

**ManpowerGroup
Employment
Outlook Survey
Belgium**

**Q1
2020**



Belgium Employment Outlook

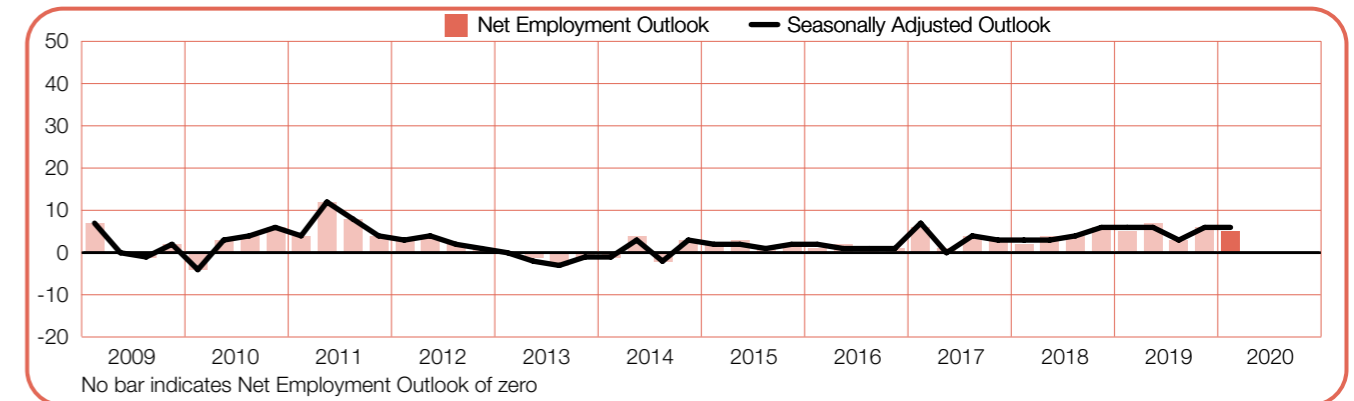
The ManpowerGroup Employment Outlook Survey for the first quarter of 2020 was conducted by interviewing a representative sample of 750 employers in Belgium.

All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of March 2020 as compared to the current quarter?”

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Belgium Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Jan-March 2020	7	2	90	1	5	6
Oct-Dec 2019	7	1	90	2	6	6
July-Sept 2019	4	1	95	0	3	3
April-June 2019	9	2	83	6	7	6
Jan-March 2019	8	3	86	3	5	6



The ManpowerGroup Employment Outlook Survey for the first quarter 2020 was conducted by interviewing a representative sample of 750 employers in Belgium. All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of March 2020 as compared to the current quarter?”

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +6% and is unchanged in comparison with both the previous quarter and the same period last year.

Belgian employers report conservative hiring plans for the January to March period. While 7% of employers expect to increase payrolls, 2% anticipate a decrease and 90% forecast no change, resulting in a Net Employment Outlook of +5%.

Throughout this report, we use the term “Net Employment Outlook.” This figure 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 result of this calculation is the Net Employment Outlook.

From this point forward, all data discussed in the commentary is seasonally adjusted, unless stated otherwise.

Organisation-Size Comparisons

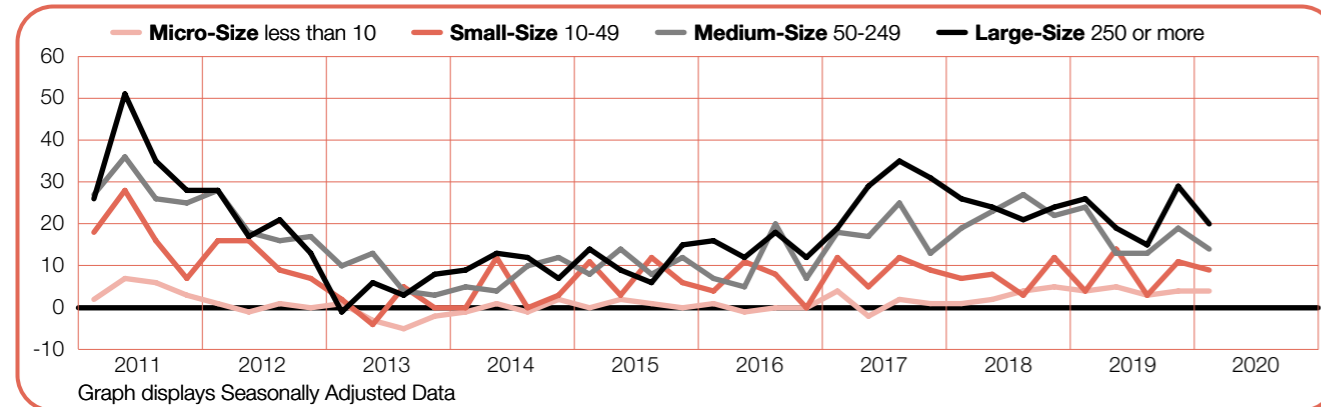
Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Employers in all four organization size categories anticipate job gains during 1Q 2020. The strongest labor market is forecast by Large employers with a Net Employment Outlook of +20%. Elsewhere, Medium employers expect a favorable hiring pace, reporting an Outlook of +14%, while Outlooks stand at +9% and +4% in the Small- and Micro-size categories, respectively.

Large employers report a considerable decline of 9 percentage points when compared with the previous quarter, and Outlooks are 5 and 2 percentage points weaker for Medium- and Small-size employers, respectively. However, Micro employers report no change.

In a year-over-year comparison, Medium employers report a decrease of 10 percentage points and the Outlook for Large firms declines by 6 percentage points. Meanwhile, Micro employers report no change, while the Small employer Outlook is 5 percentage points stronger.

Organisation-Size	Increase %	Decrease %	No Change %	Don't Know %	Net Employment Outlook %	Seasonally Adjusted %
Micro-Size less than 10	6	2	91	1	4	4
Small-Size 10-49	9	1	90	0	8	9
Medium-Size 50-249	16	2	76	6	14	14
Large-Size 250 or more	27	4	63	6	23	20



