



**Maramureș  
County Council**



**MARAMUREȘ BUSINESS PARK**

# INVESTOR'S GUIDE TO MARAMUREȘ,

2026



**MARIUS POPESCU**



## A WORD FROM THE CEO

Maramureş County is building an integrated regional platform for innovation-driven economic development. This vision is being implemented through a network of Smart Specialization Parks located in Baia Sprie, Şomcuta Mare, Fărcaşa and Târgu Lăpuş.

The objective is to create a connected investment ecosystem that combines industrial infrastructure, technology transfer, international partnerships and targeted support for SMEs and strategic investors. Through its international affiliations and cooperation with academic and research institutions, Maramureş Business Park aims to facilitate access to expertise, innovation networks and cross-border business opportunities.

This approach is designed to generate practical collaboration between local, regional and international stakeholders and to support sustainable investment aligned with the county's economic strengths and long-term development priorities.

A handwritten signature in black ink that reads "Radu Zoicas". The signature is written in a cursive, flowing style.

**RADU MIRCEA ZOICAS**  
CEO

# EXECUTIVE SUMMARY

## COST-COMPETITIVE EU LOCATION FOR INDUSTRIAL GROWTH

Maramureş offers investors a strong nearshoring proposition: EU market access, competitive costs, a manufacturing-oriented workforce, and improving transport and industrial infrastructure. Located in north-western Romania, near Hungary and Ukraine, the county provides a practical base for production, logistics, and long-term regional growth.

### STRATEGIC POSITION

- EU-based location in north-west Romania, with immediate proximity to Hungary and EU's eastern border with Ukraine.
- Overnight reach to Budapest, Vienna, Warsaw, Munich, Venice, Lviv, and Constanța Port.
- Airport, road, cross-border, and expressway upgrades are strengthening connectivity.

### INDUSTRIAL AND TALENT BASE

- EUR 5B GDP, EUR 1.1B in exports, and a positive EUR 503M balance of trade.
- Strengths in furniture, wood processing, electrical equipment, metals, and food production.
- 451,881 residents, a labour force of 284,600, and 6,105 graduates in 2023.

### INVESTMENT DELIVERY

- Four Smart Specialization Parks across 70 hectares with serviced plots and utilities.
- Maramureş Business Park supports site selection, authorisations, partnerships, and incentives.
- Romania offers a labour cost advantage over Western Europe, supported by state aid, local tax incentives, and EU funding options.



Maramureş combines affordability, industrial depth, talent, and investor readiness - making it a compelling EU base for manufacturing, logistics, and expansion.



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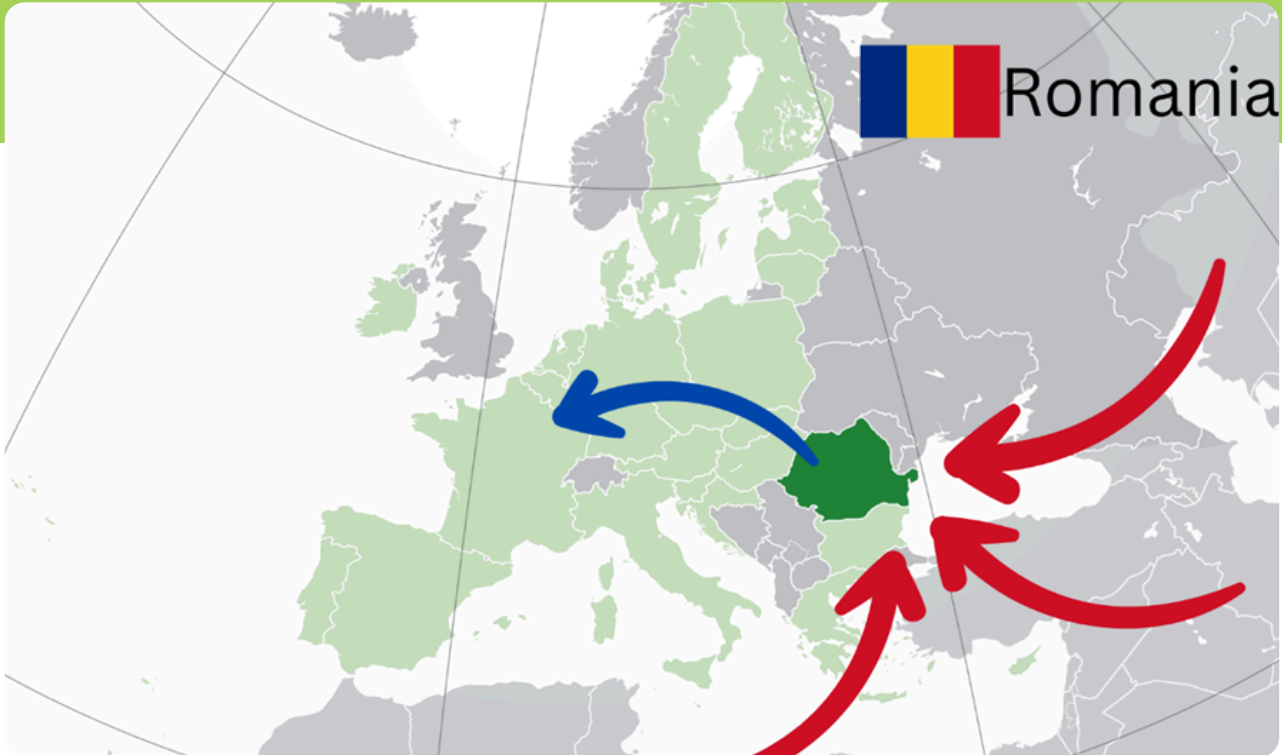
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# WHY INVEST IN ROMANIA



## STRATEGIC LOCATION THE GATEWAY BETWEEN EAST AND WEST

Situated at the crossroads of Central, Eastern, and Southeastern Europe, Romania is the natural bridge between the European Union and fast-growing markets in Asia and the Middle East.

As a member of both the EU and NATO, and part of the Schengen Area, Romania provides direct access to a market of over 500 million consumers within the EU, while offering logistical advantages for trade with the Balkans, Turkey, and the Black Sea region.

Key geographic advantages include:

- Access to the Black Sea – a major maritime gateway linking Europe with the Caucasus and Central Asia.

- Proximity to major transport corridors – TEN-T networks connecting Western Europe with the Middle East.
- Modernized airports, ports, and highways under continuous EU co-financed expansion.

In short, Romania serves as a regional hub for logistics, manufacturing, and innovation, offering investors a unique position at the edge of Europe's economic frontier.

# WHY INVEST IN ROMANIA

## COST ADVANTAGE HIGH VALUE AT A LOWER COST

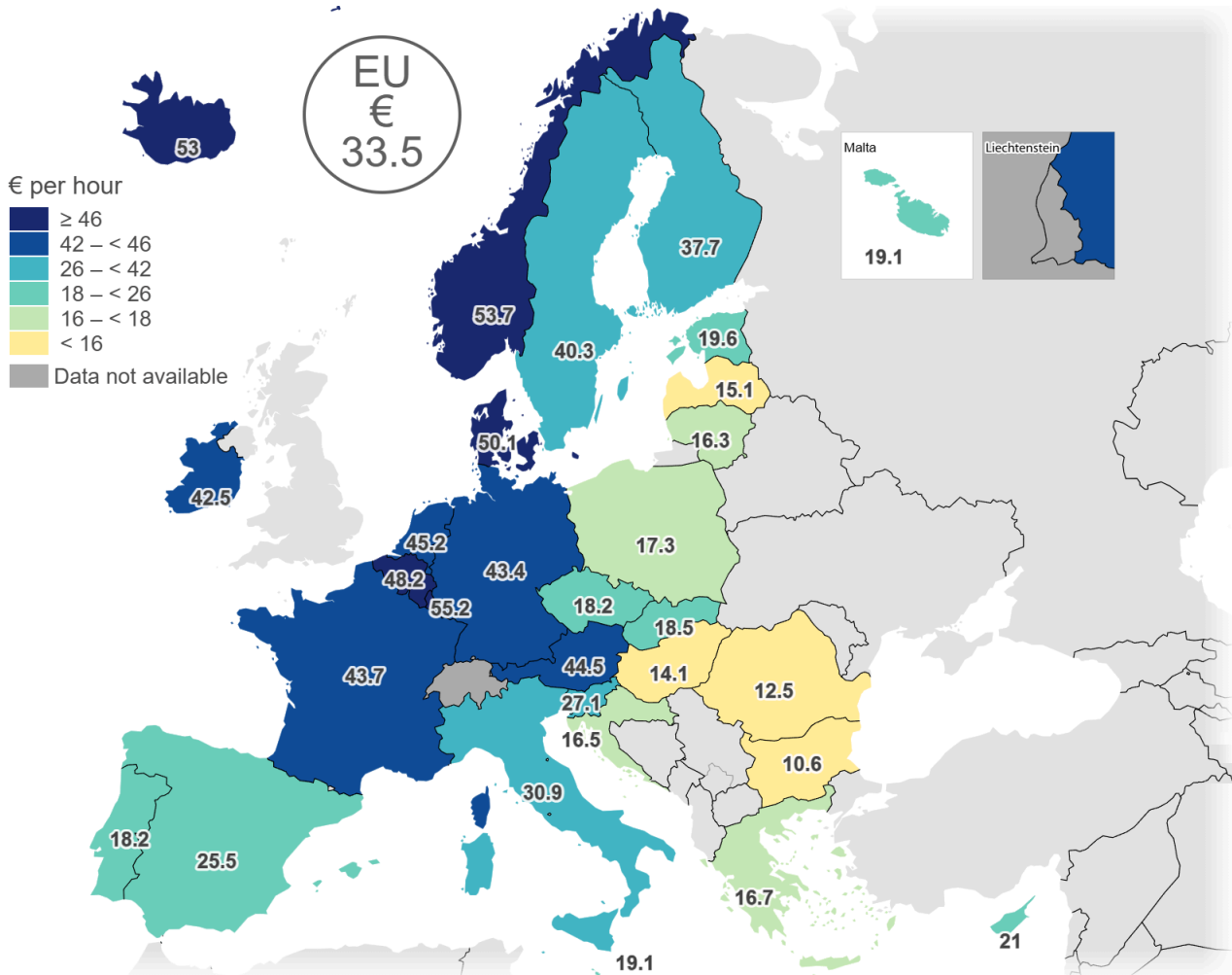
Romania offers one of the most attractive cost-to-productivity ratios in the European Union.

Having an average labour cost: €12.5/ hour, Romania is the second most cost-effective in the EU, far below the EU average of €30.

Romania combines competitive labour costs with strong productivity growth, making it one of the most attractive nearshoring destinations in Europe. With a skilled workforce of over 5 million employees and strong capabilities in IT, engineering, manufacturing, and shared services, Romania delivers Western-quality output at significantly lower operational costs.

### Hourly labour costs, 2024

(in €, whole economy\*, enterprises with 10 or more employees)



eurostat

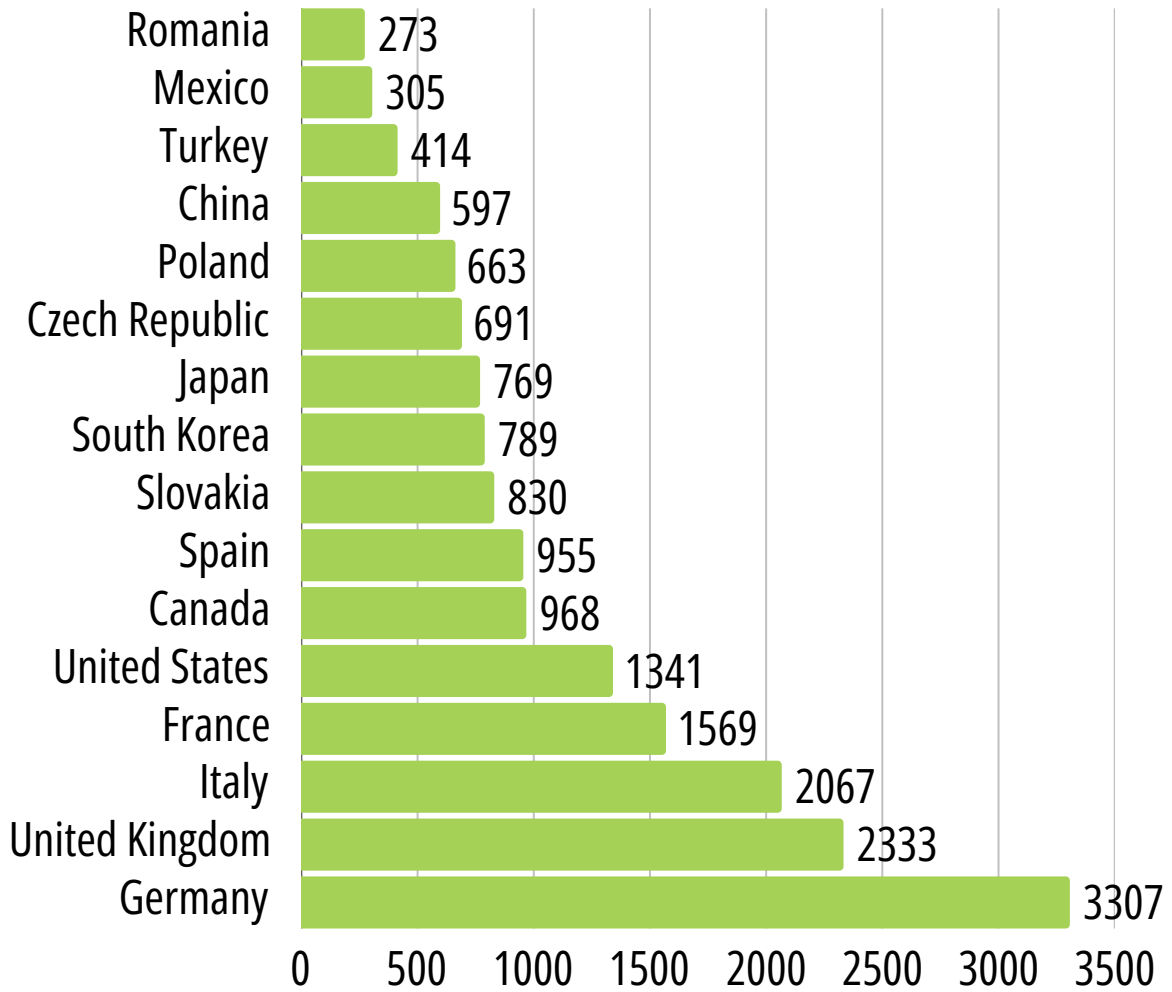
\*Excluding agriculture, forestry and fishing, public administration, defence and compulsory social security, activities of households as employers, and activities of extraterritorial organisations and bodies. Spain, Finland and Iceland: data are taken from national sources. Malta: LCS2016 estimates. Source dataset: lc\_lci\_lev

Administrative boundaries: © EuroGeographics © OpenStreetMap © Turkstat  
Cartography: Eurostat – IMAGE, 03/2025

SOURCE: EUROSTAT

# WHY INVEST IN ROMANIA

## LABOR COST PER VEHICLE BY COUNTRY



SOURCE: OLIVER WYMAN MAY 9, 2025

## COST ADVANTAGE HIGH VALUE AT A LOWER COST

In the automotive sector, for instance, the cost of labour per vehicle produced in Romania is 273 USD.

This is making it twice as competitive as China, nearly five times more efficient than the U.S., and over 12 times more cost-effective than Germany, when it comes to labour costs per vehicle produced.

# WHY INVEST IN ROMANIA

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## SKILLED WORKFORCE TALENT, INNOVATION, AND ADAPTABILITY

Romania combines strong technical expertise with multilingual talent and a solid STEM education base. The country produces a steady pipeline of engineers, IT specialists, and technical graduates each year, supported by well-established universities and a tradition of excellence in mathematics and computer science.

### Education & Talent Pipeline

- 100,000+ university graduates annually
- 30,000+ STEM graduates per year (engineering, ICT, sciences)
- Strong technical universities in Bucharest, Cluj-Napoca, Iași, Timișoara (Eurostat)

### Diversity & Inclusion

- Among the top EU countries for share of women ICT specialists (Eurostat)

### Language & International Readiness

- 85%+ of young adults have studied at least one foreign language
- English widely used in business, IT, and shared services

### Innovation Ecosystem

- Major R&D and engineering centers operated by Bosch, Continental, Microsoft, Oracle, Renault Group
- Strong capabilities in automotive, aerospace, software, electronics, and manufacturing

## ECONOMIC STABILITY AND EU MEMBERSHIP

Romania combines EU-level regulatory certainty with the dynamism of a fast-growing economy. As an EU member, it offers harmonized legislation and strong investor protections. At the same time, Romania continues to outpace much of the EU in growth, driven by competitive costs, a highly skilled multilingual workforce, and expanding sectors such as IT, manufacturing,

### EU Integration & Market Access

- EU Member State since 2007
- Full access to the EU Single Market (450+ million consumers)
- Participation in EU trade agreements
- Access to EU structural funds and Recovery & Resilience financing (2021–2027)

### Macroeconomic Performance

- Among the faster-growing EU economies over the past decade (Eurostat)
- Growth driven by domestic demand, exports, and industrial production
- Diversified economic structure

### Investment Climate

- Record FDI inflows exceeding €10 billion in 2022 (National Bank of Romania)
- Strong investment in automotive, renewables, logistics, tech, shared services
- Investment-grade sovereign rating
- Stable banking sector

# WHY INVEST IN ROMANIA

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## SUPPORTIVE INVESTMENT CLIMATE

Romania offers a transparent, EU-aligned investment framework and numerous incentives for foreign investors:

- State aid schemes for new jobs and capital investments.
- Tax incentives for R&D, innovation, and IT activities.

