



# Barriers for European SMEs in recruiting workers from outside the EU

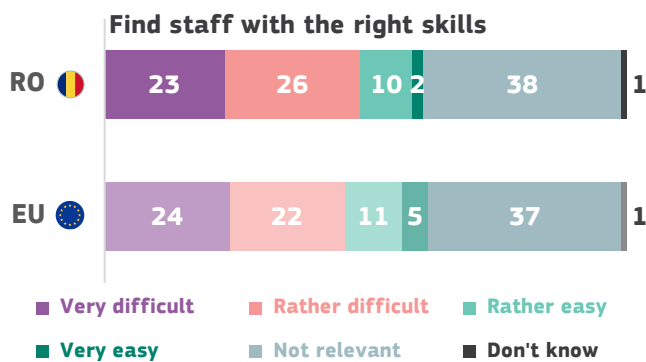


Romania

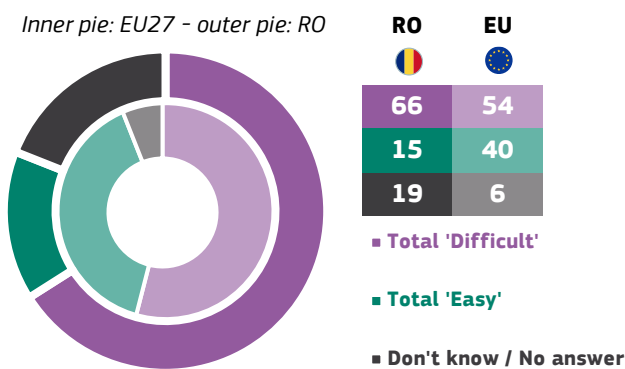
Fieldwork: 01.12.2025 - 17.12.2025 | TOTAL EU: 12,900 interviews  
Romania: 500 interviews | SMEs (1 to 249 employees) | FL571

## 1 Context

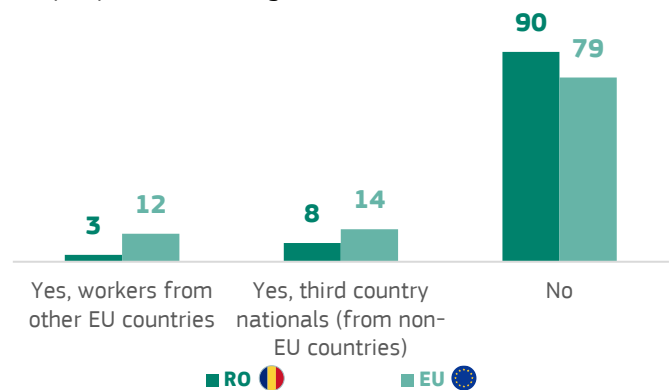
**Q1** Over the past 24 months, was it difficult or not for your company to...? *Base: EU27 (%)*



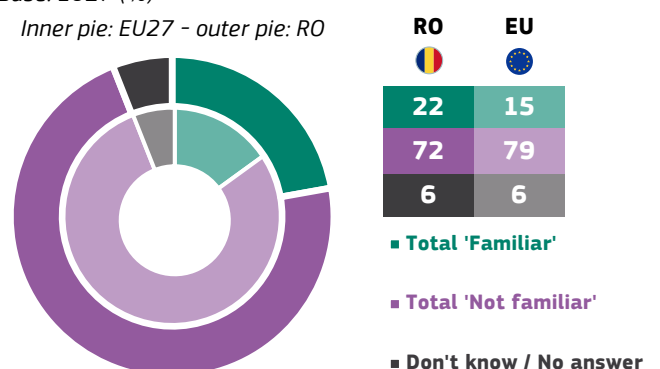
**Q5** How would you describe **the hiring process** of your most recent recruit(s) from outside the EU? *Base: EU27 - SMEs that have tried to hire third country nationals (%)*



