

**UNDER STRICT EMBARGO UNTIL 00:01 GMT, DECEMBER 8th, 2020**

## Romanian employers expect limited hiring activity for the period January - March 2021

Employers are anticipating a slow recovery with 9% of them expecting to return to pre-pandemic hiring levels by the end of March next year.

### ManpowerGroup Employment Outlook Survey 1Q 2021

- Limited hiring opportunities are forecast for the next three months with employers reporting a Net Employment Outlook of +3%. Hiring plans improve by 2 percentage points when compared with the previous quarter, but dip by 14 percentage points year-over-year.
- Job gains are expected in five of seven industry sectors, most notably the Finance & Business Services sector (+11%). However, Romania's Manufacturing sector Outlook of +3% is the weakest reported in more than 10 years.
- Hiring prospects for the Center (+17%) are the strongest for the coming quarter across the eight Romanian regions.
- Globally, employers in 34 of the 43 countries and territories surveyed expect to add to payrolls during the first quarter of 2021, including 19 of the 26 EMEA countries.

**Bucharest, December 8th, 2020** – Romanian employers anticipate slow-paced hiring activity for the first quarter of 2021, according to the latest ManpowerGroup Employment Outlook Survey conducted by interviewing a representative sample of 505 employers in Romania, part of a panel of over 37,500 employers in 43 countries and territories. The survey findings for the first quarter of 2021 are likely to reflect the impact of the global health emergency.

Romanian employers report downbeat hiring plans for the first quarter of 2021. While 12% of employers anticipate an increase in payrolls, 15% forecast a decrease and 65% expect no change, resulting in a Net Employment Outlook of -3%.

With 12% of employers forecasting an increase in payrolls, 15% anticipating a decrease and 65% expecting no change, the resulting Net Employment Outlook is -3%. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +3%. Hiring sentiment improves by 2 percentage points when compared with the previous quarter, but declines by 14 percentage points in comparison with the same period last year.

Employers were also asked when they expect to return to pre-COVID-19 hiring levels, and the results are as follows: 9% of interviewed employers expect to return to employment levels during the first three months of 2021, 12% during the second quarter of 2021, 14% of employers expect to return during the third quarter, while 18% expect to return in the IV / 2021 quarter or even longer, 6% don't know, and the rest of employers estimate that they will never return to previous employment levels.

*“Romanian employers are expecting a slow-paced hiring activity for the first quarter of 2021, but still expecting to create more jobs than the previous quarter. The results of the survey show a contrasting situation, depending on the sector and illustrate just how tough the labour market is currently for certain sectors such as Restaurants & Hotels. At the same time, we have noticed positive trends in*



several key sectors and the demand for professionals in Technology, Ecommerce or Business services is increasing without a sufficient response in terms of talent available.

The challenges of managing our people such as upgrading their skills, choosing the right mix of strategic workforce management, selecting and recruitment talents for the needs of digital transformation are more critical than ever and require our attention", says Horatiu Vasilescu, Managing Director of ManpowerGroup Romania.

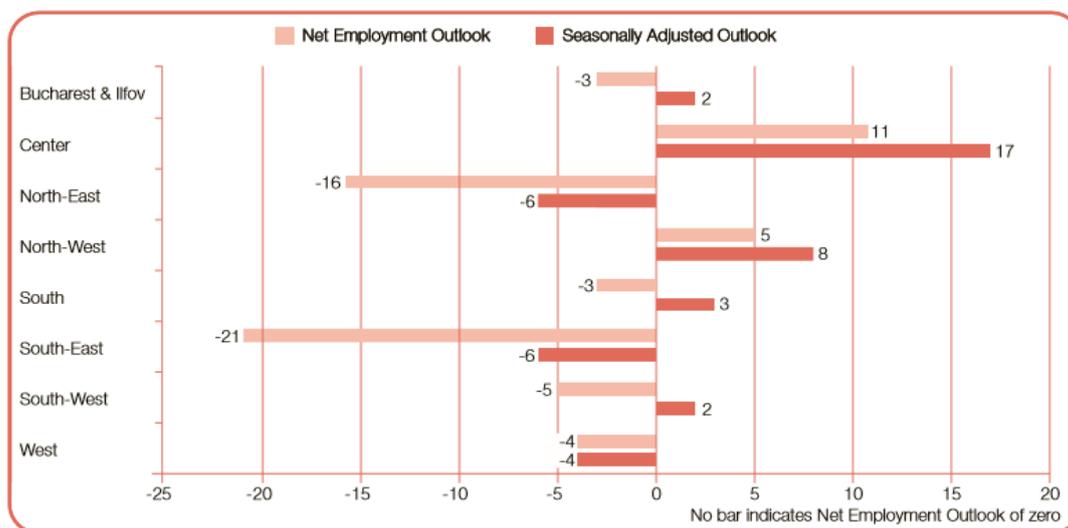
Horatiu Vasilescu continues: "However, up-skilling and re-skilling should be the consider one top priority in the labour market in 2021, as is crucial to help people transition from one sector to another, helping them growing their careers into areas of greater demand and this way developing their employability in a context that remain uncertain".

### Regional Comparisons

From a regional perspective, the forecast for Romania continues to be mixed, with workforce gains expected in five regions, while decreases are anticipated in three. When compared with the previous quarter, Outlooks strengthen in four regions but also weaken in four. However, in a comparison with 1Q 2020, hiring plans decline in all eight regions.

