

EMBARGOED UNTIL TUESDAY, DECEMBER 12, 2017 AT 00.01 GMT

Romanian Employers Forecast the Most Optimistic Hiring Pace in the Last Nine Years

The Q1/2018 hiring perspectives are expected to be the brightest since Q1/2009

Bucharest, December 12th, 2017 ■ Romanian employers are the most optimistic in the EMEA region regarding hiring perspectives in the January – March 2018 interval, on a par with their Slovenian peers, according to the newest edition of the ManpowerGroup Employment Outlook Survey. The +17% seasonally adjusted Net Employment Outlook for Q1/2018 is the strongest reported since Q1/2009, improving over the January – March 2017 interval by 3 percentage points.

With 22% of employers forecasting an increase in payrolls, only 12% forecasting decreases, and 64% anticipating no change, perspectives at the beginning of 2018 are positive across all regions, industry sectors and organization sizes, with the exception of micro-organizations, with up to ten employees, where employers report a negative Outlook of -2%. The most optimistic regarding January – March 2018 hiring plans are employers in large organizations, with over 250 employees. They report a +30% seasonally adjusted Net Employment Outlook, the strongest for their organization size in the history of the survey in Romania.

Also at their most optimistic in the almost 10 years of survey deployment in Romania are employers in Manufacturing, who report a +39% Net Employment Outlook for Q1/2018. Perspectives in the sector improve over Q4/2017 by 4 percentage points and strengthen over Q1/2017 by 8 percentage points. Employers in the Construction sector are also more optimistic than in the past, forecasting their strongest Outlook in nearly six years. The +21% Net Employment Outlook is 6 percentage points stronger than in Q4/2017 and improves over Q1/2017 by 11 percentage points. The largest quarter on quarter improvement, of 14 percentage points, is reported in the Wholesale and Retail Trade sector, but the +16% Net Employment Outlook for Q1/2018 is weaker than the previous year's by 11 percentage points, the most notable year-on-year decline among all sectors included in the survey. Conversely, employers in the Electricity, Gas and Water supply sector forecast the largest year-on-year improvement of 14 percentage points, reporting a Net Employment Outlook of +9%, one of the two most optimistic Outlooks for this sector in the history of the Romanian survey.

Hiring plans are also favorable from a regional standpoint. Employers in the North-West are the nation's most optimistic. One in three intends to hire during Q1/2018, and only 6% forecast payroll decreases, resulting in a Net Employment Outlook of +33%, the strongest reported in the region in nearly 10 years, since Q3/2008. The least optimistic are employers in the South-West, but the +6% Net Employment Outlook is nevertheless brighter than both in Q4/2017 and in Q1/2017, improving by 2, respectively 9 percentage points. The most notable quarter-on-quarter and year-on-year improvement outside the North-West region (where perspectives strengthen by 17 percentage points both over Q4/2018 and over Q4/2017) is reported in the North-East region, where the +18% Net Employment Outlook strengthens over Q4/2017 and Q1/2017 by 13, respectively 10 percentage points.

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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 October 18th – 31st 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) 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 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the eight consecutive year and one of Fortune's Most Admired Companies,

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THE NEXT MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY (Q2/2018)
WILL BE RELEASED ON
MARCH 13th, 2018.