- Industrial and Smart Specialization Parks, offering turnkey infrastructure and simplified procedures.

Investors benefit from equal treatment and full repatriation of profits, under the protection of EU legislation and international agreements.

## QUALITY OF LIFE AND CULTURAL

Romania combines European living standards with competitive costs and a dynamic, modern lifestyle. Strong digital infrastructure, quality services, and vibrant urban environments make it an attractive destination for both companies and talent.

Its major cities—Bucharest, Cluj-Napoca, Timișoara, and Iași—serve as established business and innovation hubs.

They offer modern office infrastructure, international connectivity, and access to a skilled workforce.

Culturally aligned with Western Europe and business-oriented, Romania provides a stable, safe, and welcoming environment for expatriates and long-term corporate expansion.

## SUMMARY - VALUE PROPOSITION

- ✓ Access to over 500M consumers in the EU single market
- ✓ Among the lowest labour and tax costs in the EU
- ✓ Strong technical and multilingual talent base
- ✓ Rapidly growing automotive, IT, and green energy sectors
- ✓ EU, NATO, and Schengen membership
- ✓ State aid, tax reliefs, and infrastructure-ready industrial parks

# 1. INTRODUCTION



## ORIGINS

Maramureș is a geographical, historical and cultural region in northern Romania and western Ukraine. It is situated in the northeastern Carpathians, along parts of the upper Tisza River drainage basin; it covers the Maramureș Depression and the surrounding Carpathian mountains.

Maramureș is a valley enclosed by the Oaș, Gutâi, Țibleș and Rodnei mountains (the northern section of the Inner Eastern Carpathians) to the west and south, the Maramureș Mountains and the central section of the Outer Eastern Carpathians to the east and north. The valley is drained through a narrow opening, the Khust Gate, at Khust. Several dozen small mountain rivers and creeks flow into the river Tisa. It is forested and not easily accessible.

In ancient times, this area was settled by Celts, Dacians, Sarmatians, Germanic peoples and Akatziri. In the first century BC, it was part of the Dacian Kingdom under Burebista.

In the early Middle Ages, it was ruled by the Hunnic Empire, the Kingdom of the Gepids, the Kingdom of the Avars, the White Croatia, Hungarians and even the Kievan Rus'.

This area of the country has been inhabited since prehistoric times, with traces of Upper and Lower Paleolithic communities (e.g. in Țara Oașului and in the Gutâi Mountains area), and also from the Neolithic (in the area of Historical Maramureș, Oarța, Seini). From the Dacian period, vestiges of the fortresses of Sighetu Marmăției, Oncești, Slatina and Călinești remain, the local Dacians being influenced over time by Roman and Slavic civilization, even though the area of Historical Maramureș was not conquered by the Roman Empire and was protected from the great migrations. Țara Maramureșului, one of the oldest Romanian regions, is documented since 1199, with a predominantly Romanian population, which operated according to the laws of the village communities, organized into valley principalities and having voivodes elected by the local population.

# 1. INTRODUCTION

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Starting with the 14th century, the kings of Hungary began a gradual process of establishing feudalism in the Maramureş area. In 1526, after the victory at Mohacs, Maramureş was integrated into the Transylvanian Voivodeship, then in 1599 it came under the rule of Michael the Brave. After 1688 it became part of the Austro-Hungarian Empire, along with the rest of Transylvania.

In 1876, Maramureş County was established, along with the modification of the administrative structure of the Kingdom of Hungary.

In 1920, the territory of Maramureş County was divided between Romania and Czechoslovakia.



During the Second World War, the Czechoslovak part of the County was occupied by Hungary, and the Romanian part was also under Hungarian occupation between 1940 and 1944. After the war, the Czechoslovak part became part of the USSR, then of Ukraine (Transcarpathia Region), and the Romanian part became today's Maramureş County.

Today, the county of Maramureş covers an area of over 6304 KM2 and is home to over 452k residents. The majority of the population are Romanians. There are also some Hungarians, Rusyns, Ukrainians, Zipser Germans, Jews, and Roma.

# MARAMURES AT A GLANCE

- 2024 -

**6.304 KM<sup>2</sup>**  
SURFACE

**452 K**  
RESIDENT POPULATION

**BAIA MARE**  
COUNTY SEAT

**SIGHET, BORȘA**  
LARGE TOWNS

**€ 12K**  
GDP/CAPITA(2023)

**€ 5B**  
GDP (2023)

**2,4%**  
UNEMPLOYMENT

**€ 1.371**  
MONTHLY GROSS WAGE

**€ +503M**  
BALANCE OF TRADE

**€ 1.1B**  
EXPORTS - FOB

## 2. LOCATION



### OVERNIGHT DELIVERY

Located in north-western Romania, Maramureș offers a uniquely strategic position at the crossroads of Central, and Eastern Europe. It borders Ukraine and lies only one hour from Hungary, providing investors with direct access both to the EU single market and to Ukraine’s emerging reconstruction opportunities.

For European investors, Maramureș combines EU stability and proximity with significantly lower operating costs—an ideal alternative for companies seeking to expand production or logistics capacity closer to home while also building a cost advantage.

This strategic positioning also makes Maramureș a natural choice for nearshoring—a growing trend among European companies seeking to relocate or expand operations closer to their main markets. As global supply chains continue to shift toward greater resilience and shorter delivery times, Maramureș offers a secure, cost-effective alternative to distant manufacturing hubs.

Companies can maintain EU standards of quality and compliance while reducing transport costs, minimizing supply disruptions, and improving responsiveness to European clients.

For non-EU investors it serves as a Schengen-area base inside the EU, enabling made in EU branding and duty-free access to the European market while remaining a convenient bridge to Eastern Europe and enabling their cost advantages. Goods can easily enter the EU through the Port of Constanța on the Black Sea, be warehoused or processed in Maramureș, and then shipped overnight to key Central European markets:

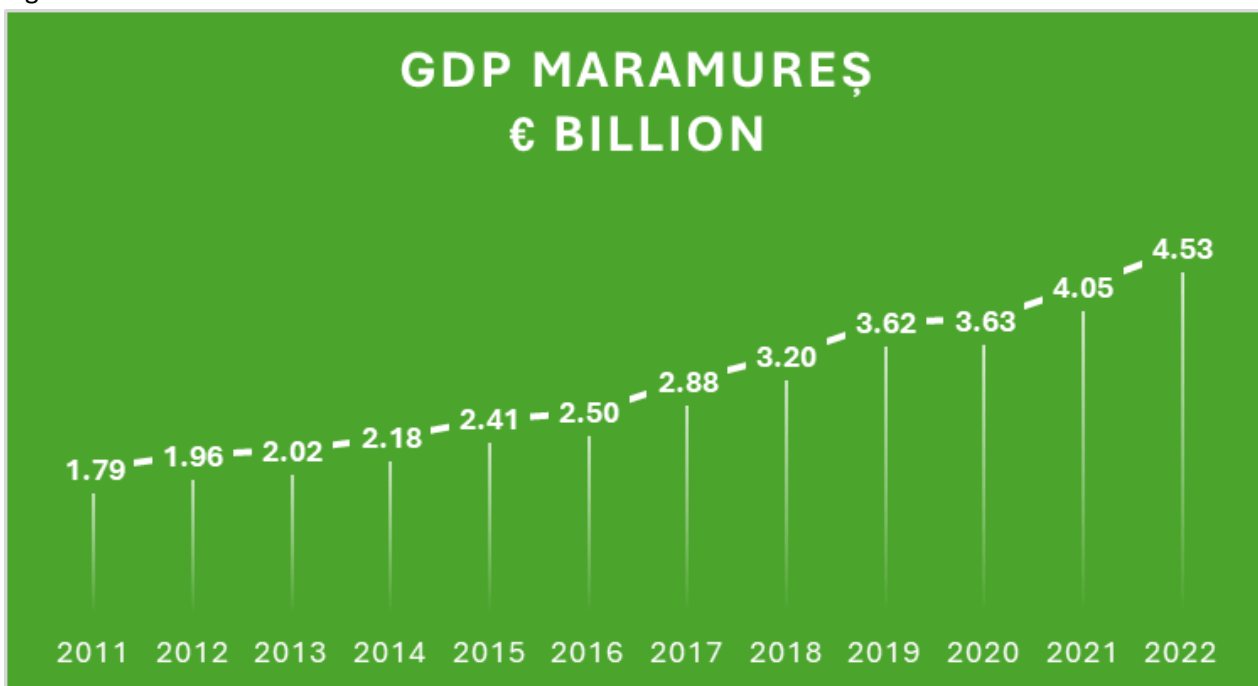
#### Overnight delivery possibilities

 VENICE	1,110 KM
 MUNICH	1,062 KM
 WARSAW	822 KM
 KIEV	816 KM
 VIENNA	655 KM
 BUDAPEST	387 KM
 LVIV	367 KM
 CONSTANTA PORT	817 KM

# 3. ECONOMICS

## GENERAL PROFILE

Fig. 3.1 GDP Growth 2011 - 2022

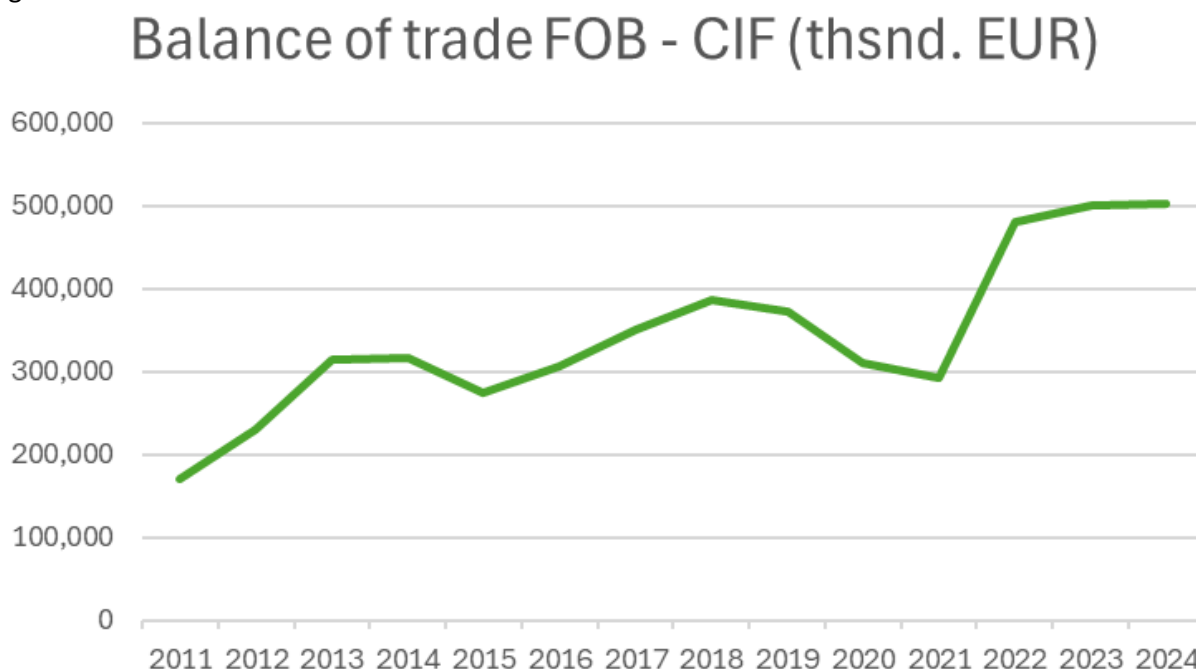


Source: National Institute of Statistics

During 2011 and 2022 the GDP of Maramureș grew by an annual average rate of 8.9%, more than doubling the annual GDP of the county from €1,79 billion in 2011 to €4,53 billion in 2022. This is slightly outpacing the national average GDP growth rate which was 8.7% during the same period.

The balance of trade (BOT) for Maramureș has been positive for over a decade, reaching +€503 thousand EUR in 2024. This illustrates an orientation towards production and an export mindset among the local workforce. In contrast, over the same period, the national BOT for Romania has further deteriorated from -€9.66 billion in 2011 to -€33,3 billion in 2024.

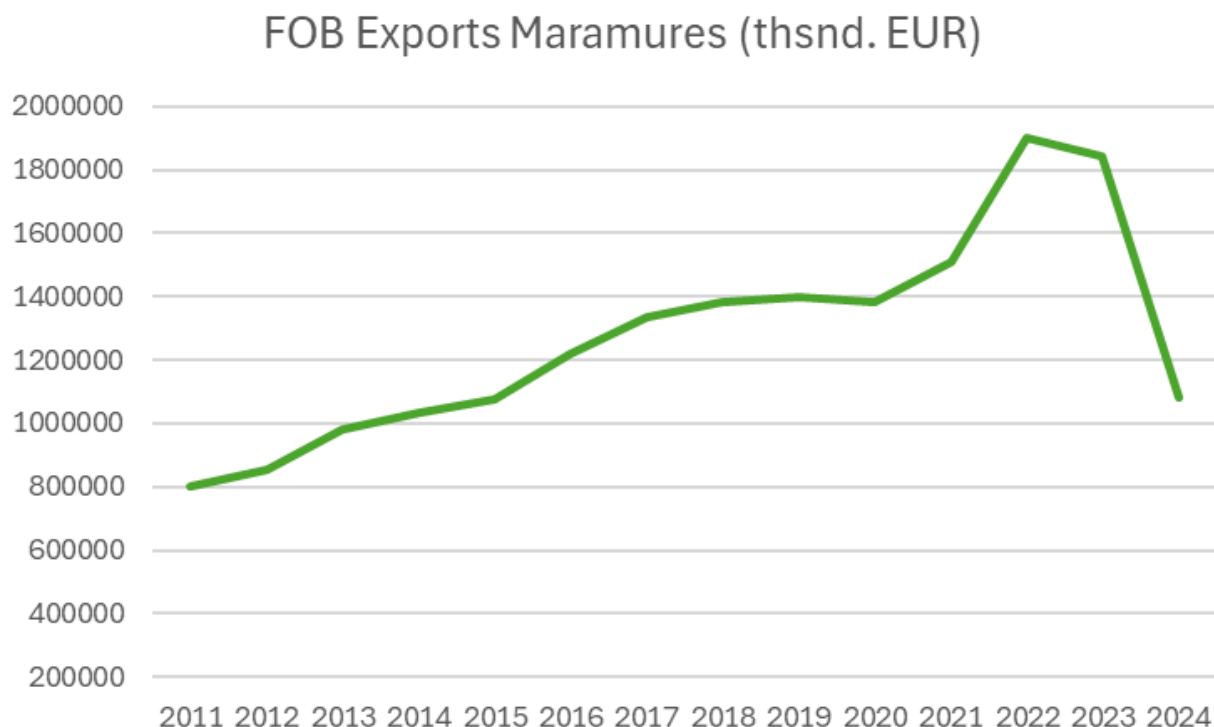
Fig. 3.2 Balance of Trade 2011 - 2024



Source: National Institute of Statistics, Maramureș Chamber for Industry and Commerce

# 3. ECONOMICS

Fig. 3.3 Free of Board Exports 2011 - 2024

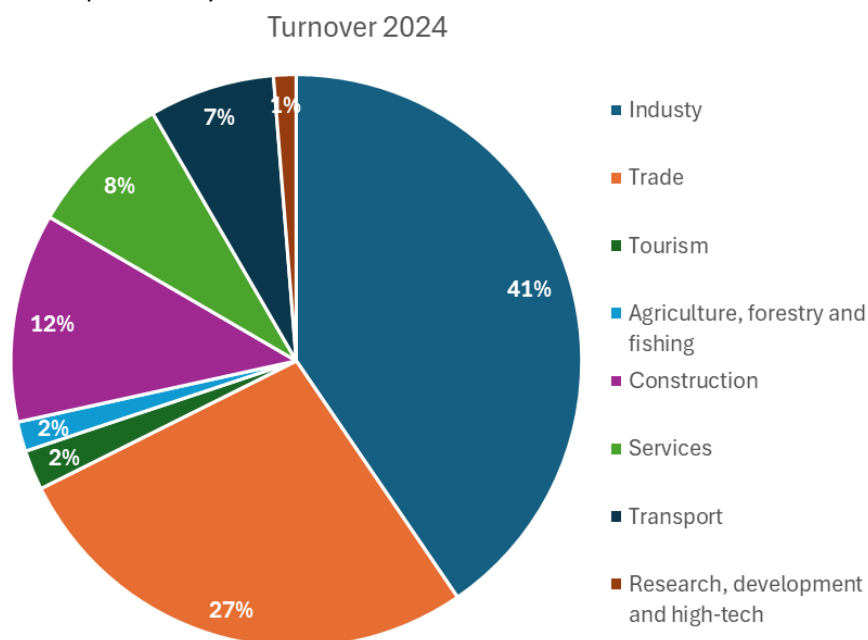


Source: National Institute of Statistics, Maramureş Chamber for Industry and Commerce

Figure 3.3 above shows that the free on board (FOB) exports have also been steadily increasing over the last decade from about €800 million in 2011 and reaching €1.08 billion in 2024.

Figure 3.4 below illustrates that, in 2024 the industry sector and the trade sector were jointly responsible for about 70% turnover generated by active companies registered in the county.\*

Fig. 3.4 Enterprise Turnover per activity sector 2011 - 2024



Source: National Institute of Statistics, Maramureş Chamber for Industry and Commerce

\*Enterprises without legal personality registered in the county were not included in the analysis, nor were banking, credit, insurance-reinsurance, financial intermediaries, financial investment companies, hyper and supermarkets that submit reports only at the national level. Nor were economic enterprises that do not submit financial statements to fiscal bodies (ex. individual companies)

# 3. ECONOMICS

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## INDUSTRY LEADERS

There are a few economic sectors, that historically have a significantly higher concentration level(location quotient LQ) in Maramureş as compared to the national average. A significant number of people have been employed in these areas and continue to activate there today. Manufacturing of various products ranks high in this chart.

