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MEDIA RELEASE

Turkish employers report encouraging hiring sentiment for the final quarter of 2020

Employers in all eight industry sectors expect to increase payrolls during the coming quarter, as Manufacturing sector takes the lead with +20% Net Employment Outlook. Hiring sentiment has improved by 13 percentage points when compared with the previous quarter and is 5 percentage points stronger in comparison with the same period last year.

ISTANBUL, TURKEY (08 September 2020) – The latest ManpowerGroup Employment Outlook Survey reveals that Turkish employers report encouraging hiring intentions for the fourth quarter of 2020. Among the 739 Turkish employers, which were surveyed during the exceptional circumstances of the COVID-19 outbreak, 19% anticipate an increase in payrolls, while 12% anticipate a decrease. 66% of employers on the other hand forecast no change to their workforce levels in the upcoming quarter of 2020. The resulting Net Employment Outlook is +7%. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +10%. Hiring sentiment has improved by 13 percentage points when compared with the previous quarter and is 5 percentage points stronger in comparison with the same period last year.

39 percent of Turkish employers will offer health and wellbeing offerings to their employees

The ManpowerGroup Employment Outlook Survey featured four additional questions for employers with regards to the impact of COVID-19 on the employment environment, business activity and post COVID-19 era hiring intentions. 58 percent of Turkish employers reported that they may never return to pre-COVID-19 hiring levels, while 11 percent reported that returning to pre-COVID-19 hiring levels could take four to nine months. When asked about existing members of the workforce that have been placed on a job retention or furlough scheme, 28 percent of companies suggest they plan to bring them back full-time, while 5 percent indicate bringing all workers back with reduced hours. 80 percent of Turkish employers expect that the

total amount of full-time workforce will remain the same for the next six months. More than 65 percent of Turkish employers plan to offer different options to employees in response to the impact of COVID-19 pandemic. Among those, 39 percent reported that they will be offering health and wellbeing offerings to their employees.

Commenting on the Survey results, ManpowerGroup Turkey General Manager Feyza Narlı said, “2020 has been a very challenging year for both employers and job seekers as global economies shut down completely to deal with the devastating effects of COVID-19 outbreak. In Turkey, we are delighted to see a recovery in employment sentiment in all of the surveyed industries, with considerable increases in Manufacturing and Construction sectors, boosted by growing demand amid government incentives. We hope for an even stronger employment outlook during the first quarter of 2021.”

Employers in Manufacturing sector reports strongest hiring intentions

Employers in all eight industry sectors expect to increase payrolls during the coming quarter. The strongest hiring plans are reported in the Manufacturing sector with a Net Employment Outlook of +20%, while steady job gains are anticipated in both the Construction sector and the Other Production sector, where Outlooks stand at +13%. Respectable workforce gains are forecast in two sectors with Outlooks of +11% - the Finance & Business Services sector and the Restaurants & Hotels sector – while the Outlook for the Wholesale & Retail Trade is +9%. Elsewhere, Pharmaceuticals sector employers anticipate a fair hiring climate, reporting an Outlook of +8%, and the Other Services sector Outlook is +1%.

	Seasonally Adjusted Employment Outlook
MANUFACTURING	+20%
CONSTRUCTION	+13%
OTHER PRODUCTION	+13%
FINANCE & BUSINESS SERVICES WHOLESALE & RETAIL TRADE	+11%
RESTAURANTS & HOTELS	+11%
WHOLESALE & RETAIL TRADE	+9%
PHARMACEUTICALS	+8%
OTHER SERVICES	+1%

In a quarter-over-quarter comparison, hiring intentions strengthen in all eight industry sectors. The most noteworthy increases of 27 and 22 percentage points are reported in the Construction sector and the Manufacturing sector, respectively. Restaurants & Hotels sector employers report an increase of 17 percentage points. Hiring plans are 13 percentage points stronger in the Other Production sector, and Outlooks improve by 8 and 7 percentage points in the Wholesale & Retail Trade sector and Pharmaceuticals sector, respectively.

Hiring sentiment strengthens in six of the eight industry sectors when compared with this time one year ago. Considerable increases of 13 and 10 percentage points are reported in the Construction and the Wholesale & Retail Trade sectors respectively, while Outlooks are 8 percentage points stronger in two sectors – the Manufacturing sector and the Other Production sector. However, hiring prospects weaken in two sectors, by 4 percentage points in the Pharmaceuticals sector and by 3 percentage points in the Other Services sector.

Marmara and Black Sea employers report the strongest hiring intentions during the final quarter

Workforce gains are anticipated in all five regions during the final quarter of 2020. Marmara and Black Sea employers report the strongest hiring plans with a Net Employment Outlook of +14% and +13% respectively while moderate workforce gains are anticipated in Central Anatolia, with an Outlook is +10%, and in the Aegean region where the Outlook is +9%. Mediterranean employers on the other hand, expect some job gains, reporting an Outlook of +7%.

	Seasonally Adjusted Employment Outlook
MARMARA	+14%
BLACK SEA	+13%
CENTRAL ANATOLIA	+10%
AEGEAN	+9%
MEDITERRANEAN	+7%

Hiring prospects improve in all five regions when compared with the previous quarter. A sharp increase of 22 percentage points is reported in Mediterranean, while Outlooks are 17 and 12 percentage points stronger in Marmara and Central Anatolia, respectively. Elsewhere, Aegean employers report an increase of 4 percentage points, while the Outlook for Black Sea is 2 percentage points stronger.

In a comparison with the final quarter of 2019, hiring plans strengthen in four of the five regions, most notably by 13 percentage points in Black Sea. Marmara employers report an improvement of 7 percentage points and the Outlook for Central Anatolia is 6 percentage points stronger. However, Aegean employers report a decline of 2 percentage points.

Large, Medium and Small employers anticipate stronger job gains in the fourth quarter

Workforce gains are expected in three of the four organization size categories during the forthcoming quarter. Large employers anticipate healthy hiring activity, reporting a Net Employment Outlook of +27%, and Outlooks stand at +14% and +9% in the Medium- and Small-size categories, respectively. However, Micro employers expect flat hiring activity, reporting an Outlook of 0%.

In a comparison with the prior quarter, Large employers report a steep improvement of 27 percentage points, while Outlooks are 19 and 17 percentage points stronger for Medium- and Small-size firms, respectively. Meanwhile, Micro employers report relatively stable hiring plans.

Hiring sentiment strengthens in all four organization size categories when compared with this time one year ago. Medium employers report an increase of 7 percentage points, while the Outlook for Small employers is 6 percentage points stronger. Elsewhere, hiring plans improve by 5 percentage points for Large firms and by 2 percentage points for Micro employers.

Note to the editor: 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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