

# SeeNews

Business Intelligence  
for Southeast Europe



## Industry Report

### Employment activities 2016 ROMANIA

[seenews.com/reports](https://seenews.com/reports)

# CONTENTS

I. KEY INDICATORS

II. INTRODUCTION

III. REVENUES

IV. EXPENSES

V. PROFITABILITY

VI. EMPLOYMENT

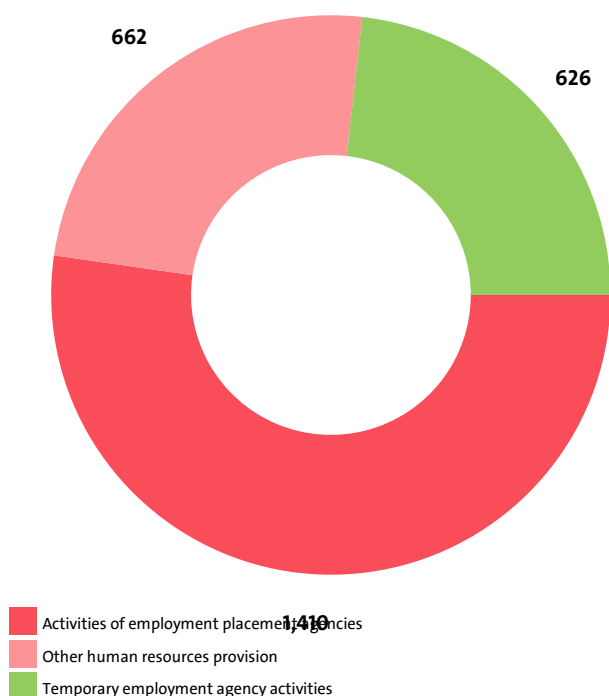
## I. KEY INDICATORS

- The Employment activities industry in Romania was represented by 2,698 companies at the end of 2016, compared to 2,471 in the previous year and 2,213 in 2014.
- The industry's net profit amounted to RON 162,519,476 in 2016.
- The industry's total revenue was RON 3,295,877,852 in 2016, up by 8.62% compared to the previous year.
- The combined costs of the companies in the Employment activities industry reached RON 3,100,483,655 in 2016, up by 7.94% year-on-year.
- The industry's total revenue makes up 0.35% to the country's Gross domestic product (GDP) in 2016, compared to 0.35% for 2015 and 0.33% in 2014.
- A total of 54,987 people were employed in the Employment activities industry in 2016, compared to 53,468 in 2015 and 48,768 in 2014.
- Most of the companies in the industry are based in Bucharest, followed by Constanta and Brasov.

## II. INTRODUCTION

In 2016 the companies in the Employment activities industry numbered 2,698, distributed in 3 sectors.

INDUSTRY STRUCTURE BY SECTORS AND NUMBER OF COMPANIES



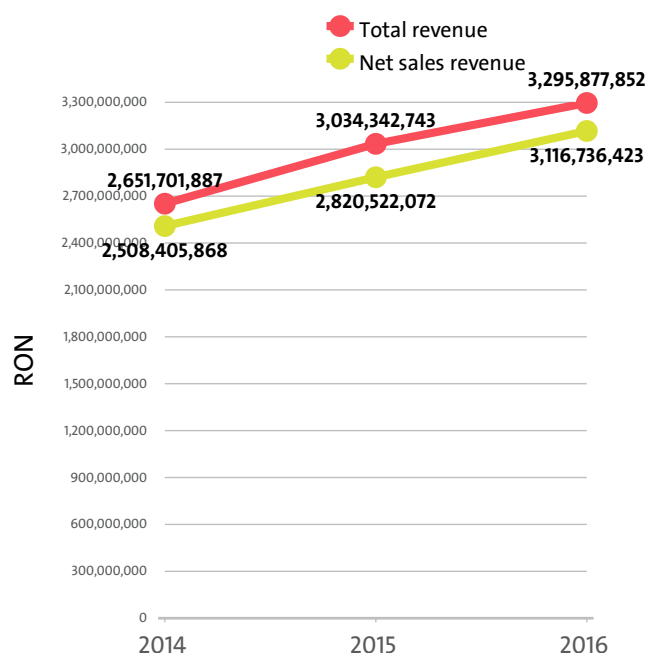
In 2015 there were a total of 2,471 companies operating in the industry. In 2014 their number totalled 2,213.

