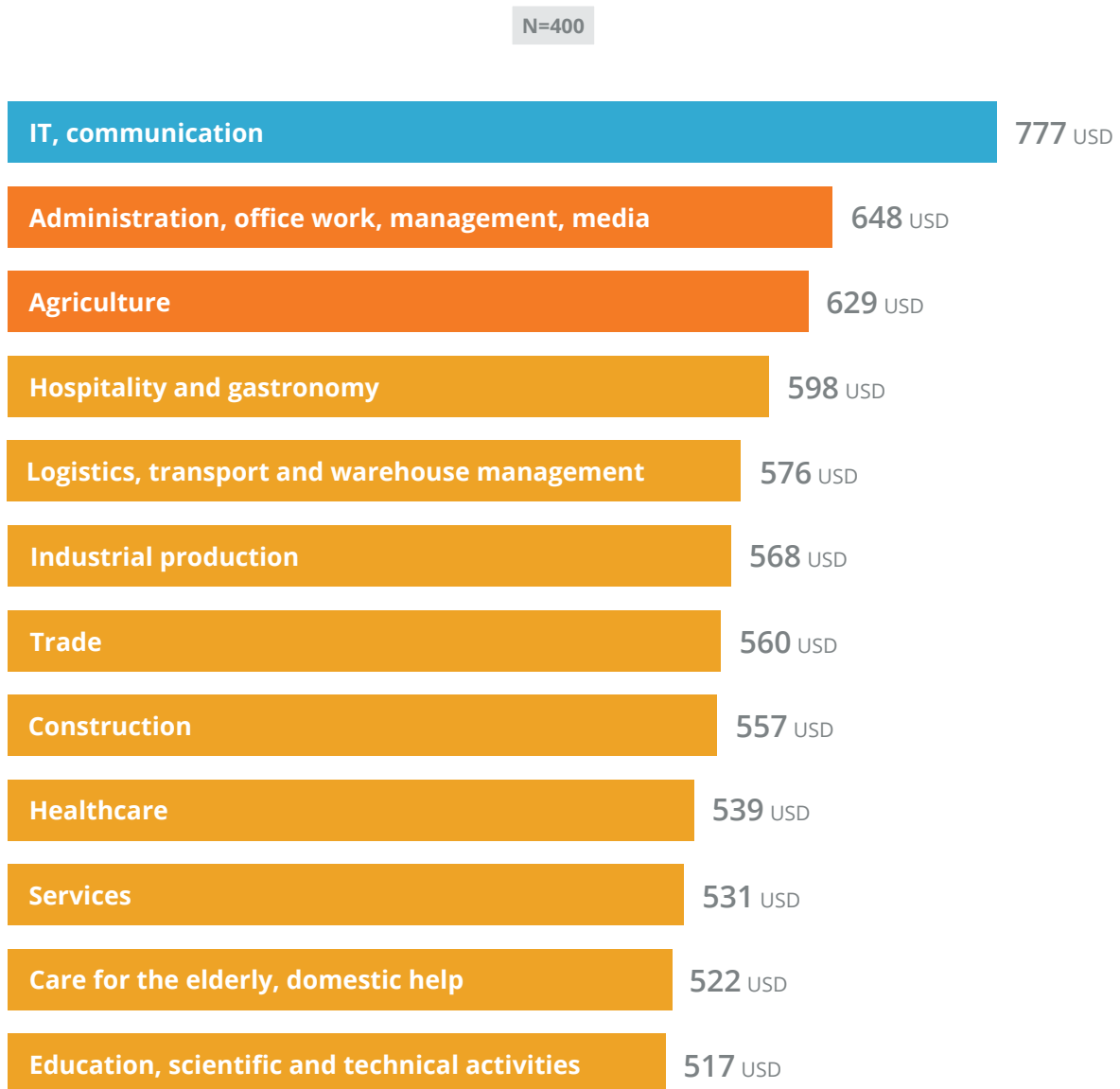
What is your current job position in Romania?



Average monthly earnings (net income in USD)



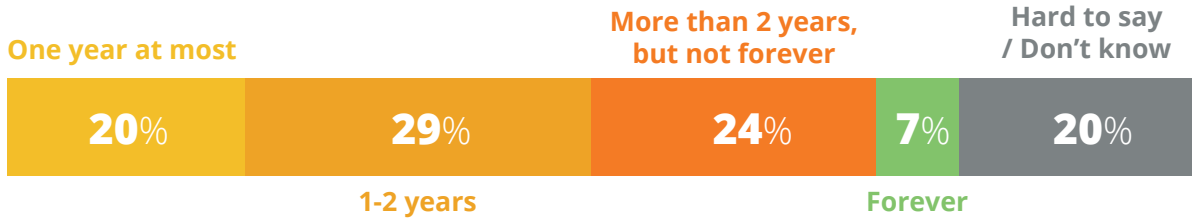
Average monthly earnings per sector (net income in USD)



EMPLOYMENT IN ROMANIA

How long are you going to stay in Romania?