The main sectors are furniture manufacturing with a concentration level (LQ) 7.4 times higher than the national level, with over 8.400 employees.

Connected to this sector is also the area of wood, wood products and corks manufacturing with a concentration level 5.2 times higher than the national level, and employing over 5.500 people.

Of significance are also the sectors of basic metal manufacturing with an LQ 4.9 times higher than the national level, and employing over 2.800 people; respectively the sector of electrical equipment manufacturing with an LQ of 3.7x and employing almost 4.000 people

Tab. 3.1 Established sectors with a higher concentration level (LQ) than the national average 2024

Sectors (2024)	Concentration (LQ)	Employees
Manufacture of furniture	7.4x	8,473
Manufacture of wood, products&corks	5.2x	5,519
Manufacture of food products	1.2x	4,020
Manufacture of electrical equipment	3.7x	3,978
Manufacture of basic metals	4.9x	2,805
Manufacture of fabricated met. prod.	1.5x	2,478
Manufacture of wearing apparel	1.1x	1,964
Fishing and aquaculture	1.8x	1,313
Manufacture of textiles	1.9x	1,313
Manufacture of chemicals & c. products	2.6x	1,166

Source: National Institute of Statistics, Maramureş Chamber for Industry and Commerce

# 3. ECONOMICS

## EMERGING INDUSTRIES

Tab. 3.2 Emerging sectors with a higher concentration level (LQ) than the national average 2024

Sectors (2024)	Concentration (LQ)
Printing and reproduction of recorded media	2.0x
Manufacture of leather and related products	1.5x

Source: National Institute of Statistics, Maramureş Chamber for Industry and Commerce

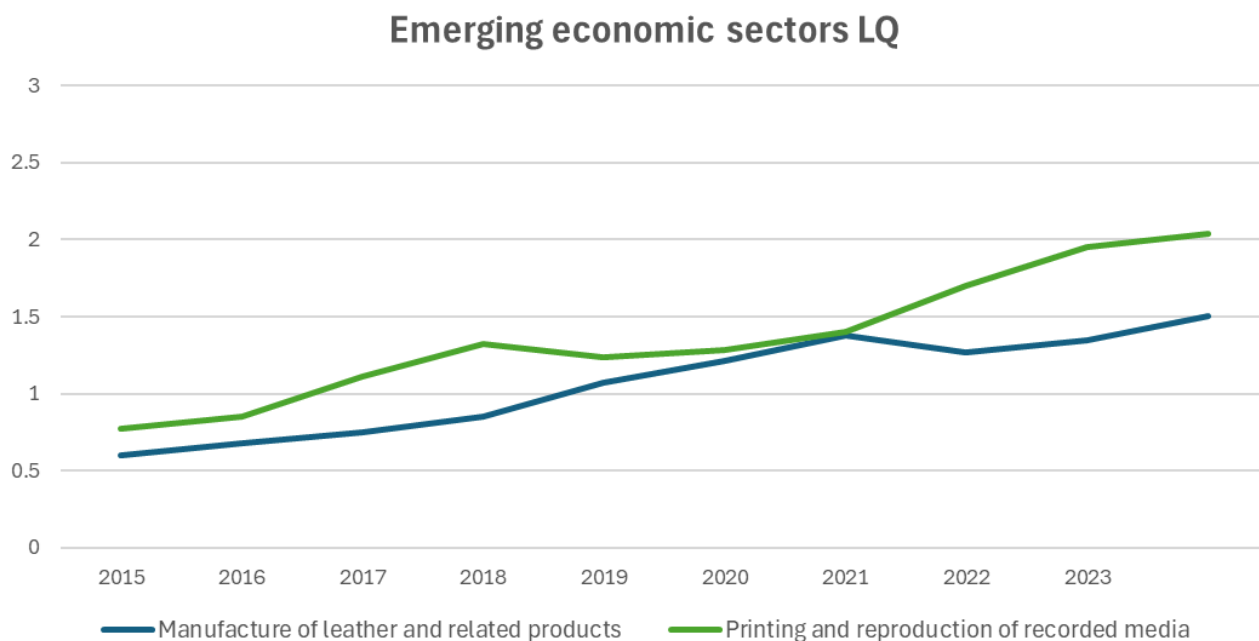
There are 2 additional economic sectors with a steadily growing concentration (location quotient LQ) level in Maramureş as compared to the national average.

These two sectors have been steadily growing since 2015, starting with a lower concentration as compared to the national average to develop some very promising perspectives at present.

Table 3.2 above shows that the Manufacture of leather sector had in 2024 a concentration 1.5 times higher than the national average while the Printing and reproduction of recorded media had a concentration 2.04 times higher than the national average.

Furthermore, figure 3.5 below illustrates a continuously growing trend for the two sectors in question.

Fig. 3.5 Emerging sectors LQ evolution 2015 - 2024



Source: National Institute of Statistics, Maramureş Chamber for Industry and Commerce

# 3. ECONOMICS

## SME DOMINANCE

Tab. 3.2 Main Balance Sheet Indicators 2014 - 2024

Year	Number of companies	Turnover	Gross profit	Gross losses	Employees
2014	11,916	2,903,983,267	181,889,516	74,015,259	73,025
2015	12,215	3,125,598,360	226,314,526	64,304,877	76,067
2016	11,989	3,331,916,338	256,151,715	44,841,171	76,689
2017	12,716	3,574,903,479	279,630,423	54,283,690	75,944
2018	12,842	3,800,891,930	314,018,505	53,892,790	75,530
2019	13,169	4,103,737,988	348,138,568	56,365,571	76,478
2020	13,929	4,010,043,867	367,133,947	77,249,956	75,360
2021	14,500	4,853,682,243	449,242,911	101,962,505	77,359
2022	16,461	5,896,108,419	558,593,082	67,928,404	80,329
2023	16,757	6,093,640,258	568,012,459	79,707,121	79,033
2024	18,071	6,384,456,118	587,264,625	107,216,883	78,641

Source: National Institute of Statistics, Maramureş Chamber for Industry and Commerce

99% of the registered companies in Maramureş are SMEs employing less than 9 people on average. Typically, 40-60% of startups survive for at least 5 years in Romania. As an example, from the 99,343 startups registered in 2019, a total number of 67,589 companies were still operational at the end of 2023, roughly 68%.

The number of companies in Maramureş submitting annual balance sheet reports has increased by over 50% over the last decade. At the time of writing, based on the 18,071 financial statements filled for 2024 the companies activating in Maramureş have more than doubled their yearly turnover from a cumulative €2,9 billion to and more than tripled their profits. €6,4 billion at the end of 2024.

Table 3.2 above shows how over the same period, the cumulative gross profits have more than tripled from €181 million in 2014 to €587 million in 2024. throughout this period, gross losses have increased at a much lower pace of 40% in total, from €74 million in 2014 to €107 million at the end of 2024.

Furthermore, the number of employees has been steadily increasing in this timeframe from 73 thousand in 2014 to over 78 thousand at the end of 2024.

# 3. ECONOMICS

## SME DOMINANCE

Tab. 3.3 Main Balance Sheet Indicators by field 2024

Fields	Number of companies	Turnover	Gross profit	Gross losses	Employees
Industry	2,101	2,582,340,948	145,953,294	44,319,894	34,303
Trade	3,772	1,736,109,285	124,097,802	17,141,809	11,418
Constructions	2,835	753,357,291	112,997,429	12,518,275	10,462
Services	5,093	526,334,526	116,532,097	18,826,649	10,700
Transportation	1,851	453,541,221	31,049,893	6,225,697	5,748
Agri&Forestry	621	106,939,909	13,734,591	3,194,126	1,492
Tourism	1,166	143,895,261	16,972,182	4,155,754	3,493
High Tech	632	81,937,678	25,927,336	834,679	1,025

Source: National Institute of Statistics, Maramureş Chamber for Industry and Commerce

Table 3.3 below illustrates that the Services area is the sector where the highest number of companies operate, namely a total of 5,093 companies had stated in their balance sheets for 2024 the fact that their main activity resides in this area.

In spite of the high number of companies in services, the Industry sector is responsible for the highest turnover, in 2024 reaching over €2,5 billion (over 40% of the total). Furthermore, the highest profits are reported by companies in the industry sector as well, in 2024 profits reached almost €146 million (25% of the total).

A total of 34,303 people were employed in the industry sector at the end of 2024, representing over 44% of the total number of people reported as employed in the submitted balance sheets.

Trade is the second largest sector in 2024 in terms of turnover, with a total of over €1,7 billion. Around 11 thousand people work in this sector and while €124 million in profits from this sector come close to 85% of the profits registered by companies in Industry, the losses of companies from the trade sector (€17 million) amount to only about 38% of the losses reported by companies in the industry sector (€44 million)

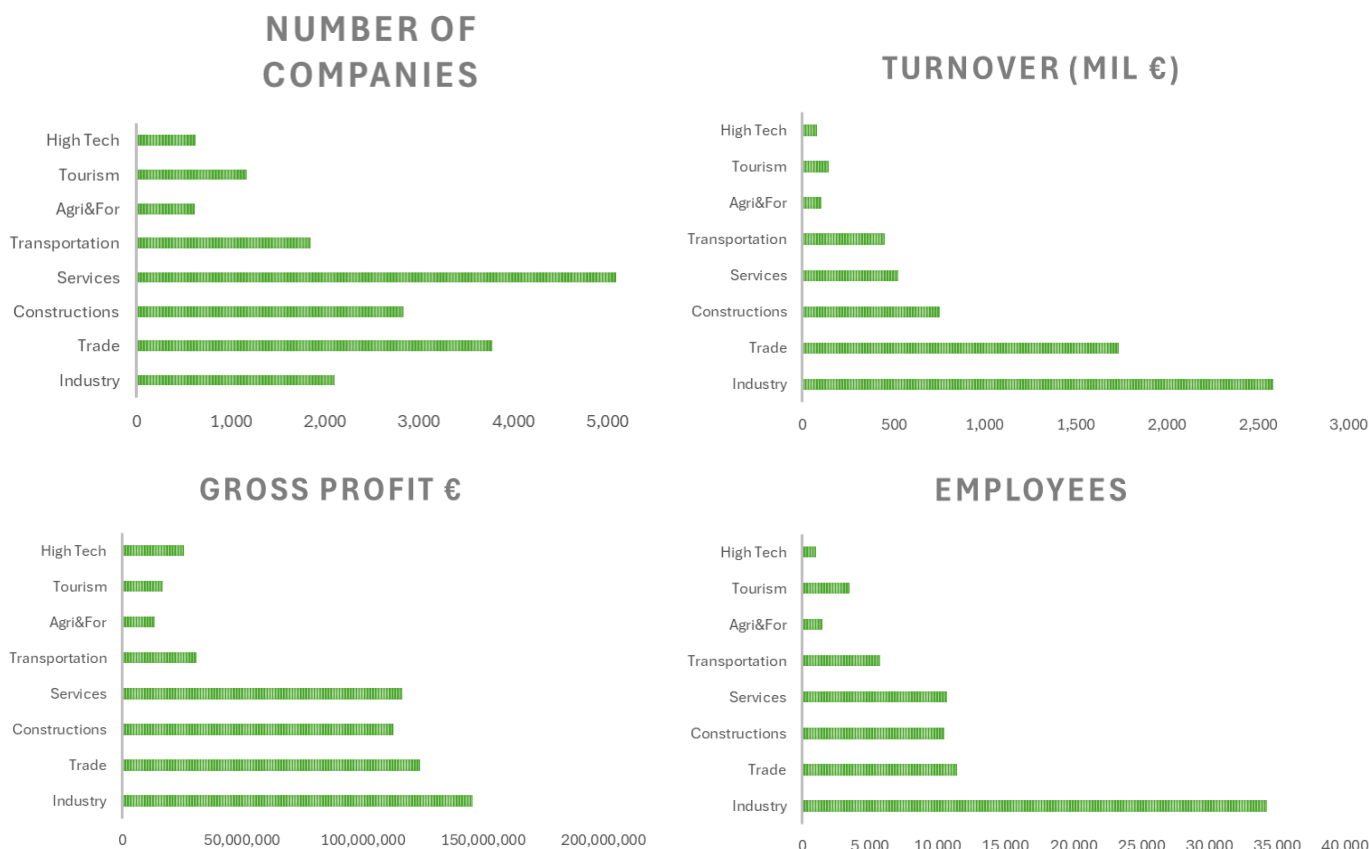
# 3. ECONOMICS

## SME DOMINANCE

Figure 3.6 below shows that both the Trade as well as the Service sectors have a larger number of active companies as compared to the Industry sector. However, the turnover reported by companies in the Industry sector is approximately 50% larger than the turnover from the Trade sector and almost 5 times higher than that of the Service field.

Furthermore, the Industry filed employs significantly more people than the Trade and Services field combined. This indicates a sizeable labour pool with significant experience in industrial activities.

Fig 3.6 Main Balance Sheet Indicators 2024 By Fields



Source: National Institute of Statistics, Maramureş Chamber for Industry and Commerce

# 4. PEOPLE

## SOLID DEMOGRAPHICS

Tab 4.1 Maramureş residents statistics in 2024

Status	Population
County residents	451,881
Labor force	284,600
Actively working (civilian)	174,600
Working as employees (2023)	110,145
Registered unemployed	4,227

Source: National Institute of Statistics, Maramureş Chamber for Industry and Commerce

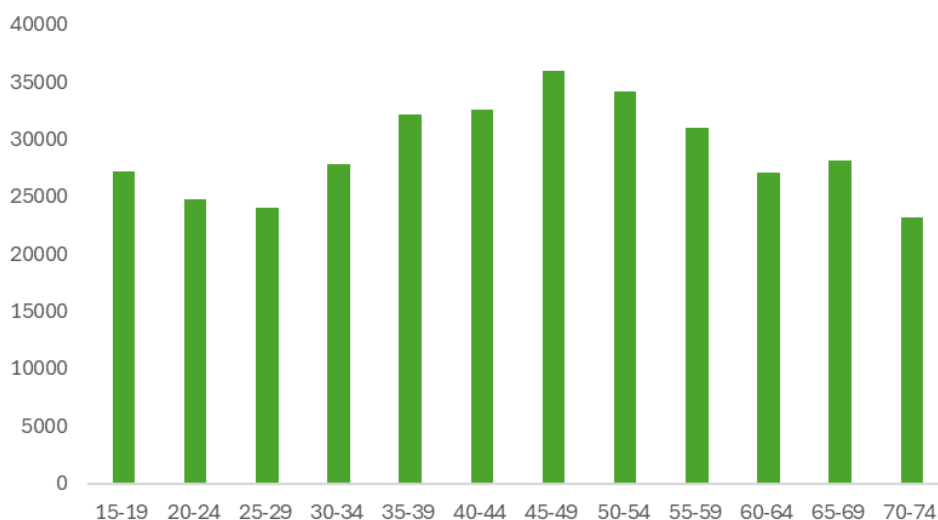
In 2024, approximately 451,881 persons were residing in the country of Maramureş. Of these 284,600 (approximately 63%) make up the labour force. An interesting fact is that of the 284 thousands of working-age residents, only 175,300 (around 61%) were recorded as employed in the civilian sector.

Part of the 100k people not appearing in this statistic engages in informal activities, particularly in agriculture, predominantly in rural areas. However, a substantial share is likely to be working abroad, particularly in northern part of Italy, Spain, Germany, the UK, and the US

Both the County Council of Maramureş as well as Maramureş Business Park are continuously working towards creating new jobs and facilitate the return of these skilled residents to the county.

As illustrated in figure 4.1 below, Maramureş has a healthy and well balanced age distribution of working age residents with a solid 27,229 people aged between 15 and 19 years old now coming into the labour pool. This fact signals that a significant number of young professionals will be available to join the working pool and replace retiring individuals.

