



MEDIA RELEASE

Manufacturing and Mining & Quarrying sector employers report strongest employment prospects of Q1 2019

ManpowerGroup Employment Outlook Survey: 1st Quarter 2019

According to the new ManpowerGroup Employment Outlook Survey, 12% of employers expect to increase payrolls, 16% anticipate a decrease and 69% forecast no changes to their workforce levels in the January-March time frame. Once the data is seasonally adjusted, the Outlook stands at +4%. The strongest hiring plans are reported in Aegean and Central Anatolia Regions and Manufacturing and Mining & Quarrying sectors. However, employers in three regions and in seven sectors report comparatively conservative first-quarter hiring prospects.

ISTANBUL, TURKEY (11 December 2018) – ManpowerGroup (NYSE:MAN) interviewed 1,007 Turkish employers to forecast labor market activities for the first quarter of 2019. The ManpowerGroup research reveals that Turkish employers expect hiring prospects to slow down for the January-March time frame.

According to the findings of the survey, 12% of employers forecast an increase in staffing levels, 16% anticipate a decrease and 69% expect no change to their workforce levels in the first three months of 2019. Once the data is seasonally adjusted, the Outlook stands at +4%. Hiring prospects decline by 8 and 10 percentage points in comparison with the previous quarter and this time one year ago, respectively.

Workforce growth is anticipated in all five regions and for eight of the 11 industry sectors during the forthcoming quarter. When compared with the previous quarter, hiring intentions weaken in all five regions and in nine of the 11 industry sectors. When compared with first quarter of 2018, hiring intentions also weaken in all five regions and in nine of the 11 industry sectors.

Commenting on the new Outlook, ManpowerGroup Turkey General Manager Feyza Narlı had this to say: "In the time period this research was made, foreign exchange fluctuations and uncertainty in the Turkish economy may have affected employers adversely. But the state of the economy appears to be steadier than the period this MEOS research took place. So, in the upcoming MEOS we will probably see signs of a rebound in employer confidence. In fact, when we compare Manufacturing industry data from the Q4 survey with the current one, we already see a slight improvement to +12%. Also, employers in all regions and 8 of 11 industries report positive hiring plans for Q1 2019"

Manufacturing and Mining & Quarrying sectors report the strongest hiring prospects: +12%

Workforce gains are forecast for eight of the 11 industry sectors during the forthcoming quarter. The strongest hiring prospects are reported in the Manufacturing sector and the Mining & Quarrying sector, where Net Employment Outlooks stand at +12%. Modest job gains are anticipated in the Public & Social sector with an Outlook of +6%, and in the Finance, Insurance, Real Estate & Business Services sector, where the Outlook is +5%. However, payrolls are expected to decline in three sectors. Agriculture, Hunting, Forestry & Fishing sector employers report a slump in confidence with an Outlook of -9%, while Outlooks of -5% and -4% are reported in the Construction sector and the Transport, Storage & Communications sector, respectively.

In comparison with the final quarter of 2018, hiring intentions weaken in nine of the 11 industry sectors. A decline of 24 percentage points is reported by employers in the Agriculture, Hunting, Forestry & Fishing sector, and the Wholesale & Retail Trade sector Outlook decreases by 13 percentage points. Elsewhere, considerable declines of 11 percentage points are reported for both the Construction sector and the Transport, Storage & Communications sector, while Outlooks are 9 percentage points weaker in the Electricity, Gas & Water sector, the Manufacturing sector and the Public & Social sector. Meanwhile, Restaurants & Hotels sector employers report a slight improvement of 4 percentage points, and the Mining & Quarrying sector Outlook remains relatively stable.

Hiring plans also weaken in nine of the 11 industry sectors when compared with this time one year ago. Sharp declines of 27 and 23 percentage points are reported in the Pharmaceuticals sector and the Agriculture, Hunting, Forestry & Fishing sector, respectively, while Wholesale & Retail Trade sector employers report a decrease of 21 percentage points. Outlooks are 14 percentage points weaker in both the Construction sector and the Finance, Insurance, Real Estate & Business Services sector, while employers report declines of 13 percentage points in both the Electricity, Gas & Water sector and the Transport, Storage & Communications sector. Elsewhere, the Outlook for the Restaurants & Hotels sector improves by 5 percentage points.

	Net Employment Outlook
AGRICULTURE, HUNTING, FORESTRY & FISHING	-9%
CONSTRUCTION	-5%
ELECTRICITY, GAS & WATER SUPPLY	+3%
FINANCE, INSURANCE, REAL ESTATE & BUSINESS SERVICES	+5%
MANUFACTURING	+12%
MINING & QUARRYING	+12%
PUBLIC & SOCIAL	+6%
RESTAURANTS & HOTELS	+3%
TRANSPORT, STORAGE & COMMUNICATION	-4%
WHOLESALE & RETAIL TRADE	+1%
PHARMACEUTICALS	+1%

Employers in Aegean and Central Anatolia Regions report the strongest hiring intentions: +5%

Payrolls are expected to increase in all five regions during the next three months. The strongest labor markets are anticipated in Aegean and Central Anatolia with Net Employment Outlooks of +5%. Elsewhere, the Marmara Outlook stands at +2%, while Outlooks of +1% are reported in both Black Sea and Mediterranean.

Hiring prospects weaken in all five regions when compared with the previous quarter. Marmara employers report the most notable decline of 14 percentage points, while the Black Sea Outlook

is 12 percentage points weaker. Outlooks decrease by 6 percentage points in both Aegean and Mediterranean, and the Outlook for Central Anatolia declines by 4 percentage points.

In comparison with the first quarter of 2018, hiring intentions also weaken in all five regions. Considerable declines of 17 and 13 percentage points are reported in Marmara and Central Anatolia, respectively, while the Outlook is 11 percentage points weaker in Black Sea. Mediterranean employers report a decrease of 5 percentage points, and the Aegean Outlook declines by 4 percentage points.

	Net Employment Outlook
AEGEAN	+5%
BLACK SEA	+1%
CENTRAL ANATOLIA	+5%
MARMARA	+2%
MEDITERRANEAN	+1%

Small and Large size employers report considerably weaker hiring prospects compared to 4Q 2018

Payrolls are forecast to grow in three of the four organization size categories during the first quarter of 2019. Medium- and Large-size employers report some hiring opportunities with Net Employment Outlooks of +8% and +7%, respectively. Meanwhile, Micro employers report a cautious Outlook of +1%, but Small employers forecast an uncertain hiring pace, reporting an Outlook of -1%.

When compared with 4Q 2018, Small- and Large-size employers report considerably weaker hiring prospects with declines of 13 and 12 percentage points, respectively. Medium employers report a moderate decrease of 5 percentage points, while the Outlook for Micro firms remains relatively stable.

In a comparison with this time one year ago, Large employers report a sharp decline of 26 percentage points. Elsewhere, Outlooks are 10 and 8 percentage points weaker for Small- and Medium-size employers, respectively, while employers in the Micro category report a decrease of 2 percentage points.

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