



ManpowerGroup™

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Romanian Employers Report the Strongest Hiring Intentions in Eight Years: ManpowerGroup Employment Outlook Survey

First-quarter hiring pace in Manufacturing sector expected to remain brisk. Strong levels of workforce growth also forecast in Wholesale & Retail Trade sector.

Bucharest, December 14th, 2016 ■ In Q1/2017, the Romanian labor market is expected to be the strongest of the past eight years, according to Romanian employers, who report a Net Employment Outlook of +15% for the January – March 2017 interval. 19% of the 625 employers in Romania interviewed for the Q1/2017 edition of the ManpowerGroup Employment Outlook Survey plan to add to their payrolls, 13% foresee a decrease in staffing levels, and 66% do not anticipate any change. Hiring intentions strengthen both quarter-over-quarter, and year-over-year by 3 and 5 percentage points, respectively.

“Employers have been expressing confidence for several consecutive quarters, and reported double-digit Net Employment Outlooks for the past six, evidence of a dynamic, fast-paced labor market. First quarter hiring perspectives have never been stronger in the history of the Romanian study, which means more opportunities for job-seekers, but also an increase in the competition for talent in a market that’s already one of the most affected by talent shortage. We are likely to see an intensification of upskilling initiatives and in-country mobility as employers attempt to balance their plans to hire additional staff with skill and talent deficits,” says Corina-Bianca Gonteanu, Strategic Director of Marketing Europe, ManpowerGroup.

During the January – March 2017 interval, payrolls are expected to increase by various degrees in eight of the 10 industry sectors and seven of the eight regions. The strongest industry forecast is once again reported by employers in the Manufacturing sector, where the Outlook stands at +33%, strengthening over Q4/2016 by 1 percentage point, and over Q1/2016 by 13 percentage points, the most considerable year-on-year improvement of all the sectors analyzed. Conversely, hiring intentions in the Mining and Quarrying sector weaken both year-over-year and quarter-over-quarter by a considerable 10 and 7 percentage points, respectively. At -1%, the Net Employment Outlook reported by employers in Mining and Quarrying is the weakest since Q2/2012. For the eighth consecutive quarter, employers in the Electricity, Gas and Water Supply sector also report a negative Net Employment Outlook of -2%, that nevertheless strengthens over Q4/2016 by 10 percentage points and over Q1/2016 by 2 percentage points. Employment opportunities are likely to be favorable in the remaining sectors, especially in Wholesale and Retail Trade, where employers report a Net Employment Outlook of +26%, the strongest forecast reported since the third quarter of 2008.

Job-seekers are likely to find a favorable labor market in seven of the eight regions, most notably in the West, where the Net Employment Outlook is +22%, the strongest in almost two years, and improving both over the last quarter as well as Q1/2016 by 12 and 11 percentage points, respectively. Employers in the North-West continue to be optimistic, reporting a Q1/2017 Net Employment Outlook of +16%, remaining stable compared to Q4/2016 and improving over the first quarter of 2016 by 4 percentage points. Employers in the South region also report a +16% Net Employment Outlook that improves quarter-over-quarter by 10 percentage points and year-over-year by 8 percentage points. In the South-West region hiring intentions decline

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steeply compared to Q1/2016 and the Net Employment Outlook of -5%, the weakest and only negative Outlook in the country, is 1 percentage point weaker than last quarter and 16 percentage points weaker than in the January – March 2016 interval.

Hiring perspectives are optimistic across organizations of all sizes. Employer confidence is most prevalent among large organizations, where the Net Employment Outlook stands at +26%, the strongest in almost 9 years (since Q2/2008). Confidence also increases both quarter-over-quarter and year-over-year among employers in micro and medium organizations, who report Q1/2017 Outlooks of +10%, respectively +14%, while employers in small organizations report a Net Employment Outlook of +6% that weakens slightly over both Q4/2016 and Q1/2017.

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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 Q1/2017 survey was conducted by InfoCorp Ltd. In October 2016 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,

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Brasov, Iasi, Craiova, Ploiesti, Pitesti and Sibiu. More information on ManpowerGroup Romania is available at www.manpower.ro.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for almost 70 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2016, ManpowerGroup was named one of the World's Most Ethical Companies for the sixth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible: www.manpowergroup.com

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THE NEXT MANPOWER EMPLOYMENT OUTLOOK SURVEY (Q2/2017) WILL BE RELEASED ON
MARCH 14th, 2017.