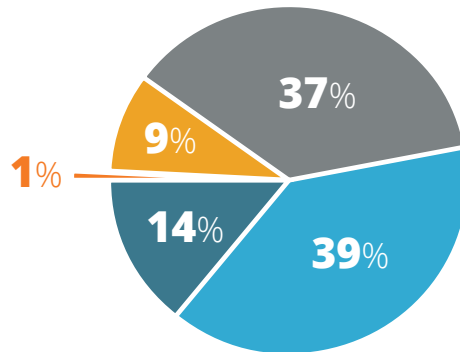
N=400



How likely is it that you would recommend Romania as a country to work to a friend or colleague?

N=400

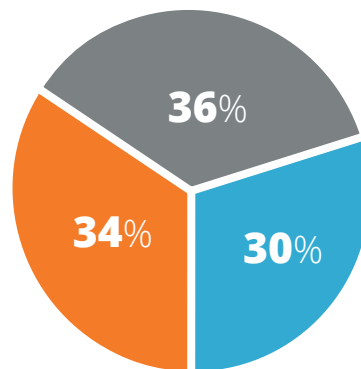
Definitely not Rather not Hard to say / Don't know Rather yes Definitely yes



Is anyone from your family planning to join you in Romania?

N=400

No Hard to say / Don't know Yes

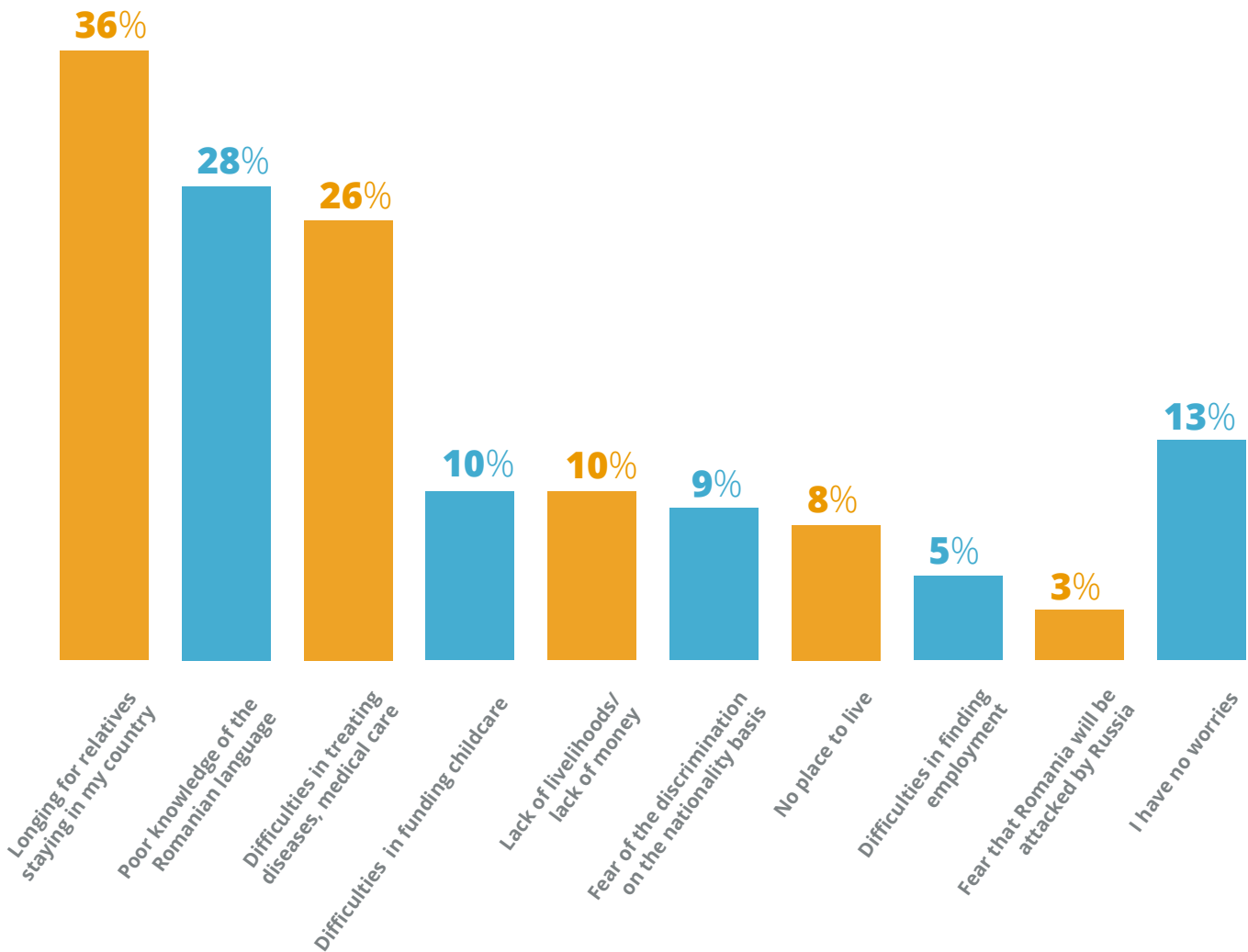


CONCERNS AND PLANS

What are your main concerns about living in Romania?

(multiple responses possible)

N=400



What is the biggest challenge you faced so far?

N=400

The language barrier

21%

The recruitment process was very long

11%

The cultural differences

16%

Hard to say / Don't know

8%

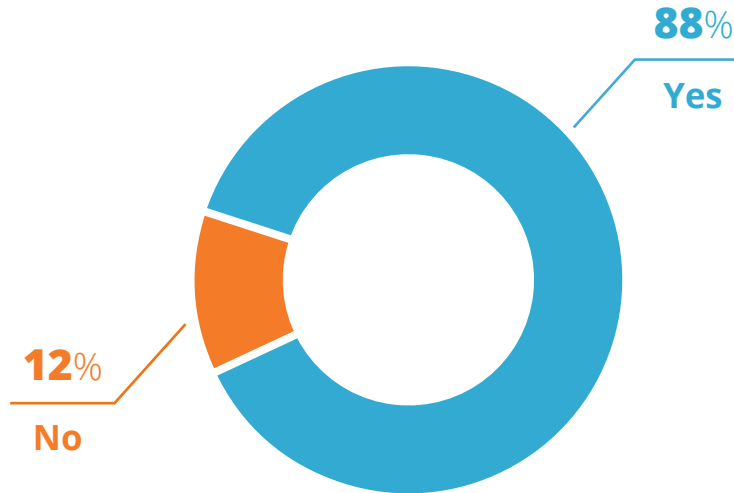
I have no difficulties

44%

CONCERNS AND PLANS

Have you received any help from private individuals, the government, employer or other organizations during your stay in Romania?

N=400



What kind of help have you received?

(multiple responses possible)

N=400

Help in legalizing stay in Romania

67%

Help with accommodation

49%

Help in finding a job

46%

Training, courses

18%

Financial (money, donations, vouchers)

15%

Others

10%

KEY FIGURES

27 y/o

average age
of workers from Asia
employed in Romania

83%

of respondents have
secondary education

25%

of respondents came to Romania
because they think it is easy to
find employment there

40%

of respondents declare
knowledge of Romanian at least
at a communicative level

78%

of workers from Asia employed in
