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## Positive Outlook for Job-Seekers in the First Quarter of 2016, report Romanian Employers

**Employers in all regions and nine out of 10 industry sectors anticipate that a moderately optimistic hiring activity is likely to continue through March 2016, says the Manpower Employment Outlook Survey**

**Bucharest, December 8<sup>th</sup>, 2015** ■ Job seekers can continue to expect a steady hiring pace in the January – March 2016 interval, according to the Q1/2016 edition of the Manpower Employment Outlook Survey, which interviewed 625 employers across eight regions and 10 industry sectors in the October 14<sup>th</sup> – 27<sup>th</sup> timeframe. With 16% of employers indicating intentions to increase their payroll, 15% anticipating a decrease and 66% envisioning no change, the seasonally adjusted Net Employment Outlook stands at +12%, relatively stable when compared to the current quarter, and 2 percentage points stronger year-over-year.

*“It’s encouraging to see that last quarter’s early signs of increased confidence are reinforced in Q1, and especially that the regional outlook is less uneven. Employer optimism is not as buoyant as in the previous three months across all industry sectors, which is to be expected given global interdependencies, but the continuation in 2016 of the double digit Net Employment Outlooks reported throughout 2015 gives us reason to hope that this is indeed the beginning of a trend toward sustainable job growth,”* says ManpowerGroup Romania’s Country Manager, Valentin Petrof.

Staffing levels are forecast to grow in nine of the 10 industry sectors during the upcoming quarter. The strongest Q1 hiring plans are reported in the Wholesale and Retail Trade sector, where more than 1 in 4 employers intend to add to their payrolls during the January – March 2016 interval. At +23%, the Net Employment Outlook in the sector is the strongest it has been since Q4/2012, and improves both quarter-over-quarter and years-over-year by 3, respectively 15 percentage points. More than 1 in 4 employers in the Manufacturing sector also expect to add to their payrolls in the coming months despite the outlook’s moderate decline in comparison to the prior quarter. Across eight of the 10 sectors, however, forecasts weaken by varying degrees over Q4/2015, with the steepest declines reported by employers in the Construction and Manufacturing sectors. The only negative Outlook, of -6%, continues to be reported in the Electricity, Gas and Water Supply sector, where employer intentions have only been positive once in almost three years.

From regional standpoint Outlooks are positive across the country, with employers in the Center and North-West regions being the country’s most optimistic, for the second consecutive quarter. At +13%, the Net Employment Outlooks in these regions remain relatively stable compared to the previous quarter. Elsewhere, the Outlook in the South-West region strengthens quarter-over-quarter by 6 percentage points, reaching +9%, one of the most optimistic in the past almost four years, while the Outlook in the North-East region weakens over Q4/2015 by 9 percentage points, to stand at +4%, the least optimistic in the country.



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Hiring perspectives continue to be positive in organizations of all size, with employers in large organizations one again reporting the most favorable hiring climate, with an Outlook of +16%, and employers in micro-organizations being the most cautious, with an Outlook of +2%.

*“Hiring confidence is the engine that fuels the job growth Romania needs for economic development, and for retaining the talents companies operating locally need. Seeing confidence persist, and indeed grow in some industries, can only be positive, but it’s worth noting that companies are quicker to make adjustments to their hiring than they were prior to the recession, and that in a changing environment they respond by changing as well, ”* 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 over 65,000 employers in 42 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 Q1/2015 survey was conducted by InfoCorp Ltd. between the 14<sup>th</sup> and the 27<sup>th</sup> of October 2015 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 42 countries can be viewed in the interactive Manpower Employment Outlook Survey Explorer tool at [www.manpowergroup.com/meos](http://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



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### **About ManpowerGroup**

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for more than 65 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2015, ManpowerGroup was named one of the World's Most Ethical Companies for the fifth consecutive 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 makes powering the world of work humanly possible:

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**THE NEXT MANPOWER EMPLOYMENT OUTLOOK SURVEY WILL BE RELEASED ON  
MARCH 8<sup>th</sup>, 2016.**