

**Under Embargo until 00:01 GMT, September 8th, 2020**

## Press Release

### **Stronger hiring intentions for the period October-December 2020 after a historical minimum in the previous quarter.**

The Restaurants and Hotels and the Wholesale & Retail Trade sectors showing great signs of recovery comparing to the previous quarter.

Employers are anticipating a slower recovery to pre-pandemic hiring, with over a third expecting to return to pre-COVID-19 hiring levels by July next year.

#### **ManpowerGroup Employment Outlook Survey 4Q 2020**

- Employers expect slow-paced job gains in Romania during the upcoming quarter, reporting a Net Employment Outlook of +3%. Hiring sentiment improves by 17 percentage points when compared with the previous quarter, but declines by 8 percentage points year-over-year;
- An increase in payrolls is forecast for six of the seven industry sectors during the fourth quarter of 2020, with the strongest hiring plans reported in the Restaurants & Hotels sector (+11%), the Manufacturing sector (+9%) and the Wholesale & Retail Trade sector (+9%);
- With employers in four Romanian regions expecting job gains, the strongest hiring pace is anticipated in the South-East (+14%);
- Globally, employers in 22 of the 43 countries and territories surveyed expect to add to payrolls during the fourth quarter of 2020, including 13 of the 26 EMEA countries;
- 36% of Romanian employers expect to return to pre-COVID-19 hiring levels by July next year.

**Bucharest, September 8th, 2020** – Romanian employers anticipate limited job gains in during the October to December period, according to the latest ManpowerGroup Employment Outlook Survey conducted by interviewing a representative sample of 459 employers in Romania, part of a panel of over 38,000 employers in 43 countries and territories. Interviewing was carried out during July 2020. The survey findings for the fourth quarter of 2020 are likely to reflect the impact of the global health emergency.

With 11% of employers forecasting an increase in payrolls, 16% anticipating a decrease and 69% expecting no change, the resulting Net Employment Outlook is -5%. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +3%. Hiring sentiment strengthens by 17 percentage points when compared with the prior quarter, but declines by 8 percentage points in comparison with this time one year ago.

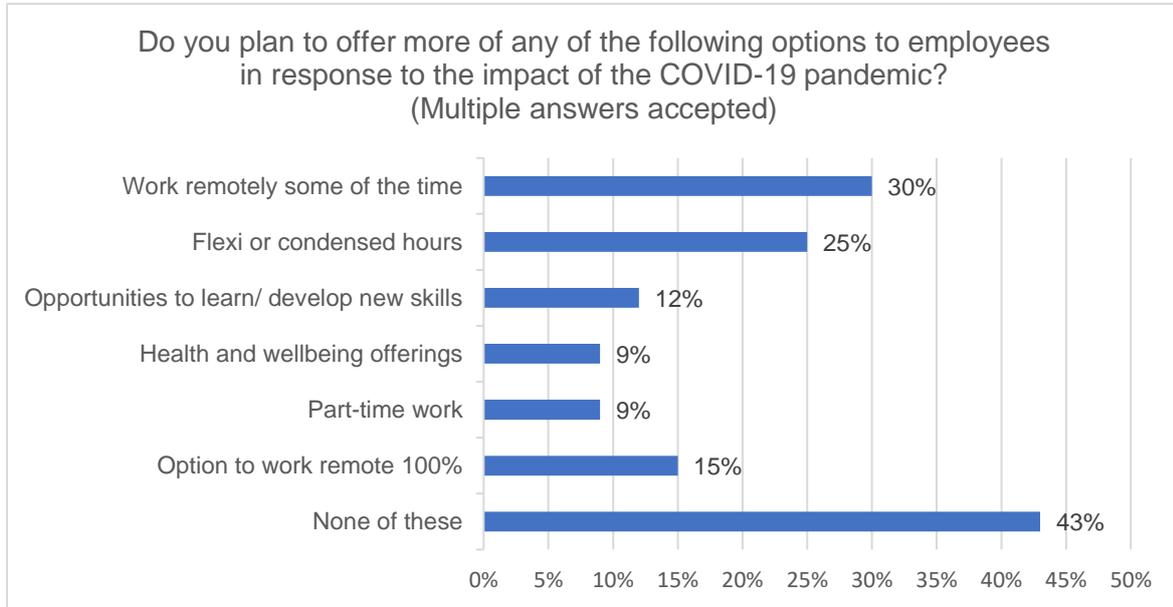
Employers were also asked when they expect to return to pre-COVID-19 hiring levels, and the results reveal that 36% of the Romanian employers interviewed predict to return by July 2021.