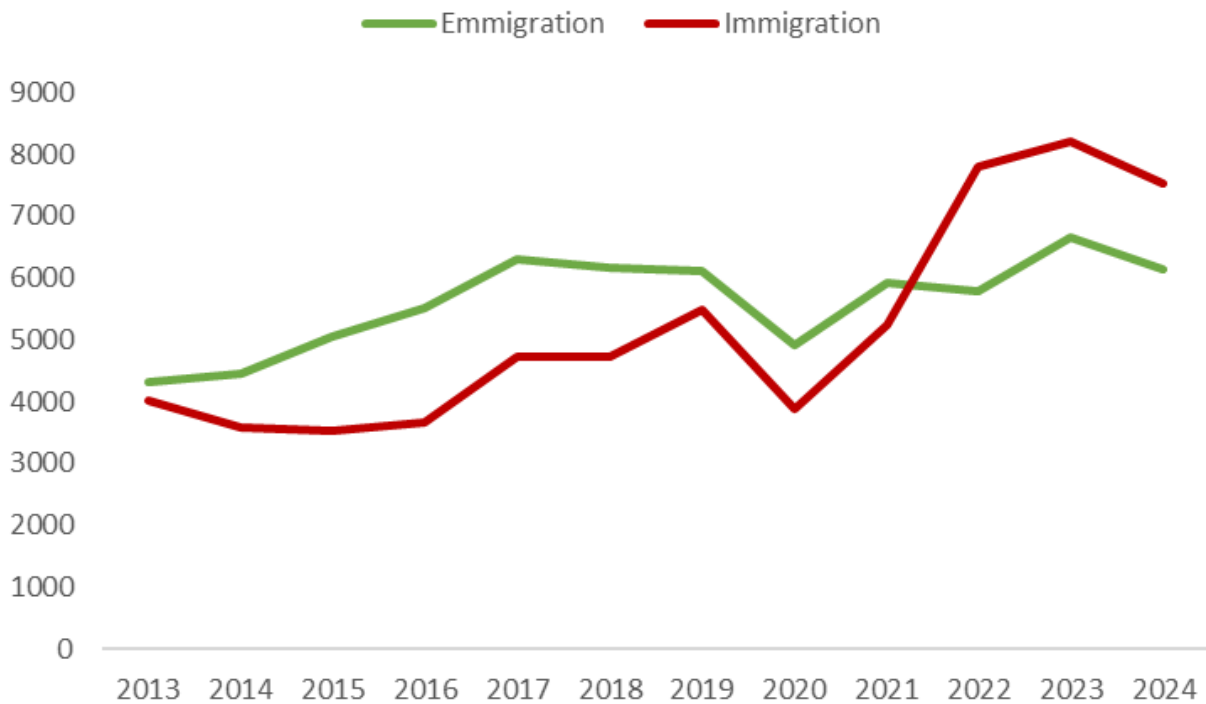
Fig 4.1 Residents Age Distribution 2024



Source: National Institute of Statistics, Maramureş Chamber for Industry and Commerce

# 4. PEOPLE

Fig 4.2 Immigration vs. Emigration Rates, 2013–2024 Residents Age Distribution 2024

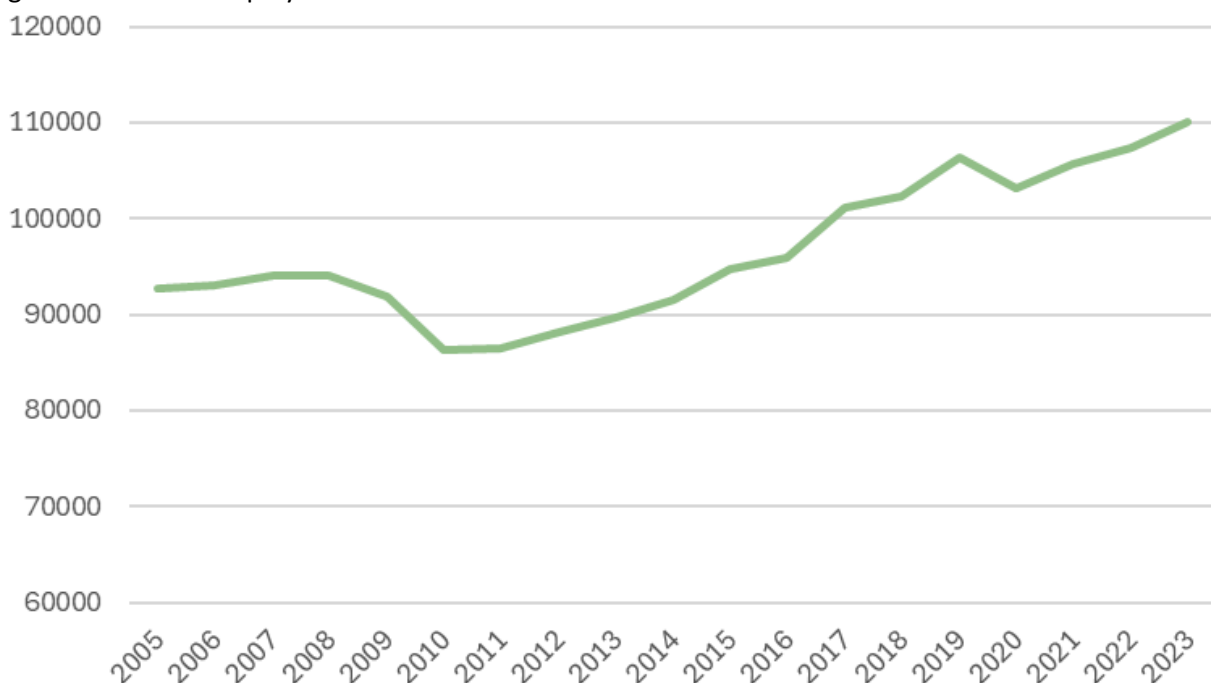


Source: National Institute of Statistics

Figure 4.2 above illustrates that, while historically a significant number of people from Maramureş chose to leave the county and country to find better fortunes abroad, mainly in the EU and north America, 2022 was the year where for the first time more people immigrated to Maramureş (7,796) than people who emigrated from Maramureş (5,796).

As shown in figure 4.3 below, after experiencing a significant dip around the year 2007 marking Romania’s accession the European Union and thus the Single Market, the number of employees in Maramureş has been steadily rising for over a decade now, starting in 2010 and continues to increase today.

Fig 4.3 Number of employees 2005-2023

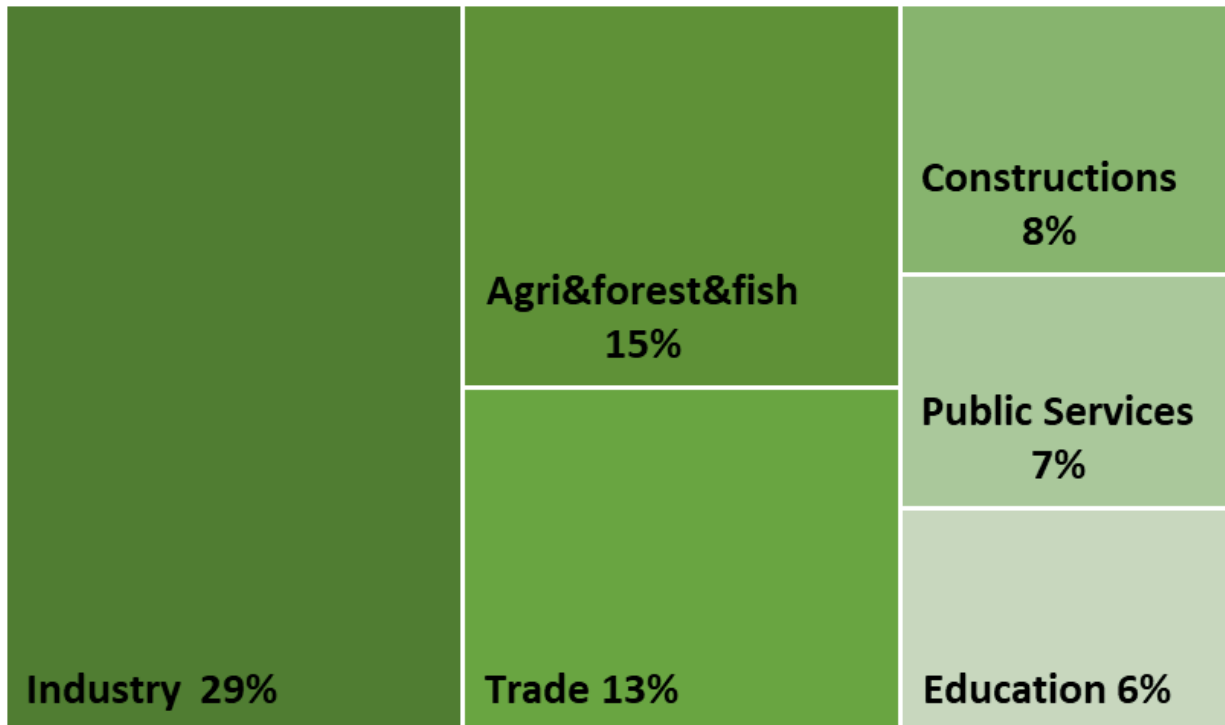


Source: National Institute of Statistics

# 4. PEOPLE

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Fig 4.4 Active/Occupied civilian population by field 2024



Source: National Institute of Statistics

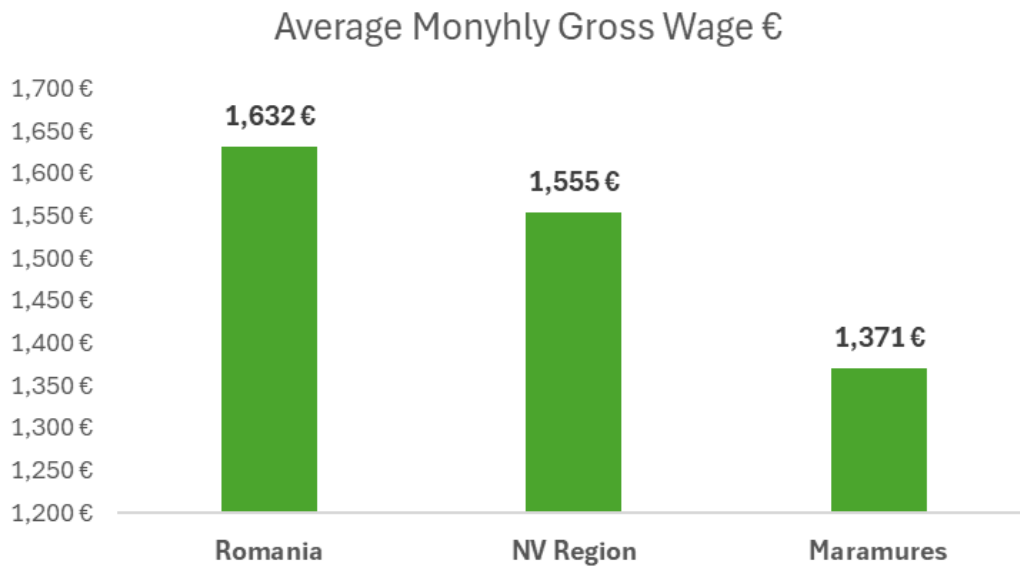
Of the actively working civilians in Maramureș in 2024, around 29% are occupied in the industry field. This comes up to twice as much as the following two sectors combined, namely the Agriculture, Forestry and Fishing with 15%, and respectively the Trade field with 13%. The construction sector amounts to around 8% of the occupied civilian population, while the Public Services field and the Education field amount to 7% and respectively 6%.

The balanced age distribution of the residential population, combined with the positive migration trends, the growing number of employees and the preference for industry fields, may suggest a comparatively healthy workforce pool skilled in production and manufacturing.

# 4. PEOPLE

## WAGES AND LABOUR TAXATION

Fig 4.5 Average monthly Gross Wages 2024



Source: National Institute of Statistics

Table 4.2 below illustrates a realistic example of a production worker with a € 1,200 gross salary, the total employee contributions would amount to € 497 resulting in a net salary of € 700 euros. On the brutto salary of € 1,200 euros, the employer will have to pay €27 bringing the total employment cost to €1,227.

Tab 4.2 Example of earnings and taxes 2025

Labour Taxation Example	Production worker	Engineer	Management Staff
Gross salary	€1200	€1400	€2050
1. Total Employee Contributions	€497	€581	€850
· Income Tax (10%)	€77	€91	€133
· Pension Contribution (25%)	€300	€350	€512
· Health Insurance	€120	€140	€205
Net salary	€700	€820	€1200
2. Total Employer Contributions	€27	€31.6	€46
· Work Insurance (2.25%)	€27	€31.6	€46
Total Salary Expenses	€1227	€1432	€2096

Source: Own estimations

# 4. PEOPLE

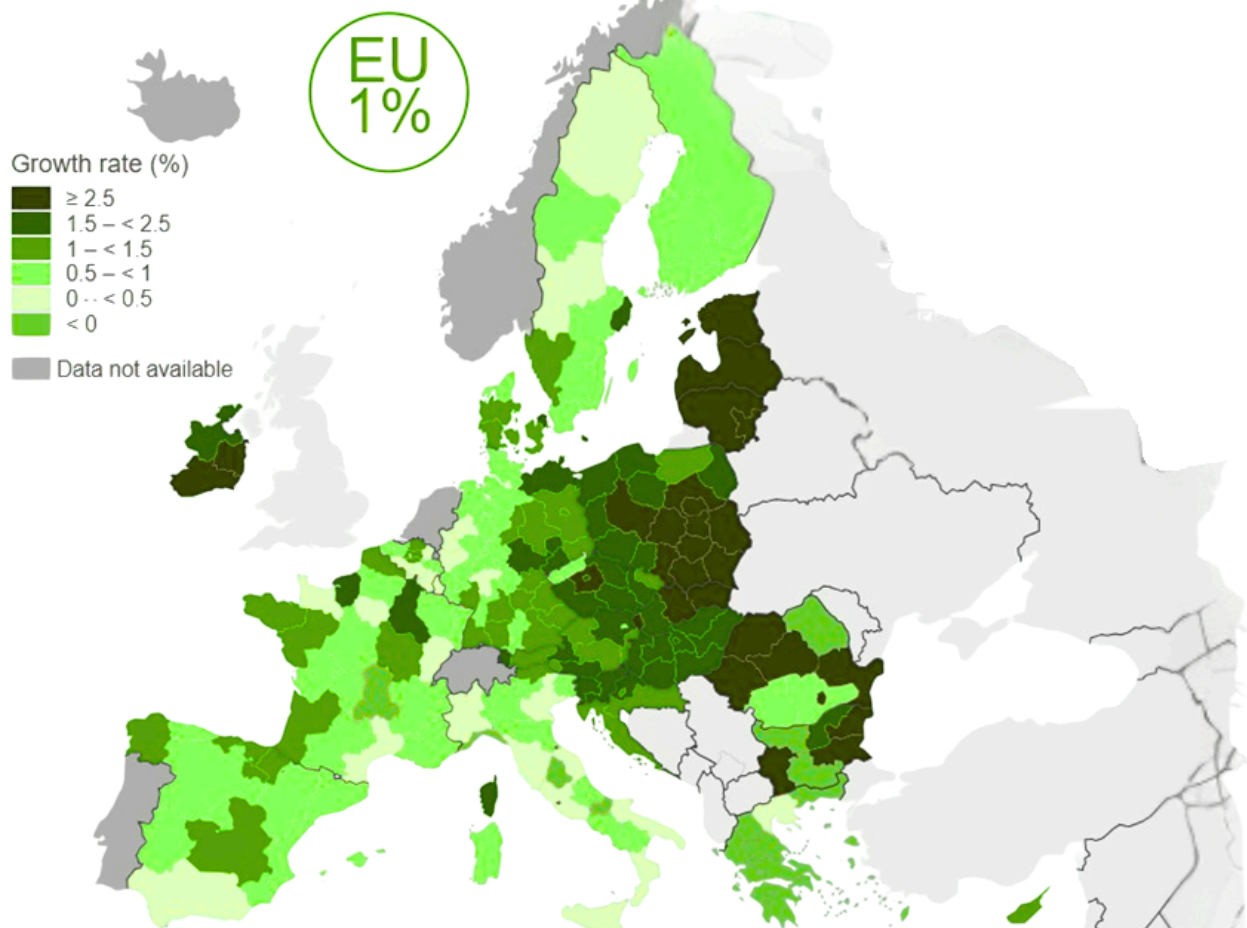
## WORKFORCE PRODUCTIVITY

With a 4% average annual productivity growth between 2003 and 2022, Maramureş county is one of the regions in Europe where labour productivity has taken a significant leap forward.

A productivity increase rate combine with a comparative wage cost advantage makes Maramureş an interesting destination for new investment and nearshoring operations.

Indeed the workforce activating in the county has come a long way over the last 20 years when it comes to efficiency and productivity.

Fig 4.6 Labour productivity, annual percentage growth rate by regions 2003-2022



Source: Eurostat (nama\_10r\_2rlp)

# 5. EDUCATION

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## EDUCATIONAL UNITS

In recent years, vocational education in the county has experienced a significant revival, which was manifested by an increase in the number of students; also, post-secondary education, especially public and private health education, has developed as an alternative to university education, especially for graduates who did not pass the baccalaureate.

The educational units in the county have classes taught in Hungarian, German and Ukrainian.

Maramureş has a variety of educational institutions, including high schools, colleges, and universities.

In the county of Maramureş there are 39 high schools operating presently, 10 professional schools and 3 post high school institutions.

Furthermore, there are 4 universities active in the county, two of them are state owned and two are private universities.

# 5. EDUCATION

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## HIGHER EDUCATION

The Baia Mare University Centre has a long-standing tradition, especially in the field of engineering, which is continued today by both public and private universities, such as:

- Technical University of Cluj-Napoca – North University Center,
- Babeş-Bolyai University of Cluj-Napoca – Sighetu Marmăției Extension,
- “Vasile Goldiș” Western University of Arad – Baia Mare Branch,
- “Vatra” University of Arts, and
- “Bogdan Vodă” University of Cluj-Napoca – Baia Mare Extension.

The number of students remains relatively constant.

### **Technical University of Cluj-Napoca – North University Center of Baia Mare**

This is an extension of the Technical University of Cluj-Napoca, located in Baia Mare. It was established in 1974 as the Institute of Higher Education and later evolved into the North University of Baia Mare in 1996. As of January 1, 2012, it merged with the Technical University of Cluj-Napoca, becoming the North University Center.