NUMBER OF COMPANIES IN EMPLOYMENT ACTIVITIES INDUSTRY BY SECTORS

SECTOR	2016	2015	2014
ACTIVITIES OF EMPLOYMENT PLACEMENT AGENCIES	1,410	1,307	1,173
OTHER HUMAN RESOURCES PROVISION	662	593	538
TEMPORARY EMPLOYMENT AGENCY ACTIVITIES	626	571	502

## III. REVENUES

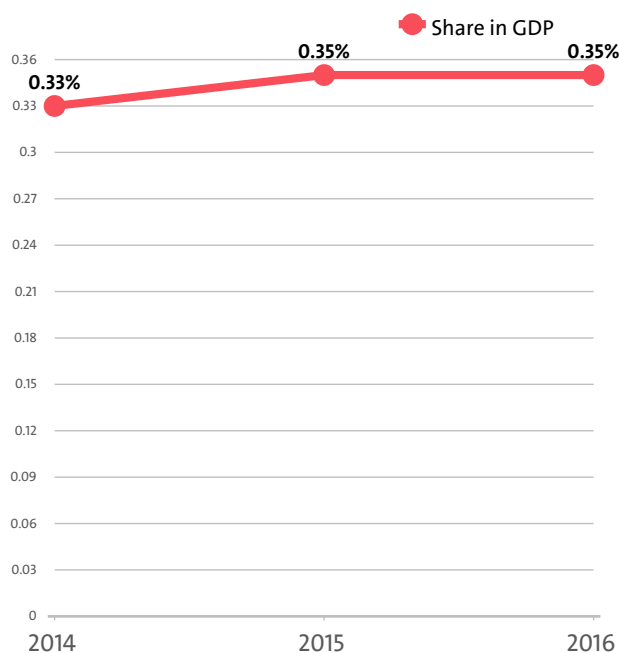
The total revenue in the industry was RON 3,295,877,852 in 2016, RON 3,034,342,743 in 2015 and 2,651,701,887 in 2014.



The companies in the Employment activities market of Romania earned combined net sales revenues of RON 3,116,736,423 in 2016.

In annual terms, sales marked an increase of 10.50% compared to 2015. In comparison to 2014 they increased by 24.25%. In 2015 sales increased by 12.44% year-on-year.

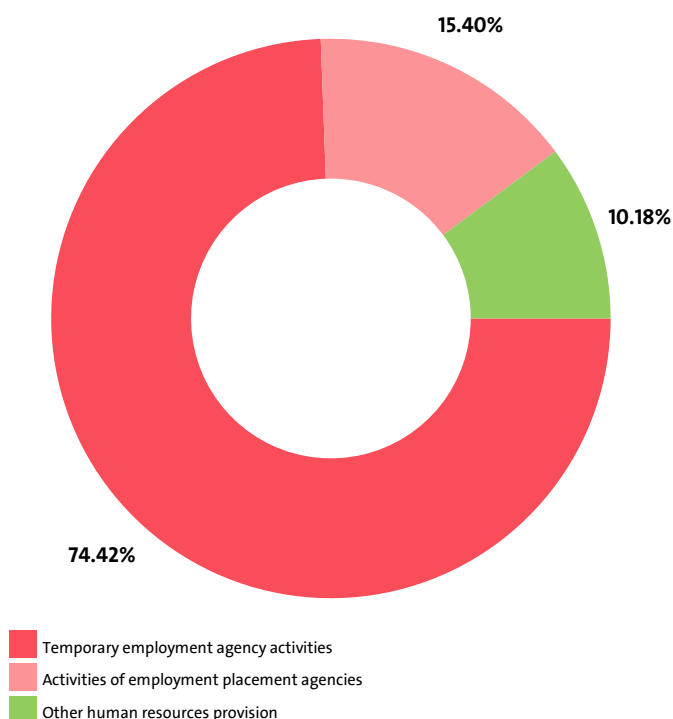
The Employment activities industry total revenue make up 0.35% to the country's GDP in 2016, compared to 0.35% for 2015 and 0.33% in 2014.



We expect, based on the trend in the last three years, the total revenue of the Employment activities industry to change at a compound annual growth rate (CAGR) of 11.49% in 2017.

Temporary employment agency activities contributed net sales revenue of RON 2,319,568,970 or 74.42% of the total net sales in the industry, sector Activities of employment placement agencies - RON 479,953,932 (15.40%), and sector Other human resources provision - RON 317,213,521 (10.18%).

INDUSTRY'S NET SALES REVENUE STRUCTURE BY SECTORS



The highest growth, of 12.92%, was recorded by Temporary employment agency activities, while Other human resources provision registered the sharpest decline, of 2.05%.

#### TOP COMPANIES' REVENUE BY SECTORS

SEGMENT	COMPANY	TOTAL REVENUE (RON)	NET SALES REVENUE (RON)
OTHER HUMAN RESOURCES PROVISION			
	ADECCO ROMANIA SRL	79,184,026	78,577,335
	DEUTSCHE TELEKOM BUSINESS SERVICES SRL	28,484,381	27,574,170
	STAFF SMB SRL	12,506,622	11,466,996
TEMPORARY EMPLOYMENT AGENCY ACTIVITIES			
	ADECCO RESURSE UMANE SRL	286,895,164	284,667,690
	LUGERA & MAKLER SRL	240,615,310	238,561,704
	MANPOWER HR SRL	104,631,146	104,619,925
ACTIVITIES OF EMPLOYMENT PLACEMENT AGENCIES			
	EJOBS GROUP SRL	26,704,660	26,605,194
	INTERIM PLUS SRL	19,633,599	19,178,005
	GTS INTERNATIONAL ROMANIA SRL	18,410,318	18,186,722

The top 10 companies in terms of total revenue in Employment activities accounted for 36.30% of the industry's total in 2016, 33.19% in 2015 and 34.81% in 2014.

