



ManpowerGroup™

ManpowerGroup Romania

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Romanian Employers Forecast the Strongest Hiring Pace in More Than Ten Years

Fourth-quarter hiring plans are the most optimistic in Europe, on a par with Slovenia, and among the top 5 most optimistic globally

Bucharest, September 11th, 2018 ■ The Net Employment Outlook for Q4/2018 is +19%, the strongest reported in Romania since Q4/2008, according to the ManpowerGroup Employment Outlook Survey for the October – December 2018 interval. Prospects for jobseekers improve by 4 and 6 percentage points over the previous quarter, Q3/2018, and last year at this time (Q4/2017). Of the 627 Romanian employers interviewed for the Q4/2018 edition of the survey, 24% report that they intend to increase their payrolls, and 9% are considering a decrease in the number of employees. Hiring intentions are also positive by varying degrees across all eight regions and ten industry sectors analyzed.

Employers in the South regions are the country's most optimistic, reporting a Net Employment Outlook of +28%, the strongest in more than 10 years, and the most improved from the previous quarter, strengthening over Q3/2018 by 18 percentage points. The most considerable year-on-year improvement is reported by employers in the South-West region, where the +24% Net Employment Outlook, the strongest since Q2/2008, is 25 percentage points stronger than in Q4/2017. Employers in the North-East report a year-on-year improvement of 24 percentage points, with a Net Employment Outlook of +23%, the strongest Outlook for the region in the history of the Romanian survey. The Outlook also stands at +23% in the South-East region, where employer optimism is at its highest since Q3/2008. Though still favorable and indicative of a steady hiring pace, perspectives in the Bucharest & Ilfov region are the least bright in the country, with employers reporting a +13% Outlook, which declines over both Q3/2018 and Q4/2017 by 2, respectively 4 percentage points. A similar quarter-on-quarter and year-on-year decline is reported in the West region, where the Outlook for Q4/2018 stands at 17%.

Workforce gains are forecast in all of the ten industry sectors analyzed, most notably in the Construction sector, where the +36% Net Employment Outlook is the strongest in more than 10 years, since Q2/2008. Hiring prospects in the sector improve considerably over the previous quarter, by 16 percentage points, and are the most improved year-on-year among all the sectors analyzed, strengthening over Q4/2017 by 25 percentage points. Employers in Manufacturing also expect respectable payroll increases, although the Net Employment Outlook of +29% is stable compared to the previous quarter and declines over Q4/2017 by 3 percentage points. The weakest employment perspectives are reported in the Mining and Quarrying sector, where the +4% Net Employment Outlook indicates a sluggish hiring environment that is nevertheless improved both over Q3/2018, by 13 percentage points, and over Q4/2017, by 3 percentage points.

Hiring perspectives are positive across all sizes of organization. While large employers are slightly less enthusiastic than in Q3/2018 and Q4/2017, reporting a +26% Net Employment outlook that is 1 percentage point weaker quarter-over-quarter and 2 percentage points weaker year-over-year, employers in medium organizations are at their most optimistic in the past ten years. The +26% Net Employment Outlook improves significantly over last year, by 16 percentage points, and is 7 percentage points stronger than in Q3/2018. Characteristically, employees in micro-organizations are the least enthusiastic, reporting a cautious Net Employment Outlook of +4%.

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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 over 59,000 employers in 44 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 Q4/2018 survey was conducted by InfoCorp Ltd. between July 18th – 31st 2018 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 44 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 14 points of presence in: Bucharest, Arad, Brasov, Cluj-Napoca, Craiova, Iasi, Oradea, Ploiesti, Pitesti, Sibiu and Timisoara. More information on ManpowerGroup Romania is available at www.manpower.ro.

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 over 400,000 clients and connect 3+ million people to meaningful, sustainable work across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management®

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and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for 70 years. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the ninth 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 is powering the future of work: www.manpowergroup.com

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

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THE NEXT MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY (Q1/2019)
WILL BE RELEASED ON
DECEMBER 11th, 2018.