The North University Center in Baia Mare includes three faculties:

- Faculty of Engineering – specializations:
  - Electromechanics, Applied Electronics, Electrical Power Systems Engineering, Machine Construction Technology, Industrial Process Equipment, Economic Engineering in the Mechanical Field, Robotics, Environmental Engineering in Industry, Waste Recovery Engineering, Mining Engineering. (194 graduates in 2024)
- Faculty of Sciences – specializations:
  - Business Economics, Biology, Chemistry, Economic Informatics, Mathematics-Informatics, Mathematics, Informatics, Food Product Control and Expertise, Food Product Engineering, Management. (427 graduates in 2024)
- Faculty of Letters – specializations:
  - Fine Arts (Painting), Social Work, Philosophy, Romanian Language and Literature/Applied Modern Languages, Applied Modern Languages, Ethnology, Journalism/Communication and Public Relations, Primary and Preschool Education Pedagogy, Orthodox Didactic Theology/Orthodox Pastoral Theology. (377 graduates in 2024)

# 5. EDUCATION

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## Babeş-Bolyai University of Cluj-Napoca – Sighet Extension

Faculties:

- Geography (Bachelor's – Tourism Geography; Master's – Tourism and Territorial Planning): (37 graduates in 2024)
- Economic Sciences and Business Administration (Bachelor's – Accounting and Management Informatics, full-time and distance learning): (43 students graduates in 2024)
- Psychology (Bachelor's – Primary and Preschool Education Pedagogy, full-time and distance learning): (70 graduates in 2024)

## Bogdan Vodă University – Baia Mare

- Founded: 1992
- Accreditation: Institutional accreditation in 2005
- Location: 23A Universităţii Street, Baia Mare
- Website: [ubv.ro](http://ubv.ro)

Faculties:

- Faculty of Law – 65 graduates in 2024
- Faculty of Economic Sciences (Management) – 24 graduates in 2024
- Faculty of Physical Education and Sports – 43 graduates in 2024

## “Vasile Goldiş” Western University – Baia Mare Branch

- Founded: 2006
- Location: Baia Mare
- Website: [uvvg.ro](http://uvvg.ro)

This branch of the “Vasile Goldiş” Western University of Arad offers Bachelor's and Master's programs in fields such as Economic Sciences, Informatics, and Engineering, within a dual education system, which combines theoretical studies with practical experience in private companies.





## NUMBER OF GRADUATES

In 2023 there were over 6000 graduates in Maramureş. Of the 1,235 university graduates, around half stem from faculties of Science & Engineering.

Furthermore, as shown in table 5.1 below, in 2023 there were about 930 additional graduates stemming from vocational, post-secondary, and foreman schools.

Tab 5.1 Number of Graduates 2023

Level of Education	Graduates
High school	3,940
Vocational	439
Post-secondary (including special education)	448
Technical foreman	43
University (Bs, Ms, Phd, post-doc, post grad courses)	1,235
<b>Total number of graduates</b>	<b>6,105</b>

Source: National Institute of Statistics

## MULTI - CULTURALISM

In Maramureş County, education is available in several minority languages, including German, Hungarian, and Ukrainian.

German-language education is offered at two institutions. In Baia Mare, the Victor Babeş School provides education in German as a mother tongue at the preschool, primary, and lower secondary levels. In addition, there is a Romanian–German institution that currently operates as a vocational school but will become a full high school starting this autumn. It graduates around 25 students each year with a technical specialization and also includes primary and lower secondary education levels.

Hungarian-language education is available in two high schools, one in Baia Mare and another in Sighetu Marmăţiei. Each of these institutions graduates approximately 50 students annually. These schools also offer preschool, primary, and lower secondary education. Beyond these high schools, Hungarian as a mother tongue is taught in seven additional schools across Maramureş.



Beyond these high schools, Hungarian as a mother tongue is taught in seven additional schools across Maramureş County.

Ukrainian-language education is centered around a high school in Sighetu Marmăţiei where instruction is conducted entirely in Ukrainian. The institution also includes preschool, primary, and lower secondary education levels. In addition, Ukrainian is taught in 12 other schools throughout the county.

# 6. TRANSPORT INFRASTRUCTURE



In recent years, Maramureş County has made significant and sustained investments in the development and modernization of its transport infrastructure. Major road rehabilitation projects, upgrades to regional and national connections, and improvements to airport facilities reflect a clear and strategic commitment to strengthening connectivity across the region. These efforts are not isolated initiatives, but part of a broader vision to position Maramureş as a competitive and forward-looking county.

By enhancing road networks and improving access to key economic corridors, the county is actively reducing travel times, increasing logistical efficiency, and facilitating the movement of goods and people.

Modern transport infrastructure plays a critical role in economic development, and Maramureş has recognized this by prioritizing infrastructure as a foundation for long-term growth.

The express intent behind these investments is to make Maramureş a more accessible and more desirable destination for investors. Improved connectivity lowers operational barriers, expands market reach, and increases overall business attractiveness. Through these large-scale infrastructure projects, the county is sending a clear message: Maramureş is open for business and prepared to support sustainable economic expansion.

# 6. TRANSPORT INFRASTRUCTURE

## AIR TRANSPORT

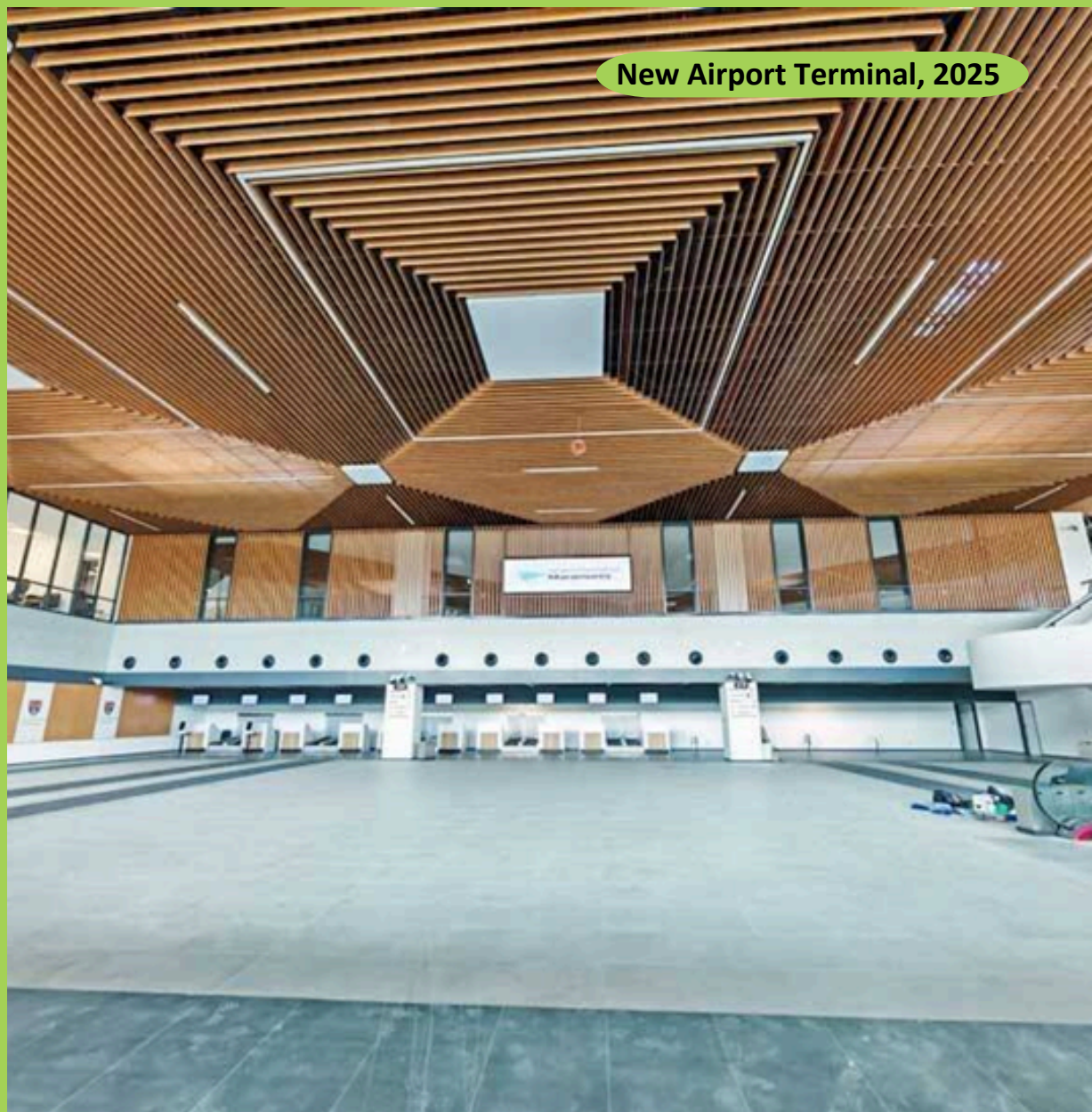
Maramureş International Airport (located approximately 8 kilometers from Baia Mare) is part of the global TEN-T network. It was established in 1964 and classified as an international airport in 2008.

The airport features a 2,150 × 45 m asphalt runway, two 164 × 30 m taxiways with 7.5 m shoulders, and a 285 × 60 m apron with 5 aircraft parking positions. The airport also has a passenger terminal, a technical block and infrastructure ready to process cargo shipments.

Its current capacity is 100 passengers per hour for domestic flights and 50 passengers per hour for international flights.

To increase operational capacity, efforts to construct a new terminal are almost completed. This new terminal will have a capacity of 500 passengers per hour. Its new facilities cover a total area of 12,209 square meters and is designed on two levels, featuring escalators, elevators, and 10 check-ins

A 450-space parking lot and a bus station are also included. Expropriation procedures for this project have already been initiated. Awaiting operational approval.



New Airport Terminal, 2025

# 6. TRANSPORT INFRASTRUCTURE

## ROAD INFRASTRUCTURE

In 2024, Maramureş County had 379 km of national roads, 798 km of county roads, and 632 km of communal roads. For urban areas, according to the National Institute for Statistics data from 2020, the network of city streets measured 1,449 km.

Modern transport infrastructure is one of the most critical foundations of sustainable economic development. In today's interconnected economy, regions compete not only through fiscal incentives or workforce availability, but through the quality, speed, and reliability of their connectivity.



The construction of a brand-new bridge linking Maramureş to Ukraine is completed. The bridge crosses the Tisa River at the Romania–Ukraine border, near Sighetu Marmaţiei. Its main structure length will total approximately 261.2 meters. It will have two lanes on each side for traffic and is designed to replace the old, single-lane bridge that had weight restrictions.

The project is part of EU-funded cross-border infrastructure initiatives between Romania and Ukraine. Complementary to the bridge itself, the project also includes access roads, ramps, roundabouts, and border control facilities.

Total costs are expected to be around €49 million.

The bridge improves connectivity between Romania and Ukraine for trade, transport, tourism, and local traffic and strengthens cross-border cooperation in the region.

Looking ahead, these infrastructure investments position Maramureş not only as an attractive destination for private capital, but also as a potential regional logistics and operational hub in the broader context of Eastern European development. Given its geographic location and improved connectivity, Maramureş is strategically placed to play a meaningful role in supporting the future reconstruction of Ukraine.

# 6. TRANSPORT INFRASTRUCTURE

## Italsofa Overpass

The project covers a road overpass on county road DJ 182B crossing the bypass of Baia Mare in the Italsofa zone. Its total length is about 680 m, width about 13.6 m, including two pedestrian ways. Construction works were completed at the end of 2025 and this overpass is drivable at the time of writing. The total costs are expected to be around €18 million.



## Văcarilor Overpass

The project is part of the network to improve the connection of Baia Mare to DN 1C / Recea direction and tie into the metropolitan bypass. Its length is about 443.60 m; comprises a carriageway with 2 lanes per direction (4x3.50 m), separator 1.50 m, superstructure ~122 m, ramps ~321.6 m. Construction works have started in late 2025 and are expected to finish in the summer of 2026. The total costs are expected to be around €20 million.



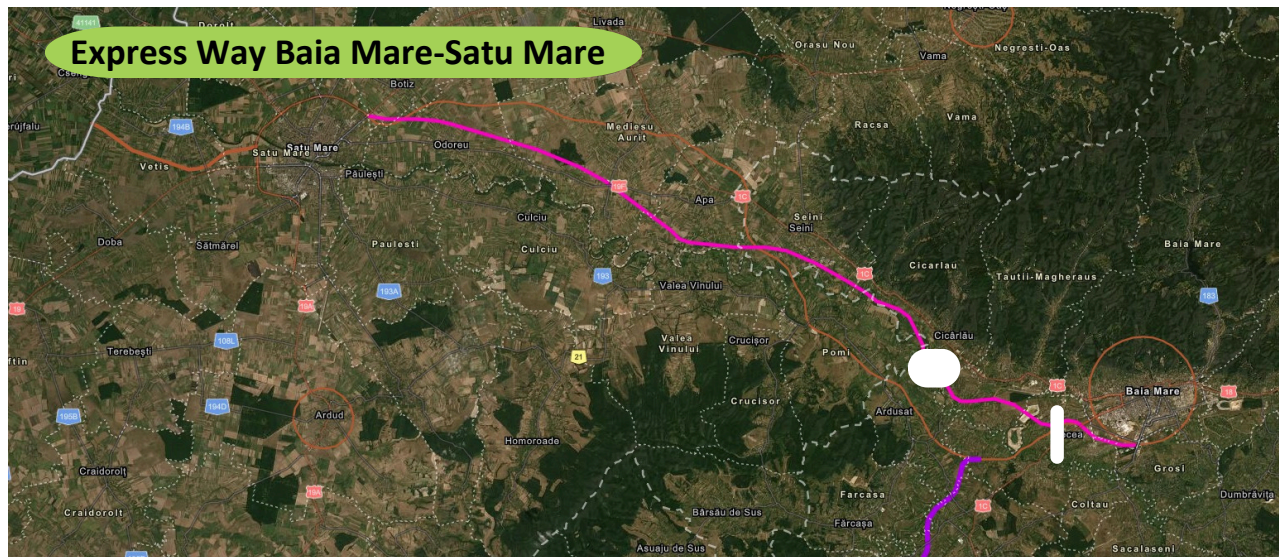
## Bypass Road Baia Mare

The bypass is intended to relieve / divert heavy & transit traffic away from Baia Mare's inner urban area, improving flow, reducing congestion and pollution. It is expected to support economic development around the metropolitan area by freeing up inner city traffic and allowing better access for industrial/logistic zones.

The bypass is planned to be around 32 km in length. The route is meant to connect several key roads around Baia Mare, including: DN 1C(road to CLUJ), DN 18(road to Sighet), DJ 182B and others. The project will feature two lanes per direction in more congested segments, nodal intersections, and full connectivity with national & county roads. The project is now shifting into the public tendering & execution phases.



## Expressway Baia Mare - Satu Mare



This road section is part of Romania's primary road network and represents a segment of the Someş Expressway, which ensures road connectivity in the northwestern part of the country. It connects the A3 Motorway (Turda area) with Cluj-Napoca (Apahida area), Dej (Beclean-Bistrița), Baia Mare (Livada-Halmeu), Satu Mare, and Oar.

The general objective of the project is to enhance Romania's economic competitiveness by developing transport infrastructure that supports economic integration within the European Union. This contributes to the growth of the internal market by creating favorable conditions for increased investment, promoting sustainable transport, and strengthening cohesion within the European road network.

The project aims to increase the attractiveness of this region for investments, thereby generating new jobs and boosting business activity.

It also seeks to ensure access for both the population and the business sector to the core and extended TEN-T (Trans-European Transport Network) by constructing national connection corridors.

Additional objectives include improving freight transport conditions, providing parking and rest areas for road users, and implementing safety measures for transport operators in line with EU standards. The expressway will be built to European quality and safety standards for all traffic participants.

The planned expressway will have two lanes in each direction, a width of 14 meters across with a total length of 59 kilometers, 35 passageways and 18 bridges.

The total value of the project is estimated at almost 1 billion euros, with an average cost of 11.5 million euros/km. The execution period is estimated at 42 months (including the design phase). The feasibility study for this project has been finalized. The technical and economical indicators are pending approval.

The feasibility study for this project has been completed. The technical and economic indicators are to be approved by Government decision. Subsequently, the project will be submitted for funding under the Transport Program 2021–2027.

# 6. TRANSPORT INFRASTRUCTURE

## Expressway Baia Mare - Dej



Source: CNAIR

Project scope and routing: the scheme is part of a larger Baia Mare – Dej (and onward to Bistrița) high-speed / express corridor; Lot 1 covers the Baia Mare – Jibou – Dej axis and several localities have been proposed on the route (e.g. Benesat, Someș-Odorhei, Jibou, Surduc, Băbeni, Lozna, Letca, Ileanda, Rus, Gâlgău)

Planning phase / studies: feasibility / technical studies have been (or are being) launched — ground / field studies for the Feasibility Study and related documentation began in 2024–2025 and the route will be finalized based on those studies.

The expressway from Baia Mare to Dej will have approximately 112 km and characteristics include design speeds up to 120 km/h and two lanes per direction (often without full hard shoulder). The feasibility study for this project is expected to be completed in March 2026.

Beyond its transport function, the Baia Mare – Dej Express Way is a strategic connectivity upgrade that integrates Maramureș into major national and European corridors. By reducing travel times and increasing freight reliability, the project strengthens supply chains, improves access to labor markets, and enhances the county's attractiveness for industrial and logistics investment along the corridor.

# 6. TRANSPORT INFRASTRUCTURE

## RAIL INFRASTRUCTURE

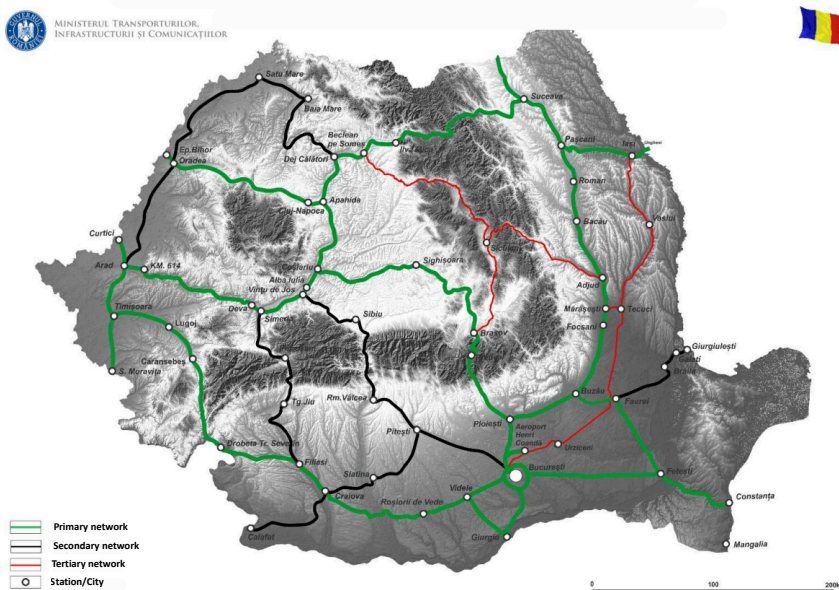


Rail infrastructure plays a critical role in enhancing regional competitiveness and attracting long-term investment. For industrial producers, manufacturers, and logistics operators, proximity to modern rail corridors significantly lowers transportation risks and dependency on road freight.