Romania communicate in English in
the workplace

52%

of workers from Asia
employed in Romania
are learning Romanian

95%

of respondents have not
worked abroad before
coming to Romania

39%

of respondents chose their current
place of employment in Romania on
the recommendation of
friends or relatives

44%

of employees from Asia have
been working in Romania for
more than 6 months

39%

of respondents are employed
in the construction sector

63%

of respondents are employed
in Romania as blue-collar
workers

25%

of respondents are employed
in Romania as service sector
employee

572 USD

average net monthly salary of
employees from Asia in Romania

260 USD

difference in average monthly
earnings of employees from Asia
in Romania in the IT (USD 777) and
education sectors (USD 517)

60%

of employees from Asia are
planning to stay in Romania
for more than a year

26%

of workers from Asia employed in
Romania point to difficulties with
accessing medical care as their
biggest concern

21%

of respondents say that their
biggest obstacle in Romania is
the language barrier

53%

of respondents would
recommend working in Romania
to friends and relatives



MICHALINA SIELEWICZ

International Development
Director at the EWL Group

The main conclusion of the study is that Romania has become a very attractive country for Asian workers. Most of them are willing to stay for a year or two to earn money, but there are also many foreigners who want to settle down permanently. Every third respondent has relatives who would like to come to Romania.