#### TOP 10 COMPANIES BY TOTAL AND NET SALES REVENUE IN THE INDUSTRY

RANK	COMPANY	TOTAL REVENUE (RON)	NET SALE REVENUE (RON)
1	ADECCO RESURSE UMANE SRL	286,895,164	284,667,690
2	LUGERA & MAKLER SRL	240,615,310	238,561,704
3	MANPOWER HR SRL	104,631,146	104,619,925
4	BARNETT MCCALL RECRUITMENT SRL	100,701,998	99,914,356
5	IHM TOTAL CONSULT SRL	88,770,193	87,533,458
6	APT RESOURCES & SERVICES SRL	82,184,339	81,632,627
7	MANPOWER ROMANIA SRL	80,465,410	80,265,823
8	ADECCO ROMANIA SRL	79,184,026	78,577,335
9	AGENTIA DE SERVICII PROFESSIONAL SRL	77,107,946	76,907,023
10	SMARTREE ROMANIA SRL	55,747,405	54,585,715

The total revenues of the top 10 companies in the Employment activities were 0.13% of GDP in 2016, compared to 0.12% for 2015 and 0.11% in 2014.

The top 10 by assets in the Employment activities industry made up RON 1,028,230,106, or 32.99% of the total net sales revenue.

#### TOP 10 BY TOTAL ASSETS IN THE INDUSTRY

RANK	COMPANY	RON
1	ADECCO RESURSE UMANE SRL	61,093,326
2	LUGERA & MAKLER SRL	59,749,640
3	MANPOWER HR SRL	33,640,887
4	BARNETT MCCALL RECRUITMENT SRL	33,159,323
5	ADECCO ROMANIA SRL	31,104,381
6	DEUTSCHE TELEKOM BUSINESS SERVICES SRL	25,960,597
7	MANPOWER ROMANIA SRL	21,757,389
8	PRO SOLUTIONS AGENCY SRL	17,997,920
9	QUANTA RESURSE UMANE SRL	15,637,604
10	EJOBS GROUP SRL	15,415,406

#### TOP 10 COMPANIES BY TOTAL REVENUE IN THE FIELD OTHER HUMAN RESOURCES PROVISION WERE:

COMPANY	RON
ADECCO ROMANIA SRL	79,184,026
DEUTSCHE TELEKOM BUSINESS SERVICES SRL	28,484,381
STAFF SMB SRL	12,506,622
UCMS GROUP ROMANIA SRL	11,681,450
OIL & GAS RECRUITMENT SRL	10,855,677
TOP EVOLUTION MANAGEMENT SRL	9,748,103
PORT AGENCY SA	7,390,001
ARTIGUM MANAGEMENT SRL	6,361,475
AGRODOR 2009 SRL	5,611,091
HELEN PREST INTERNATIONAL SRL	5,494,613

The 10 largest companies in terms of total revenue in sector Employment activities earned total revenue of RON 177,317,439 and accounted for 5.38% of the industry's total revenue.

#### TOP 10 COMPANIES BY TOTAL REVENUE IN THE INDUSTRY TEMPORARY EMPLOYMENT AGENCY ACTIVITIES WERE:

COMPANY	RON
ADECCO RESURSE UMANE SRL	286,895,164
LUGERA & MAKLER SRL	240,615,310
MANPOWER HR SRL	104,631,146
BARNETT MCCALL RECRUITMENT SRL	100,701,998
IHM TOTAL CONSULT SRL	88,770,193
APT RESOURCES & SERVICES SRL	82,184,339
MANPOWER ROMANIA SRL	80,465,410
AGENTIA DE SERVICII PROFESSIONAL SRL	77,107,946
SMARTTREE ROMANIA SRL	55,747,405
PRO SOLUTIONS AGENCY SRL	54,502,307

The 10 largest companies in terms of total revenue in sector Employment activities earned total revenue of RON 1,171,621,218 and accounted for 35.55% of the industry's total revenue.

#### TOP 10 COMPANIES BY TOTAL REVENUE IN THE MARKET ACTIVITIES OF EMPLOYMENT PLACEMENT AGENCIES WERE:

COMPANY	RON
EJOBS GROUP SRL	26,704,660
INTERIM PLUS SRL	19,633,599
GTS INTERNATIONAL ROMANIA SRL	18,410,318
NAVCONSULT SRL	16,940,432
PROFESSIONAL SELECTION RB SRL	15,467,477
CMA SHIPS ROMANIA SRL	14,198,906
CND MANAGEMENT SOLUTIONS SRL	12,840,004
AB CREWING SRL	12,413,706
LEMA NAVAL SRL	12,250,586
ACCENT JOBS FOR PEOPLE ROMANIA SA	11,230,460

The 10 largest companies in terms of total revenue in sector Employment activities earned total revenue of RON 160,090,148 and accounted for 4.86% of the industry's total revenue.