Maramureş County is crossed by Main Railway Line 400 (Braşov → Ciceu → Deda → Dej → Baia Mare → Satu Mare), a key segment of the TEN-F network in northwestern Romania. As of 2024, the county has 215 km of active railway lines.

According to Romania’s General Transport Master Plan (horizon 2030), two major rail upgrades are planned within Maramureş: the rehabilitation of the Baia Mare–Satu Mare line (59 km), budgeted at approximately €117 million, and the rehabilitation of the Baia Mare–Dej line (134 km), budgeted at roughly €323 million. Both projects are scheduled for execution in the 2033–2035 timeframe.

Map of primary, secondary and tertiary rail infrastructure



Source: Ministry of Transport, Infrastructure and Communications

# 7. HEALTHCARE



The healthcare system in Maramureş is supported by well-trained and dedicated medical professionals, including doctors, nurses, pharmacists, and allied healthcare staff who are committed to maintaining high standards of care. The system serves not only the local population but also expats and foreign nationals who choose to relocate here, offering services that meet European standards and ensuring clear communication and professional medical guidance.

The network of medical units in Maramureş County is diverse and relatively extensive, encompassing numerous public and private sector institutions that provide services ranging from primary care to specialized and complex treatments. The county benefits from a well-distributed system of family medicine practices, outpatient clinics, and specialized offices that ensure accessible healthcare services both in urban centers such as Baia Mare, Sighetu Marmaţiei, and Borşa, and in many rural communities.

In recent years, the medical infrastructure of Maramureş County has been marked by a significant development of the private sector, reflected in the growing number of hospitals and inpatient medical centers, dialysis centers, dental offices, pharmacies, medical laboratories, and dental technology laboratories.

Despite this development, the public sector continues to include the most important medical and healthcare institutions in the county, such as hospitals, emergency medical services, mental health services, forensic medicine, blood transfusion services, as well as certain specialties that are not yet offered by private facilities, etc.

# 7. HEALTHCARE

## INFRASTRUCTURE AND PROJECTS

The eight most important public hospitals in the county are:

- “Dr. Constantin Opreș” County Emergency Hospital, Baia Mare
- Hospital of Infectious Diseases and Psychiatry, Baia Mare
- Sighetu Marmației Municipal Hospital
- Vișeu de Sus Town Hospital
- Cavnic Psychiatric Hospital
- Târgu Lăpuș Town Hospital
- Borșa Rehabilitation Hospital

### County Emergency Hospital “Dr. Constantin Opreș”, Baia Mare



The “Dr. Constantin Opreș” County Emergency Hospital in Baia Mare was inaugurated on January 11, 1972, and at that time it was the most well-equipped hospital in Romania after Bucharest, featuring the most modern medical technology available. The hospital had over 1,000 beds, with patients admitted to 14 departments according to their medical conditions.

The “Dr. Constantin Opreș” County Emergency Hospital, Baia Mare, is the most complex healthcare unit in Maramureș County, providing specialized medical care to over 100,000 residents of Baia Mare Municipality and more than 500,000 residents of the county.

For certain specialties (interventional cardiology — pacemaker and internal automatic defibrillator implantation, neurosurgery, peripheral vascular surgery), the hospital also serves patients from neighboring counties, namely Satu Mare and Sălaj, while also fulfilling the role of an emergency hospital.

The hospital has a total of 920 continuous care beds and 70 day-care beds.

The “Dr. Constantin Opreș” County Emergency Hospital aims to consolidate its position as the main provider of medical services in Maramureș County and the surrounding regions.

At the same time, the hospital seeks to continuously improve the quality of the medical services it provides, in accordance with the highest international standards and within the national and regional healthcare context.

#### Departments:

Internal Medicine, Rheumatology, Otorhinolaryngology (ENT), Vascular Surgery, Hematology, Diabetes, Nutrition and Metabolic Diseases, Pediatric Surgery and Orthopedics, Orthopedics and Traumatology, Anesthesia and Intensive Care (ICU), Plastic Surgery and Reconstructive Microsurgery, Pediatrics, Obstetrics and Gynecology, Neonatology, Medical Oncology, Neurology, Occupational Medicine, Nephrology, Child Mental Health Center, Family Planning Center, County Forensic Medicine Service, Operating Room Unit, Pharmacy, Pathology Service, County Center for Diabetes, Nutrition and Metabolic Diseases, Sterilization, Ophthalmology, Hemodialysis Unit, Recovery, Physical Medicine and Balneology, Endocrinology, Urology, Neurosurgery, Cardiology, General Surgery, Cardiovascular Surgery.

# 7. HEALTHCARE

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## **Main Modernization Projects:**

Rehabilitation of the “Dr. Constantin Oprea” County Emergency Hospital in Baia Mare.

Project value: 70,627,740.32 RON.

Status: — completed

Modernization and Equipment of the Integrated Outpatient Clinic

Project value: 16.173.380 RON.

Status: ongoing

Installation of an Oxygen Concentration Detection and Alarm System and Modernization/Expansion of the Electrical and Medical Gas Infrastructure

Project value: 10.215.909 RON.

Status: completed

Equipping the Neonatal Intensive Care Unit with Advanced Medical Equipment

Project value: 4.756.627 RON.

Status: ongoing

## **Hospital of Infectious Diseases and Psychiatry, Baia Mare**



The Hospital of Infectious Diseases and Psychiatry in Baia Mare was established as a specialized healthcare unit with legal status on March 31, 1981.



For over forty years, the Hospital of Infectious Diseases and Psychiatry, Baia Mare, has been providing medical services in the specialties of infectious diseases, dermatovenerology, and psychiatry. Medical activities are carried out in separate buildings with functional circuits that comply with current health regulations, forming a complex medical facility that addresses conditions representing major public health concerns.

The hospital has a capacity of 135 continuous care beds and 15 day-care beds.

## **Departments:**

Infectious Diseases, Dermatovenerology, Intensive Care Unit and Blood Transfusion Unit, Psychiatry, Emergency Room, Mental Health Center, PIAAM Department, Pharmacy

## **Main Modernization Projects:**

Modernisation of the Outpatient Clinic

Project value: 27.629.466 RON.

Status: completed

Equipping with Equipment and Materials to Reduce the Risk of Healthcare-Associated Infections

Project value: 3.447.278 RON.

Status: completed

# 7. HEALTHCARE

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## Sighetu Marmatei Municipal Hospital



The hospital developed after the First World War, alongside the city itself, and is built in a pavilion-style layout. The first buildings were constructed in 1864 and initially functioned as sanatoriums for male and female psychiatric patients.

At present, the hospital covers an area of 73,650 square meters, consisting of 14 pavilions that house 21 medical departments, each dedicated to specific types of illnesses.

Through the inpatient and outpatient medical services provided by the Sighetu Marmatei Municipal Hospital, we aim to meet the needs of our patients and the wider community we serve.

### Departments:

Infectious Diseases, Cardiology, Dermatovenerology, Internal Medicine, Neonatology (Newborn Care), Neurology, Pediatrics, Pulmonology, Acute Psychiatry, Pediatric Psychiatry, Chronic Psychiatry, General Surgery, Obstetrics and Gynecology, Ophthalmology, Orthopedics and Traumatology, Otorhinolaryngology (ENT).

### Main Projects:

Cross-border collaboration for improving infectious disease management and emergency care – Health Guard (HGuard)

- Project budget: €2,328,580.80
- Status: ongoing

Equipping the Outpatient Department

- Project budget: 14,933,700.00 RON
- Status: ongoing

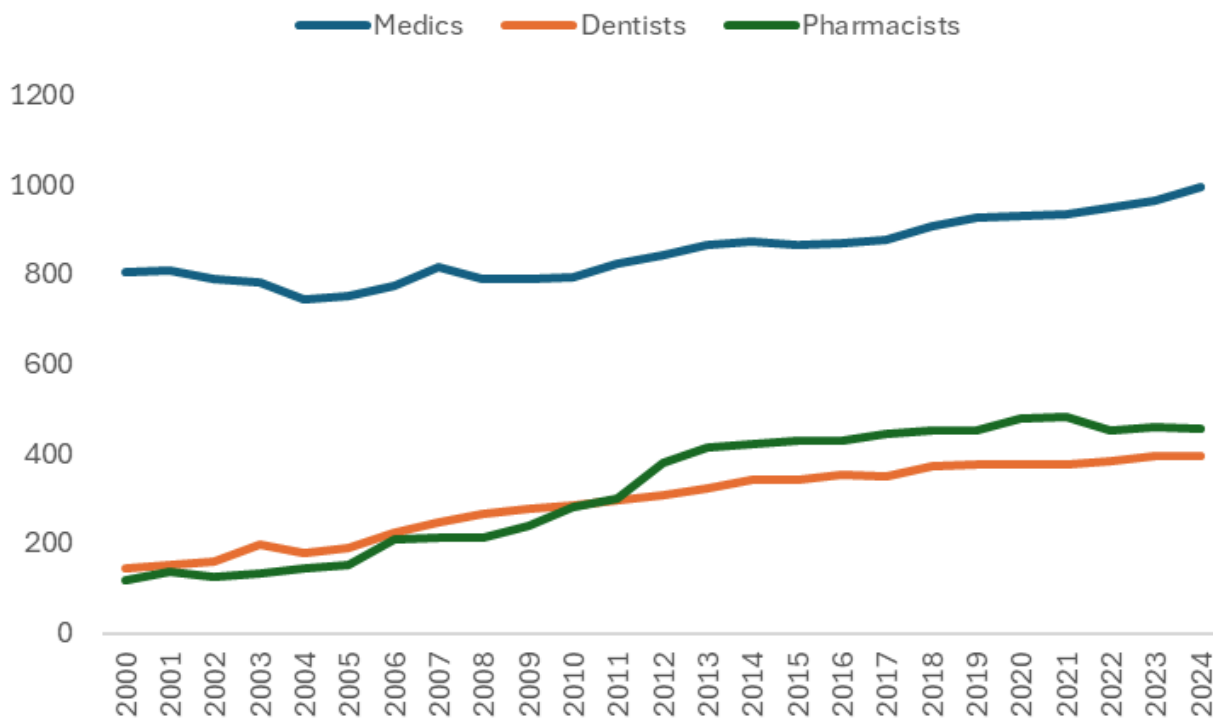
Increasing patient safety at Sighetu Marmatei Municipal Hospital through the rehabilitation of the electrical infrastructure

- Project budget: 10,574,103.08 RON
- Status: completed

# 7. HEALTHCARE

## HEALTHCARE PERSONAL

Tab 7.1 Number Healthcare Professionals per 100,000 Residents 2000-2024



Source: National Institute for Statistics

Over the last 24 years, we can observe in Maramureş a steady and consistent increase in the number of doctors, pharmacists, and dentists per 100,000 inhabitants. This upward trend reflects both demographic developments and sustained efforts to strengthen the local healthcare system. Specifically, during this period, the number of doctors increased by nearly one third, reaching 994 per 100,000 inhabitants in 2024, compared to approximately 800 at the beginning of the 2000s.

Simultaneously, the number of dentists almost tripled, reaching 395 per 100,000 inhabitants, while the number of pharmacists increased nearly fourfold to 457 per 100,000 inhabitants. The most significant growth can be observed after 2010, particularly in the pharmaceutical sector, reflecting both private investment and improved access to healthcare services across the county.

Beyond investments in medical infrastructure, Maramureş has also strengthened its human resource capacity in healthcare. The county benefits from a growing number of highly trained medical professionals who meet European standards of practice.

This steady increase in healthcare personnel, combined with improved facilities and modern equipment, ensures that residents and newcomers alike have access to professional, efficient, and EU-standard medical services. The availability of more and better-trained healthcare staff enhances patient safety, reduces waiting times, and supports the long-term sustainability of the healthcare system in Maramureş.

## 8. LIFE AFTER WORK



Maramureș is a place where life slows down just enough to let you breathe. Set between rolling hills and forested mountains, this northern Romanian county offers a rare and sustainable balance between work, well-being, and quality of life.

When the workday ends, nature is always close—inviting unhurried walks, gentle hikes, cycling routes, and quiet moments outdoors, as well as calm evenings spent with family and friends. Deeply rooted traditions, fresh local food, and a strong sense of community contribute to a healthy, family-friendly environment where daily life feels grounded and connected.

At the same time, traditional villages, wooden churches, cultural festivals, and a wide range of outdoor and cultural experiences position Maramureș as an authentic and welcoming tourist destination.

With its calm pace, rich identity, and accessible leisure opportunities throughout the year, Maramureș encourages a more balanced way of living—one that allows people to reconnect with nature, with community, and with a more meaningful rhythm of life.

# 8. LIFE AFTER WORK

## TRADITION AND CRAFTS

Traditional households in Maramureş are built almost entirely of wood, with low stone foundations and tall, four-sided roofs. The old houses impress through their nail-free joinery, carved pillars, and wide porches overlooking the garden.

Maramureş gates, true heraldic emblems of the families who built them, are carved with archaic motifs — the twisted rope, the rosette, the sun, the tree of life — symbols of protection, continuity, and prosperity. They mark the entrance into a world where tradition is still very much alive.



Maramureş is home to nearly 100 wooden churches, built starting in the 14th century and continuing through the 19th century, with a remarkable concentration in the 17th–18th centuries, the period of greatest flourishing for this architectural tradition.

In 1999, eight wooden churches of Maramureş were inscribed on the UNESCO World Heritage List for their architectural value and the authenticity preserved over the centuries: Budeşti, Deseşti, Bârsana, Poienile Izei, Ieud, Şurdeşti, Rogoz, and Plopiş.



Maramureş is one of the few places in Europe where traditional crafts are not only preserved but practiced daily. They remain an essential part of community identity and the natural rhythm of rural life. The most representative crafts include:

- Woodworking** – From monumental carved gates to spoons, bowls, and decorative objects, wood is the symbolic material of the region. Traditional motifs — the twisted rope, the rosette, the sun — are still carved by hand with a precision passed down through generations.

- Weaving and embroidery** – Wool or hemp fabrics, carpets, towels, and traditional blouses are created on the loom using age-old techniques, natural dyes, and patterns specific to each local area.

- Ceramics** – Pottery workshops preserve ancient forms and techniques. Plates, mugs, and pots are hand-decorated with geometric or vegetal motifs in warm, earthy tones.

- Metalworking** – Traditional blacksmiths craft both utilitarian and decorative items — from hand-forged nails to hinges, latches, and ornamental elements for gates and houses.

## 8. LIFE AFTER WORK

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### ACTIVITIES AND SPORTS



This land harmoniously blends the tranquility of village life with the energy of adventure, offering visitors the chance to discover nature in a dynamic and authentic way. Its varied landscape — from gentle hills to volcanic ridges, from vast forests to glacial lakes and fast-flowing rivers — turns the region into a true open-air natural park, where every season brings new opportunities for exploration.

Here, visitors can enjoy hiking on marked trails or traditional footpaths linking villages, sheepfolds, and meadows; cycling and mountain biking on spectacular.

There are routes suitable for both beginners and experienced riders; kayaking on calm or rapid rivers, or on volcanic lakes; paragliding from ridges with sweeping views over the valleys; mountain running, birdwatching, nature photography, or simply long walks in the fresh air. For those seeking more intense experiences, there are also areas suitable for off-road adventures or ski touring during the cold season.

Active Maramureş is not just about sport — it is a way of deeply connecting with the landscape, with the rhythm of nature, and with the freedom offered by a territory that remains authentic and uncrowded



# 8. LIFE AFTER WORK

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## **Cavnic:**

Located between the Gutâi and Lăpuş Mountains, about 30 km from Baia Mare. A former mining town, Cavnic is now one of the most popular winter resorts in northern Romania.

Activities: skiing and snowboarding on Roata 1 and Roata 2 slopes (with equipment rental and instructors), hiking, visiting old mines or the Cavnic Baths, staying in local chalets and guesthouses.

Why visit: Ideal for winter sports lovers and those who enjoy authentic mountain life.



## **Mogoşa:**

At the foot of Mount Mogoşa, near Bodi Ferneziu Lake, 20 km from Baia Mare the resort combines sport and tourism with lakeside relaxation.

Activities: skiing, swimming, fishing, boating, hiking, picnics, and camping.

Why visit: The perfect mix of mountain adventure and serenity by the lake.

## **Şuior:**

Located on the southern slope of the Gutâi Mountains, 18 km from Baia Mare.

A modern resort combining comfort with the traditional charm of Maramureş.

Activities: skiing, sledding, snowboarding, hiking, mountain biking, chairlift rides with panoramic views, and local gastronomy.

Why visit: Easily accessible and perfect for family getaways.



# 8. LIFE AFTER WORK

## Izvoare:

Located 27 km from Baia Mare, on the Izvoare Plateau in the Gutâi Mountains. A peaceful mountain resort surrounded by spruce forests and unique volcanic landscapes.

