

Under embargo until September 8th, 2:01 am (GMT+2)

Romanian Employers Report the Strongest Hiring Intentions in Seven Years

Employers in Romania report the most optimistic hiring intentions in the EMEA region in Q4/2015, according to the latest edition of the Manpower Employment Outlook Survey

Bucharest, September 8th, 2015 ■ Employer confidence is on the rise during the October – December 2015 interval, as Romanian employers report a seasonally adjusted Net Employment Outlook of +16%, the strongest fourth quarter Outlook among the 24 EMEA countries participating in the Q4/2015 wave of the Manpower Employment Outlook Survey. 19% of the Romanian employers participating in the survey anticipate an increase in their staffing levels in the upcoming quarter, while 11% foresee a decrease, and 67% do not intend any changes. The resulting Net Employment Outlook is the strongest reported in Romania since Q4/2008, and improves by 4 percentage points over the current quarter, and 8 by percentage points year-over-year.

“Taking into account recent economic evolutions in the region, it is particularly heartening to see this boost in Romanian employers’ confidence. The fact that national Outlooks have been trending stronger for the past two years and are at their most solid since 2008 signals that this continued hiring momentum is sustainable and job creation could come about at a rate closer to what job-seekers in Romania need,” says ManpowerGroup Romania’s Country Manager, Valentin Petrof.

Opportunities for job seekers are likely to be positive, by varying degrees, in all of the country’s regions and all but one industry sector. For the eleventh consecutive term, employers in Manufacturing are the country’s most optimistic, reporting a Net Employment Outlook of +25%, that is 5 percentage points stronger than in Q3, and strengthens year-over-year by 13 percentage points. The most notable quarter-on-quarter improvement is reported by employers in the Wholesale and Retail Trade sector, where the +20% Net Employment Outlook strengthens by 12 percentage points over Q3, whereas the most notable year-on-year improvement is reported by employers in the Construction sector, where the +18% Q4/2015 Outlook is 21 percentage points stronger than in Q4/2014. However, forecasts in the Electricity, Gas & Water Supply sector continue to be negative, as they have been for the past five quarters.

Workforce levels are forecast to grow in all eight of the country’s regions. The most upbeat hiring plans are reported by employers in the Center and North-West regions, where the Net Employment Outlooks stand at +14%. Hiring prospects are stronger than in Q3 in six of the eight regions, with employers in the North-West reporting a 6 percentage point improvement, and employers in Bucharest & Ilfov and South regions reporting 4, respectively 3 percentage points improvements over the previous quarter. Conversely, Outlooks decline quarter-on-quarter by 10 percentage points in the West region. The least active hiring market is once again forecast in the South-West region, where 1 in 5 employers expect payrolls to decrease during the next three months. The +2% Net Employment Outlook is relatively stable compared to Q3, but has strengthened by 8 percentage points over Q4/2014.



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Hiring plans are positive across organizations of all sizes, with employers in large organizations (over 250 employees) expressing the most confidence, while micro-employers, with up to 10 employees, report the most cautious hiring plans.

“Recovery after the recession has been protracted and uneven, and this is the first time in seven years that perspectives have strengthened enough to come close to pre-recession levels. It’s an encouraging sign, and it is to be hoped that with a stable and supportive economic and fiscal environment this confidence increase will evolve from a three-month boost to a longer-term trend.” added Valentin Petrof.

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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 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 over 65,000 employers in 42 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 Q4/2015 survey was conducted by InfoCorp Ltd. between the 15th and the 28th of July 2015 on a representative sample of 626 employers. The margin of error for all national, regional and global data is not greater than +/- 3.9%.

Results for all 42 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



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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® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for more than 65 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 2015, ManpowerGroup was named one of the World's Most Ethical Companies for the fifth 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:

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For additional information

The full text of the report is available for download free of charge at www.manpower.ro in both English and Romanian. For additional information, alternative graphical formats and illustration please contact:

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**THE NEXT MANPOWER EMPLOYMENT OUTLOOK SURVEY WILL BE RELEASED ON
DECEMBER 8, 2015.**