## IV. EXPENSES

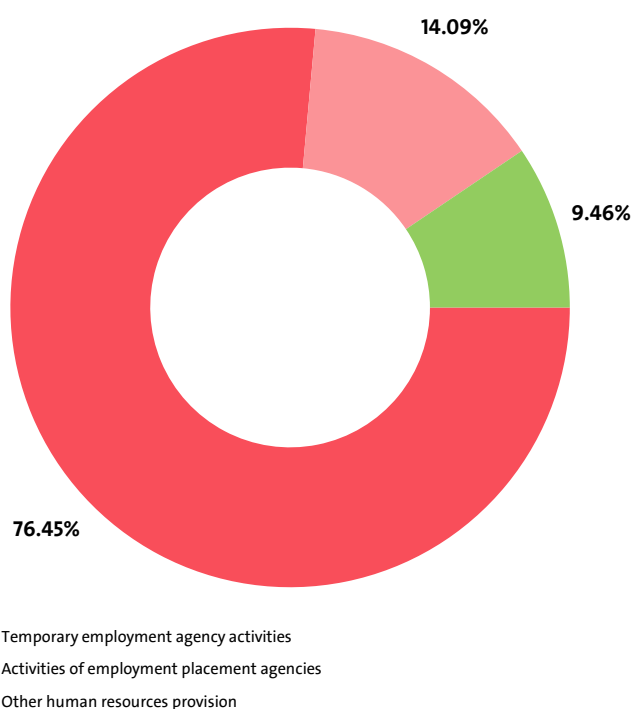
The combined costs of the companies in the Employment activities industry reached RON 3,100,483,655 in 2016.

In annual terms, total expenses rose by 7.94% compared to 2015 and went up by 23.75% in comparison to 2014.

We expect, based on the trend in the last three years, the total costs of the Employment activities industry to change at a compound annual growth rate (CAGR) of 11.24% in 2017.

Temporary employment agency activities reported the highest total costs, of RON 2,370,296,845, followed by Activities of employment placement agencies with RON 436,831,298 and Other human resources provision with total costs of RON 293,355,512.

INDUSTRY'S TOTAL COSTS STRUCTURE BY SECTORS



Temporary employment agency activities marked the highest annual growth in total expenses, of 11.82%, while total expenses decreased the most, by 5.08%, for Other human resources provision.

The biggest spenders in the industry, with costs of over 10% of industry's costs, numbered 15, including Solutio Omnia Labor SRL, Pro Solutions Agency SRL, LUGERA & MAKLER SRL, MANPOWER HR SRL, BARNETT MCCALL RECRUITMENT SRL. The medium spenders, or those in the 5% and 10% range count 19 and include SMART & UNIQUE SRL, PROHR LABOR SRL, PERSONNEL OUTSOURCING S.A., ZOOM CORPORATION SRL, DEUTSCHE TELEKOM BUSINESS SERVICES SRL. Below 5% threshold are 2,664 companies, including HUMAN RESOURCES SFM SRL, BERMUDA DELIVERY SRL, EZ STAFFING SOLUTIONS SRL, GLOBAL WORK TEAM SRL, GREEN GLOBAL MANAGEMENT SRL.

Employment expenses in the Employment activities industry rose by 11.74% on the year to RON 1,988,369,234 in 2016.

The highest growth in labour costs, of 16.11%, was registered by Temporary employment agency activities, while Other human resources provision marked the sharpest fall, of 8.56%.

The monthly costs per employee in the Employment activities

industry averaged RON 3,013 in 2016, RON 2,773 in 2015 and RON 2,269 in 2014.

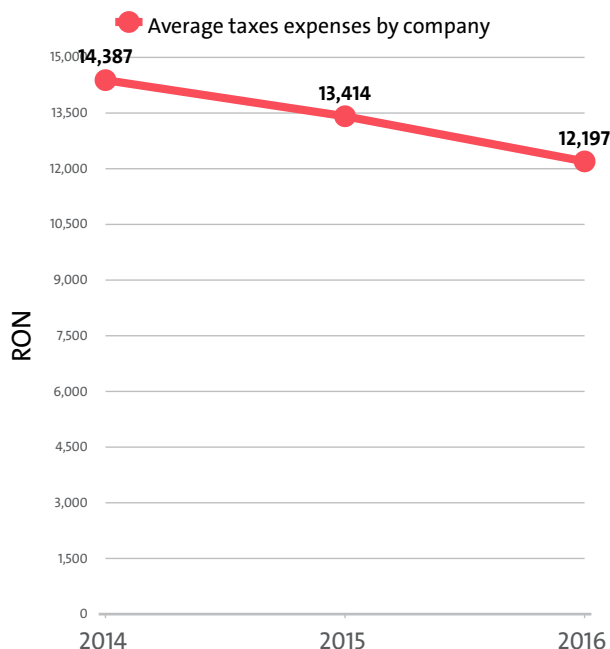
#### EMPLOYMENT EXPENSES IN EMPLOYMENT ACTIVITIES BY SECTORS IN 2016