**Q3** Have you tried to hire foreign workers to address your company's skills shortage? *Base: EU27 (%)*

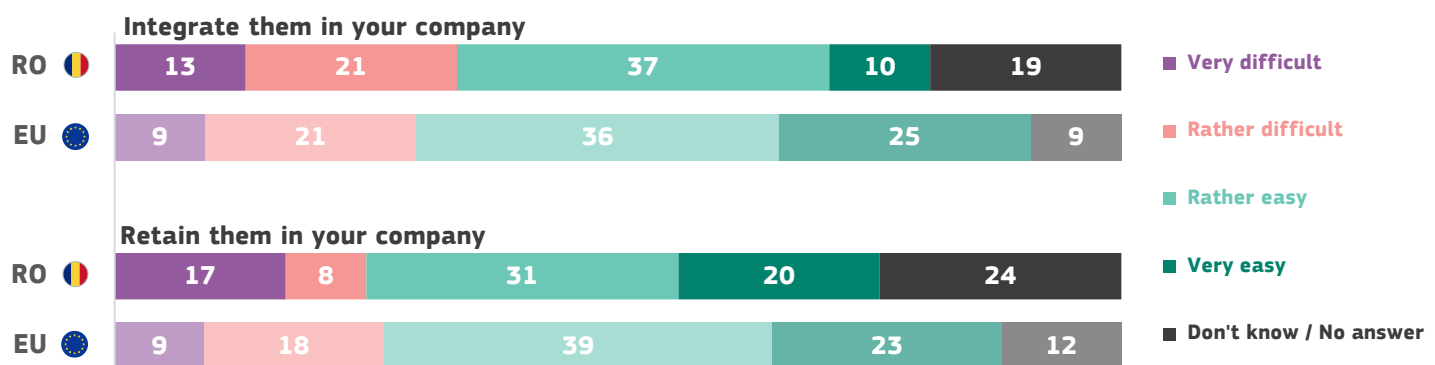


**Q2b** How familiar would you say you are with the **support services** that may help companies like yours to recruit third-country nationals from outside the EU? *Base: EU27 (%)*



**Q12** After you hired third country nationals from outside the EU, was it difficult or not to...?

*Base: EU27 - SMEs that have tried to hire third country nationals (%)*



## 2

## Barriers and levers

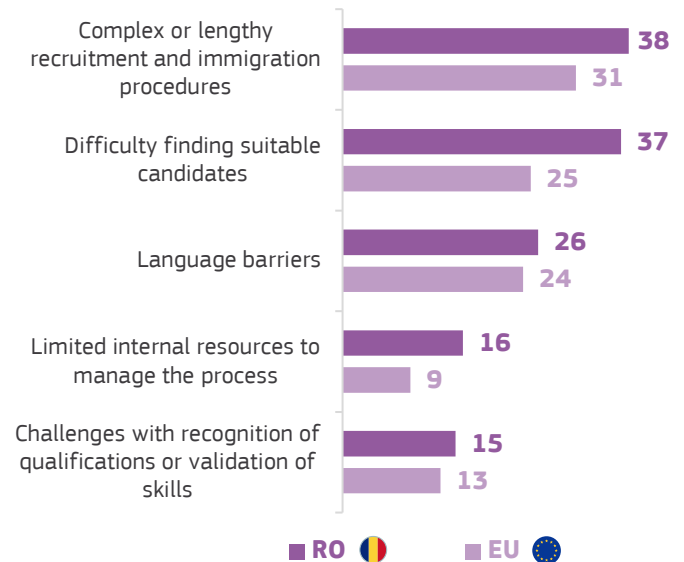
**Q5a** In the past 24 months, for which kind of **occupations** have you tried to hire workers from outside the European Union to solve your company's skills shortage? *Base: EU27 - SMEs that have tried to hire third country nationals (%)*

## TOP 5 Occupations

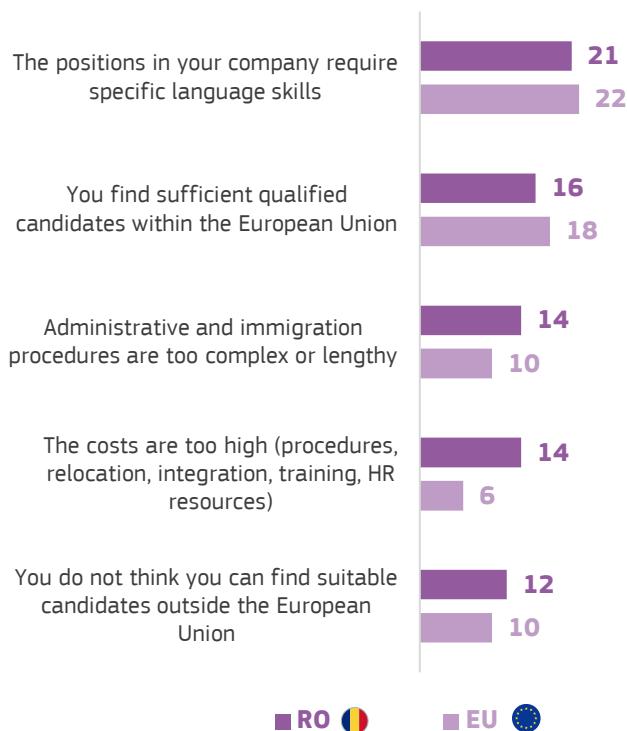


**Q7** Have you encountered any of the following **barriers** when recruiting workers from outside the EU? [MULTIPLE ANSWERS] *Base: EU27 - SMEs that have tried to hire third country nationals (%)*

## TOP 5 Barriers



**Q4** What are the main **reasons for not recruiting** anyone from outside the European Union? *Base: EU27 - SMEs that have not tried to hire third country nationals (%)*



**Q14** Which kind of **support services** would be the most useful for your company to help with the recruitment of third country national workers from outside the EU? Firstly? And then? *Base: EU27 (% Total mentions)*

