



ManpowerGroup™

## **MEDIA RELEASE**

### **Turkish employers report positive hiring prospects for the 4th quarter of 2018**

#### **ManpowerGroup Employment Outlook Survey: 4<sup>th</sup> Quarter 2018**

**According to the new ManpowerGroup Employment Outlook Survey, 19% of employers forecast an increase in staffing levels, 11% anticipate a decrease and 70% forecast no changes to their workforce levels in the October-December time frame. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +12%. Hiring intentions remain relatively stable in comparison with the previous quarter, and are unchanged when compared with this time one year ago. The strongest hiring plans are reported in Marmara, where the Net Employment Outlook is +18%. Respectable payroll gains are also anticipated in the Black Sea and Aegean regions. Manufacturing sector employers report the strongest hiring prospects, with a solid Net Employment Outlook of +21%. However, Restaurants & Hotels sector employers report uncertain hiring intentions with an Outlook of -2%.**

**ISTANBUL, TURKEY (11 September 2018)** – ManpowerGroup (NYSE:MAN) interviewed 1,000 Turkish employers to forecast labor market activities for the fourth quarter of 2018. The ManpowerGroup research reveals that Turkish employers report conservative hiring prospects for October-December time frame.

According to the findings of the survey, 19% of employers forecast an increase in staffing levels, 11% anticipate a decrease and 70% expect no change to their workforce levels in the final three months of the year. Once the data is adjusted to allow for seasonal adjustment, the Outlook

stands at +12%. Hiring intentions remain relatively stable in comparison with the previous quarter, and are unchanged when compared with this time one year ago.

Workforce growth is anticipated in all 10 of the 11 industry sectors and all five regions during the next three months. When compared with the previous quarter, hiring intentions weaken in two of the five regions and in six of the 11 industry sectors. When compared with 3Q 2017, hiring plans strengthen in five of the 11 industry sectors and two of the five regions.

Commenting on the new Outlook, ManpowerGroup Turkey General Manager Feyza Narlı had this to say: "The general outlook for Q4 which is +12% when the data set is seasonally adjusted seems strong and steady. Employers in 10 of the 11 industry sectors and all five regions anticipate workforce growth in the last quarter. Manufacturing sector employers anticipate a strong fourth-quarter hiring pace. In the long run, growth in Manufacturing sector can lead other sectors to flourish. Employers in the Marmara Region which is the biggest industrial area of Turkey, forecast a favorable hiring climate and report an Outlook of +18%."

#### **Manufacturing sector employers report the strongest hiring prospects: +21%**

Employers expect payrolls to grow in 10 of the 11 industry sectors during the forthcoming quarter. Manufacturing sector employers report the strongest hiring prospects, with a solid Net Employment Outlook of +21%. Steady workforce growth is anticipated in the Public & Social sector, where the Outlook is +16%, and also in both the Agriculture, Hunting, Forestry & Fishing sector and the Wholesale & Retail Trade sector, with Outlooks of +15%. Elsewhere, respectable job gains are forecast for the Electricity, Gas & Water sector and the Finance, Insurance, Real Estate & Business Services sector, where Outlooks stand at +14% and +12%, respectively. However, Restaurants & Hotels sector employers report uncertain hiring intentions with an Outlook of -2%.

Hiring intentions weaken in six of the 11 industry sectors when compared with the previous quarter. Employers in the Electricity, Gas & Water sector report the most noteworthy decline of 8 percentage points, and the Outlook for the Restaurants & Hotels sector decreases by 7 percentage points. Elsewhere, hiring plans are 6 percentage points weaker in both the Construction sector and the Pharmaceuticals sector. Meanwhile, Outlooks improve by 8 percentage points for the Wholesale & Retail Trade sector, and by 3 percentage points for the Transport, Storage & Communication sector.

In comparison with 4Q 2017, hiring intentions strengthen in five of the 11 industry sectors. Constructions sector employers report an increase of 7 percentage points, while Outlooks are 4 and 3 percentage points stronger in the Public & Social sector and the Restaurants & Hotels sector, respectively. However, Outlooks weaken in four sectors, most notably by a steep margin of 22 percentage points in the Pharmaceuticals sector. Transport, Storage & Communication sector employers report a decrease of 7 percentage points, and the Mining & Quarrying sector Outlook declines by 5 percentage points.

	<b>Net Employment Outlook</b>
AGRICULTURE, HUNTING, FORESTRY & FISHING	+15%
CONSTRUCTION	+7%
ELECTRICITY, GAS & WATER SUPPLY	+14%
FINANCE, INSURANCE, REAL ESTATE & BUSINESS SERVICES	+12%
MANUFACTURING	+21%
MINING & QUARRYING	+11%
PUBLIC & SOCIAL	+16%
RESTAURANTS & HOTELS	-2%
TRANSPORT, STORAGE & COMMUNICATION	+7%
WHOLESALE & RETAIL TRADE	+15%
PHARMACEUTICALS	+9%

**Employers in Marmara Region have the strongest anticipation: +18%**

Workforce gains are forecast for all five regions during the next three months. The strongest hiring plans are reported in Marmara, where the Net Employment Outlook is +18%. Respectable payroll gains are also anticipated in the Black Sea and Aegean regions, with Outlooks of +13% and +12%, respectively. Meanwhile, mild hiring prospects are reflected in Outlooks of +9% for Central Anatolia and +7% for Mediterranean.

When compared with the previous quarter, Central Anatolia employers report a moderate decline of 8 percentage points, but the Aegean Outlook is 2 percentage points stronger. Elsewhere, hiring prospects remain relatively stable.

Year-over-year, hiring plans are 5 percentage points stronger in the Black Sea region, and improve by 4 percentage points in Aegean. However, the Outlook for Central Anatolia declines by 8 percentage points.

	<b>Net Employment Outlook</b>
AEGEAN	+12%
BLACK SEA	+13%
CENTRAL ANATOLIA	+9%
MARMARA	+18%
MEDITERRANEAN	+7%

**Large employers report the strongest hiring intentions**

Staffing levels are forecast to grow in all four organization size categories during 4Q 2018. Large employers report the strongest hiring intentions with a Net Employment Outlook of +19%, while steady job gains are also expected by Medium- and Small-size employers, reporting Outlooks of +15% and +13%, respectively. Meanwhile, Micro employers report a cautious Outlook of +2%.

In comparison with the previous quarter, Micro employers report a decline of 5 percentage points, while Outlooks are 3 and 2 percentage points weaker for Large- and Medium-size employers, respectively. However, Small employers report a slight increase of 2 percentage points.

Hiring plans decline by 6 percentage points for Large employers when compared with this time one year ago, while Micro employers report a decrease of 3 percentage points. Elsewhere, Medium employers report no change, and the Outlook for Small firms is 2 percentage points stronger.

**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](http://www.manpowergroup.com)