RANK	SECTOR	EMPLOYMENT EXPENSES (RON)	AVERAGE EXPENSES PER EMPLOYEE (RON)
1	TEMPORARY EMPLOYMENT AGENCY ACTIVITIES	1,681,295,067	37,520
2	OTHER HUMAN RESOURCES PROVISION	158,911,363	32,026
3	ACTIVITIES OF EMPLOYMENT PLACEMENT AGENCIES	148,162,804	28,416

#### THE TOP 10 COMPANIES BY AVERAGE MONTHLY COSTS PER EMPLOYEE IN THE INDUSTRY

RANK	COMPANY	RON
1	LAVORO PER TUTTI SRL	242,527
2	TEAM POSITION SRL	157,612
3	WISE HUMAN SYSTEMS OUTSOURCING SRL	76,246
4	ATLAS INEXCO RO SRL	46,986
5	RAVENE INVESTMENTS SRL	40,592
6	NEW SYSTEM JOB SRL	34,376
7	DOSAM RECRUITMENT SRL	29,758
8	OIL & GAS RECRUITMENT SRL	18,271
9	CMA SHIPS ROMANIA SRL	18,242
10	K.M. TRUST & PARTNERS SRL	15,687

The industry's tax expenses stood at RON 32,909,824 in 2016. In 2015 it paid taxes of RON 33,146,477. In 2014 the industry paid RON 31,838,729 in taxes.



#### EXPENSES ON TAXES BY SECTORS

RANK	SECTOR	RON	Y/Y CHANGE
1	TEMPORARY EMPLOYMENT AGENCY ACTIVITIES	16,474,975	5.82%
2	ACTIVITIES OF EMPLOYMENT PLACEMENT AGENCIES	12,114,824	-1.99%
3	OTHER HUMAN RESOURCES PROVISION	4,320,025	-17.19%

## V. PROFITABILITY

The industry's net profit amounted to RON 162,519,476 in 2016, compared to a net profit of RON 128,636,783 in 2015 and a net profit of RON 114,506,492 in 2014.

#### TOP 10 COMPANIES BY HIGHEST NET PROFIT IN EMPLOYMENT ACTIVITIES

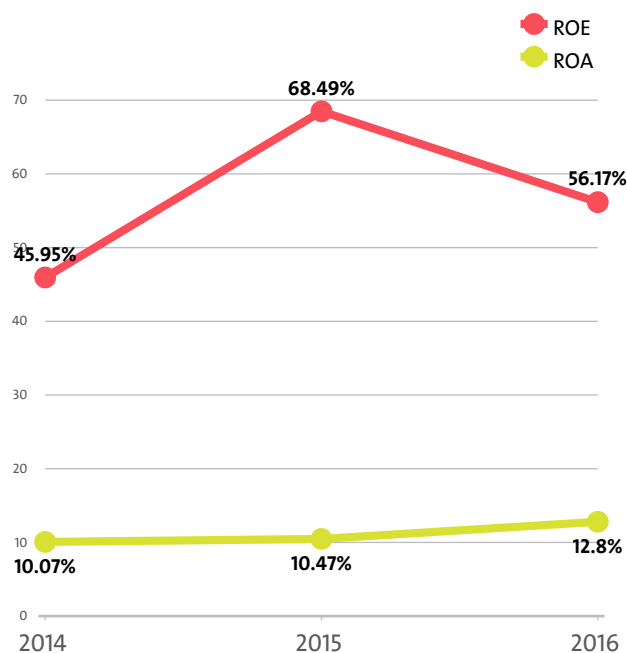
RANK	COMPANY	RON
1	EJOBS GROUP SRL	13,411,334
2	ACCENT JOBS FOR PEOPLE ROMANIA SA	8,731,436
3	PROHR LABOR SRL	5,713,709
4	HR SPECIALISTS SRL	5,077,482
5	ADECCO RESURSE UMANE SRL	4,734,126
6	DEUTSCHE TELEKOM BUSINESS SERVICES SRL	4,012,785
7	JUST WORK MANPOWER SRL	3,425,695
8	GFC OUTSOURCING SRL	3,308,229
9	SICO JOB SRL	2,661,692
10	UCMS GROUP ROMANIA SRL	2,620,190