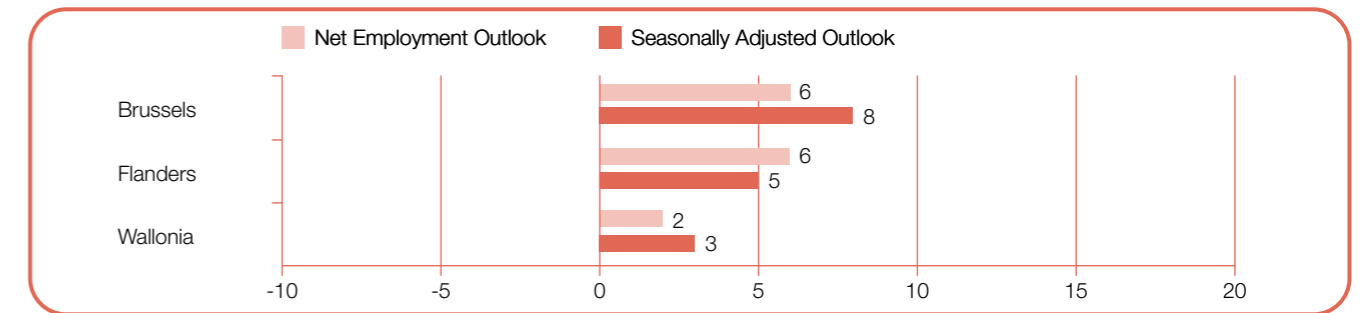
Regional Comparisons

Employers expect to add to payrolls in all three regions during the upcoming quarter. Hiring prospects are strongest in Brussels where the Net Employment Outlook stands at +8%. Elsewhere, Flanders employers forecast modest job gains, reporting an Outlook of +5%, while the Wallonia Outlook is +3%.

When compared with the prior quarter, hiring sentiment improves by 4 percentage points in Brussels, but

declines by 3 percentage points in Wallonia. Meanwhile, Flanders employers report relatively stable hiring intentions.

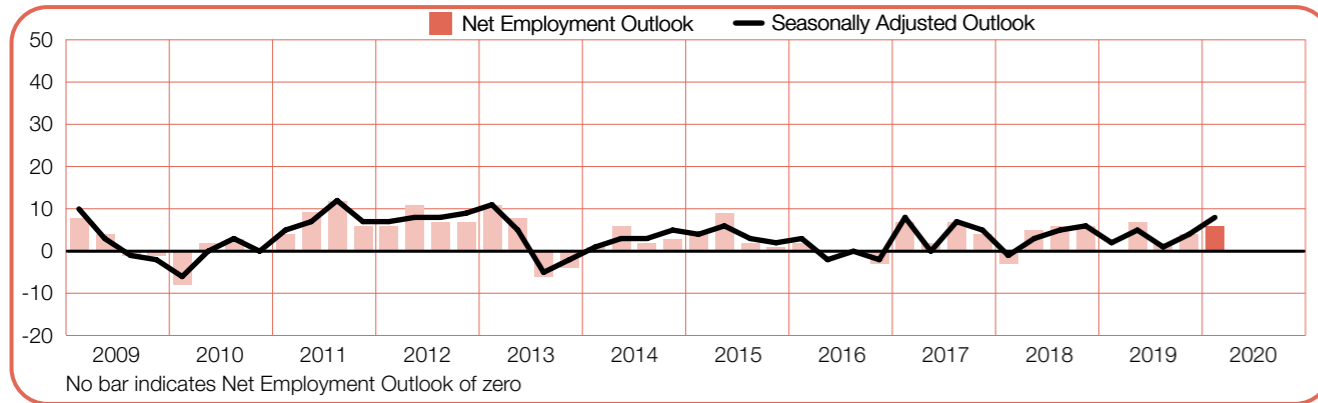
Brussels employers also report an increase of 6 percentage points when compared with this time one year ago. Elsewhere, Flanders hiring prospects remain relatively stable, but the Outlook for Wallonia declines by 2 percentage points.



+6 (+8)%

Brussels

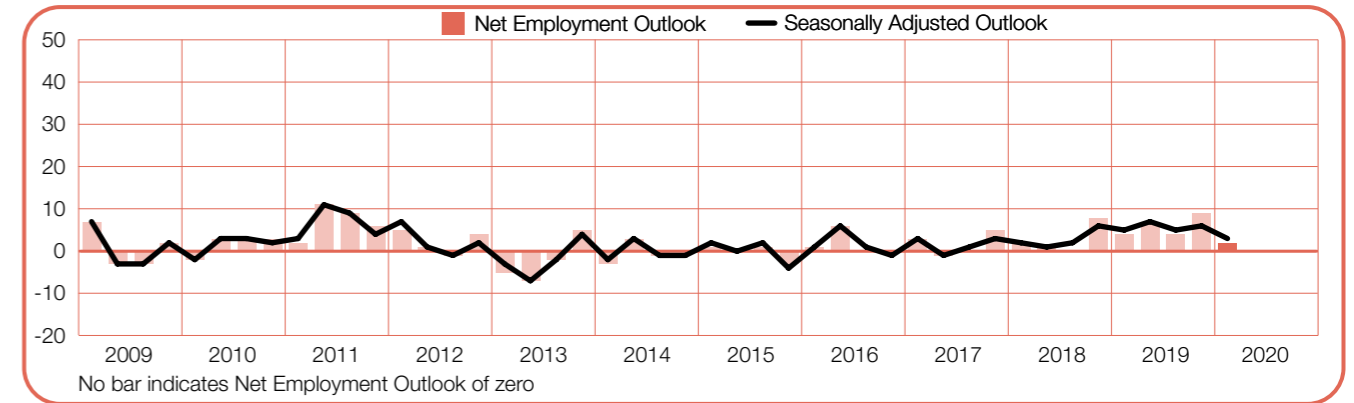
Job seekers can expect to benefit from the strongest labor market in three years during the first quarter of 2020, according to employers who report a Net Employment Outlook of +8%. Hiring intentions improve by 4 percentage points when compared with the previous quarter and by 6 percentage points in comparison with last year at this time.



+2 (+3)%

Wallonia

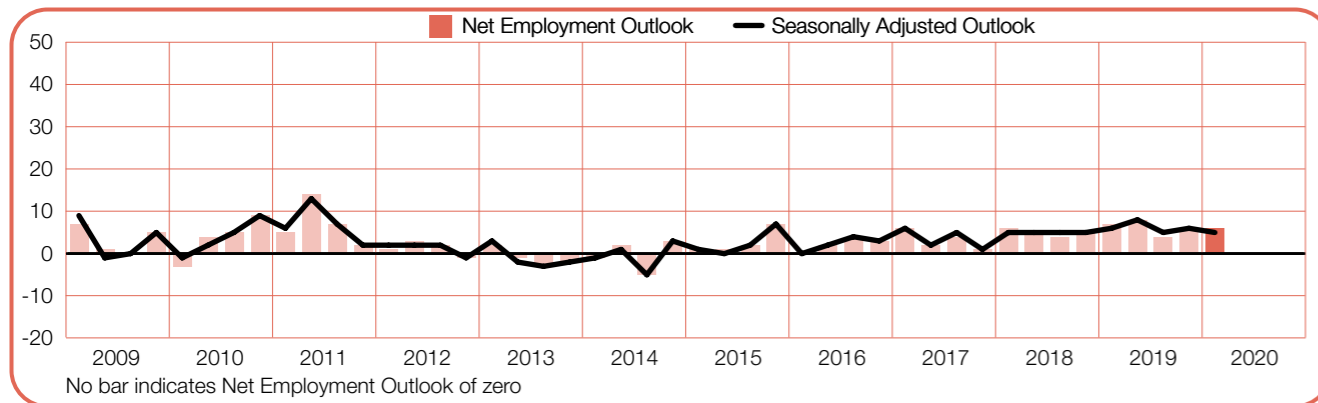
With a Net Employment Outlook of +3%, employers forecast slow-paced hiring activity during the January to March period. Hiring prospects decline by 3 percentage points in comparison with the previous quarter and are 2 percentage points weaker when compared with this time one year ago.