### Remote work and flexible hours on the increase

The survey also highlights some of the long-lasting transformative effects that the pandemic has had on the workforce, as it asks employers how they expect the ways of working will change.

#### MEOS COVID-19 additional question July 2020:



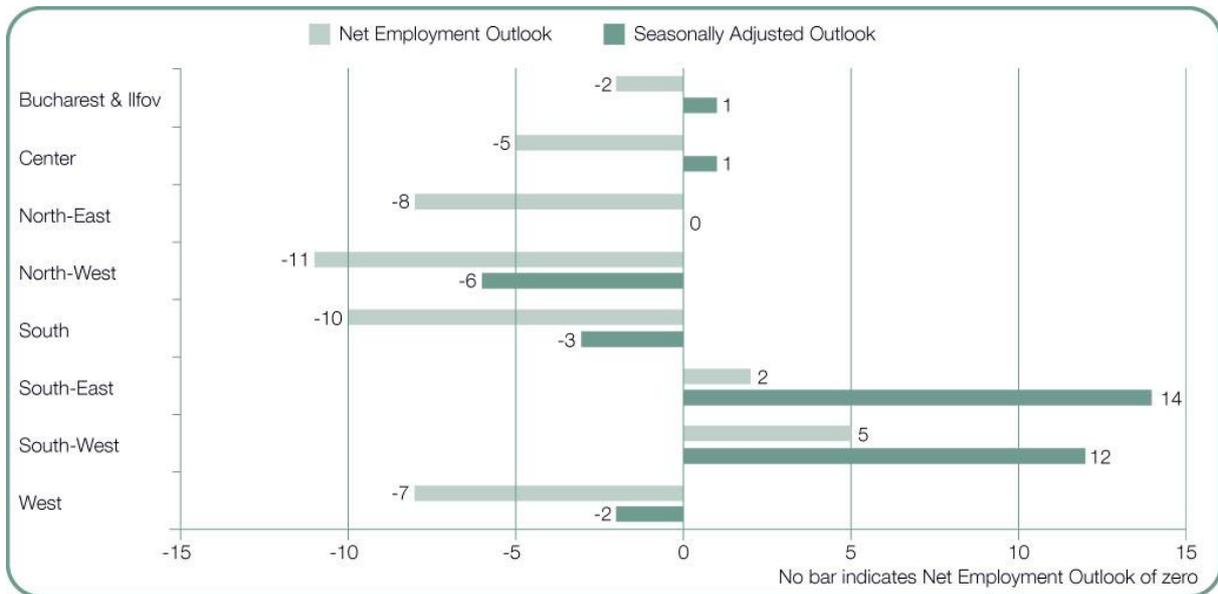
*“In exceptional circumstances, adaptability is essential in order to remain competitive and the employers are showing they are willing to adapt to the new labor market conditions, as 30% of employers plan to offer remote work and 25% flexible hours and condensed hours in the post-pandemic workplace. Also, 15% of employers say that they are ready to offer the possibility of working remotely 100% of the time”,* says Nuno Gameiro, ManpowerGroup South East Europe Regional Managing Director.

### Regional Comparisons

Romanian employers report mixed hiring perspectives for the coming quarter, with job gains expected in four regions, whilst employers in three other regions are expecting to trim payrolls. Hiring perspectives improve in six regions when compared with the previous quarter but weaken in six others when compared with last year at this time.

The strongest regional labor market is forecast in the **South-East**, where the Outlook of +14% improves by 36 and 18 percentage points from 3Q 2020 and 4Q 2019, respectively.

**North-West** employers expect the weakest regional hiring pace with an Outlook of -6% – also the weakest reported since 2010. Hiring plans for the region weaken by 5 percentage points quarter-over-quarter and by 21 percentage points when compared with this time one year ago.



## Sector Comparisons

Employers in six out of the seven industry sectors expect to grow payrolls during the forthcoming quarter. Hiring plans improve in all seven sectors in comparison with the prior quarter but weaken in all seven when compared with this time one year ago.