#### TOP COMPANIES BY HIGHEST NET LOSS IN EMPLOYMENT ACTIVITIES

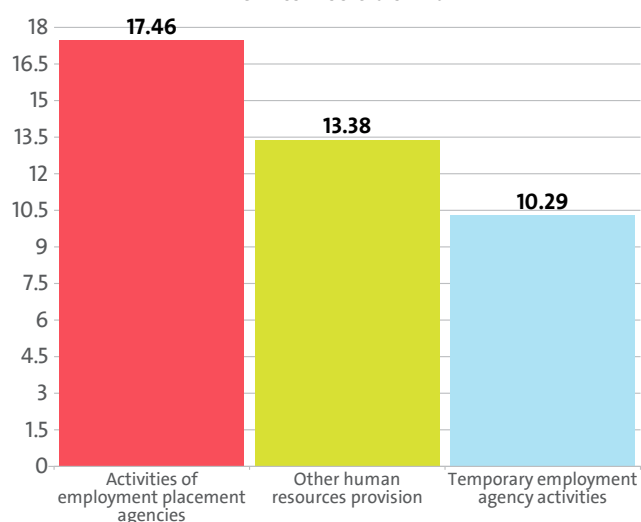
RANK	COMPANY	RON
1	STEAUA ELECTRICA SA	3,922,488
2	GI GROUP STAFFING COMPANY SRL	2,590,514
3	AVISOR IMOB INVEST SRL	2,027,526
4	PRESTA SERVICE INTER SRL	1,485,540
5	TJOBSRECRUIT SRL	1,443,255

The Employment activities industry's return on equity (ROE) is 56.17% compared to 68.49% in 2015 and 45.95% in 2014.

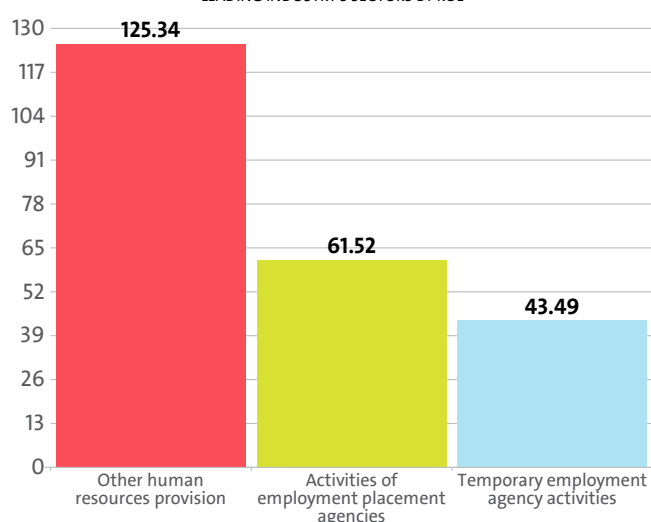
The Employment activities's return on assets (ROA) was 12.80%, while in 2015 it amounted to 10.47% and 10.07% in 2014.



LEADING INDUSTRY'S SECTORS BY ROA



LEADING INDUSTRY'S SECTORS BY ROE



#### TOP 10 COMPANIES BY HIGHEST AVERAGE NET PROFIT PER EMPLOYEE IN EMPLOYMENT ACTIVITIES

RANK	COMPANY	RON	COMPANY HEADQUARTERS (CITY)
1	ACCENT JOBS FOR PEOPLE ROMANIA SA	1,746,287	CLUJ -NAPOCA
2	SICO JOB SRL	887,231	DOLJ
3	PARTNERS CONSULTING SRL	453,013	BUCHAREST
4	EXECUTIVE UNIT SRL	371,845	BUCHAREST
5	PUBLICCONSTRUCT SRL	362,666	SUCEAVA
6	EJOBS GROUP SRL	327,106	BUCHAREST
7	ROM TRUST SRL	323,308	TULCEA
8	INDYS - CONST SRL	300,218	BUCHAREST
9	HUMAN RESOURCES INTERNATIONAL SERVICES SRL	289,595	BUCHAREST
10	ROPOTAN CONSULTING SRL	280,270	BUCHAREST

About 60.00% of the 10 leading companies in terms of net profit per employee are located in Bucharest, while 10.00% are Dolj-based and 10.00% are headquartered in Tulcea.

The average net sales revenue per employee in the Employment activities industry amounted to RON 56,681 in 2016, up by 7.45% compared to 2015 and up by 10.20% compared to 2014.

The Employment activities market generated an average RON

59,939 in total revenue per employee. In 2015 and 2014 the figure was RON 56,751 and RON 54,374, respectively.

The average total revenue per company in the Employment activities industry decreased to RON 1,221,600 in 2016 from RON 1,227,982 in 2015. The 2014 value was RON 1,198,239.

A company in the Employment activities industry made on average a net sales revenue of RON 1,155,203 in 2016, compared to RON 1,141,450 in 2015 and RON 1,133,487 in 2014.

The Employment activities industry made 0.26% of the overall sales country-wide, increasing its market share by 0.02 pp.

