



ManpowerGroup™

MEDIA RELEASE

One of every five employers in Turkey forecasts increase in labor force in Q1 2016

According to the new Manpower Employment Outlook Survey, Turkish employers report respectable hiring plans for the coming quarter. 20% of employers forecast an increase in staffing levels. The most active hiring pace is reported by employers from Finance, Insurance, Real Estate & Business Services sector (+24%) and Marmara region (+21%).

ISTANBUL, TURKEY (2015) – ManpowerGroup (NYSE:MAN) interviewed over 1,000 employers in Turkey to measure employer hiring intentions for the first quarter of 2016. According to the findings, employers anticipate Turkish job seekers may benefit from a respectable hiring pace in the January-March time. Commenting on the regional Outlook, Hatipoğlu comments: “After a volatile 6 months mainly due to the uncertainties in the Turkish political scene, Turkey is making a good start to 2016. And Turkish job seekers will likely benefit from the strongest employer hiring plans in the EMEA region.”

20% of employers forecast an increase in staffing levels, 9% anticipate a decrease and 67% expect no change. Once the data is adjusted to remove seasonal variations, the Outlook in Turkey stands at +19%. Hiring prospects are 4 percentage points stronger when compared with the previous quarter and remain relatively stable year-over-year.

Overall, workforce gains are forecast in all 11 industry sectors and all five regions in Turkey. Employers in Marmara region anticipate the strongest hiring pace (+21%) followed by Aegean and Central Anatolia (both at +19%).

	Net Employment Outlook
MARMARA	+21%
CENTRAL ANATOLIA	+19%
BLACK SEA	+13%
AEGEAN	+19%
MEDITERRANEAN	+11%

Among the industry sectors, the strongest first-quarter hiring pace is anticipated by employers in the Finance, Insurance, Real Estate & Business Services sector, where the Net Employment Outlook stands at +24%, while Manufacturing sector employers also expect healthy job gains, reporting an Outlook of +22%.

In Turkey hiring intentions strengthen in five of the 11 industry sectors when compared with the previous quarter, with the most noteworthy increase of 11 percentage points reported by Pharmaceuticals sector employers followed by the Agriculture, Hunting, Forestry & Fishing sector (increase of 8 percentage points), Restaurants & Hotels sector employers (increase of 7 percentage points). Most notable weaker intentions come from the Manufacturing, Electricity, Gas & Water Supply sectors with the declines of 5 and 4 percentage points, respectively.

	Net Employment Outlook
AGRICULTURE, HUNTING, FORESTRY & FISHING	+21%
CONSTRUCTION	+17%
ELECTRICITY, GAS & WATER SUPPLY	+21%
FINANCE, INSURANCE, REAL ESTATE & BUSINESS SERVICES	+24%
MANUFACTURING	+22%
MINING & QUARRYING	+4%
PUBLIC & SOCIAL	+12%
RESTAURANTS & HOTELS	+10%
TRANSPORT, STORAGE & COMMUNICATION	+15%
WHOLESALE & RETAIL TRADE	+20%
PHARMACEUTICALS	+21%

Year-over-year, Outlooks weaken in six of the 11 industry sectors. Employment levels are forecast to grow in all four organization size categories during 1Q 2016. Large employers report the strongest hiring prospects with a Net Employment Outlook of +30%.

Once again in the EMEA the strongest forecast is reported by employers in Turkey

In the Europe, Middle East and Africa (EMEA) region employers in 22 of 24 countries report their plan to add to payrolls during the January-March time frame. Forecasts improve in 14 countries in a quarter-over-quarter comparison and decline in seven. Outlooks improve in 12 countries year-over-year and decline in eight.

The region's strongest first-quarter forecasts are reported in Turkey, Slovakia and Romania. The weakest forecasts are reported by Finnish and French employers.

Globally opportunities for job seekers are expected to remain similar to the final three months of 2015

Across the world employers in 39 of 42 countries and territories intend to add to their payrolls by varying degrees at the start of 2016. However, the survey reveals few trends that signal labor market momentum is building in one direction or another. Opportunities for job seekers are expected to remain similar to those available in the final three months of 2015, and results for the January-March time frame indicate that a small majority of employers are content to either retain current staff or grow payrolls at modest levels while they await more definitive signs in the marketplace.

Overall, forecasts are mixed in comparison to the Quarter 4 2015 and Quarter 1 2015 surveys; hiring plans improve in 23 of 42 countries and territories when compared quarter-over-quarter, decline in 13, and are unchanged in six. Outlooks strengthen in 19 countries and territories year-over-year, weaken in 18, and are unchanged in five.

First-quarter hiring confidence is strongest in India, Taiwan, Japan, Turkey and the United States. The weakest—and only negative—forecasts are reported in Brazil, Finland and France.

The “Net Employment Outlook” in the Manpower Employment Outlook Survey is derived by taking the percentage of employers anticipating total employment to increase and subtracting from this the percentage expecting to see a decrease in employment at their location in the next quarter. The next Manpower Employment Outlook Survey will be released on 8 March 2016 and will detail expected labor market activity for the second quarter of 2016.

About the Survey

The global leader in innovative workforce solutions, ManpowerGroup releases the Manpower Employment Outlook Survey quarterly to measure employers’ intentions to increase or decrease the number of employees in their workforce during the next quarter. It is the longest running, most extensive, forward-looking employment survey in the world, polling over 58,000 employers in 42 countries and territories. The survey serves as a bellwether of labor market trends and activities and is regularly used to inform the Bank of England’s Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the *Monthly Monitor*. ManpowerGroup’s independent survey data is also sourced by financial analysts and economists around the world to help determine where labor markets are headed.

Note to Editors:

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 42 countries and territories included in this quarter’s survey, plus regional and global comparisons, can be found at www.manpowergroup.com/meos

About ManpowerGroup

ManpowerGroup® (NYSE: MAN) is the world’s workforce expert, creating innovative workforce solutions for more than 65 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2015, ManpowerGroup was named one of the World’s Most Ethical Companies for the fifth 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 makes powering the world of work humanly possible: www.manpowergroup.com