+6 (+5)%

Flanders

Some workforce gains are anticipated in the next three months with employers reporting a Net Employment Outlook of +5%. Hiring plans remain relatively stable both quarter-over-quarter and year-over-year.



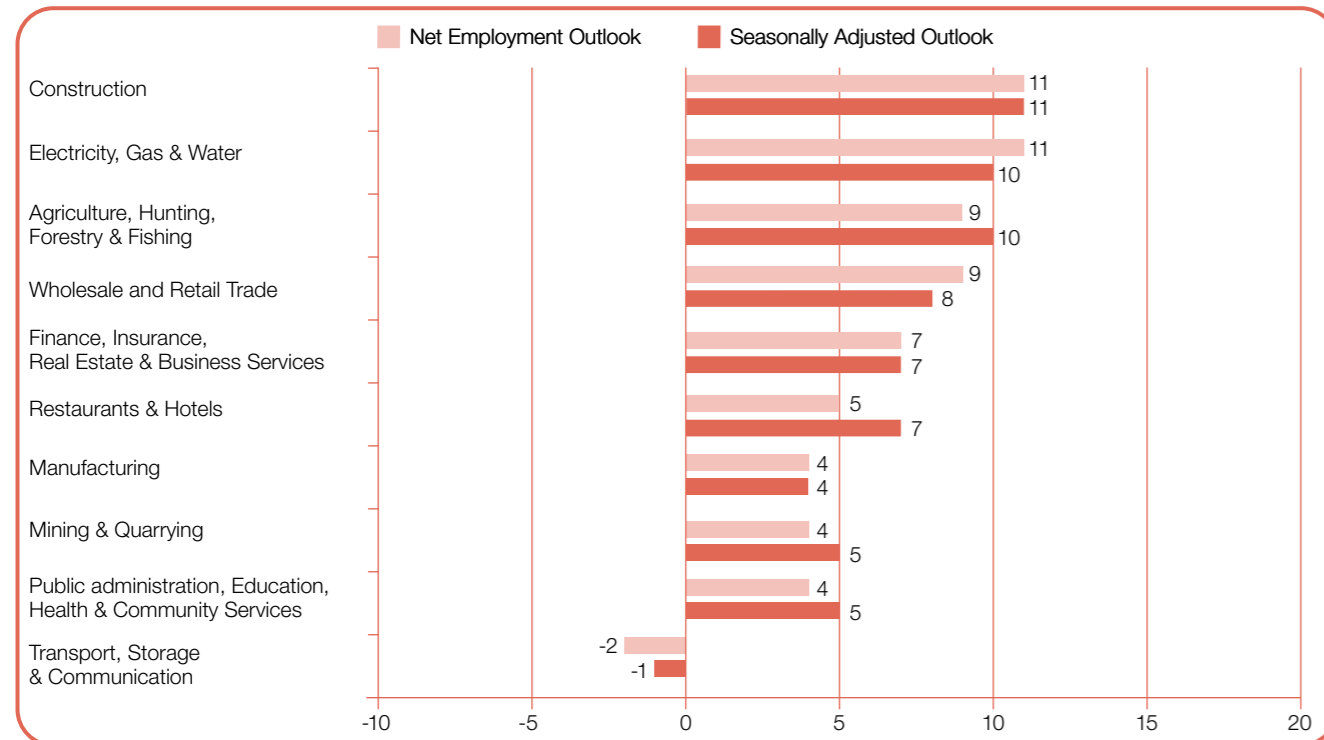
Sector Comparisons

Job gains are anticipated in nine of the 10 industry sectors during the forthcoming quarter. The strongest hiring pace is expected by Construction sector employers, reporting a Net Employment Outlook of +11%, while Outlooks of +10% are reported in both the Agriculture, Hunting, Forestry & Fishing sector and the Electricity, Gas & Water sector. Elsewhere, employers forecast moderate payroll growth with Outlooks of +8% for the Wholesale & Retail Trade sector and +7% for both the Finance, Insurance, Real Estate & Business Services sector and the Restaurants & Hotels sector. However, Transport, Storage & Communications sector employers report uncertain hiring prospects with an Outlook of -1%.

In a comparison with the final quarter of 2019, hiring plans are considerably stronger in both the Restaurants & Hotels sector and the Construction sector, where Outlooks improve by 12 and 11 percentage points, respectively. Mining &

Quarrying sector employers also report a stronger Outlook, increasing by 4 percentage points. Meanwhile, employers in the Transport, Storage & Communications sector report a decrease of 5 percentage points, while the Outlook for the Agriculture, Hunting, Forestry & Fishing is 3 percentage points weaker. Elsewhere, hiring prospects remain relatively stable.

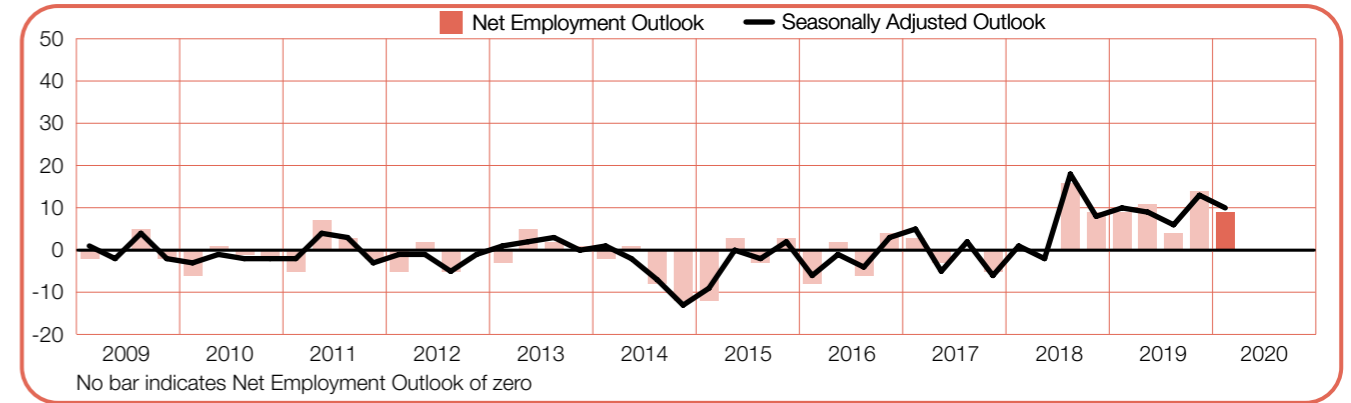
Employers in six of the 10 industry sectors report improved hiring prospects when compared with this time one year ago. Wholesale & Retail Trade sector employers report the most noteworthy increase of 7 percentage points, and Outlooks are 4 percentage points stronger in both the Electricity, Gas & Water sector and the Restaurants & Hotels sector. However, Transport, Storage & Communications sector employers report a considerable decline of 10 percentage points, while the Mining & Quarrying sector Outlook is 7 percentage points weaker.



