



## **MEDIA RELEASE**

# **ManpowerGroup Employment Outlook Survey Q4 2019: Turkish employers report modest hiring plans**

**Net Employment Outlook stands at +6%, with the strongest hiring plans reported in the Aegean region and the Manufacturing sector.**

**ISTANBUL, TURKEY (10 September 2019)** – The latest ManpowerGroup Employment Outlook Survey reveals that Turkish employers report modest hiring intentions for the October-December time frame. According to the 1,001 Turkish employers surveyed, 15% of employers forecast an increase in staffing levels, 13% anticipate a decrease and 71% expect no change to their workforce levels in the final three months of 2019. Once the data is seasonally adjusted, the Outlook stands at +6%. Hiring prospects are 2 percentage points weaker when compared with the previous quarter and 6 percentage points weaker in comparison with this time one year ago.

Employment growth is anticipated in four of five regions and for ten of the eleven industry sectors during the forthcoming quarter. When compared with the previous quarter, hiring intentions increase in two of five regions and in four of the 11 industry sectors. When compared with the fourth quarter of 2018, hiring intentions weaken in four of the five regions and nine of the 11 industry sectors.

Commenting on the Survey results, ManpowerGroup Turkey General Manager Feyza Narlı said, “The Outlook for the last three months of 2019 stands at +6%, a bit more cautious than the previous quarter but still indicates positive hiring expectations. This is likely impacted by the recent election process and exchange rates. We see that the Construction sector reports the most notable increase when compared to last quarter, which may be the result of new loan opportunities and low housing interest rates. Another positive forecast is reported in the Restaurant and Hotels sector, where employers typically start to hire seasonal employees ahead of the summer period.”

### **Manufacturing sector reports the strongest hiring prospect**

Manufacturing sector employers report the strongest hiring intentions, followed by Agriculture, Hunting, Forestry & Fishing sector employers who anticipate an increase in job gains, and Pharmaceuticals sector employers who expect upbeat hiring. Electricity, Gas & Water, Public & Social and Restaurants & Hotels sectors also report moderate improvements. However, Construction sector employers expect a flat labor market.

	<b>Net Employment Outlook</b>
AGRICULTURE, HUNTING, FORESTRY & FISHING	+12%
CONSTRUCTION	0%
ELECTRICITY, GAS & WATER SUPPLY	+7%
FINANCE, INSURANCE, REAL ESTATE & BUSINESS SERVICES	+5%
MANUFACTURING	+14%
MINING & QUARRYING	+1%
PUBLIC & SOCIAL	+6%
RESTAURANTS & HOTELS	+6%
TRANSPORT, STORAGE & COMMUNICATION	+1%
WHOLESALE & RETAIL TRADE	+1%
PHARMACEUTICALS	+10%

In a comparison with the previous quarter of 2019, hiring prospects weaken in seven of the 11 industry sectors, most notably by a considerable margin of 11 percentage points in the Public & Social sector. Employers in the Finance, Insurance, Real Estate & Business Services sector and the Pharmaceuticals sector report a decrease of 6 and 5 percentage points, respectively. Meanwhile, Outlooks strengthen in four sectors, most notably by 9 percentage points in the Construction sector and by 5 percentage points in the Manufacturing sector.

When compared with this time one year ago, employers in nine of the 11 industry sectors report weaker hiring plans. Wholesale & Retail Trade sector employers reported a considerable decrease of 15 percentage points, while Public & Social sector employers report a decline of 9 percentage points. Elsewhere, the Mining & Quarrying sector Outlook decreases by 8 percentage points and a decline of 7 percentage points is reported for the Finance, Insurance, Real Estate & Business Services sector. However, Outlooks improve by 9 and 4 percentage points in the Restaurants & Hotels sector and the Pharmaceuticals sector, respectively.

### **Employers in Aegean Region report the strongest hiring intention with +11%**

Employers in four of the five regions expect to add to payrolls in the coming quarter. The strongest labor markets are anticipated in Aegean. Elsewhere, Marmara, Mediterranean and Central Anatolia employers forecast optimistic hiring activities in the regions. However, Black Sea employers report uncertain hiring prospects.

	<b>Net Employment Outlook</b>
AEGEAN	+11%
BLACK SEA	-1%
CENTRAL ANATOLIA	+4%
MARMARA	+8%
MEDITERRANEAN	+6%

Hiring prospects improve in two regions when compared with the previous quarter. Central Anatolia employers report a moderate decline of 6 percentage points, but the Aegean Outlook increases moderately by 4 percentage points and Mediterranean Outlook increases 1 percentage point. Elsewhere, Outlooks remain relatively stable.

Hiring intentions weaken in four of the five regions when compared with this time one year ago. A considerable decrease of 14 percentage points is reported in the Black Sea, and Central Anatolia and Marmara employers report a moderate decrease of 5 and 8 percentage points, relatively. Meanwhile, Aegean employers report no change when compared to the fourth quarter of 2018.

### **Large size employers report the highest hiring prospects of 4Q 2019**

Employers in three of the four organization size categories anticipate an increase in staffing levels during the fourth quarter of 2019. Large employers report the strongest hiring prospects with a Net Employment Outlook of +20%, while the Outlook for Medium employers stands at +8% and Small size employers stands at +4%. However, Micro-size employers report uncertain hiring plans with an Outlook of -1%.

In a quarter-over-quarter comparison, Micro and Large-size categories report no change in their hiring prospects. However, Medium employers, report a slight decline of 3 percentage points and Small employers report relatively stable hiring plans.

Hiring intentions weaken in three of four organization size categories when compared with this time one year ago. A notable decline of 9 percentage points is reported by Small employers, and Medium- and Micro size employers report a slight decrease of 7 and 3 percentage points, respectively. Meanwhile, the Outlook for Large Firms is unchanged.

Complete results for the ManpowerGroup Employment Outlook Survey are available for download at [www.manpowergroup.com/MEOS](http://www.manpowergroup.com/MEOS). The Q4 2019 survey will be released December 10, 2019.

*\*The Net Employment Outlook is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decrease in hiring activity.*

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