According to the latest official data, in 2022 more than 90,000 foreign workers have come to Romania to work. Also employers are becoming more and more welcome eager to hire them. In terms of age, our survey of employees from South Asia and South East Asia reveals that most of them are young people - 60% between 26 and 35 y/o, 37% between 18 and 25 y/o, only 2% between 36 and 45 y/o and 1% over 45 y/o. The average age is 27 years. With proper support from government institutions and society, these people will adapt to the Romanian labour market easily. This would have a very positive effect on Romania's economic development in the long term.

To better understand the situation of non-EU workers in Romania, in the survey we also asked them what problems they face and how they can be solved. By continuously monitoring people's well-being, companies can better understand what their employees' needs are and how these needs can be satisfied.

Many of respondents say that they decided to come Romania to find employment, but also by the recommendation from relatives and friends. It is worth noting that 23% of respondents said they chose Romania because they had heard about facilities for foreigners. Other important reasons were that Romania is part of the EU and NATO, and also that Romanians are considered as very friendly.

Workers coming from Asian countries are satisfied with the employment conditions in Romania. More than half of them (53%) intend to recommend working in this country to their relatives and friends. Employers appreciate the contribution of non-EU Asian workers and are open to hiring more of them because, among many other advantages, they adapt quickly to working conditions.

The survey highlighted that non-EU workers have received help with the legalization of their stay (67%), accommodation (49%) and finding a job (46%) in Romania, however it is worth emphasizing that they have another needs that should be met in the adaptation process. That is why not only general government support is needed to speed up the process, but also support aimed at urgent needs, such as learning the Romanian language, finding housing, receiving medical assistance, obtaining childcare support while being at work. For example, more than half of those surveyed (52%) are learning Romanian and 25% intend to learn it in the future. Moreover, our respondents would like to speak Romanian, but the biggest challenge they face is the language barrier for 21% of those surveyed and then cultural differences for 16%. It is worth noting that 44% of Asian employees did not face any major challenges while working in Romania.

We hope that the results of this study will help better understand the situation of workers coming from Asian countries and will be beneficial for Romanian employers. EWL's reports and studies contribute to promoting best practices in the field of employment, by identifying standards and ways for employers and authorities to implement them.

METHODOLOGY

The study of migrants from Asia on the Romanian labour market was carried out by face-to-face individual interviews. The survey was carried out between 12th and 23rd of September 2022, mainly in and around Bucharest, as well as in Craiova and Cluj-Napoca. The survey was random. It surveyed 400 citizens from South and Southeast Asian countries (n=400) who found employment in Romania.

The responses to the questionnaire were entered by interviewers into a pooled database using smartphones. The interviews were conducted in English. When necessary, the interviewers provided the respondents with printed versions of the questionnaire (in 4 language versions: Hindi, Bengali, Vietnamese, Nepali).

The interviews were conducted in front of immigration offices, registration points for immigrants and in the vicinity of workers' hostels and accommodations.



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EWL MIGRATION PLATFORM

Founded in 2007, the EWL Group successfully connects jobseekers from four continents with employers in the EU. As a migration platform, whose activities go far beyond the scope of traditional employment agencies and combine the offline and online worlds, the company is the leader on the Polish market of employment of foreigners.

The platform's wide range of services includes the management of the entire migration process: from recruitment, through legalization, provision of accommodation, employee leasing or provision of services in form of outsourcing. Thanks to many years of experience the EWL team of experts has excellent knowledge of local and European labour markets.

FOUNDATION FOR THE SUPPORT OF MIGRANTS ON THE LABOUR MARKET 'EWL'

Founded in 2015, the Foundation for the Support of Migrants on the Labour Market 'EWL' aims to initiate and support activities related to the presence of foreigners on the Polish labour market.

Our idea is to raise awareness of rights and obligations and the benefits of legal employment among foreigners, as well as to limit the abuse by dishonest employers. One of the main objectives of the Foundation is to improve multilateral cooperation between employers, government institutions, non-governmental organizations and migrants themselves.

THE CENTRE FOR EAST EUROPEAN STUDIES AT THE UNIVERSITY OF WARSAW

The Centre for East European Studies is a unique academic unit in Poland, continuing the traditions of pre-war Sovietological centres – the East European Institute in Vilnius (1930–1939) and the Eastern Institute in Warsaw (1926–1939). The teaching offer of the Centre includes elite Eastern Studies (1st and 2nd degree and postgraduate courses) as well as schools for foreign students. The lecturers are eminent scientists, diplomats and specialists from Europe and the USA.