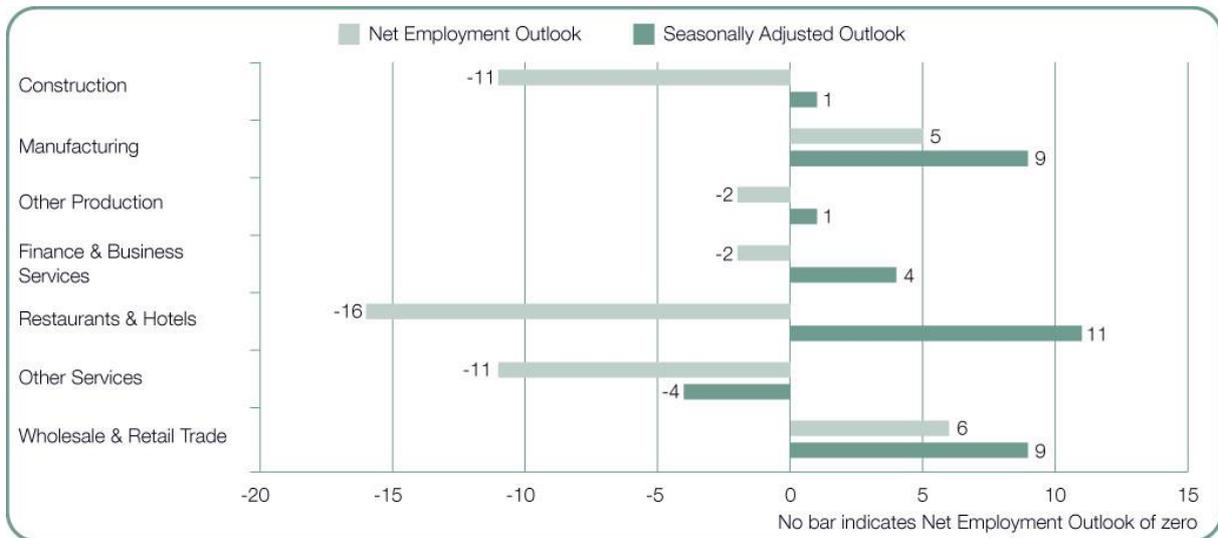
Having anticipated the weakest sector labor market in 3Q 2020, Romania's Restaurants & Hotels sector employers forecast the strongest hiring pace in the coming quarter.

The Outlook of +11% improves sharply when compared with the previous quarter, by 64 percentage points, although it is 2 percentage points weaker in comparison with last year at this time.

Hiring intentions are also stronger than the national Outlook in two sectors with Outlooks of +9%. The employers in the Manufacturing sector report an improvement of 3 percentage points quarter-over-quarter, while the sector's Outlook remains relatively stable year-over-year. The Wholesale & Retail Trade sector Outlook also stands at +9%, improving sharply by 35 percentage points quarter-over-quarter, but declining by 4 percentage points year-over-year.

*"The third quarter has been a real challenge so far for all of the industries, as we are witnessing significant changes, with the employers having to adapt to the new conditions imposed by the pandemic. However, looking forward to the next quarter, employers are being more positive, especially the Restaurants and Hotels sector, where in comparison with previous quarter, hiring intentions are 64 percentage points stronger. The increased optimism of the employers in this sector, might be a reflection of the news that the indoor restaurants will reopen",* concluded Nuno Gameiro.

The weakest regional Outlooks of -4% is reported in Other Services sector. Hiring plans for the sector are 12 percentage points stronger quarter-over-quarter but drop by 8 percentage points when compared with this time one year ago.



### Organization Size Comparisons

Employers in two of the four organization size categories are anticipating workforce gains during the next three months, with the strongest Outlook of +13% reported by Large firms. The weakest hiring pace is expected by Micro employers with a Net Employment that stands at -6%. Meanwhile, limited hiring activity is anticipated by Medium – and Small-size employers, reporting Outlooks of +1% and -1, respectively

### International comparison

In the ManpowerGroup research for the last quarter of 2020, employers in 22 of the 43 countries and territories surveyed by ManpowerGroup expect to add to payrolls in the period up to the end of December 2020. In 16 countries and territories employers expect to reduce payrolls, while flat hiring activity is forecast in five.

