



ManpowerGroup™

MEDIA RELEASE

Turkish employers report improved and promising hiring plans when compared to the previous quarter

ManpowerGroup Employment Outlook Survey: 3rd Quarter 2019

Net Employment Outlook stands at +6%, with the strongest hiring plans are reported in the Central Anatolia and Marmara regions and the Public & Social sector.

ISTANBUL, TURKEY (11 June 2019) –The latest ManpowerGroup Employment Outlook Survey reveals that Turkish employers report positive hiring intentions for the July-September time frame. According to the research, 21% of employers forecast an increase in staffing levels, 9% anticipate a decrease and 68% expect no change to their workforce levels in the third three months of 2019. Once the data is seasonally adjusted, the Outlook stands at +6%. Hiring prospects slightly improve by 4 percentage points when compared with the previous quarter but are 8 percentage points weaker in comparison with this time one year ago.

ManpowerGroup interviewed 1,000 Turkish employers to forecast labor market activities for the third quarter of 2019.

Workforce growth is anticipated in all regions and for eight of the 11 industry sectors during the forthcoming quarter. When compared with the previous quarter, hiring intentions increase in all five regions and in seven of the 11 industry sectors. When compared with the third quarter of 2018, hiring intentions weaken in four of the five regions and seven of the 11 industry sectors.

Commenting on the new Outlook, ManpowerGroup Turkey General Manager Feyza Narlı said: “When the results are seasonally adjusted, the overall Employment Outlook stands at +6%, which is a more positive and promising picture than the previous quarter. In this period, we observe cautious but positive hiring expectations of employers, and we see that employment

incentive programs and selection processes may affect the hiring expectations. Employers in Central Anatolia and the Marmara Regions share cautious but positive hiring expectations with a +10% Net Employment Outlook. Compared to the second quarter of 2019, we see an increase in hiring expectations in all five regions and in seven of 11 sectors. The most significant increase in recruitment is 14 percentage points in both the Finance, Insurance, Real Estate and Corporate Services sector and in the Pharmaceuticals sector.”

Public & Social sector reports the strongest hiring prospect for the third quarter at+17%

Employers in eight of the 11 industry sectors expect an increase in staffing levels during the forthcoming quarter. Public & Social sector employers report the strongest hiring intentions with a Net Employment Outlook of +17%, followed by Pharmaceuticals sector employers who anticipate strong job gains with an Outlook of +16%, and Agriculture, Hunting, Forestry & Fishing sector employers who expect an increase with an Outlook of +15%. Finance, Insurance, Real Estate & Business Services and Electricity, Gas & Water Supply sector employers also report a considerable improvement, with +12% and the +11%, respectively. The Restaurants & Hotels sector and the Transport, Storage & Communication sector are expected to remain stable during the upcoming quarter. The weakest labor market is anticipated by Construction sector employers with a weak Outlook of -10%, however, this is an improvement of 5 percentage points compared with the second quarter of 2019.

In a comparison with the previous quarter of 2019, hiring prospects improve in seven of the 11 industry sectors, most notably by a considerable margin of 14 percentage points in the Finance, Insurance, Real Estate & Business Services and Pharmaceutical sectors. Wholesale & Retail Trade sector employers report a considerable increase of 10 percentage points and the Outlook for the Public & Social sector is 9 percentage points stronger. However, a decrease in hiring expectations can be seen in four sectors, including Restaurants & Hotels sector with a decline of 3 percentage points.

Hiring intentions improve in two sectors when compared with this time one year ago. Both the Public & Social and Pharmaceuticals sectors are reported to slightly improve by 2 percentage points. However, hiring plans weaken in seven sectors when compared to last year. The Construction sector reported a significant decline of 21 percentage points, followed by the Manufacturing sector and the Electricity, Gas & Water sector with a considerable decrease of 13 and 10 percentage points, respectively. The Agriculture, Hunting, Forestry & Fishing and the

Finance, Insurance, Real Estate & Business Services sectors Outlooks are unchanged in comparison with the third quarter of 2018.

	Net Employment Outlook
AGRICULTURE, HUNTING, FORESTRY & FISHING	+15%
CONSTRUCTION	-10%
ELECTRICITY, GAS & WATER SUPPLY	+11%
FINANCE, INSURANCE, REAL ESTATE & BUSINESS SERVICES	+12%
MANUFACTURING	+9%
MINING & QUARRYING	+3%
PUBLIC & SOCIAL	+17%
RESTAURANTS & HOTELS	0%
TRANSPORT, STORAGE & COMMUNICATION	0%
WHOLESALE & RETAIL TRADE	+4%
PHARMACEUTICALS	+16%

Employers in Central Anatolia and Marmara Regions report the strongest hiring intention with +10%

Employers in all five regions expect to add to payrolls in the coming quarter. The strongest labor markets are anticipated both in Central Anatolia and Marmara where the Net Employment Outlook stands at +10%. Elsewhere, Aegean employers forecast an optimistic hiring activity with an Outlook of +7%, and Outlooks are reported at +4% and +1% in the Mediterranean and Black Sea regions, respectively.

Hiring prospects improve in all five regions when compared with the previous quarter. Black Sea employers report a considerable improvement of 14 percentage points, and the Central Anatolia Outlook increases moderately by 7 percentage points. Elsewhere, Outlooks are 6 and 5 percentage points stronger in Aegean and Marmara, respectively.

Hiring intentions weaken in four of the five regions when compared with this time one year ago. A considerable decline of 14 percentage points is reported in the Black Sea, and Central Anatolia and Marmara employers report a moderate decrease of 6 percentage points. Elsewhere, Outlook

is 3 percentage points weaker in Aegean. Meanwhile, Mediterranean employers report no change when compared to the third quarter of 2018.

	Net Employment Outlook
AEGEAN	+7%
BLACK SEA	+1%
CENTRAL ANATOLIA	+10%
MARMARA	+10%
MEDITERRANEAN	+4%

Large size employers report the highest hiring prospects of 3Q 2019

Employers in three of the four organization size categories anticipate an increase in staffing levels during the third 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 +9% 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, hiring prospects improve sharply with an increase of 19 percentage points for Small employers, and the outlooks are 3 and 2 percentage points higher for Medium- and Micro-size firms, respectively. Elsewhere, Large employers report unchanged hiring prospects.

Hiring intentions weaken in three of four organization size categories when compared with this time one year ago. A modest decline of 8 percentage points is reported by Medium employers, and Micro- and Small size employers report a moderate decrease of 7 and 6 percentage points, respectively. However, the Outlook for Large Firms is unchanged.

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®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for over 70 years. In 2019, ManpowerGroup was named one of the World's Most Ethical Companies for the tenth year and one of Fortune's Most Admired Companies for the seventeenth year, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work: www.manpowergroup.com