+9 (+10)%

Agriculture, Hunting, Forestry & Fishing

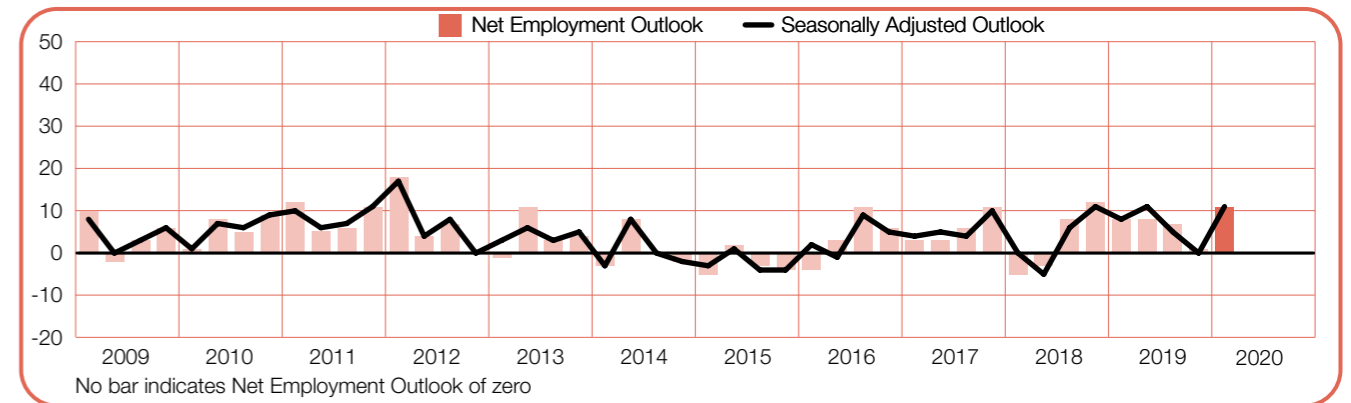
Job seekers can expect a fair hiring pace in the next three months, according to employers who report a Net Employment Outlook of +10%. The Outlook declines by 3 percentage points when compared with the previous quarter, but is unchanged year-over-year.



+11 (+11)%

Construction

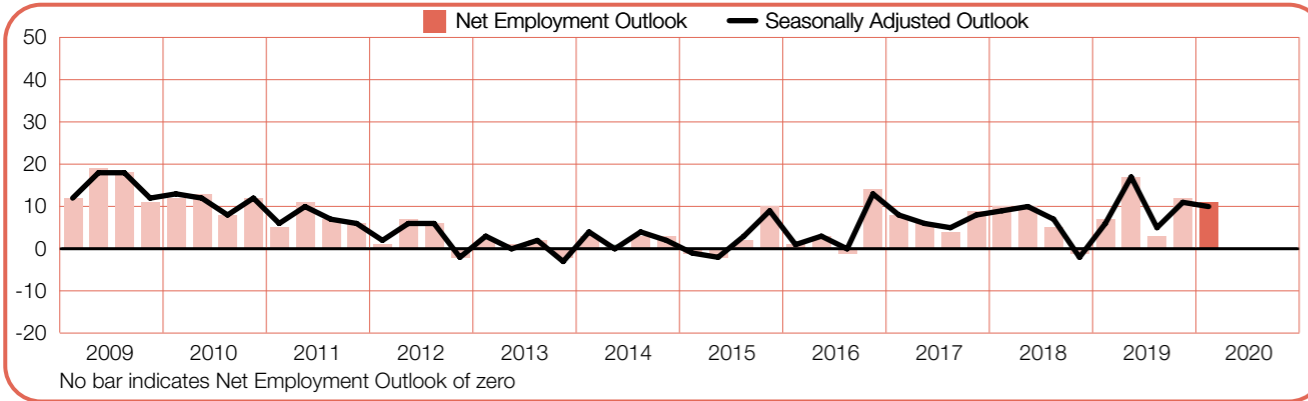
Reporting a Net Employment Outlook of +11%, employers expect steady workforce gains during the January to March period. Hiring plans improve by 11 percentage points when compared with the previous quarter and are 3 percentage points stronger in comparison with last year at this time.



+11 (+10)%

Electricity, Gas & Water

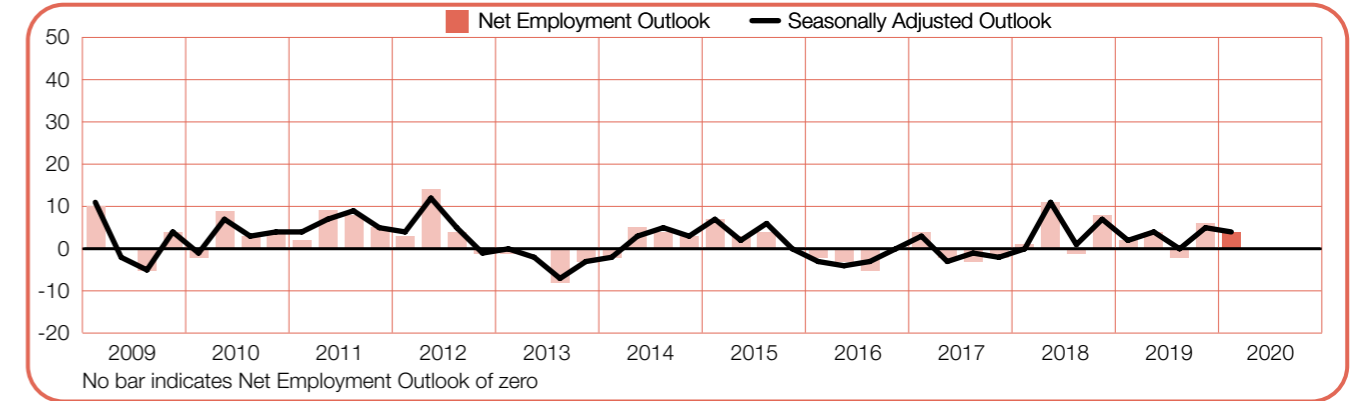
Moderate payroll growth is forecast for the upcoming quarter, with employers reporting a Net Employment Outlook of +10%. Hiring intentions remain relatively stable quarter-over-quarter and improve by 4 percentage points when compared with this time one year ago.