#### AVERAGE REVENUES PER EMPLOYEE IN EMPLOYMENT ACTIVITIES IN 2016

SECTOR	AVERAGE NET SALES REVENUE (RON)	AVERAGE TOTAL REVENUE (RON)	NUMBER OF EMPLOYEES
OTHER HUMAN RESOURCES PROVISION	63,929	65,768	4,962
TEMPORARY EMPLOYMENT AGENCY ACTIVITIES	51,763	54,882	44,811
ACTIVITIES OF EMPLOYMENT PLACEMENT AGENCIES	92,051	97,855	5,214

#### AVERAGE REVENUE PER COMPANY IN EMPLOYMENT ACTIVITIES IN 2016

SECTOR	AVERAGE NET SALES REVENUE (RON)	AVERAGE TOTAL REVENUE (RON)	NUMBER OF COMPANIES
TEMPORARY EMPLOYMENT AGENCY ACTIVITIES	3,705,382	3,928,633	626
OTHER HUMAN RESOURCES PROVISION	479,175	492,961	662
ACTIVITIES OF EMPLOYMENT PLACEMENT AGENCIES	340,393	361,854	1,410

The total indebtedness of the companies in the Employment activities industry was RON 965,225,668 versus RON 576,277,454 a year ago. In 2014 the industry's indebtedness totalled RON 811,543,064.

#### INDUSTRY'S INDEBTEDNESS BY SECTORS (RON)

SECTOR	2016	2015	2014
TEMPORARY EMPLOYMENT AGENCY ACTIVITIES	532,588,822	392,257,979	430,042,784
ACTIVITIES OF EMPLOYMENT PLACEMENT AGENCIES	243,665,460	64,166,352	215,419,077
OTHER HUMAN RESOURCES PROVISION	188,971,386	119,853,123	166,081,203

Debt-to-assets ratio of the companies in the industry is 0.76 in 2016. It was 0.47 in 2015 and 0.71 in 2014.

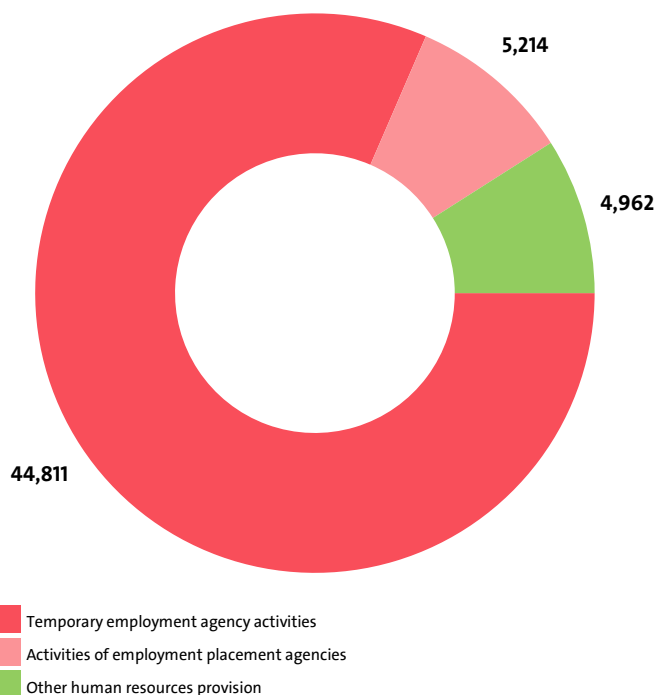
## VI. EMPLOYMENT

A total of 54,987 people were employed in the Employment activities industry at the end of 2016, compared to 53,468 in 2015 and 48,768 in 2014.

## NUMBER OF EMPLOYEES BY INDUSTRY SECTORS

SECTOR	NUMBER	SHARE OF INDUSTRY TOTAL
TEMPORARY EMPLOYMENT AGENCY ACTIVITIES	44,811	81.49%
ACTIVITIES OF EMPLOYMENT PLACEMENT AGENCIES	5,214	9.48%
OTHER HUMAN RESOURCES PROVISION	4,962	9.02%

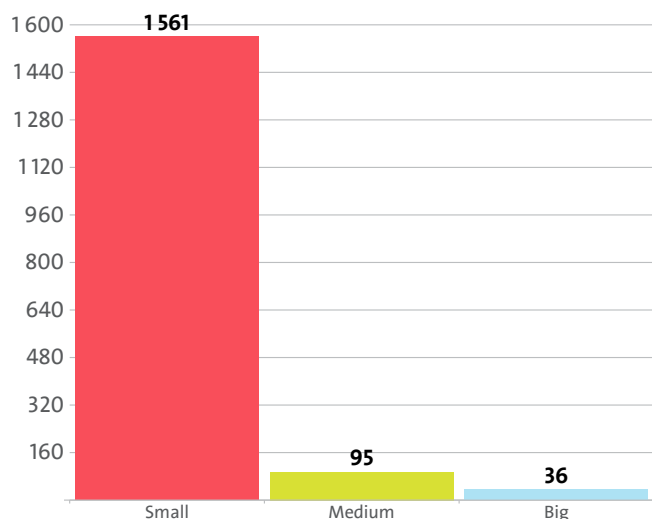
ALLOCATION OF EMPLOYEES BY INDUSTRY'S SECTORS



The analysis on companies' sizes by the number of employees, shows that 1561 firms have less than 50 employees\*, 95 have between 50 and 250 employees\* and 36 companies employ more than 250\*.

\* Companies without data in the number of employees at end of the year are not taken into consideration.

