

MEDIA RELEASE

Turkish employers report modest hiring intentions for the first 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 +19% Net Employment Outlook.**
- **Hiring sentiment has declined by 2 percentage points when compared with the previous quarter and is 3 percentage points weaker in comparison with the same period last year.**
- **28 percent of Turkish employers expect that return to pre-COVID hiring levels can be reached within a year**

ISTANBUL, TURKEY (08 December 2020) – The latest ManpowerGroup Employment Outlook Survey reveals that Turkish employers report modest hiring intentions for the first quarter of 2021. Among the 757 Turkish employers, which were surveyed during the exceptional circumstances of the COVID-19 outbreak, 14% anticipate an increase in payrolls, while 11% 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 +3%. Once the data is adjusted to allow for seasonal variation, the Outlook stands at +8%. Hiring sentiment declined by 2 percentage points when compared with the previous quarter and is 3 percentage points weaker in comparison with the same period last year.

Commenting on the Survey results, ManpowerGroup Turkey General Manager Feyza Narlı said, “Although there are positive developments in the global fight against COVID-19 pandemic with recent good news about potentially effective vaccines, many nations are still dealing with lockdown measures that affect the employment Outlook. We can see the same trend in Turkey as Manufacturing still leads the optimism in employment intentions while restaurants and hotels

sector report a less optimistic outlook. The year 2021 is expected to be a fresh new page for the whole world and we are glad to see that global hiring intentions show gradual signs of recovery on the verge of a new year.”

28 percent of Turkish employers expect to return pre-COVID hiring levels within a year

The ManpowerGroup Employment Outlook Survey featured an additional question for employers with regards to their expectations on returning to pre-COVID-19 hiring levels. 28 percent of Turkish employers expect that return to pre-COVID hiring levels can be reached within a year.

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 +19%. Respectable workforce gains are also forecast for the Finance & Business Services sector, with an Outlook of +12%, while Outlooks of +10% and +9% are reported in the Pharmaceuticals sector and the Other Production sector, respectively. A modest hiring pace is anticipated by Other Services sector employers, reporting an Outlook of +7%, and Outlooks of +5% are reported in both the Construction sector and the Wholesale & Retail Trade sector. However, Restaurants & Hotels sector employers expect to trim payrolls, reporting an Outlook of -6%.

	Seasonally Adjusted Employment Outlook
MANUFACTURING	+19%
FINANCE & BUSINESS SERVICES	+12%
PHARMACEUTICALS	+10%
OTHER PRODUCTION	+9%
OTHER SERVICES	+7%
CONSTRUCTION	+5%
WHOLESALE & RETAIL TRADE	+5%
RESTAURANTS & HOTELS	-6%

In a quarter-over-quarter comparison, hiring intentions weaken in five of the eight industry sectors. Hiring intentions weaken in five of the eight industry sectors when compared with the previous quarter. A considerable decline of 16 percentage points is reported for the Restaurants & Hotels sector, and Outlooks are 8 and 5 percentage points weaker in the Construction sector and the Other Production sector, respectively. Meanwhile, Outlooks improve in three sectors,

most notably by 5 percentage points for the Other Services sector and by 3 percentage points for the Pharmaceuticals sector.

Hiring sentiment weakens in five of the eight industry sectors when compared with this time one year ago, most notably by 17 percentage points in the Pharmaceuticals sector and by 13 percentage points in the Restaurants & Hotels sector. However, hiring intentions strengthen in two sectors, improving by 6 percentage points in the Construction sector and by 4 percentage points in the Manufacturing sector.

Black Sea employers report the strongest hiring intentions for the first quarter

Workforce gains are anticipated in all five regions during the first quarter of 2021. Black Sea employers report the strongest hiring plans with a Net Employment Outlook of +15%. A steady hiring pace is anticipated in Marmara with an outlook of +11% while the Central Anatolia outlook stands at +8%. Modest job gains are expected in Aegean where the Outlook is +6%, and Mediterranean employers expect a soft labor market, reporting an Outlook of +3%.

	Seasonally Adjusted Employment Outlook
BLACK SEA	+15%
MARMARA	+11%
CENTRAL ANATOLIA	+8%
AEGEAN	+6%
MEDITERRANEAN	+3%

When compared to the previous quarter, hiring plans weaken by 4 percentage points in both Marmara and Mediterranean, while Aegean employers report a decrease of 2 percentage points. Hiring sentiment remains relatively stable in Central Anatolia and improves by 2 percentage points in Black Sea.

Weaker hiring plans are reported in the Aegean and Mediterranean regions when compared with the first quarter of 2020, declining by 9 and 7 percentage points, respectively. However, Black Sea employers report an improvement of 8 percentage points. Outlooks are unchanged in Central Anatolia and Marmara.

Large, Medium and Small employers anticipate stronger job gains in the fourth quarter

Workforce gains are forecast for three of the four organization size categories during the next three months. Large employers anticipate the strongest labor market, reporting a Net Employment Outlook of +17%, while Outlooks of +12% and +9% are reported by Medium- and Small-size employers, respectively. However, Micro employers expect to trim payrolls, reporting an Outlook of -4%.

In a quarter-over-quarter comparison, hiring intentions are 9 percentage points weaker for Large employers, and Outlooks decline by 5 and 2 percentage points in the Micro- and Medium-size categories, respectively. Meanwhile, Small employers report no change.

Large employers report a considerable decline of 11 percentage points when compared with this time one year ago, and the Outlook for Micro employers is 7 percentage points weaker. However, Small employers report relatively stable hiring plans, while the Outlook for Medium firms is 3 percentage points stronger.

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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