

EMBARGOED UNTIL TUESDAY, SEPTEMBER 12, 2017 AT 00.01 GMT

Romanian Employers Continue to Forecast a Favorable Hiring Pace for the October – December 2017 Period

Hiring perspectives are expected to improve both over the previous quarter and over the last year at this time.

Bucharest, September 12th, 2017 ■ One in five Romanian employers intends to increase their payroll in the October – December 2017 timeframe, according to the Q4 edition of the ManpowerGroup Employment Outlook Survey. 12% of employers foresee payroll decreases, while 66% do not anticipate any changes in the size of their workforces. The seasonally adjusted Net Employment Outlook stands at +15%, strengthening by 1 percentage point over Q3/2017 and by 3 percentage points over the final quarter of 2016.

“Forecasts are positive for yet another quarter, the 9th consecutive interval of double-digit Outlooks, but the growth we’re anticipating in Q4 across regions and industry sectors is no longer so uniform. Unlike in Q2 and Q3, when employers were reporting hiring intentions regardless of their sector of activity, negative Outlooks are now reported for two sectors: Electricity, Gas and Water Supply and Transport, Storage and Communications, and in five of the eight regions and five of 10 sectors employers have tempered their hiring plans compared to last quarter. Such signs of increased caution are often associated with a changing regulatory environment, which may induce employers to adopt a wait-and-see approach as they calibrate their budgets and staff needs,” says Igor Hahn, Country Manager, ManpowerGroup Romania.

Staffing levels are expected to grow in eight of 10 industry sectors and all eight regions during the next three months. Hiring plans are trending stronger than in Q4/2016 in seven out of 10 industry sectors and five out of eight regions, but weaken quarter-over-quarter in five sectors and five regions. The steepest quarter-on-quarter and year-on-year decline is reported in the Wholesale and Retail Trade sector, where the +2% Outlook weakens over Q3/2017 by 21 percentage points and over Q4/2016 by 23 percentage points. Conversely, the most robust improvement, both quarter-over-quarter and year-over-year is reported by employers in the Finance, Insurance, Real Estate & Business Services sector, where the +24% Net Employment Outlook strengthens by 17 percentage points over Q3/2017 and by 18 percentage points over Q4/2016. Hiring perspectives in the sector are among the most positive in the country, alongside those reported by employers in the Manufacturing, where the Outlook stands at +32% and the Restaurants and Hotels sector, where employers report a +19% Outlook.

From a regional standpoint, hiring perspectives are most favorable in the Bucharest & Ilfov and North-West regions, where employers report Outlooks of +17% and +15%, respectively. Q4/2017 Outlooks in these regions are weaker than those reported in the previous quarter by 3, and 7 percentage points, respectively. The steepest quarter-on-quarter decline, however, is reported in the North-East region, where the +2% Net Employment Outlook weakens over Q3/2017 by 18 percentage points. A similarly subdued employment climate is anticipated in the South-West region, where employers report a +3% Outlook which declines by 8 percentage points over Q3/2017, but improves by 3 percentage points over Q4/2016.

Employers in three of the four categories of organization size are optimistic, with large organizations forecasting a Net Employment Outlook of +28%, which strengthens over Q3/2017 by 2 percentage points, and over last year at this time by 8 percentage points. Employers in

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micro organizations are reporting a negative Net Employment Outlook of -1%, weakening slightly over last quarter's stationary Outlook, and stable in comparison to perspectives reported in Q4/2016.

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**Note: The Net Employment Outlook is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from it the percentage of employers expecting to see a decrease. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data, including Romania, are reported in a seasonally adjusted format unless otherwise stated.*

About the ManpowerGroup Employment Outlook Survey:

The ManpowerGroup Employment Outlook Survey is the longest-running, most extensive, forward-looking employment survey in the world, commencing in 1962 and now polling almost 59,000 employers in 43 countries and territories to measure their intentions to increase or decrease the number of employees in their workforce during the next quarter. The survey serves as a bellwether of labor market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the *Monthly Monitor*. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine the health of labor markets.

In Romania, the Q4/2017 survey was conducted by InfoCorp Ltd. between July 19th – August 1st 2017 on a representative sample of 625 employers. The margin of error for all national, regional and global data is not greater than +/- 3.9%.

Results for all 43 countries can be viewed in the interactive ManpowerGroup Employment Outlook Survey Explorer tool at www.manpowergroup.com/meos.

About Manpower

ManpowerGroup Romania

ManpowerGroup Romania, the national leader in innovative workforce solutions, creates and delivers services that help clients meet their business and workforce objectives while enhancing their competitiveness. The company specializes in permanent, temporary and contract recruitment; payroll; contract administration; outsourcing, consulting, project solutions and end-user services through its brands Manpower, Experis, Proservia and ManpowerGroup Solutions. We operate nationally with 13 points of presence in: Bucharest, Timisoara, Cluj-Napoca, Brasov, Iasi, Craiova, Ploiesti, Pitesti and Sibiu. More information on ManpowerGroup Romania is available at www.manpower.ro.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent

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THE NEXT MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY (Q1/2018)

WILL BE RELEASED ON

DECEMBER 12th, 2017.