

Embargoed until Tuesday, 13/09/2016, 02:01 am (GMT+2)

Romanian Employers Report Steady Q4 2016 Hiring Intentions

Romanian employers forecast an increase in staffing levels in the October – December 2016 interval, but their optimism is more restrained than in the previous quarter

Bucharest, September 13th, 2016 ■ Romanian employers expect the hiring pace to remain steady in the October – December 2016 timeframe, reporting a seasonally adjusted Net Employment Outlook of +11%. Hiring confidence softens, however, after last quarter's record hiring plans, weakening both quarter-over-quarter and year-over-year by 3 and 2 percentage points, respectively. 19% of the 627 employers in Romania interviewed for the Q4/2016 edition of the Manpower Employment Outlook Survey plan to add to their payrolls, 13% foresee a decrease in staffing levels, and 66% do not anticipate any change.

“Employer optimism, though weaker than in the July-September 2016 interval, is similar to the steady, favorable levels reported in Q1 and Q2/2016, so the relative weakening of the Net Employment Outlook is by no means the indicator of an unfavorable labor market. Rather, it is possible that the upcoming parliamentary elections, which have been known to result in policy changes, are inducing a somewhat more cautious approach,” says Corina-Bianca Gonteanu, Head of Marketing and Communication, ManpowerGroup Romania.

Payrolls are expected to increase in eight of 10 industry sectors and six of the eight regions during the October-December period. The strongest industry forecast is once again reported by employers in the Manufacturing sector, where the Outlook stands at +32%, weakening by 2 percentage points over Q3/2016, but improving by 5 percentage points year-on-year. Also improving over Q4/2015 by 5 percentage points are Outlooks reported in the Mining and Quarrying sector (+7%), and in the Wholesale and Retail Trade sector, where the +25% Net Employment Outlook is the strongest in 7 years, matching the Outlooks reported in Q4/2008 and Q4/2012. Hiring perspectives are negative in two of the 10 sectors, including Electricity, Water, Gas, where the -10% Outlook is the least optimistic reported since Q3/2013, weakening quarter-over-quarter and year-over-year by 7 and 6 percentage points, respectively. The steepest decline, both quarter-over-quarter and year-over-year, is reported however in the Construction sector. The Net Employment Outlook for the sector is -3%, dipping into negative territory after seven consecutive quarters of positive hiring intentions, and weakening over Q3/2016 and Q4/2015 by 16 and 22 percentage points, respectively.

From a regional standpoint, opportunities for job-seekers are most likely to be favorable in the Center, where the Net Employment Outlook is +18%. Hiring prospects are 5 percentage points weaker when compared with the previous quarter, but improve by 4 percentage points year-over-year. Opportunities are also likely to improve over Q4/2015 in Bucharest and Ilfov, where the +17% Outlook is 5 percentage points stronger than last year at the same time, and remains relatively stable compared to Q3/2016. However, employer optimism dwindles compared to Q4/2015 in five of the eight regions, and compared to Q3/2016 in six of the eight regions. The most notable quarter-on-quarter downward shift, of 19 percentage points, is reported by employers in the South region, but the +2% Net Employment Outlook still indicates that some hiring activity, though sluggish, is likely. The weakest regional hiring pace is forecast in the South-East region, where employers report an Outlook of -5%, the least optimistic since Q1/2010. Hiring intentions also slip into negative territory in the South-West region, where the

ManpowerGroup Romania

Str. Izvor, nr. 80
Izvor Business Center, etaj 3,
Bucuresti, 050561, Romania
T:+ 40 21 312 18 98
F:+ 40 21 312 18 87
www.manpower.ro

-3% Net Employment Outlook is the least optimistic in six quarters, weakening over Q3/2016 by 12 percentage points.

#

**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 Manpower Employment Outlook Survey:

The Manpower 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 Q4/2016 survey was conducted by InfoCorp Ltd. between July 22nd – 29th 2016 on a representative sample of 627 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 Manpower Employment Outlook Survey Explorer tool at www.manpowergroup.com/meos.

About Manpower

ManpowerGroup Romania

ManpowerGroup Romania, one of the national leaders 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 and consulting. Manpower Professional, a Manpower brand, delivers a comprehensive range of recruitment, temporary placement, selection, outplacement and consulting services focused on specialists and middle & top managers. Our extensive resources, world-class client list, and reputation attract a diverse group of talented candidates, with every level of education, skills and experience ranging from permanent direct hire to one-day contracts. We are present nationally with 13 branches 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 Romania

Str. Izvor, nr. 80
Izvor Business Center, etaj 3,
Bucuresti, 050561, Romania
T:+ 40 21 312 18 98
F:+ 40 21 312 18 87
www.manpower.ro

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

For additional information, alternative graphical formats and illustration please contact:

Corina Gonteanu

Marketing and Communications Manager

ManpowerGroup Romania

Mobile: + 40 729 800 708

Tel.: + 40 21 312 1898

Email: corina.gonteanu@manpowergroup.ro

THE NEXT MANPOWER EMPLOYMENT OUTLOOK SURVEY (Q4/2016) WILL BE RELEASED ON
SEPTEMBER 13th, 2016.