

UNDER STRICT EMBARGO UNTIL 00:01 GMT, JUNE 8th, 2021

The optimistic hiring climate will continue in Romania for the next quarter.

New data from ManpowerGroup Talent Shortage reveal that 86% of the Romanian employers are having difficulty filling jobs.

ManpowerGroup Employment Outlook Survey Q3 2021:

- Employers in Romania expect the favourable hiring climate to continue in the upcoming quarter. The Net Employment Outlook of +12% is unchanged when compared with the previous quarter and improves by 26 percentage points year-over-year;
- Job gains are expected in all but one of Romania's industry sectors during the coming quarter, with the strongest hiring pace anticipated in the Finance & Business Services sector (+23%) and the Manufacturing sector (+21%). However, the Construction sector (-3%) labor market continues to struggle;
- With positive Outlooks in all eight regions for the next three months, the strongest hiring pace is expected in the North-East (+22%);
- Globally, employers in 42 of the 43 countries and territories surveyed expect to grow payrolls during the third quarter of 2021, including all 26 EMEA countries;
- Additional findings from ManpowerGroup Talent Shortage Survey reveal that 86% of Romanian employers are having difficulty filling jobs (compared to 74% - European level).

Bucharest, June 8th, 2021 – Romanian employers anticipate optimistic workforce gains during the third quarter of 2021, according to the latest ManpowerGroup Employment Outlook Survey¹ conducted by interviewing a representative sample of 554 employers in Romania, part of a panel of over 45,000 employers in 43 countries and territories.

With 26% of employers expecting to increase payrolls, 7% forecasting a decrease and 64% anticipating no change, the resulting Net Employment Outlook is +19%. The seasonally adjusted Net Employment Outlook stands at +12%, unchanged when compared with the previous quarter, but improve by 26 percentage points in comparison with the third quarter of 2020, when the COVID-19 pandemic first had an impact on hiring sentiment

“The ManpowerGroup Employment Outlook Survey results for the next three months reflect the positive direction of the Romanian economy since restrictions have gradually been lifted and the vaccination plan continues. These results are mainly driven by the strong hiring intentions in the Finance & Business Services sector (+23%) and the Manufacturing sector (+21%). On the other hand, additional findings from the latest ManpowerGroup Talent Shortage Survey highlight that more than 8 out of 10 Romanian employers (86%) report difficulty filling jobs, employers having the most difficulty

¹ ManpowerGroup interviewed globally over 45,000 employers in 43 countries and territories to forecast labor market activity in the third 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 September 2021 as compared to the current quarter?”



finding skilled workers in Manufacturing/Production and Operations/Logistics”, stated Horațiu Vasilescu, Managing Director of ManpowerGroup Romania.

Horațiu Vasilescu continues, “In the context of a talent shortage at highest level, with fierce competition for talent, as well as favorable hiring prospects, the success of Romanian employers will depend on how they will prepare for the coming 2021 trends, such as reorienting the talent strategy towards skills development, ensuring employee wellbeing, and powering digital transformations”.

Sector Comparisons

Workforce gains are expected in six of seven Romanian **industry sectors** during the July to September period, with hiring sentiment strengthening in all seven both quarter-over-quarter and year-over-year.

The strongest sector hiring climate is forecast for the **Finance & Business Services sector** (+23%), improving by 4 percentage points when compared with the previous quarter and by 36 percentage points in comparison with last year at this time.

In the **Manufacturing sector**, employers report the strongest hiring intentions in two years with an Outlook of +21%, improving by 4 and 18 percentage points from 2Q 2021 and 3Q 2020, respectively. Hiring prospects are also stronger than the national Outlook in the **Other Services sector** (+17%). Remaining relatively stable in comparison with the prior quarter and improving by 34 percentage points year-over-year, the Outlook is the strongest reported in two years.

As in the previous quarter, the weakest of the seven industry sector forecasts is in the **Construction sector**, standing at -3%, where hiring plans are 3 percentage points stronger quarter-over-quarter, while remaining relatively stable when compared with this time one year ago.