The strongest regional Outlook of +17% is reported in the Center, improving by 13 percentage points quarter-over-quarter, but declining by 14 percentage points year-over-year.

Employers report the weakest regional forecasts of -6% in two regions. In the first of these, the North-East Outlook declines by 4 and 21 percentage points from 4Q 2020 and 1Q 2020, respectively, and is the weakest reported in six years. South-East employers also anticipate a struggling labor market with an Outlook of -6%, declining by 16 percentage points in comparison with the prior quarter and by 26 percentage points when compared with this time one year ago.



### Sector Comparisons

Employers in five out of the seven industry sectors expect to grow payrolls during the forthcoming quarter.

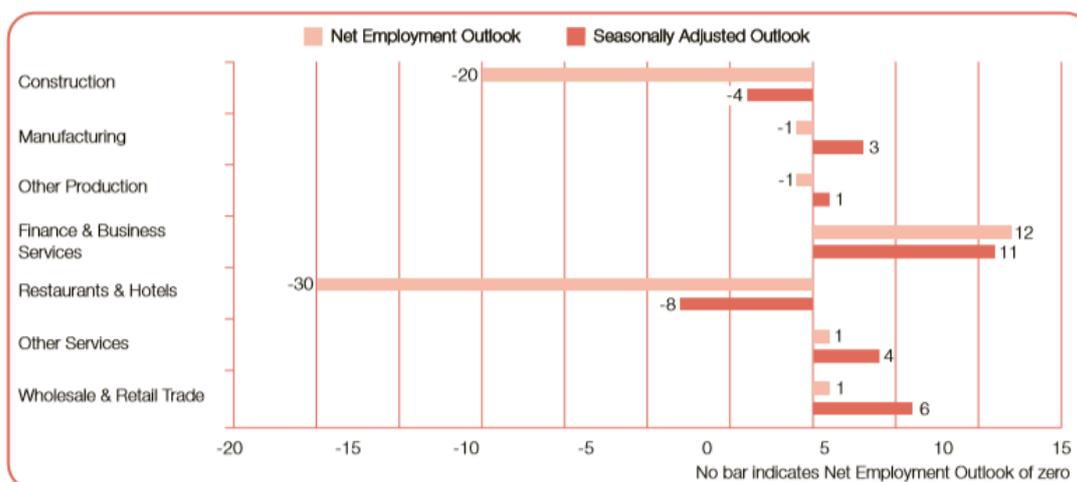
In a comparison with 4Q 2020, Outlooks decline in five sectors, and employers in all seven sectors report weaker hiring plans when compared with this time one year ago.



Employers in Romania's Finance & Business Services sector anticipate the strongest sector hiring pace, reporting an Outlook of +11%. Hiring intentions improve by 8 percentage points quarter-over-quarter, but decline by 14 percentage points year-over-year.

Hiring sentiment is also stronger than the national Outlook in the Wholesale & Retail Trade sector (+6%), despite declining by 2 and 11 percentage points from 4Q 2020 and 1Q 2020, respectively. Restaurants & Hotels sector employers forecast the weakest sector hiring activity with a struggling Outlook of -8%, dipping by 15 percentage points in comparison with the prior quarter and by 30 percentage points year-over-year.

The Manufacturing sector Outlook of +3% is the weakest reported in more than 10 years, declining by 5 and 15 percentage points from 4Q 2020 and 1Q 2020, respectively.



### Organization Size Comparisons

Employers in three of the four organization size categories expect to grow staffing levels in the coming quarter. The strongest Net Employment Outlooks of +6% are reported in the Medium- and Large-size categories, while Small employers report an Outlook of +3%. Meanwhile, Micro employers expect to trim payrolls, reporting an Outlook of -4%.

### International comparison

At a global level, employers in 34 of the 43 countries and territories surveyed by ManpowerGroup expect to add to payrolls in the period up to the end of March 2021. Employers expect to trim payrolls in seven countries and territories during the coming quarter, while flat labor markets are forecast in two. Employers expect to add to payrolls in 19 of the 26 Europe, Middle East & Africa (EMEA) region countries during the upcoming quarter, while a decline in payrolls is anticipated in five and flat hiring activity in two. Hiring prospects improve in 18 EMEA countries in comparison with the prior quarter but weaken in 24 countries when compared with last year at this time.

During the next three months, employers anticipate the strongest hiring activity in Taiwan, the U.S., Singapore, Australia and Brazil. The weakest labor markets are expected in Panama, the UK, Switzerland, Austria and Hong Kong.

### 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 9 March 2021 and will detail expected labor market activity for the second 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 37,500 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 1Q 2021 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 March 2021 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 1Q 2021 survey was conducted by InfoCorp Ltd. on a representative sample of 505 employers. The margin of error for all national, regional and global data is not greater than +/- 5.5%.

#### **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 1Q 2021, sample sizes are smaller than in previous quarters, reflecting the impact of the global health emergency. The survey is based on interviews with over 37,500 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. We operate nationally with presence in: Bucharest, Brasov, Cluj-Napoca, Craiova, Pitesti, Sibiu and Timisoara. More information on ManpowerGroup Romania is available at [www.manpower.ro](http://www.manpower.ro).

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