+4 (+4)%

Manufacturing

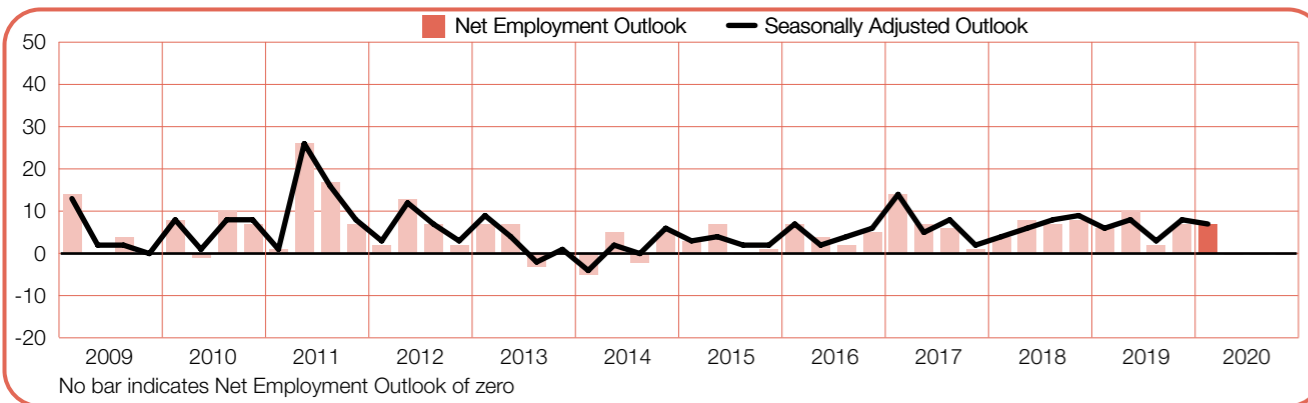
Employers anticipate slow-paced job gains in the next three months, reporting a Net Employment Outlook of +4%. The Outlook remains relatively stable when compared with 4Q 2019 and is 2 percentage points stronger in comparison with the same period last year.



+7 (+7)%

Finance, Insurance, Real Estate & Business Services

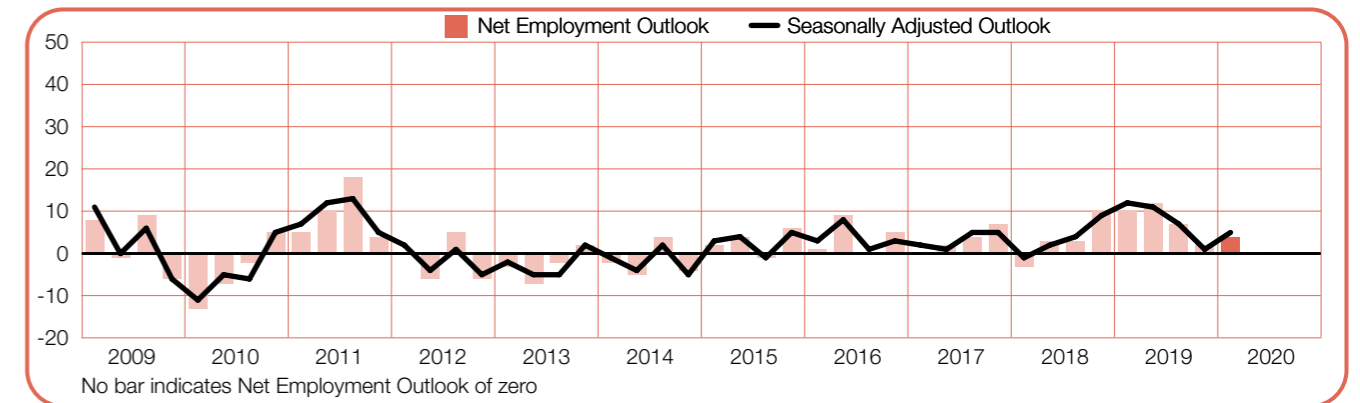
A mild hiring climate is expected in the first quarter of 2020 with employers reporting a Net Employment Outlook of +7%. Hiring prospects remain relatively stable in comparison with both the prior quarter and the first quarter of 2019.



+4 (+5)%

Mining & Quarrying

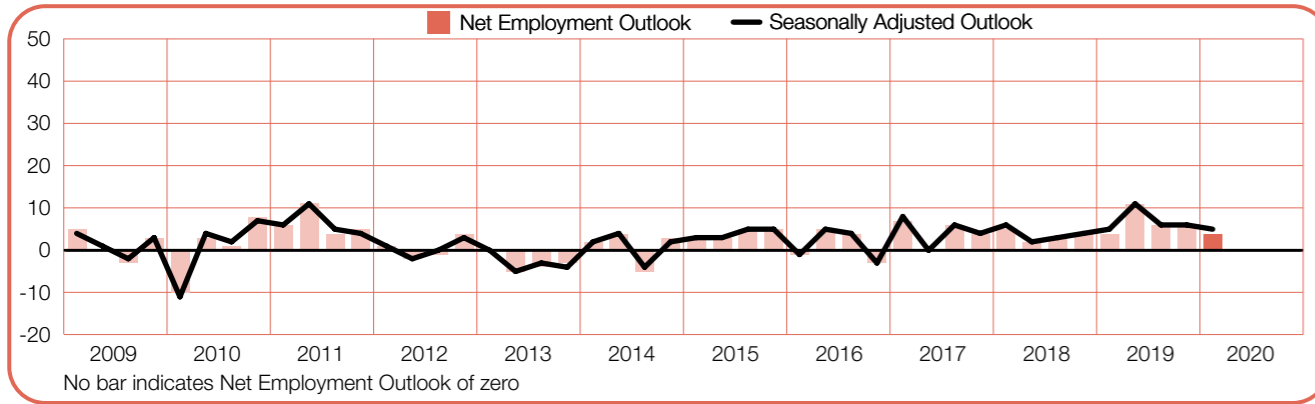
Some hiring opportunities are likely in the January to March time frame, according to employers who report a Net Employment Outlook of +5%. Hiring sentiment is 4 percentage points stronger in comparison with the previous quarter, but declines by 7 percentage points when compared with this time one year ago.



