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MEDIA RELEASE

A steady hiring pace is forecasted for the October-December time frame in Turkish employment market

According to the new ManpowerGroup Employment Outlook Survey, hiring prospects in Turkey remain relatively stable quarter-over-quarter but decline by 4 percentage points year-over-year. Yet, workforce gains are forecast in all 11 industry sectors and all five regions during 4Q 2015.

ISTANBUL, TURKEY (2015) – ManpowerGroup (NYSE:MAN) surveyed 58,770 employers in the 42 countries and territories and 1,000 employers in Turkey to measure employer hiring intentions for the last quarter of 2015. According to the findings, a steady hiring pace is forecast for Turkey in the October-December time frame.

Once the data is adjusted to allow for seasonal variation, Turkey's Outlook stands at +15%. Overall, hiring prospects remain relatively stable quarter-over-quarter but decline by 4 percentage points year-over-year.

In Turkey workforce gains are forecast in all 11 industry sectors and all five regions. Payrolls are expected to grow in all five regions during 4Q 2015. The strongest labor markets are anticipated by employers in both Black Sea and Aegean who report Net Employment Outlooks of +17%.

However, when compared with 3Q 2015, hiring prospects decline in six sectors and two regions, while employers report weaker hiring plans in eight sectors and three regions year-over-year.

	Net Employment Outlook
MARMARA	+15%
CENTRAL ANATOLIA	+16%
BLACK SEA	+17%
AEGEAN	+17%
MEDITERRANEAN	+10%

In Turkey, the strongest hiring activity in the 11 sector labor markets is anticipated by Manufacturing sector employers, reporting an Outlook of +27%. Hiring intentions are 9 percentage points stronger quarter-over-quarter and unchanged year-over-year. Manpower Turkey General Manager Reha Hatipoğlu comments: "The favorable Outlook in the Manufacturing sector can be explained as a part of the favorable exchange rate. The employers in this sector remain optimistic and anticipate an uptick in export demand."

	Net Employment Outlook
AGRICULTURE, HUNTING, FORESTRY & FISHING	+15%
CONSTRUCTION	+17%
ELECTRICITY, GAS & WATER SUPPLY	+19%
FINANCE, INSURANCE, REAL ESTATE & BUSINESS SERVICES	+21%
MANUFACTURING	+27%
MINING & QUARRYING	+7%
PUBLIC & SOCIAL	+11%
RESTAURANTS & HOTELS	+3%
TRANSPORT, STORAGE & COMMUNICATION	+12%
WHOLESALE & RETAIL TRADE	+16%
PHARMACEUTICALS	+12%

For the last quarter of the year the weakest sector Outlook is +3% reported in the Restaurants & Hotels sector. Declining by 2 and 17 percentage points quarter-over-quarter and year-over-year, respectively, the Outlook in Restaurants & Hotels is the weakest reported since the survey started in 1Q 2011. Hatipoğlu explains: " In addition to the end of the seasonal employment

demand the sharp decreases are most likely to be caused by the regional instabilities such as the sparks of terrorist activities and the ongoing Syrian unrest.”

In all four organization size categories job growth is forecast during 4Q 2015. The strongest labor market is expected by Large employers while the most cautious is anticipated in Micro-size firms.

In EMEA Expected gains are mostly modest partly by issues associated with the most recent Greek debt crisis

According to the ManpowerGroup Survey in the Europe, Middle East & Africa (EMEA) region, workforce gains are expected by employers in 19 of 24 countries. In a quarter-over-quarter comparison, opportunities for job seekers are expected to be stronger in seven countries and weaker in 12. When compared to Quarter 4 2014, employer confidence is stronger in 12 countries and weaker in nine. Commenting on the regional Outlook, Hatipoğlu comments: “Among those countries in the region where payroll growth is forecast, expected gains are mostly modest with employer optimism apparently tempered—at least in part—by issues associated with the most recent Greek debt crisis. Speaking of Turkey specifically, the difficulties in forming the new government after the elections in June 7, the possibility of an early election causes the employers to stay cautious and postpone new investment and employment initiatives.”

In the EMEA region, the most active hiring pace is expected in Romania, while Italian employers again report the region’s weakest year-end hiring plans.

India and Taiwan report the strongest hiring plans across the globe

Globally, employers in 36 of 42 countries and territories intend to add to their payrolls by varying margins during the October-December time frame. However, evidence of definitive fourth-quarter workforce gains remains patchy amid signs that the pace of recovery following the recession continues to be slow and protracted. Many employers continue to exercise caution and are refraining from aggressive hiring until they sense more meaningful indicators of a market upturn.

Employers in India and Taiwan report the strongest hiring plans across the globe. Overall, global employer optimism is mixed in comparison to the previous quarter and the same time last year.

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 December 2015 to report hiring expectations for the first 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 58,770 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

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