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Romanian Employers Report the Strongest Q3 2016 Hiring Intentions in the EMEA Region

According to the Manpower Employment Outlook Survey, nearly three out of 10 Romanian employers forecast an increase in staffing levels in the July – September 2016 interval

Bucharest, June 14th, 2016 ■ Hiring intentions for Q3/2016 are the strongest they've been in the past 8 years, according to the Romanian employers interviewed for most recent edition of the Manpower Employment Outlook Survey. Of the 625 employers interviewed, 29% indicated they planned to increase their payroll during the July – September 2016 timeframe, while only 7% anticipated a decrease and 64% foresaw no change, resulting in a seasonally adjusted Net Employment Outlook of +16%, the strongest in the EMEA region, and one of the 5 strongest across the 43 countries and territories included in the survey.

“The notable quarter-on-quarter and year-on-year shifts, of 3 and 8 percentage points, respectively, are a positive indicator for recent graduates preparing to enter the workforce this summer, and for the economy as a whole. Signs of a renewed appetite for hiring are observable both through our research, and in practice, and we hope they will be accompanied by increased interest and investment in developing the talents needed for what we trust will remain a dynamic labor market,” says ManpowerGroup Romania's Country Manager, Valentin Petrof.

Payrolls are forecast to increase in eight of 10 industry sectors and all eight regions during the July-September period. The strongest forecast is reported by employers in the Manufacturing sector, where the +36% Outlook reflects robust hiring intentions and, for the first time, matches the strongest Outlook to date, reported in the sector when the survey began in Q2/2008. Hiring plans in the Manufacturing sector strengthen by 8 percentage points over Q2/2016, and by 16 percentage points over Q3/2015. This is one of the three most notable year-on-year shifts, alongside those in the Construction and in the Public and Social sectors, where employers also report a 16 percentage point improvement over the July – September 2015 interval. The weakest hiring plans are once again forecast by employers in the Electricity, Gas & Water Supply sector, but the -2% Net Employment Outlook is nevertheless 3 percentage points stronger than in Q2/2016 and improves over Q3/2015 by 7 percentage points.

Employers in the North-West employers report the strongest of the eight regional Outlooks (+26%), improving by 9 percentage points quarter-over-quarter and by a steep margin of 21 percentage points when compared with Q3/2015. Employers in the Center and South regions are also more optimistic than last year at this time, with Q3/2016 Outlooks improving over Q3/2015 by 13, respectively 11 percentage points, to reach +25%, respectively +14%. Forecasts in the Center region are stronger than they have been since Q2/2008. The least optimistic Outlook, of +3%, is reported in the North-East region,

Hiring perspectives continue to be positive in organizations of all sizes, with employers in large organizations once again reporting the most favorable hiring climate, with an Outlook of +25%, the strongest in 8 years (Q3/2008) and employers in micro-organizations being the most cautious, with an Outlook of +7%.

“The fact that the Q3/2016 Outlooks of several geographical areas and industry sectors are matching or coming close to values reported in 2008 is a reason for job-seekers to be optimistic,

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but they should remain aware that the new opportunities created now can be fundamentally different from those lost in the recession, in terms of job profiles and skills requirements, and position themselves to take advantage of the new dynamics,” 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 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 Q3/2016 survey was conducted by InfoCorp Ltd. between April 20th and May 3rd 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 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.

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About ManpowerGroup

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