When compared with the third quarter of 2020, hiring prospects improve in 37 countries and territories, but weaken in five, with no change reported in one. Employers in 41 countries and territories report weaker hiring plans when compared with this time one year ago, with no change in one and an improvement in one - Turkey. The strongest labor markets are expected in Taiwan, the United States, Turkey, Japan and Greece, while the weakest hiring intentions are reported in Panama, Costa Rica, South Africa, Colombia and the UK.

Workforce gains are expected in 13 of the 26 Europe, Middle East & Africa (EMEA) region countries during the next three months, while employers in eight countries expect to trim payrolls, with flat hiring prospects reported in five. Hiring plans strengthen in 24 of the 26 EMEA countries when compared with the third quarter of 2020, but weaken in 25 when compared with this time one year ago. The strongest labor markets are anticipated in Turkey, Greece and Poland, while the weakest hiring activity is expected by employers in South Africa, the UK and Croatia.



**Note to Editors:**

Full survey results for each of the 43 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at [www.manpowergroup.com/meos](http://www.manpowergroup.com/meos). The next ManpowerGroup Employment Outlook Survey will be released on 8<sup>th</sup> December 2020 and will detail expected labor market activity for the first quarter of 2021.

*\*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.*

*\* Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for Croatia or Portugal.*

**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 over 34,000 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. The ManpowerGroup Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter. ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 55 years and is one of the most trusted surveys of employment activity in the world.

For the 4Q 2020 research, all employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of December 2020 as compared to the current quarter?"

**Methodology**

The ManpowerGroup Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The survey has been structured to be representative of each national economy. In Romania, the 4Q 2020 survey was conducted by InfoCorp Ltd. on a representative sample of 459 employers. The margin of error for all national, regional and global data is not greater than +/- 5.5%.

\*From 2Q 2020, the industry sector categories used in EMEA countries have been updated. The total number of sectors has been reduced from 10 to seven. Five of the seven are unchanged (Manufacturing, Construction, Wholesale & Retail Trade, Restaurants & Hotels, Finance & Business Services). Two new sectors have been created. The new Other Production sector includes: Agriculture, Hunting, Forestry & Fishing; Electricity, Gas & Water; Mining & Quarrying. The new Other Services sector includes: Public & Social; Transport, Storage & Communication. Historical trend information continues to be available for all seven sectors, incorporating these changes.

**Seven sectors considered:**

1. Construction;
2. Finance, Insurance, Real Estate & Business Services;
3. Manufacturing;
4. Other Production (Agriculture, Hunting, Forestry & Fishing; Electricity, Gas & Water; Mining & Quarrying)
5. Other Services (Transport, Storage & Communication; Public & Social)
6. Restaurants & Hotels;
7. Wholesale & Retail Trade.

**Eight Romanian regions:**



1. Bucharest & Ilfov: Bucuresti, Ilfov;
2. Center: Alba, Brasov, Covasna, Harghita, Mures, Sibiu;
3. North-East: Bacau, Botosani, Neamt, Iasi, Suceava, Vaslui;
4. North-West: Bihor, Bistrita Nasaud, Cluj, Maramures, Satu Mare, Salaj;
5. South: Arges, Calarasi, Dambovita, Giurgiu, Ialomita, Prahova, Teleorman;
6. South-East: Braila, Buzau, Constanta, Galati, Tulcea, Vrancea;
7. South-West: Dolj, Gorj, Mehedinti, Olt, Valcea;
8. West: Arad, Caras-Severin, Hunedoara, Timis.

**Organization size:**

1. Micro businesses: less than 10 employees;
2. Small businesses: 10 to 49 employees;
3. Medium businesses: 50 to 249 employees;
4. Large businesses: 250 or more employees.

\* For 4Q 2020, sample sizes are smaller than in previous quarters, reflecting the impact of the global health emergency. The survey is based on interviews with over 38,000 public and private employers across 43 countries and territories to measure anticipated employment trends each quarter.

**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 that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower, Experis and Talent Solutions – creates substantial value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability and in 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year - all confirming our position as the brand of choice for in-demand talent. See how ManpowerGroup is powering the future of work: [www.manpowergroup.com](http://www.manpowergroup.com)

**About 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 and Proservia. We operate nationally with presence in: Bucharest, Brasov, Cluj-Napoca, Craiova, Ploiesti, Pitesti, Sibiu and Timisoara. More information on ManpowerGroup Romania is available at [www.manpower.ro](http://www.manpower.ro).

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