Activities: year-round adventures including horseback riding, carriage rides, karting, mountain karting, zip line, climbing tower, free jump, bike park, pump track, ATV & buggy trails, plus skiing, tubing and sledding on an artificial slope. Winter: day/night ski and sleigh slopes, snowmobile tours.

Why visit: a vibrant mountain escape for adventure seekers, families and nature lovers.



## Ocna Șugatag:

Located in the heart of historic Maramureș, between Sighetu Marmăției and Cavnic. A spa resort known for its salt lakes formed in former salt mine areas.

Activities: salt baths, spa therapies, traditional village visits (Breb, Budești, Săpânța), and local product tastings.

Why visit: Perfect for wellness, relaxation, and exploring authentic Maramureș life.

## Borșa

A mountain town at the foot of the Rodnei Mountains, Borșa is among the most famous destinations in northern Romania, combining nature, adventure, and tradition.

Activities: skiing (with a modern chairlift), hiking to Cascada Cailor (Romania's highest waterfall – 90 m), trekking to Pietrosul Rodnei Peak and Prislop Pass, visiting the Borșa Monastery and nearby natural reserves.

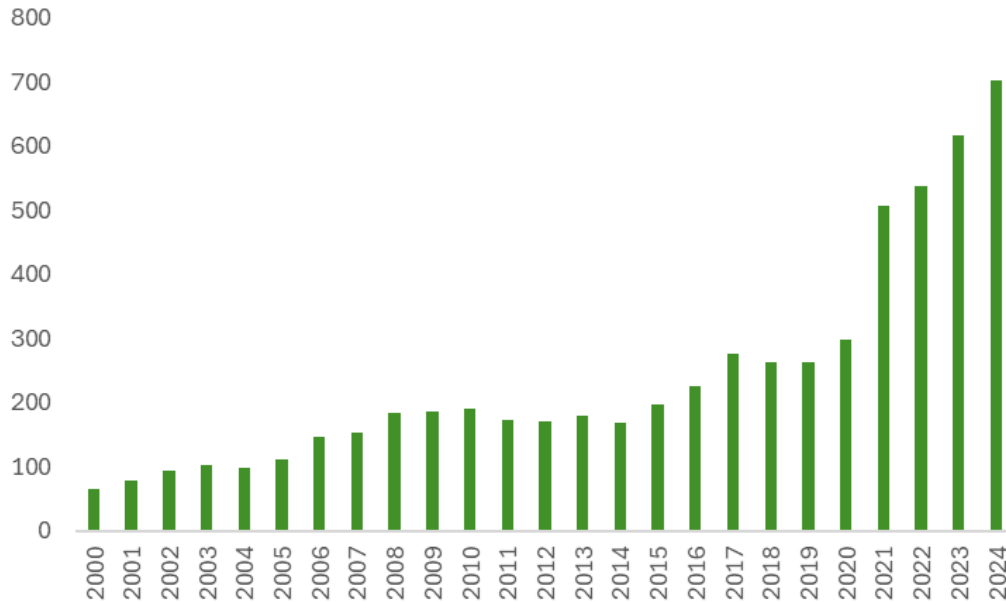
Why visit: Spectacular views, excellent hiking routes, and a perfect mix of culture and adventure.



# 8. LIFE AFTER WORK

## TOURISM INFRASTRUCTURE

Fig 7.1 Number of Tourist Accommodation Facilities 2000-2024

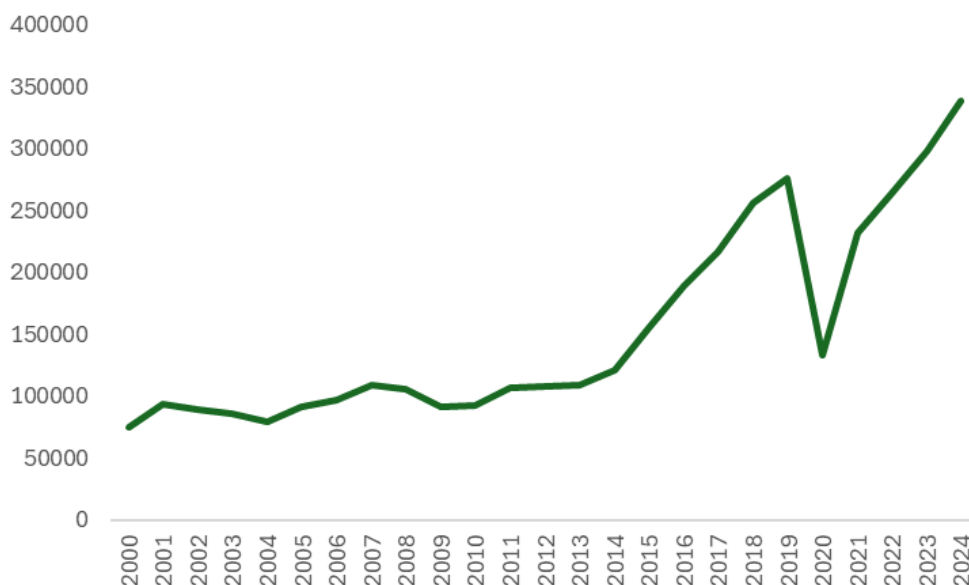


Source: National Institute for Statistics

Figure 7.1 above shows that, since the year 2000 Maramureș the number of tourist accommodation facilities has increased ten fold from 66 to an impressive 702 in 2024. experienced a significant increase in— from 197 to 702 units — highlighting its strong potential for rural, ethnographic, and religious tourism. It is the county with the highest growth rate in the country.

As illustrated in figure 7.2, in the same period, the number of tourists visiting Maramureș has increased more than 4 times from 74.4 k in 2000 to 338.1 k in 2024. On average, the number of nights a tourist spent in Maramureș in 2024 was 1.86, with the total number nights spent by tourist in Maramureș increasing more than 3 times from 18,5k in the year 2000 to 62,8k in 2024.

Fig 7.2 Number of Tourist Visiting Maramureș 2000-2024



Source: National Institute for Statistics

# 9. TAXATION AND AID










## TAX REGIMES

Romania is an attractive destination for investment as it compares well with the neighboring EU countries.

Here, there is a comparatively low flat income tax rate of 16% and standard VAT of 21%.

Tab 9.1 VAT & Corporate Income Tax levels 2025

Country	VAT (%)	Corporate Income Tax (%)
 Romania	21%	16%
 Ukraine	20%	18%
 Hungary	27%	9%
 Poland	23%	19%
 Serbia	20%	15%
 Czech Republic	21%	19%
 Slovakia	20%	21%

**Romania offers a low flat income tax rate (16%) and standard VAT.**

Source: Kinstelat, Tax & Financial Advisory

# 9. TAXATION AND AID

## STATE AID LINES

Tab 9.2 State Aid Lines 2026

Investment Scheme	Description	Investment Range	Funding	Eligible Beneficiaries	Budget
<b>Manufacturing industry – Ministry of Finance</b>					
GD 300/2024	Fixed asset/labor cost support; competitive grant, 1–2 rounds per year	€10–100 M	up to 50%	Large&SMEs	~ €150M/year
Ad-hoc strategic support*	Tailored support for large, strategic investments through government intervention (case-by-case)	€100+ M	Up to 50% (reg. formulas)	Large&SMEs	Unlimited
<b>Food industry – Ministry of Agriculture, through the Rural Investments Financing Agency (AFIR)</b>					
InvestAlim (GD 65/2023)	Grants for food producers; competitive scoring	€500k min	up to 50%	Large&SMEs	~ €150M
InvestAlim (GD 65/2023)	Investments for the processing and marketing of agricultural products, with max. €10M/establishment in the bakery sector and max. €3M/other types of investments	No minimum amount	up to 50%	Food industry entities	~ €165M
<b>Transportation – Ministry of Transport</b>					
Zero-emission vehicle purchase	The non-reimbursable aid covers the difference between diesel and electric, up to 10 electric vehicles, for the purchase of heavy vehicles, trains, and ships; scrapping the old vehicle is mandatory	No minimum amount	Up to €18M/entity	Large&SMEs	€299M
e-MOVE RO	Promotion of infrastructure for zero-emission mobility (charging stations) for the construction, installation, modernization/expansion of infrastructure, energy production, and storage	No minimum amount	Up to €25M/entity	Large&SMEs	€250M
e-MOBILITY RO	Development of electric vehicle charging infrastructure on the national network of highways, expressways, and national roads	No minimum amount	Up to €30M/entity	Large&SMEs	€299M
Pro Infra	Replacement and scrapping of internal combustion machinery and equipment with electric machinery and equipment used in transport projects	No minimum amount	Up to €25M/entity	Large&SMEs	€200M

(\*Large investments – EU notification process)

Source: Kinstelat, Tax & Financial Advisory

# 9. TAXATION AND AID

Tab 9.3 Recovery package

Investment Scheme	Investment Range	Form of State Aid	Type of Analysis	Budget & period
<b>Recovery package</b>				
Investments with significant economic impact – direct state aid without EU notification process	From €200 M	TBC	Scoring grid	TBC
Investments in competitiveness clusters and in manufacturing sectors producing goods with a trade deficit	From €10 M	Cash grant or tax credit granted over 7 years	Scoring grid	€1.05B (2026 – 2032)
Investments that ensure the valorisation of mineral resources, critical raw materials, production of “net-zero” technologies, and key components	From €15 M	Tax credit granted over 7 years	Chronological order	€1.05B (2026 – 2032)
Investments in R&D and high-tech sectors	€1-10 M	Cash grant plus 200% tax deduction	Chronological order	€1.05B (2026 – 2032)
Investments in the defense industry to strengthen defense industrial capabilities	From €2 M	Cash grant	Chronological order	€200M (2026 – 2028)
Investments that increase competitiveness and support regional convergence	€1.5–10 M	State guarantee for loans and interest subsidy	Chronological order	€500M (2027 – 2032)
Investments made by newly established companies with majority capital owned by Romanians from the diaspora	TBC	Cash grant of up to €20K and state-guaranteed loans	Chronological order	€100M (2026 – 2029)

Source: Kinstelar, Tax & Financial Advisory

- Romania offers several State Aid schemes supporting investments across multiple sectors, as presented in Table 9.2 & 9.3 above.
- One of the main programs is GD 300/2024, managed by the Ministry of Finance. The scheme supports investments between €10 and €100 million and covers up to 50% of eligible costs for both large companies and SMEs. Funding targets fixed assets and partial labor costs, with an annual budget of around €150 million.
- For larger projects, the Romanian Government also provides ad-hoc strategic support for investments exceeding €100 million. Authorities negotiate this support case by case, with aid intensities reaching up to 50%, depending on project size and location.
- In the agri-food sector, the InvestAlim program (GD 65/2023) supports food production investments starting from €500,000, with grants of up to 50% and a total budget of approximately €150 million.
- Another relevant program is DR-23, implemented through the Rural Investments Financing Agency (AFIR), which finances the processing and marketing of agricultural products, with funding reaching up to €10 million per establishment in the bakery sector and €3 million for other processing investments.
- Additional support exists in the transport sector for zero-emission vehicles, charging infrastructure, and electrification of transport equipment.
- In parallel, the Romanian Government adopted a € 4 billion new economic recovery package, published in the Official Gazette on February 25, 2026. The package is based on Government strategy to focus on core industries introduces several State Aid schemes targeting manufacturing, R&D, the defence industry, competitiveness clusters, critical raw materials and net-zero technologies and will come into force during 2026.

# 9. TAXATION AND AID

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When compared to other countries in Central and Eastern Europe (Poland, Hungary, Slovakia, and Czech Republic) Romania has some important advantage in the field of state aid:

## **Direct cash grants, not just tax incentives**

Romania offers a combination of direct cash grants and fiscal incentives. Under the €4 billion economic recovery package, companies can access non-reimbursable grants alongside other tax facilities, moving beyond the traditional long-term tax deductions offered in other CEE countries

## **Highest aid intensities in the region**

The North-West region offers aid intensities of 40–50% across its six counties, with Maramureş County reaching 50%, which creates a strong opportunity for investors seeking significant state aid support for new investments

## **Multi-sector coverage**

Eligible sectors include manufacturing, food production, transportation, and more

## **Accelerated Return On Investment**

State aid can reduce the ROI period from 7–8 years down to 3–4 years, significantly improving project feasibility

## **Strong infrastructure & skilled workforce**

Romania offers competitive labor costs, modern logistics, and full access to the EU single market

## **Stable and transparent framework**

Programs are aligned with EU state aid rules and enforced through clear local government decisions

## **WORKFORCE AID**

**To encourage labour occupation the state offers companies €450/ month/person for the first 12 months for each employee they hire from the categories below:**

- young graduate and NEET
- new graduates, interns
- socially marginalized people
- long term unemployed
- long term unemployed
- unemployed 5 years from retirement
- people with disabilities
- single parents supporting single-parented families

## **LOCAL INCENTIVES**

**Companies may also access local minimis aid up to 300K € each 3 years for local taxes, based on the fiscal code including:**

- Reductions or exemptions from building tax (for buildings used for investment purposes or new constructions).
- Reductions in land tax.
- Exemptions or reductions of fees for building permits.
- Incentives for energy-efficient or green buildings (subject to local council decision).

# 10. MARAMUREŞ BUSINESS PARK

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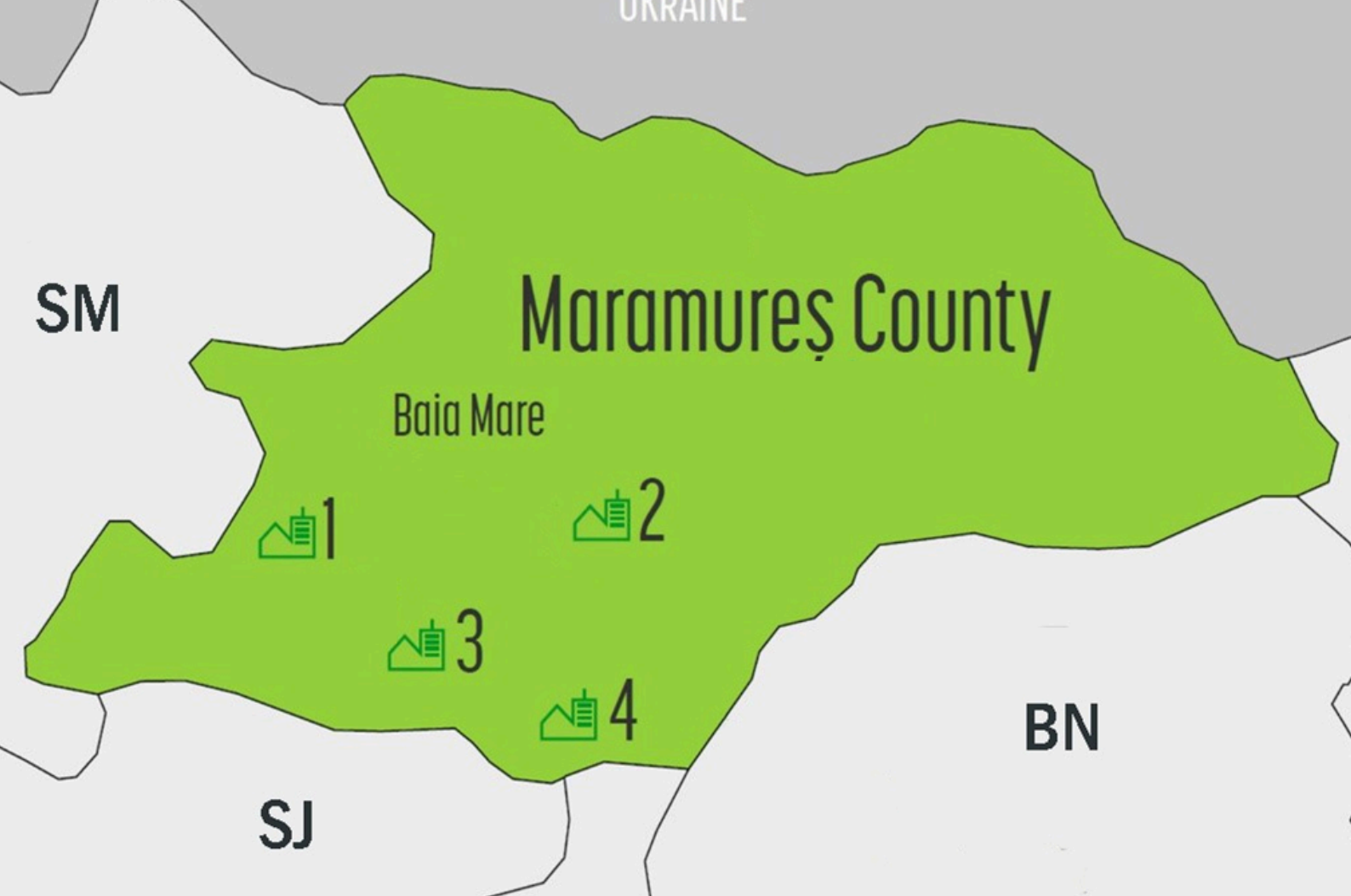
## MBP ROLE

The development of the industrial parks in Maramureş County is an assumed priority initiative of the County Council that has the full support of the national administration.

The Maramureş Business Park Company (MBP) was established in January 2021, having the goal to become a one-stop-shop for investors looking to develop production and/or logistic capabilities within the county of Maramureş. MBP is 100% owned by the County Council of Maramureş

Our role is to help investors to identify the right locations, land plots and/or warehouse within the county. We assist with the authorisations and paperwork necessary to ensure a smooth start.

We can assist with finding the right partners when it comes to obtaining state aid and other subsidies. We assist with finding the right partners for both the construction as well as the operational phase, so the investors feel, from the start, right at home.



Presently, the company is developing 4 Smart Specialization Parks (SSP) spread over a total of 70 hectares divided in 39 plots. In these 4 locations residents can commission ready to build land plots with access to all utilities.