Regional Comparisons

Employers in all eight Romanian **regions** expect to grow payrolls in the forthcoming quarter. Hiring sentiment strengthens in four regions when compared with the previous quarter, while weakening in two. When compared with last year at this time, hiring prospects strengthen in seven regions.

The strongest regional Outlook of +22% is reported in the **North-East**. Improving by 6 and 28 percentage points from 2Q 2021 and 3Q 2020, respectively, the Outlook is the strongest in more than two years.

Employers in two regions report the most cautious Outlooks of +6%. In the first of these, **South-East** employers report increases of 9 and 29 percentage points quarter-over-quarter and year-over-year, respectively.

In the **West**, employers also report an Outlook of +6%, declining by 2 percentage points when compared with the previous quarter, but improving by 17 percentage points year-over-year.

Organization Size Comparisons

Job gains are expected in all four **organization size** categories during the coming quarter, most notably by Large employers (+20%). Micro employers (+5%) forecast the weakest hiring activity.

International comparison

At a global level, employers expect to add to payrolls in 42 of the 43 countries and territories surveyed by ManpowerGroup for the July to September period, while flat hiring activity is expected in one.

In a comparison with the second quarter of 2021, employers report stronger hiring plans in 31 of the 43 countries and territories, while Outlooks weaken in eight, with no change reported in four. When compared with this time one year ago – when COVID-19 first had an impact on hiring sentiment – employers in 42 of the 43 countries and territories report improved hiring prospects, with no change in one. In the coming quarter, the strongest labor markets are forecast in the U.S., Taiwan, Australia, Greece, Ireland and Singapore, while the weakest hiring intentions are reported in Hong Kong, Argentina, Panama and South Africa.

Employers in all 26 Europe, Middle East & Africa (EMEA) region countries expect to add to payrolls during the upcoming quarter. When compared with the prior quarter, Outlooks strengthen in 22 EMEA countries, while weakening in two. In a comparison with the same period last year, hiring plans strengthen in all 26 EMEA countries. The strongest hiring activity is expected in Greece, Ireland, and Croatia, while employers in South Africa, the Czech Republic and Spain forecast the weakest hiring pace.

Talent Shortages at 15-year-high as Hard & Soft Skills Are More Difficult to Find Than Ever Before

While employers remain optimistic in their hiring plans, more companies than ever are struggling to hire the talent they need. Additional data from ManpowerGroup's latest Talent Shortage Survey² also reveals global talent shortages have hit a 15-year high at a global level, with over 8 in 10 employers (86%) in Romania report difficulty in hiring (compared with 69% globally). The top 4 roles that Romanian employers are struggling to fill are related to Manufacturing/Production (48%), Operations/Logistics (25%), Sales & Marketing (9%) and IT/Data (7%) .

Nearly 7 in 10 (69%) employers globally report difficulty hiring, the highest than at any point since ManpowerGroup first asked about talent shortage in 2006. European employers are experiencing the most difficulty with the most prominent skill gaps in France (88%), Romania (86%), Italy (85%), Switzerland (83%), Belgium (83%) and Turkey (83%).

Employers are also increasingly valuing workers and leaders with the relevant soft skills especially during times of rapid developments and uncertainty. Survey data reveals the soft skills in high demand in Romania are: Resilience, stress tolerance and adaptability (60%), Accountability, reliability, discipline (57%), Initiative taking (51%), Reasoning, problem-solving (47%), and Leadership and social influence (40%).

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 14th of September 2021 and will detail expected labor market activity for the fourth quarter of 2021.

² Talent Shortage Survey – undertaken in January 2021 – is a survey of 42,000 global employers. It identifies the proportion of employers who report difficulty filling positions in their organization. It reports on which jobs employers say are most difficult to fill and identifies candidate shortcomings that are preventing employers from filling positions.

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.

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 Q3 2021 survey was conducted by InfoCorp Ltd. on a representative sample of 554 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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