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MEDIA RELEASE

Agriculture, Hunting, Forestry & Fishing sector has the highest employment prospect of Q2 2019

ManpowerGroup Employment Outlook Survey: 2nd Quarter 2019

According to the new ManpowerGroup Employment Outlook Survey, 17% of employers expect to increase payrolls, 12% anticipate a decrease and 68% forecast no changes to their workforce levels in the April-June time frame, resulting in a Net Employment Outlook of +5%.

Once the data is seasonally adjusted, the Outlook stands at 0%. The strongest hiring plans are reported in Marmara Region and Agriculture, Hunting, Forestry & Fishing sector.

ISTANBUL, TURKEY (12 March 2019) – ManpowerGroup (NYSE:MAN) interviewed 1,001 Turkish employers to forecast labor market activities for the second quarter of 2019. The ManpowerGroup research reveals that Turkish employers report cautious hiring intentions for the April-June time frame.

According to the findings of the survey, 17% of employers forecast an increase in staffing levels, 12% anticipate a decrease and 68% expect no change to their workforce levels in the second three months of 2019, resulting in a Net Employment Outlook of +5%. Once the data is seasonally adjusted, the Outlook stands at 0%. Hiring prospects decline by 2 percentage points when compared with the previous quarter and are 18 percentage points weaker in comparison with this time one year ago.

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

weaken in three of five regions and in five of the 11 industry sectors. When compared with second quarter of 2018, hiring intentions weaken in all five regions and in all 11 industry sectors.

Commenting on the new Outlook, ManpowerGroup Turkey General Manager Feyza Narlı had this to say: "Compared to the same period of the previous year and the previous quarter, we observe leaner hiring intentions. For the second quarter of 2019, the uncertainty in Turkish economy and upcoming elections might have an impact on employers' employment outlook. In general, we observe cautious but also positive developments. Employers in Marmara Region, which hosts Turkey's largest industrial manufacturers, report a positive hiring environment and employment outlook of +9%. Compared to the first quarter of 2019, we foresee a significant margin development of 26%, particularly in the Agriculture, Hunting, Forestry and Fishing sector. Moreover, for the second quarter of 2019, employers in four of the five regions and eight of eleven sectors report positive hiring intentions."

Agriculture, Hunting, Forestry & Fishing sector reports the strongest hiring prospect: +16%

Employers in eight of the 11 industry sectors expect an increase in staffing levels during the coming quarter. Agriculture, Hunting, Forestry & Fishing sector employers report the strongest hiring intentions with a Net Employment Outlook of +16%. Elsewhere, Manufacturing sector employers anticipate some job gains with an Outlook of +8% and Outlooks stand at +7% and +6% in the Public & Social sector and the Electricity, Gas & Water sector, respectively. However, employers in three sectors expect to trim payrolls. The weakest labor market is anticipated by Construction sector employers with a gloomy Outlook of -15%, and Wholesale & Retail Trade sector employers report pessimistic hiring plans with an Outlook of -9%.

In a comparison with the first quarter of 2019, hiring prospects improve in six of the 11 industry sectors, most notably by a considerable margin of 26 percentage points in the Agriculture, Hunting, Forestry & Fishing sector. Transport, Storage & Communications sector employers report an increase of 5 percentage points and the Outlook for the Electricity, Gas & Water sector is 3 percentage points stronger. However, Outlooks weaken in five sectors, including the Construction sector with a decrease of 7 percentage points and the Wholesale & Retail Trade sector where employers report a decline of 5 percentage points.

Employers in all 11 industry sectors report weaker hiring intentions when compared with this time one year ago. A steep decline of 42 percentage points is reported for the Construction

sector. Hiring plans also weaken in the Wholesale & Retail Trade sector with a decrease of 24 percentage points, and in both the Pharmaceuticals sector and the Mining & Quarrying sector, with declines of 22 and 21 percentage points, respectively. Electricity, Gas & Water sector employers report a decrease of 19 percentage points and the Finance, Insurance, Real Estate & Business Services sector Outlook is 16 percentage points weaker.

	Net Employment Outlook
AGRICULTURE, HUNTING, FORESTRY & FISHING	+16%
CONSTRUCTION	-15%
ELECTRICITY, GAS & WATER SUPPLY	+6%
FINANCE, INSURANCE, REAL ESTATE & BUSINESS SERVICES	-1%
MANUFACTURING	+8%
MINING & QUARRYING	+4%
PUBLIC & SOCIAL	+7%
RESTAURANTS & HOTELS	+3%
TRANSPORT, STORAGE & COMMUNICATION	+1%
WHOLESALE & RETAIL TRADE	-9%
PHARMACEUTICALS	+1%

Employers in Marmara Region have the strongest anticipation: +9%

Employers in four of the five regions expect to add to payrolls in the coming quarter. The strongest labor market is anticipated in Marmara where the Net Employment Outlook stands at +9%. Elsewhere, Central Anatolia employers forecast slow-paced hiring activity with an Outlook of +3% and Outlooks of +1% are reported in both Aegean and Mediterranean. However, Black Sea employers report gloomy hiring plans with an Outlook of -16%.

Black Sea employers report a considerable decline of 15 percentage points when compared with the previous quarter, and the Aegean Outlook is 4 percentage points weaker. Meanwhile, hiring plans remain relatively stable in both Central Anatolia and Marmara, and are unchanged in Mediterranean.

Hiring intentions weaken in all five regions when compared with this time one year ago. A decline of 32 percentage points is reported in Black Sea, and Aegean employers report a decrease of 20 percentage points. Elsewhere, Outlooks are 12 and 11 percentage points weaker in Marmara and Central Anatolia, respectively, while Mediterranean employers report a decrease of 7 percentage points.

	Net Employment Outlook
AEGEAN	+1%
BLACK SEA	-16%
CENTRAL ANATOLIA	+3%
MARMARA	+9%
MEDITERRANEAN	+1%

Large size employers report the highest hiring prospects of 2Q 2019

Employers in two of the four organization size categories anticipate an increase in staffing levels during the second quarter of 2019. Large employers report steady hiring prospects with a Net Employment Outlook of +15%, while the Outlook for Medium employers stands at +5%. However, Small- and Micro-size employers expect to trim payrolls, reporting Outlooks of -11% and -3%, respectively.

In a quarter-over-quarter comparison, hiring prospects are 7 percentage points weaker for Small employers, and decline by 3 and 2 percentage points for Micro- and Medium-size firms, respectively. However, Large employers report an improvement of 8 percentage points.

Hiring intentions weaken in all four organization size categories when compared with this time one year ago. A decline of 27 percentage points is reported by Small employers, and Micro employers report a considerable decrease of 17 percentage points. Elsewhere, Outlooks are 14 and 10 percentage points weaker for Medium- and Large-size employers, respectively.

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 2019, ManpowerGroup was named one of Fortune's Most Admired Companies for the seventeenth year and one of

the World's Most Ethical Companies for the ninth year in 2018, 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