COMPANIES IN THE INDUSTRY BY SIZE IN TERMS OF NUMBER OF EMPLOYEES



The employees of the leading 10 companies in terms of

numbers make up 49.04% of the workforce in the industry in 2016.

## TOP 10 FIRMS BY SHARE IN INDUSTRY'S TOTAL NUMBER OF EMPLOYEES

RANK	COMPANY	NUMBER OF EMPLOYEES	SHARE
1	ADECCO RESURSE UMANE SRL	6,426	11.69%
2	LUGERA & MAKLER SRL	5,194	9.45%
3	BARNETT MCCALL RECRUITMENT SRL	3,646	6.63%
4	MANPOWER HR SRL	3,019	5.49%
5	IHM TOTAL CONSULT SRL	2,056	3.74%
6	MANPOWER ROMANIA SRL	1,425	2.59%
7	PRO SOLUTIONS AGENCY SRL	1,382	2.51%
8	AGENTIA DE SERVICII PROFESSIONAL SRL	1,333	2.42%
9	APT RESOURCES & SERVICES SRL	1,293	2.35%
10	SMARTTREE ROMANIA SRL	1,189	2.16%

The Employment activities industry is the 23rd largest employer in the country with 54,987 employees with the largest employer being Retail trade, except of motor vehicles and motorcycles with 437,697 and Activities of extraterritorial organisations and bodies at the bottom with 1 employees.

We expect, based on the trend in the last three years, the number of employees of the Employment activities industry to change at a compound annual growth rate (CAGR) of 6.18% in 2017.



# Do not hesitate to contact us

We'd be glad to discuss our services or your project in detail and help you come up with a solution.

Email us at [consulting@seenews.com](mailto:consulting@seenews.com)

Call us on **+359 2 80 12 630**

Live chat available at SeeNews.com

## Disclaimer

Whilst the information contained in this industry report has been given in good faith and every effort has been made to ensure its accuracy, SeeNews cannot guarantee the accuracy of this information and hereby expressly disclaims any responsibility for error, mis-interpretation and any and all loss, disappointment, negligence or damage caused by reliance on the information contained in the industry report or any failure or alleged failure in the delivery of the Service referred to herein, or in the event of bankruptcy, liquidation or cessation of trade in any company, individual or firm referred to herein. Confirmation of the information accuracy should be sought from the establishments concerned. Unless otherwise stated, the copyrights and any other rights in all material on this site are owned by SeeNews. Use of this industry report is provided by SeeNews subject to the following Terms and Conditions:

1. Use of this industry report constitutes your acceptance of these Terms and Conditions which take effect when you first use this industry report. SeeNews reserves the right to change these terms and conditions at any time by posting changes online. You are responsible for reviewing regularly information posted online to obtain timely notice of such changes. Your continued use of the industry report after changes are posted constitutes your acceptance of this agreement.

2. Neither SeeNews nor other related parties, whilst endeavouring to provide 24/7 availability, will be held liable if for any reason the industry report is unavailable at any time.

3. Access to this industry report may be suspended temporarily or permanently and without notice.

4. Whilst SeeNews endeavours to ensure that the information on this site is correct and up-to-date, no warranty, express or implied, is given as to its accuracy and SeeNews does not accept any liability for error or omission.

5. Part of this industry report contains materials submitted to SeeNews by third parties. Third parties are responsible for ensuring that materials submitted for inclusion on this industry report complies with national and relevant international law. SeeNews can not guarantee the accuracy of this material and hereby expressly disclaims any responsibility for error, omission or inaccuracy in the

material, misinterpretation and any all loss, disappointment, negligence or damage caused by reliance on the information contained in the industry report or any failure or alleged failure in the delivery of the services referred to herein, or in the event of bankruptcy, liquidation or cessation of trade of any company, individual or firm referred to herein. Confirmation of the information accuracy should be sought from the establishments concerned or from SeeNews upon explicit request.

6. SeeNews shall not be liable for any damages (including, without limitation, damages for loss of business or loss of profits) arising in contract, tort or otherwise from the use of or inability to use this industry report, or any data contained in it, or from any action or decision taken as a result of using this industry report or any such information.

7. SeeNews accepts no responsibility for the content of any site to which a hypertext link from this industry report exists. Such links are provided for your convenience on an "as is" and "as available" basis with no warranty, express or implied, for the information provided within them.

8. If any of these terms should be determined to be illegal, invalid or otherwise unenforceable by reason of the laws of any state or country in which these terms are intended to be effective, then to the extent and within the jurisdiction in which that term is illegal, invalid or enforceable, it shall be severed and deleted from the clause concerned and the remaining terms and conditions shall remain in full force and effect and continue to be binding and enforceable.

9. By accessing and reading any part of this industry report, you should have accepted these Terms in full.

All rights reserved. Downloads and print extracts of SeeNews are allowed for personal and non-commercial use only. Re-publication or redistribution of content, including by framing, is strictly prohibited without the prior written consent of SeeNews Ltd., Sofia, Bulgaria.