

MEDIA RELEASE

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Turkish employers report modest favorable intentions for the second quarter of 2021

- **Employers in seven of eight industry sectors expect to increase payrolls during the forthcoming quarter as Manufacturing sector takes the lead with +24% Net Employment Outlook.**
- **Hiring intentions strengthen in four of the eight industry sectors, most notably by 10 percentage points for the Pharmaceuticals sector in comparison with previous quarter.**
- **Turkish employers are not looking mandated actions in COVID-19 vaccinations for their workforce**

ISTANBUL, TURKEY (MARCH 09, 2021) – The latest ManpowerGroup Employment Outlook Survey reveals that Turkish employers report favorable hiring intentions for the second quarter of 2021. Among the 775 Turkish employers, which were surveyed during the exceptional circumstances of the COVID-19 outbreak, 20% anticipate an increase in payrolls, while 4% anticipate a decrease. 70% 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 +16. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +10%. Hiring sentiment remains relatively stable in comparison with both the prior quarter and this time one year ago.

Commenting on the Survey results, ManpowerGroup Turkey General Manager Feyza Narlı said, “As COVID-19 vaccine is now publicly available in most of EMEA countries, we can see the changes in perceptions of employers regionally. In Turkey, we witness a relative positivity in the wake of expectancy to pre-COVID-19 hiring levels as 15% of Turkish employers state that the same or higher levels can be achieved within 6 months, which indicates a 6 points stronger

sentiment compared to the region average. The positivity can also be seen in Turkey’s regions, as employers from all five regions offer a more positive outlook than the previous quarter. We expect this positivity to continue as the recovery from COVID-19 accelerates.”

15 percent of Turkish employers expect to return pre-COVID hiring levels within 6 months

The ManpowerGroup Employment Outlook Survey featured additional questions for employers with regards to their expectations on returning to pre-COVID-19 hiring levels. 15 percent of Turkish employers expect that return to pre-COVID hiring levels can be reached within 6 months, while 8 percent expect to return to pre-COVID hiring levels likely by the end of 2021. More than half of Turkish employers, state that they do not plan to introduce a fixed policy on employee vaccination and will leave the decision to individuals, while 20 percent will urge vaccination by highlighting the benefits but not mandate an action. When asked about the planned working style in their companies for the next 6 to 12 months, 12 percent of Turkish employers expect to implement a mix of remote working and workplace-based working while, 80 percent expect to implement workplace-based working all or most of the time.

Employers in Manufacturing sector reports strongest hiring intentions

Employers in seven of eight industry sectors expect to increase payrolls during the forthcoming quarter. The strongest hiring plans are reported in the Manufacturing sector with a Net Employment Outlook of +24%, and healthy workforce gains are also anticipated by Pharmaceuticals sector employers who report an Outlook of +21%. Steady hiring activity is anticipated in the Finance & Business Services sector and the Wholesale & Retail Trade sector, with Outlooks of +13% and +11%, respectively. Some hiring opportunities are forecast by Other Production sector employers with an Outlook of +9%, while Outlooks stand at +5% and +4% in the Construction sector and the Other Services sector, respectively. However, Restaurants & Hotels sector employers expect to trim payrolls, reporting an Outlook of -2%.

	Seasonally Adjusted Employment Outlook
MANUFACTURING	+24%
PHARMACEUTICALS	+21%
FINANCE & BUSINESS SERVICES	+13%
WHOLESALE & RETAIL TRADE	+11%

OTHER PRODUCTION	+9%
CONSTRUCTION	+5%
OTHER SERVICES	+4%
RESTAURANTS & HOTELS	-2%

In a quarter-over-quarter comparison, hiring intentions strengthen in four of the eight industry sectors, most notably by 10 percentage points for the Pharmaceuticals sector. Wholesale & Retail Trade sector employers report an increase of 5 percentage points, while Outlooks are 4 percentage points stronger in two sectors – the Manufacturing sector and the Restaurants & Hotels sector. Meanwhile, Other Services sector employers report a decline of 4 percentage points.

When compared with the second quarter of 2020, hiring prospects weaken in four of the eight industry sectors, most notably by 4 percentage points in the Other Services sector. Elsewhere, Outlooks decline by 2 percentage points in the Finance & Business Services sector, the Restaurants & Hotels sector and the Pharmaceuticals sector. However, hiring plans strengthen in three sectors, including increases of 7 and 5 percentage points for the Wholesale & Retail Trade sector and the Manufacturing sector, respectively.

Aegean and Black Sea employers report the strongest hiring intentions for the upcoming quarter

Employers anticipate payroll gains for all five regions during the upcoming quarter. The strongest hiring prospects are reported in Aegean and Black Sea, where Net Employment Outlooks stand at +15% and +13%, respectively. Marmara employers expect a moderate hiring pace with an Outlook of +10%, while the Central Anatolia Outlook is +9%. In the Mediterranean region employers anticipate some job gains, reporting an Outlook of +8%.

	Seasonally Adjusted Employment Outlook
AEGEAN	+15%
BLACK SEA	+13%
MARMARA	+10%
CENTRAL ANATOLIA	+9%
MEDITERRANEAN	+8%

When compared with the previous quarter, hiring sentiment strengthens in Aegean and Mediterranean, improving by 8 and 4 percentage points, respectively. Elsewhere, employers in both Central Anatolia and Marmara report no change, but the Outlook for Black Sea declines by 2 percentage points.

Hiring prospects improve in Central Anatolia and Aegean when compared with this time one year ago, increasing by 4 and 3 percentage points, respectively. However, Mediterranean employers report a decline of 3 percentage points.

Large, employers anticipate stronger job gains in the second quarter

Job gains are expected in all four organization size categories during the upcoming quarter. Large employers expect the strongest hiring pace, reporting a Net Employment Outlook of +17%. Steady workforce gains are also anticipated by Medium employers with an Outlook of +15%, while Outlooks stand at +8% and +5% in the Small- and Micro-size categories, respectively.

When compared with the previous quarter, hiring sentiment strengthens by 9 percentage points for Micro employers and by 3 percentage points in the Medium size category. Meanwhile, Large employers report no change, but the Outlook for Small firms is 2 percentage points weaker.

In a year-over-year comparison, hiring plans strengthen by 5 percentage points for Medium employers and by 3 percentage points for Micro firms. Elsewhere, Small employers report relatively stable hiring intentions, but the Outlook for Large employers declines by 10 percentage points.

To view complete results for the ManpowerGroup Employment Outlook Survey, visit: www.manpowergroup.com/meos. The next survey will be released June 8, 2021 and will report hiring expectations for Q3 2021.

*The survey – conducted January 2021 – is the most comprehensive, forward-looking employment survey of its kind, used globally as a key economic indicator. 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.

Notes 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.

Other Production classification includes Mining & Quarrying; Agriculture, Hunting, Forestry & Fishing; Electricity, Gas & Water.

Other Services classification includes Public & Social; Transport, Storage & Communication

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