

UNDER STRICT EMBARGO UNTIL 00:01 GMT, MARCH 9th, 2020

Romanian employers anticipate optimistic hiring plans for the period April – June 2021, with the strongest Outlook reported in EMEA, along with Croatia

ManpowerGroup Employment Outlook Survey 2Q 2021

- Romanian employers report **favorable hiring plans** for the next three months with a seasonally adjusted Net Employment Outlook of +12%. Hiring prospects improve by 8 percentage points when compared with the previous quarter, but decrease by 7 percentage points year-over-year.
- With an increase in payrolls anticipated for five of the seven industry sectors during the upcoming quarter, the strongest hiring activity is expected in the **Finance & Business Services sector** (+18%) and the **Manufacturing sector** (+17%), although **Construction sector** employers (-6%) report the weakest hiring sentiment in more than seven years.
- Employers located in the **Center** of Romania anticipate the strongest regional hiring pace with an Outlook of +17%.
- Globally, employers in **31 of the 43 countries and territories** surveyed expect to **grow payrolls** during the second quarter of 2021, including 18 of the 26 EMEA countries.

Bucharest, March 9th, 2021 – Romanian employers anticipate steady workforce gains during the second quarter of 2021, according to the latest ManpowerGroup Employment Outlook Survey¹ conducted by interviewing a representative sample of 528 employers in Romania, part of a panel of over 42,000 employers in 43 countries and territories. The survey findings for the second quarter of 2021 are likely to reflect the impact of the global health emergency.

With 26% of employers expecting to increase payrolls, 8% forecasting a decrease and 63% anticipating no change, the resulting Net Employment Outlook is +18%. The seasonally adjusted Net Employment Outlook stands at +12%, improving by 8 percentage points quarter-over-quarter, but declining by 7 percentage points year-over-year.

The Outlook for Romania in the coming quarter is one of the two strongest reported in EMEA, along with Croatia.

With the global roll-out of COVID-19 vaccines in full effect, employers were also asked² about their company's vaccination policy. Only 10% of Romanian employers surveyed feel their staff should be vaccinated, while most employers (60%) have no plans to introduce a fixed vaccination policy and leaving it to their workers to decide. Meanwhile, 18% intend to encourage vaccination by highlighting the benefits, while 2% will mandate vaccination for some roles only.

When employers were asked in regards to the working model preference over the next 6-12 months, only 4% of employers expect to allow employees to work remotely full-time.

¹ ManpowerGroup interviewed globally over 42,000 employers in 43 countries and territories to forecast labor market activity in the second quarter of 2021. All participants were asked, "How do you anticipate total employment at your location to change in the three months to the end of June 2021 as compared to the current quarter?"

²Results from additional questions were collected from 203 Romanian employers

**Employers working model preference over the next 6-12 months:**

- Work remotely all/most of the time **4%**
- Mix of remote and workplace-based working **29%**
- Workplace-based working all/most of the time **58%**
- Flexible/condensed hours **3%**
- Flexible start and finish times **4%**
- Don't know **1%**

"As the vaccine rollout has begun in Romania, the employers anticipate optimistic hiring plans with one of the strongest Outlook reported in EMEA, for the period April – June 2021. These results are mainly driven by the strong hiring intentions in the Finance & Business Services sector (+18%) and the Manufacturing sector (+17%). Also, the employers are more focused in creating sustainable workplace practices. The results showcase that the hybrid working model that many organizations followed from the beginning of crisis, is here to stay. 29% of Romanian employers said that they will use a mix of remote working and workplace-based working in the next 6-12 months, and most of employers (58%) stating a workplace-based model", says Horatiu Vasilescu, Managing Director of ManpowerGroup Romania.

Horatiu Vasilescu continues: *"It was important before the pandemic, but now it is even more crucial to create a better workplace where everyone can fully unleash their human potential in a technology - driven world. Companies across Romania anticipate a favorable hiring activity, with most of the job opportunities expected to involve tech skills, as organizations continue their digital transformation and this requires our attention".*

Regional Comparisons

From a regional perspective, Workforce gains are forecast for six of the eight Romanian **regions** during the April to June period, while a decrease in payrolls is expected in two regions. Hiring plans improve in six regions when compared with the previous quarter but weaken in all eight regions when compared with the same period last year.

The Outlook for the **Center** of +17% is again the strongest of the eight regional forecasts for the coming quarter. While employers in the region report no change quarter-over-quarter, hiring plans are 5 percentage points weaker year-over-year.

In the **South-East**, employers anticipate the weakest regional hiring pace with an Outlook of -3%, improving by 3 percentage points quarter-over-quarter, but declining by 25 percentage points year-over-year.

Sector Comparisons

An increase in staffing levels is forecast for five of the seven Romanian **industry sectors** during the forthcoming quarter. Hiring prospects improve in five sectors when compared with the previous quarter, but weaken in six sectors when compared with the second quarter of 2020.

As in the previous quarter, **Finance & Business Services sector** employers anticipate the strongest sector labor market, reporting an Outlook of +18%. Hiring plans in the sector are 7 percentage points stronger when compared with the previous quarter, but dip by 7 percentage points in comparison with the same period last year.

Manufacturing sector employers forecast steady hiring activity in the next three months with an Outlook of +17%, strengthening by 13 percentage points quarter-over-quarter, while remaining relatively stable year-over-year.

The **Other Services sector** Outlook of +15% is also stronger than the national Outlook. Hiring plans in the sector improve by 10 percentage points in comparison with the prior quarter and are unchanged when compared with this time one year ago.

Sector hiring plans are weakest in Romania's **Construction sector**, where the Outlook of -6% remains relatively stable quarter-over-quarter, but declines by a steep margin of 34 percentage points year-over-year. The resulting Outlook is the weakest in more than seven years.

Organization Size Comparisons

Payroll gains are forecast in three of the four organization size categories during 2Q 2021. Medium employers (+18%) expect the strongest hiring climate, but Micro firms (-6%) expect to trim payrolls.

International comparison

At a global level, employers expect to add to payrolls in 31 of the 43 countries and territories surveyed by ManpowerGroup for the second quarter of 2021. The strongest labor markets are forecast in Taiwan, the U.S., Australia and Singapore, while employers in Panama, the UK and South Africa anticipate the weakest hiring activity.

In the Europe, Middle East & Africa (EMEA) region, workforce gains are expected during the next three months for 18 of the 26 countries surveyed, while employers in six countries expect to trim payrolls and flat hiring prospects are reported for two. Hiring plans strengthen in 16 EMEA countries when compared with the previous quarter, but weaken in 20 in a comparison with the same period last year. The strongest labor markets in the coming quarter are anticipated by employers in Croatia, Romania and Turkey, while employers in South Africa and the UK expect the weakest hiring activity.

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. The next ManpowerGroup Employment Outlook Survey will be released on 8 June 2021 and will detail expected labor market activity for the third quarter of 2021.

Methodology

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.

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 2Q 2021 survey was conducted by InfoCorp Ltd. on a representative sample of 528 employers. The margin of error for all national, regional and global data is not greater than +/- 5.5%.

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.

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.

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