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MEDIA RELEASE

Turkish employers report more cautious, but still positive, hiring prospects for the 3rd quarter of 2018

ManpowerGroup Employment Outlook Survey: 3rd Quarter 2018

According to the new ManpowerGroup Employment Outlook Survey, 22% of employers forecast an increase in staffing levels, 5% anticipate a decrease and 70% forecast no changes to their workforce levels in the July-September time frame. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +14%. Hiring prospects are 2 percentage points weaker when compared with the previous quarter, but are unchanged in comparison with 3Q 2017. Electricity, Gas & Water sector employers report the strongest hiring prospects of the 11 industry sectors, with an Outlook of +24%. Regionally, the strongest Outlook of +18% is reported by employers in Central Anatolia region, while the weakest regional Outlook of +5% is reported in Mediterranean.

ISTANBUL, TURKEY (12 June 2018) – ManpowerGroup (NYSE:MAN) interviewed 1,002 Turkish employers to forecast labor market activities for the third quarter of 2018. The ManpowerGroup research reveals that Turkish employers report positive hiring prospects for July-September time frame.

According to the findings of the survey, 22% of employers forecast an increase in staffing levels, 5% anticipate a decrease and 70% expect no change to their workforce levels in the third three months of the year. Once the data is adjusted to allow for seasonal variation, the Outlook stands

at +14%. Hiring intentions are 2 percentage points weaker when compared with the previous quarter, but are unchanged in comparison with 3Q 2017.

Workforce growth is anticipated in all 11 industry sectors and all five regions during the next three months. When compared with the previous quarter, hiring intentions weaken in four of the five regions and in nine of the 11 industry sectors. When compared with 3Q 2017, hiring plans weaken in seven of the 11 industry sectors and two of the five regions.

Commenting on the new Outlook, Manpower Turkey General Manager Feyza Narlı had this to say: "The new Outlook is very similar to the same period of previous year. Even though there is a weaker anticipation compared to the 2nd quarter of 2018, the Outlook is positive in general. More than 1/5 of employers anticipate growth. Electricity, Gas & Water sector report the strongest third-quarter forecast with +24%. An active hiring pace is also expected in the Manufacturing sector where employers report an Outlook of +22%. In addition to these two sectors which are leading sectors in Turkey, employers in all of the 11 industry sectors forecast an increase in their headcount for the next quarter."

Electricity, Gas & Water sector employers report the strongest hiring prospects

Employers forecast an increase in staffing levels for all 11 industry sectors during the next three months. Electricity, Gas & Water sector employers report the strongest hiring intentions with a Net Employment Outlook of +24%. Elsewhere, Manufacturing employers also report healthy hiring plans with an Outlook of +22%, while steady payroll gains are anticipated by Pharmaceuticals sector employers, reporting an Outlook of +17%. Employers report favorable hiring prospects in the Public & Social sector, with an Outlook of +16%, and in the Agriculture, Hunting, Forestry & Fishing sector, where the Outlook is +15%. Meanwhile, the weakest hiring intentions are reported by employers in the Transport, Storage & Communication sector and the Restaurants & Hotels sector, where Outlooks stand at +4% and +5%, respectively.

Hiring prospects weaken in nine of the 11 industry sectors when compared with the previous quarter. The most noteworthy decrease of 9 percentage points is reported in the Transport, Storage & Communication sector, while Construction sector employers report a decline of 7 percentage points. Elsewhere, the Outlook for the Pharmaceuticals sector is 6 percentage points weaker, while a decline of 5 percentage points is reported for the Wholesale & Retail Trade sector. However, Manufacturing sector employers report a slight quarter-over-quarter improvement of 2 percentage points.

In a comparison with the third quarter of 2017, hiring plans weaken in seven of the 11 industry sectors. Considerable decreases of 11 percentage points are reported in both the Transport, Storage & Communication sector and the Wholesale & Retail Trade sector. Restaurants & Hotels sector employers report a decline of 8 percentage points, and Outlooks are 7 and 6 percentage points weaker in the Mining & Quarrying sector and the Electricity, Gas & Water sector, respectively. Meanwhile, hiring plans strengthen in four sectors, most notably by 7 percentage points for the Manufacturing sector.

	Net Employment Outlook
AGRICULTURE, HUNTING, FORESTRY & FISHING	+15%
CONSTRUCTION	+13%
ELECTRICITY, GAS & WATER SUPPLY	+24%
FINANCE, INSURANCE, REAL ESTATE & BUSINESS SERVICES	+12%
MANUFACTURING	+22%
MINING & QUARRYING	+11%
PUBLIC & SOCIAL	+16%
RESTAURANTS & HOTELS	+5%
TRANSPORT, STORAGE & COMMUNICATION	+4%
WHOLESALE & RETAIL TRADE	+7%
PHARMACEUTICALS	+17%

Employers in Central Anatolia have the strongest anticipation

Employers anticipate an increase in staffing levels in all five regions during 3Q 2018. The strongest hiring prospects are reported in Central Anatolia and Marmara, where Net Employment Outlooks stand at +18% and +17%, respectively. Black Sea employers forecast steady job gains, reporting an Outlook of +14%, while Aegean employers reflect conservative hiring plans with an Outlook of +10%. The weakest regional Outlook of +5% is reported in Mediterranean.

In comparison with the previous quarter, hiring intentions weaken in four of the five regions. Aegean employers report a considerable decrease of 10 percentage points, while Outlooks are 6 and 5 percentage points weaker in Marmara and Mediterranean, respectively. However, Central Anatolia employers report a slight improvement of 3 percentage points.

Hiring prospects decline by 8 percentage points in both Aegean and Mediterranean when compared with this time one year ago. Meanwhile, Black Sea employers report an improvement of 5 percentage points. Outlooks for both Central Anatolia and Marmara remain relatively stable.

	Net Employment Outlook
AEGEAN	+10%
BLACK SEA	+14%
CENTRAL ANATOLIA	+18%
MARMARA	+17%
MEDITERRANEAN	+5%

Large employers report the strongest hiring intentions

Staffing levels are expected to increase in all four organization size categories during the next three months. Large employers report the strongest hiring intentions with a Net Employment Outlook of +22%, while Outlooks stand at +18% and +11% for Medium- and Small-size employers, respectively. Elsewhere, Micro employers reflect modest hiring prospects with an Outlook of +6%.

In comparison with 2Q 2018, Micro employers report a decline of 8 percentage points, while Outlooks are 5 and 3 percentage points weaker for Small- and Large-size firms, respectively. Meanwhile, Medium employers report relatively stable hiring prospects.

Large employers report a considerable decline of 9 percentage points when compared with the same period of 2017, and the Outlook for Small employers also weakens, decreasing by 3 percentage points. However, Micro- and Medium-size employers report relatively stable hiring intentions.

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 over 400,000 clients and connect 3+ million people to meaningful, sustainable work 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 70 years. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the eighth 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 is powering the future of work: www.manpowergroup.com