+4 (+5)%

Public Administration, Education, Health & Community Services

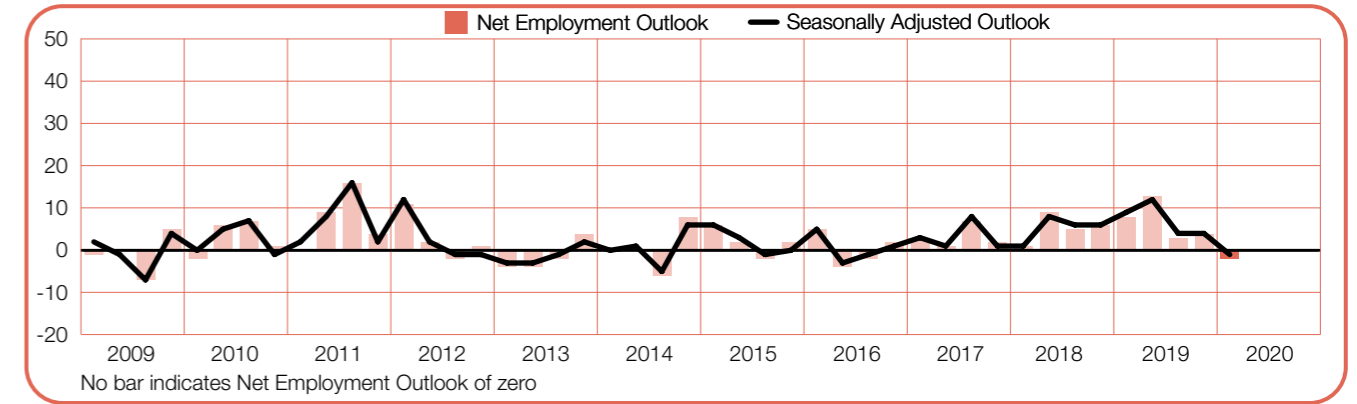
With a Net Employment Outlook of +5%, employers expect the modest hiring pace to continue in the forthcoming quarter. Hiring prospects remain relatively stable quarter-over-quarter and are unchanged in comparison with 1Q 2019.



-2 (-1)%

Transport, Storage & Communication

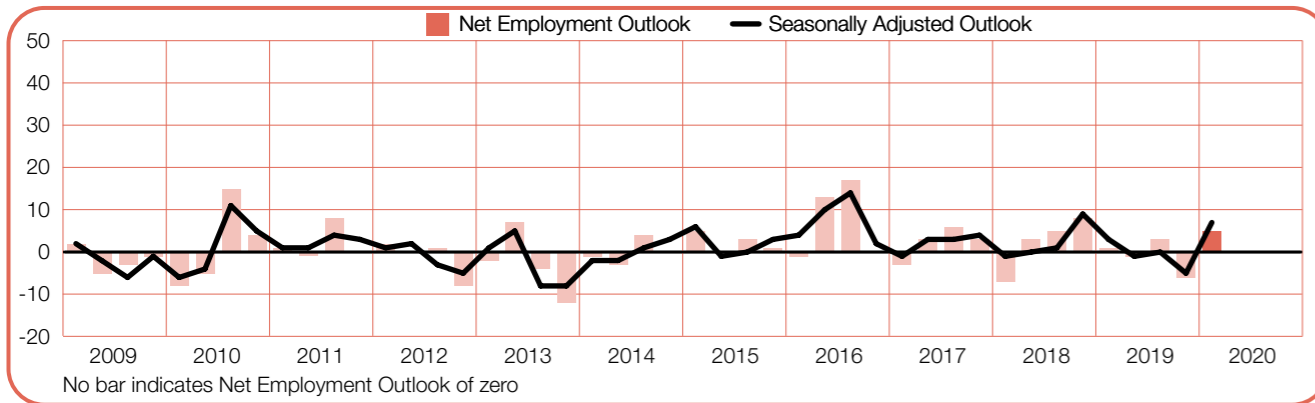
The weakest – and first negative – forecast in three years is reported for the coming quarter, with employers reporting a Net Employment Outlook of -1%. Hiring prospects decline by 5 and 10 percentage points quarter-over-quarter and year-over-year, respectively.



+5 (+7)%

Restaurants & Hotels

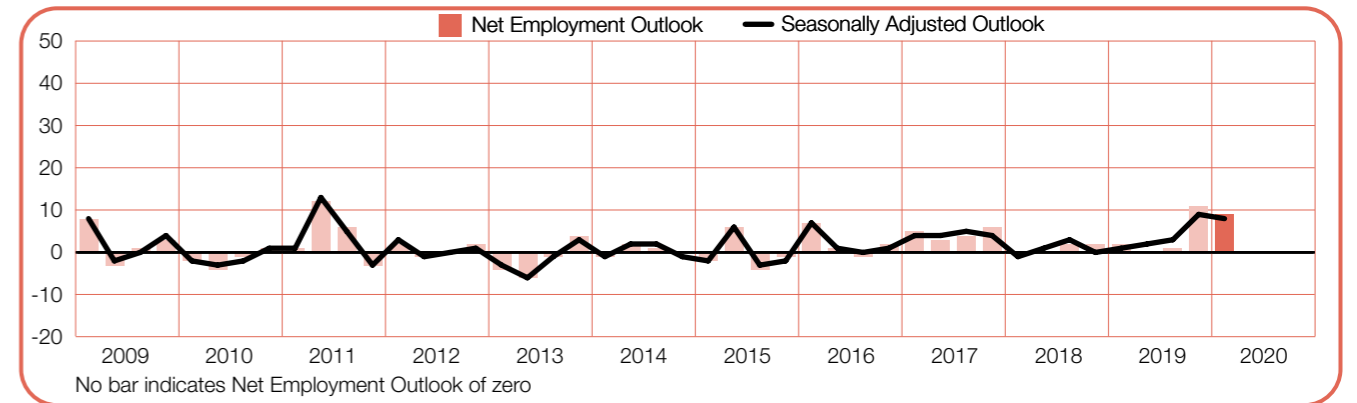
Employers report encouraging signs for job seekers in the first quarter of 2020. The Net Employment Outlook stands at +7%, increasing by 12 percentage points when compared with the previous quarter and by 4 percentage points in comparison with last year at this time.



+9 (+8)%

Wholesale & Retail Trade

Job seekers can expect a fair hiring pace in the next three months, according to employers who report a Net Employment Outlook of +8%. Hiring intentions remain relatively stable in comparison with the prior quarter and improve by 7 percentage points when compared with this time one year ago.