The Centre annually organizes international scientific conferences and a series of events building positive relations between Poland and the countries of the

Every day, thanks to the EWL Group, more than 13,000 people are employed in production plants, logistics centres and warehouses in Europe. In its history, the company has helped more than 120,000 people to relocate and find employment.

The development of the migration platform has been supported since 2021 by the National Centre for Research and Development. Since 2018 EWL Group has been conducting sociological studies among foreigners who have taken employment in Poland.

The company is guided by the values of: openness, cooperation and responsibility, being fair, challenging the status quo and customer focus, and the company's vision is changing the global migration market.



The Foundation also does charity work addressed mainly to foreigners who are in a difficult life or financial situation. In addition, the Foundation also works for European integration, active dialogue and the development of contacts and cooperation between societies. The Foundation's activities are directed, among others, to entities involved in migration processes and participants of the global labour market.



former USSR. It is also the publisher of numerous books and magazines devoted to the eastern themes.

In the years 2004–2013, the Centre for East European Studies, under the content-related supervision of Mariusz Kowalski and the general management of Jan Malicki, conducted a series of social studies in Ukraine. The first of them took place in December 2004. A total of about 2,000 questionnaire interviews were carried out, pertaining issues such as political views and preferred directions of international cooperation, with particular emphasis on the place of origin, nationality and language of the respondents' daily communication.



„UKRAINIAN REFUGEES VOCATIONAL ACTIVATION in Germany and in Poland”

2022



„SPECIAL REPORT UKRAINIAN REFUGEES in Poland, the Czech Republic and Romania”

2022



„SPECIAL REPORT UKRAINIAN REFUGEES in Poland”

2022



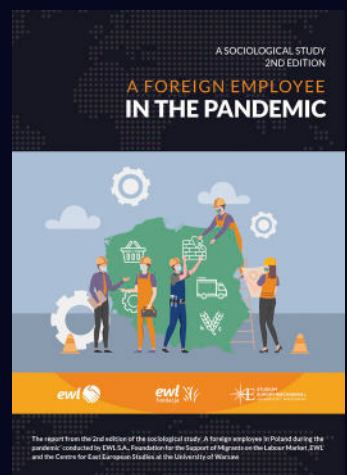
„REPORT ON CROSS-BORDER MOBILITY Citizens of Ukraine on the Polish labour market. 3rd edition”

2022



„A FOREIGN EMPLOYEE in the pandemic. 3rd edition”

2021



„A FOREIGN EMPLOYEE in the pandemic. 2nd edition”

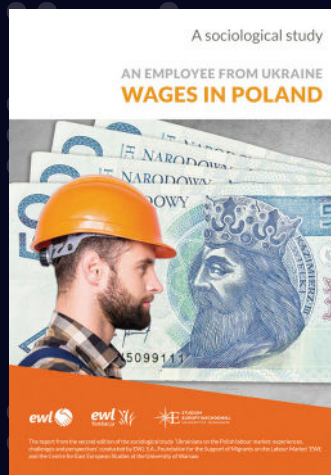
2020

EWL MIGRATION PLATFORM REPORTS 2018-2022



„A FOREIGN EMPLOYEE
in the pandemic”

2020



„AN EMPLOYEE
FROM UKRAINE
wages in Poland”

2019



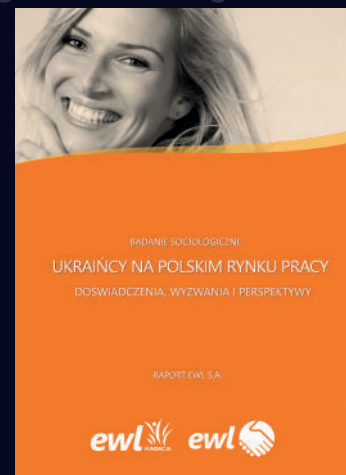
„UKRAINIANS ON THE POLISH LABOUR MARKET
experiences, challenges
and perspectives”

2019



„AN EMPLOYEE
FROM UKRAINE
between Poland
and Germany”

2019



„UKRAINIANS ON THE
POLISH LABOUR MARKET
experiences, challenges
and perspectives”

2018



REPORT

'WORKERS FROM ASIA - SOLUTION FOR THE LABOUR SHORTAGE IN ROMANIA'. A STUDY BY EWL

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