## BAIA SPRIE

30 hectares/60 acres  
17.000 inhabitants  
Electricity: 5MW  
Methane gas: 600 cbm/h

## ȘOMCUTA MARE

10 hectares/25 acres  
8.000 inhabitants  
Electricity: 5 MW  
Methane gas: 600 cbm/h

## TÂRGU LĂPUȘ

10 hectares/24 acres  
12.000 inhabitants  
Electricity: 5MW  
Methane gas: 100 cbm/h

## FĂRCAȘA

20 hectares/50 acres  
4.000 inhabitants  
Electricity: 5 MW  
Methane gas: 600 cbm/h

# SMART SPECIALIZATION PARKS

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## FINACIAL INCENTIVES

Residents of the Smart Specialization Parks (SSP) will have the chance to benefit from a series of exemptions or reductions on local taxes based on the Fiscal Code:

- Reductions or exemptions from building tax (for buildings used for investment purposes or new constructions).
- Reductions in land tax.
- Exemptions or reductions of fees for building permits.
- Incentives for energy-efficient or green buildings (subject to local council decision).
- Etc.

SME resident companies in these parc may also benefit from EU non-reimbursable grants between €200.000 and €2.500.000. The intensity of these grants may be up to 70% of eligible investment expenses.

## CURRENT STATUS

The construction has started at the SSPs in Baia Sprie and Șomcuta Mare, which are expected to be completed in the second quarter and respectively the third quarter of 2026. Meanwhile, the public tendering process is ongoing for the construction of the SSP in Fărcașa and in Tg. Lapus.

There is a total of 717.240 square meters across the 4 SSPs, divided in 39 land plots to be concessioned.

To date 21 of the total 39 plots available in these parks were offered up for lease. At present 13 of the plots are leased out. The total investment for the projects proposed by the current 13 residents exceeds €63.2 with an expected 412 new jobs to be created.

# MARAMUREȘ BUSINESS PARK

## BAIA SPRIE - SSP



**11 PLOTS - Surfaces between 8.035 m2 and 17.055 m2**

- Financing contract signed
- Construction has started
- Public tendering for plot concessions is ongoing  
(7 plots already concessioned)

## ȘOMCUTA MARE - SSP



**10 plots - Surfaces between 3.130 m2 and 14.786 m2**

- Financing contract signed
- Construction has started
- Public tendering for plot concessions is ongoing  
(5 plots already concessioned)

## TÂRGU LĂPUȘ - SSP



**6 plots - Surfaces between 4.212 m2 and 7.747 m2**

- Financing contract signed
- Construction under tendering
- Public tendering for plot concessions is ongoing  
(5 plots already concessioned)

## FĂRCAȘA - SSP



**12 plots - Surfaces between 6.723 m2 and 23.809 m2**

- Financing contract signed
- Construction under tendering
- Public tendering for plot concessions is ongoing  
(5 plots already concessioned)

# MARAMUREȘ BUSINESS PARK

## EXTENDED PORTFOLIO

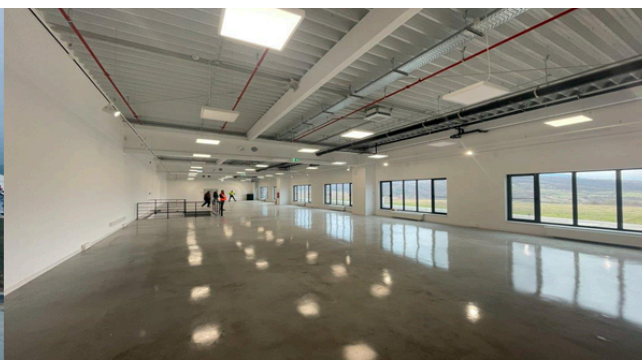
Maramureș Business Park also has a wide portfolio of land plots and warehouses ready to be leased or bought, depending on the requirements of each investor.

This portfolio contains warehouses from 2,500 sqm up to 18,000 sqm and land plots from 5 hectares (500.000 sqm) up to 240 hectares (2,400,000 sqm). Below are a few examples:

FOR LEASE / SALE

 [TÂRGU LĂPUȘ](#)

 [CICÂRLĂU](#)



### 3 INDUSTRIAL/LOGISTICS WAREHOUSES

- 18,758 sqm
- 13,158 sqm (2013)
- 14,330 sqm (2024)

# MARAMUREȘ BUSINESS PARK

FOR LEASE / SALE

 **BAIA MARE**



## INDUSTRIAL WAREHOUSE 1

- Building surface 3445 m<sup>2</sup>
- Year of construction 1980
- Fully renovated 2024




## INDUSTRIAL WAREHOUSE 2

- Building surface 2492 m<sup>2</sup>
- Year of construction 1980
- Fully renovated 2024

# MARAMUREȘ BUSINESS PARK

FOR LEASE / SALE

 GROȘI



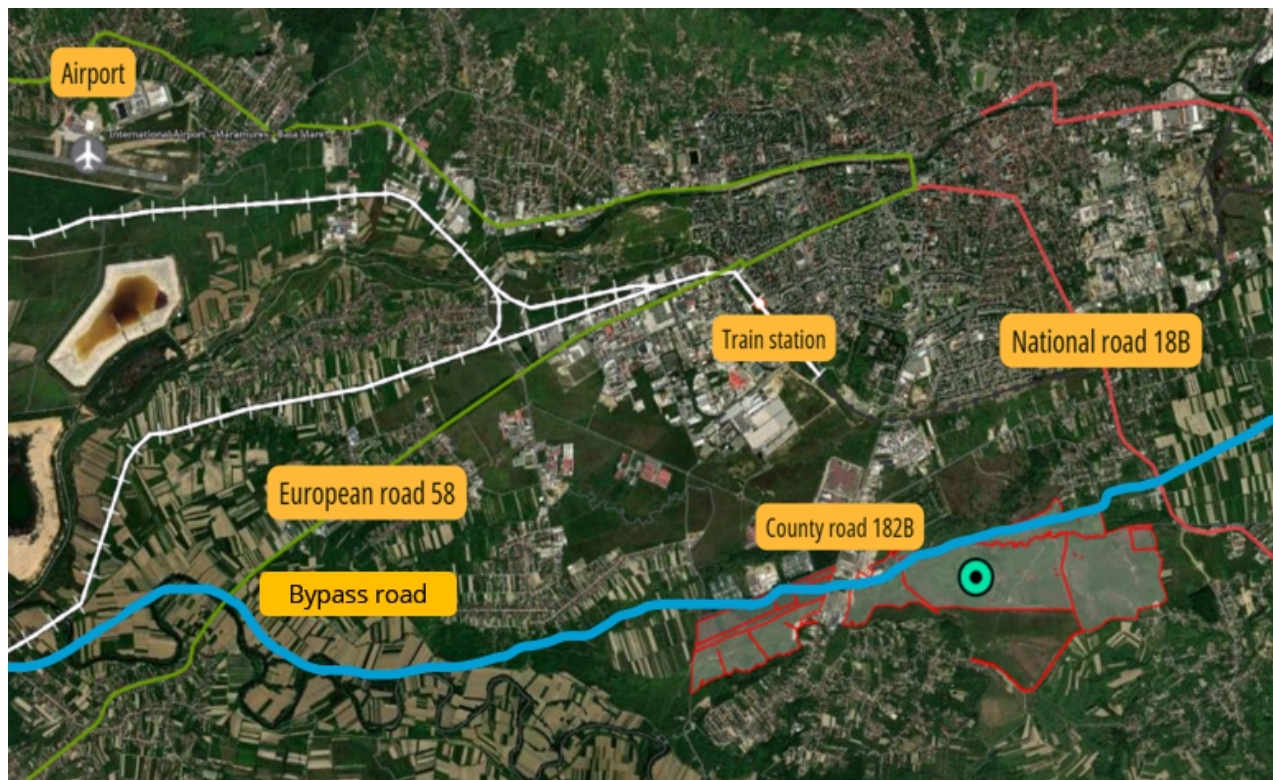
70 km to  
HU border



12 km to  
airport



64 ha  
extension



## Towns within 50km

Baia Mare	94.000 inhabitants age 15-64
Satu Mare	77.000 inhabitants age 15-64
Tg. Lapus	8.300 inhabitants age 15-64
Tautii M.	6.800 inhabitants age 15-64
Seini	6.700 inhabitants age 15-64
Șomcuta	5.000 inhabitants age 15-64

## Construction costs

Est. cost: 600 - 1000 €/m<sup>2</sup>

Renovation cost: 350-550 €/m<sup>2</sup>

## Utilities

Electricity: 110/220Kw on site

Gas: 180 m<sup>3</sup>/year on site

Industrial Water: <500m

# MARAMUREȘ BUSINESS PARK

FOR LEASE / SALE - CICÂRLĂU

 **CICÂRLĂU**

## Land Plots Portfolio - Cicîrlău

**Surface 10.3 Ha**  
**Buildable surface 6Ha**

- **Height regime G+2**
- **Maximum height 20m**

### Towns within 50km

Baia Mare	94.000 inhabitants age 15-64
Satu Mare	77.000 inhabitants age 15-64
Tautii M.	6.800 inhabitants age 15-64
Seini	6.700 inhabitants age 15-64
Șomcuta	5.000 inhabitants age 15-64

### Construction costs

Est. cost: 600 - 1000 €/m<sup>2</sup>

Renovation cost: 350-550 €/m<sup>2</sup>

### Utilities

Electricity: available

Gas: available

Industrial Water: available

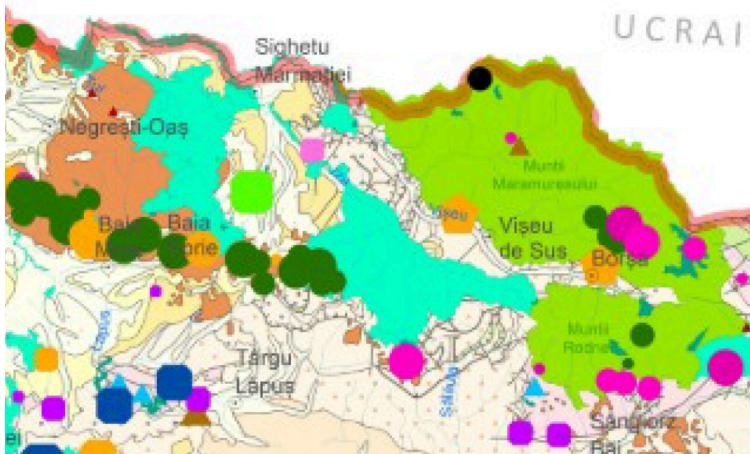
Recognizing that the right location plays a crucial role in every successful business, we offer a wider range of land plots and warehouses than shown here.

Upon request, we can assist in identifying customized solutions tailored to your specific requirements

# 11. NATURAL RESOURCES

## MINERAL RESOURCES

Fig 12.1 Mineral Resources



- Copper, Lead, Zinc
- Gold, Silver
- Lead, Zinc
- Limestone, Dolomite, Chalk
- Salt
- Bentonite, Kaolin
- ▲ Manganese
- ⬠ Quartz Sand
- Zeolite

Source: Ministry of Economy, Digitalization, Entrepreneurship and Tourism

Maramureș County is geologically rich, with a long tradition of mining polymetallic ores (especially gold, silver, copper, lead, and zinc), significant industrial minerals like bentonite and manganese, and oil resources. This diversity stems from complex volcanic and hydrothermal processes in the Carpathians.

However, many operations ceased by the early 21st century due to economic changes and environmental regulations.

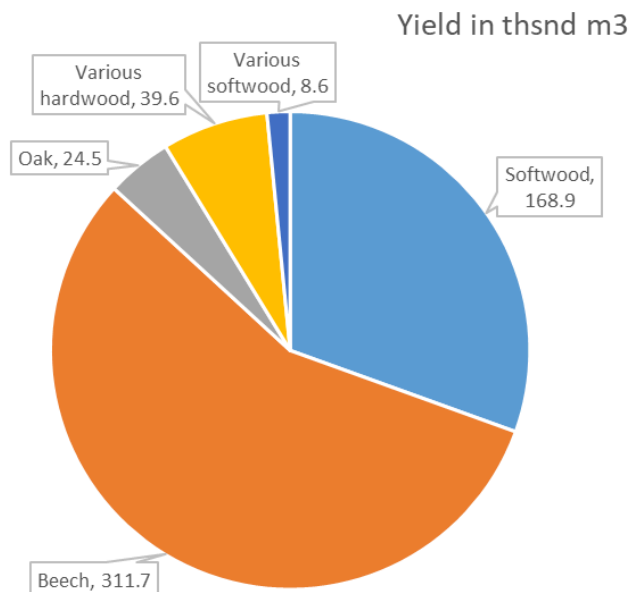
As shown in figure 12.2 below, Maramureș is one of the most intensely forested region in the country, with a longstanding tradition in the woodworking and furniture sector.

In 2024, 553 thousand cubic meters of wood were harvested. Around 56% of this was beech wood (312 thousand cbm) and just over 30% was Oak wood (169 thousand cbm).

## WOOD RESOURCES

Fig 12.2 Harvested wood by species 2024

**553 thousand  
cbm of  
harvested wood  
in 2024**



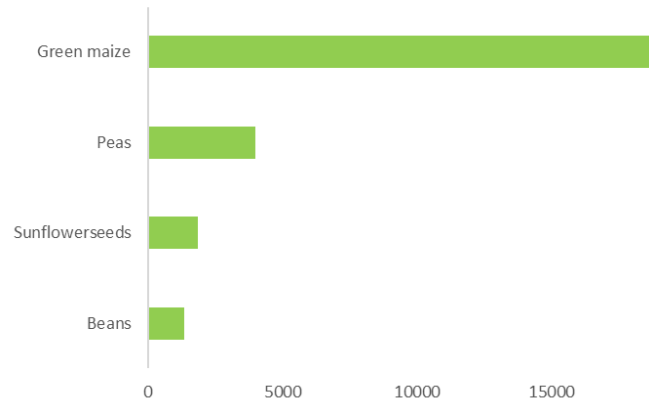
Source: Maramureș Chamber for Industry and Commerce

# 11. NATURAL RESOURCES

## FOOD RESOURCES

In Maramureş, four main crops recorded higher average yields compared to the national and regional averages, namely green maize, peas, sunflower seeds, and beans. Green maize reached an average yield of 18,931 Kg/Ha, followed by peas with 4,000 Kg/Ha. Sunflower seeds registered 1,877 Kg/Ha, while beans recorded 1,357 Kg/Ha.

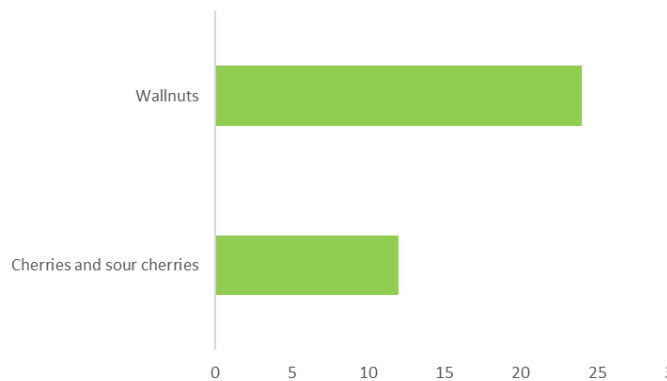
Fig 12.3 VAT & Corporate Income Tax levels 2025  
Yield in Kg/Ha



Source: Maramureş Chamber for Industry and Commerce

In 2024, Maramureş recorded slightly higher production than both the national and regional averages for the two main fruit tree species. The yield for cherries and sour cherries (12 kg/tree) exceeded the regional average (10 kg/tree) and the national average (11 kg/tree), highlighting favorable pedoclimatic conditions for stone fruit cultivation. Similarly, walnut production reached an average of 24 kg/tree, surpassing both the regional and national averages of 22 kg/tree.

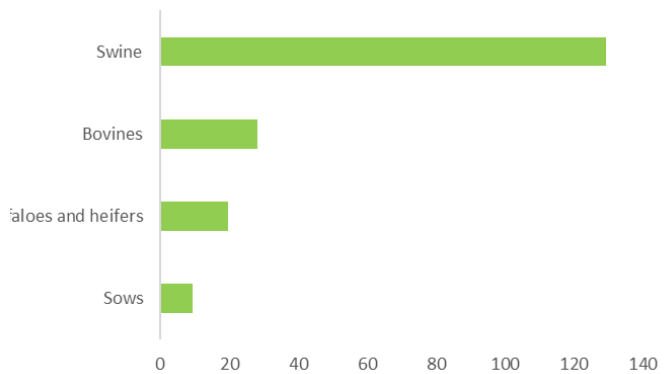
Fig 12.4 VAT & Corporate Income Tax levels 2025  
Yield in Kg/tree



Source: Maramureş Chamber for Industry and Commerce

The main animal categories with higher value than the regional and/or national averages per 100 Ha in 2024 were: Cattle, Cows, buffalo cows & heifs, Pigs, and Breeding sows. The number of cattle (28.3) and the number of Cows, buffalo cows & heifs (19.6) were both higher than the national and regional averages. When it comes to Pigs, the difference is even more pronounced namely 129.3 pigs compared to regional average of 58.2 pigs and a national average of 38.9.

Fig 12.4 VAT & Corporate Income Tax levels 2025  
Animals per 100/Ha



Source: Maramureş Chamber for Industry and Commerce

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# Maramureș

## Your Gateway to Smart Investments in Eastern Europe

*Let's build the future together.*



**Maramureș  
County Council**



**MARAMUREȘ BUSINESS PARK**



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[www.maramuresbusinesspark.ro](http://www.maramuresbusinesspark.ro)