Global Employment Outlook

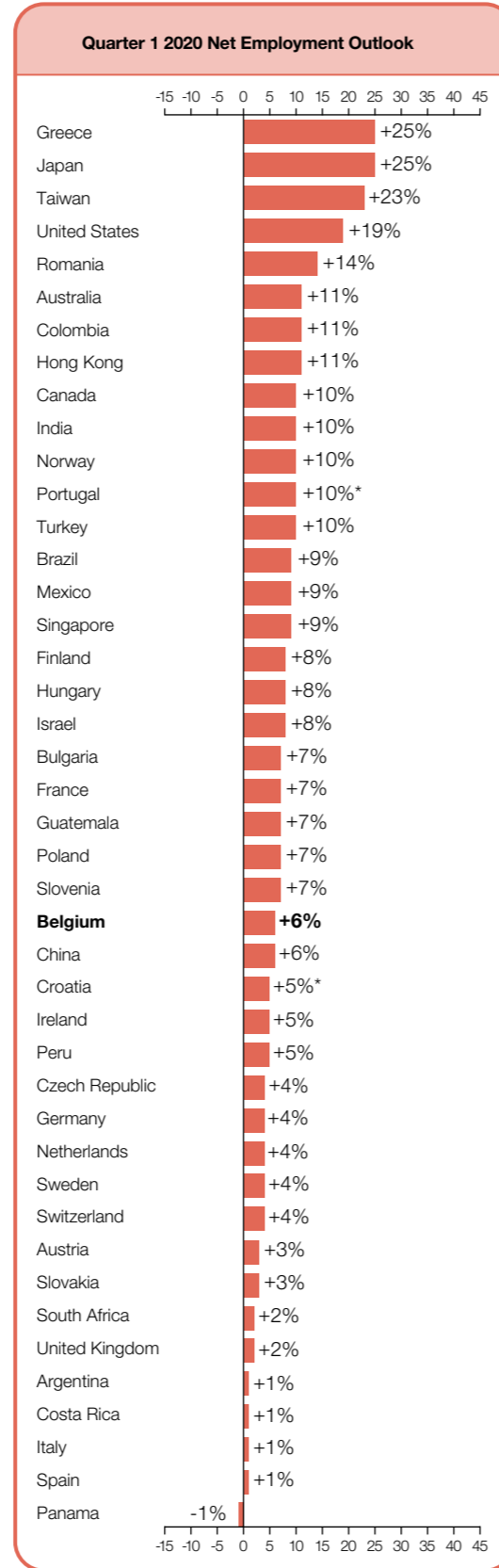
	Quarter 1 2020	Qtr on Qtr Change Q4 2019 to Q1 2020	Yr on Yr Change Q1 2019 to Q1 2020
	%		
Americas			
Argentina	1 (1) ¹	-1 (-1) ¹	4 (5) ¹
Brazil	9 (9) ¹	1 (-1) ¹	2 (2) ¹
Canada	6 (10) ¹	-3 (-2) ¹	-2 (-2) ¹
Colombia	10 (11) ¹	1 (2) ¹	3 (2) ¹
Costa Rica	3 (1) ¹	1 (-1) ¹	-3 (-3) ¹
Guatemala	7 (7) ¹	-3 (-1) ¹	-3 (-3) ¹
Mexico	8 (9) ¹	0 (1) ¹	-4 (-4) ¹
Panama	0 (-1) ¹	-5 (-5) ¹	-4 (-4) ¹
Peru	5 (5) ¹	-2 (-4) ¹	-2 (-2) ¹
United States	17 (19) ¹	0 (-1) ¹	-1 (-1) ¹

Asia Pacific			
Australia	12 (11) ¹	0 (0) ¹	-2 (-2) ¹
China	7 (6) ¹	3 (2) ¹	-3 (-3) ¹
Hong Kong	11 (11) ¹	-3 (-3) ¹	-7 (-7) ¹
India	10 (10) ¹	-10 (-10) ¹	-2 (-2) ¹
Japan	24 (25) ¹	1 (-1) ¹	-2 (-2) ¹
Singapore	8 (9) ¹	3 (5) ¹	-1 (-1) ¹
Taiwan	21 (23) ¹	1 (1) ¹	3 (2) ¹

EMEA†			
Austria	-1 (3) ¹	-5 (-2) ¹	-3 (-2) ¹
Belgium	5 (6) ¹	-1 (0) ¹	0 (0) ¹
Bulgaria	4 (7) ¹	-2 (0) ¹	0 (0) ¹
Croatia	5	-2	-9
Czech Republic	2 (4) ¹	0 (2) ¹	0 (0) ¹
Finland	3 (8) ¹	2 (4) ¹	4 (4) ¹
France	6 (7) ¹	0 (1) ¹	3 (3) ¹
Germany	0 (4) ¹	-8 (-2) ¹	-5 (-5) ¹
Greece	19 (25) ¹	7 (7) ¹	7 (7) ¹
Hungary	4 (8) ¹	-2 (1) ¹	-8 (-7) ¹
Ireland	2 (5) ¹	-4 (-1) ¹	-3 (-3) ¹
Israel	6 (8) ¹	1 (2) ¹	1 (1) ¹
Italy	0 (1) ¹	-3 (-3) ¹	-2 (-2) ¹
Netherlands	3 (4) ¹	-2 (-1) ¹	0 (0) ¹
Norway	9 (10) ¹	0 (0) ¹	5 (5) ¹
Poland	3 (7) ¹	-5 (-2) ¹	-5 (-5) ¹
Portugal	10	0	1
Romania	11 (14) ¹	8 (4) ¹	1 (0) ¹
Slovakia	0 (3) ¹	-3 (-2) ¹	-8 (-7) ¹
Slovenia	6 (7) ¹	-10 (-8) ¹	-13 (-13) ¹
South Africa	2 (2) ¹	-2 (-1) ¹	-3 (-3) ¹
Spain	1 (1) ¹	2 (1) ¹	-1 (-2) ¹
Sweden	2 (4) ¹	-7 (-5) ¹	-3 (-3) ¹
Switzerland	2 (4) ¹	0 (1) ¹	2 (2) ¹
Turkey	5 (10) ¹	3 (4) ¹	9 (9) ¹
UK	1 (2) ¹	-4 (-3) ¹	-5 (-5) ¹

†EMEA – Europe, Middle East and Africa.

1. Number in parentheses is the Net Employment Outlook when adjusted to remove the impact of seasonal variations in hiring activity. Please note that this data is not available for all countries as a minimum of 17 quarters worth of data is required.



* Indicates unadjusted data.

The ManpowerGroup Employment Outlook Survey is ManpowerGroup's quarterly index of employer hiring confidence.

ManpowerGroup interviewed over 58,000 employers in 43 countries and territories to forecast labor market activity* in the first quarter of 2020. All participants were asked, "How do you anticipate total employment at your location to change in the three months to the end of March 2020 as compared to the current quarter?"

In the ManpowerGroup research for the first quarter of 2020, employers in 42 of 43 countries and territories surveyed expect to grow payrolls in the period up to the end of March 2020.

When compared with the previous quarter, hiring plans strengthen in 15 of the 43 countries and territories, while employers in 23 report weaker hiring prospects, with no change reported in five. In a comparison with last year at this time, employers in 12 countries and territories report stronger hiring sentiments, while hiring intentions weaken in 26 and are unchanged in five. The strongest labor markets are anticipated in Greece, Japan, Taiwan, the U.S. and Romania, while the weakest hiring activity is expected in Panama, Argentina, Costa Rica, Italy and Spain.

Payroll gains are anticipated in all 26 Europe, Middle East & Africa (EMEA) region countries surveyed during the first quarter of 2020. In a comparison with the final quarter of 2019, hiring plans strengthen in 10 countries, but weaken in 12. When compared with this time one year ago, Outlooks improve in eight countries, but decline in 13. Employers in Greece and Romania anticipate the strongest hiring pace during the next three months, while the weakest labor markets are forecast in Italy and Spain.

Employers in all seven Asia Pacific countries and territories expect to increase headcounts during the

upcoming quarter. When compared with the prior quarter, hiring plans strengthen in three countries and territories, but weaken in three. In a comparison with the same period last year, hiring prospects weaken in six countries and territories, while improving in one. The strongest hiring sentiment in the region is reported by employers in Japan and Taiwan, while the most cautious Outlook is reported in China.

In the Americas, employers in nine of the 10 countries surveyed expect to increase payrolls during the next three months, while Panama employers report uncertain hiring plans and the only negative forecast globally. In a comparison with the final quarter of 2019, hiring intentions improve in two Americas countries, but decline in eight. When compared with this time one year ago, employers in three countries report stronger hiring prospects, while Outlooks weaken in seven. The region's strongest labor markets are anticipated in the U.S. and Colombia, while the weakest hiring sentiment is reported in Panama.

Full survey results for each of the 43 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at

www.manpowergroup.com/meos

The next ManpowerGroup Employment Outlook Survey will be released on 10 March 2020 and will detail expected labor market activity for the second quarter of 2020.

* Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for Croatia or Portugal.

International Comparisons – Americas

For the first quarter of 2020, more than 23,000 employers in North, Central and South America were interviewed for the ManpowerGroup survey. Employers in nine of the 10 Americas countries expect to add to payrolls during the next three months.

Employers in the United States anticipate the strongest hiring pace in the Americas region for the ninth consecutive quarter. Hiring intentions remain relatively stable in comparison with both the prior quarter and the same period last year, and employers expect workforce gains in all 13 industry sectors in the January to March period. In the strongest U.S. sector labor market, Leisure & Hospitality, employers report a three-year high in their forecast. Solid hiring plans in two of the four U.S. regions are also fueling the positive national Outlook, with employers in the Midwest and the South reporting their strongest forecasts in 19 and 13 years, respectively.

In Canada, employers report fair hiring prospects for the coming quarter, although hiring prospects dip slightly both quarter-over-quarter and year-over-year. Payroll gains are expected in nine of 10 industry sectors during the coming quarter, with the strongest Outlook in 14 years for the Manufacturing – Non-Durables sector and a five-year peak in the Education sector.

Mexican hiring sentiment has stabilized following a dip in the previous quarter, with employers expecting moderate job gains during the next three months, although expectations remain weaker than for the same period last year. The strongest hiring plans are reported for the Agriculture & Fishing and Services sectors, but hiring opportunities in the Transport & Communication sector are the weakest reported in 10 years.

Employers in Central America report mixed hiring prospects for the coming quarter. Guatemalan employers expect the modest hiring pace to continue, with job gains forecast for five of six industry sectors and four of five regions. However, employers in Costa Rica

report their weakest Outlook since the survey began in 2006. While payrolls are expected to grow in four of six industry sectors during Quarter 1 2020, employers expect to trim payrolls in the Construction and Transport & Communication sectors.

The weakest of the 10 Americas labor markets is anticipated in Panama, where employers report the most subdued hiring plans since the survey began 10 years ago, fueled in part by weak hiring prospects for the Manufacture and Commerce sectors.

Brazilian employers continue to report fair hiring prospects, driven by positive hiring intentions for the Agriculture, Fishing & Mining sector, and for the Services sector where employers report a five-year high. Hiring prospects in all Brazilian regions have now recovered from the 2015/2016 recession, including Rio de Janeiro State, where the Outlook for the coming quarter is the strongest in five years.

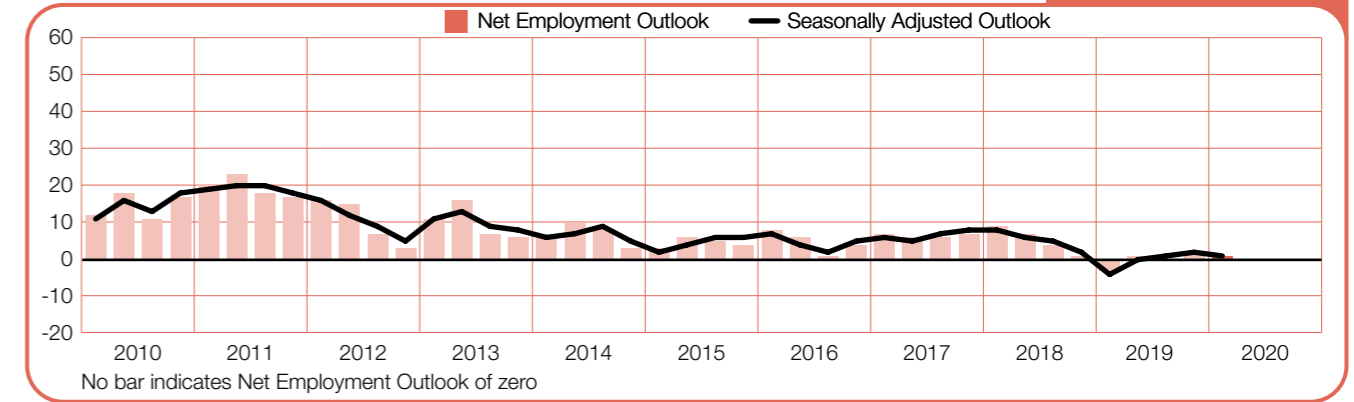
Argentine employers continue to report a cautious hiring sentiment following last year's economic uncertainty, with workforce gains anticipated in five of nine sectors and three of six regions in the next three months. Employers in the Construction sector are in part driving the labor market, reporting their strongest hiring plans in two years.

In Colombia, employers anticipate a steady hiring pace in Quarter 1 2020, reporting slightly stronger hiring expectations both quarter-over-quarter and year-over-year. The improvement in hiring prospects is fueled in part by the strongest Finance, Insurance & Real Estate sector Outlook in five years.

While payroll gains are expected in seven of nine of Peru's industry sectors during the coming quarter, hiring plans are slightly weaker for the country as a whole in comparison with both the prior quarter and last year at this time. Transportation & Utilities employers expect the strongest workforce growth in the next three months, but the Agriculture & Fishing Outlook is the weakest since the survey began in 2006.

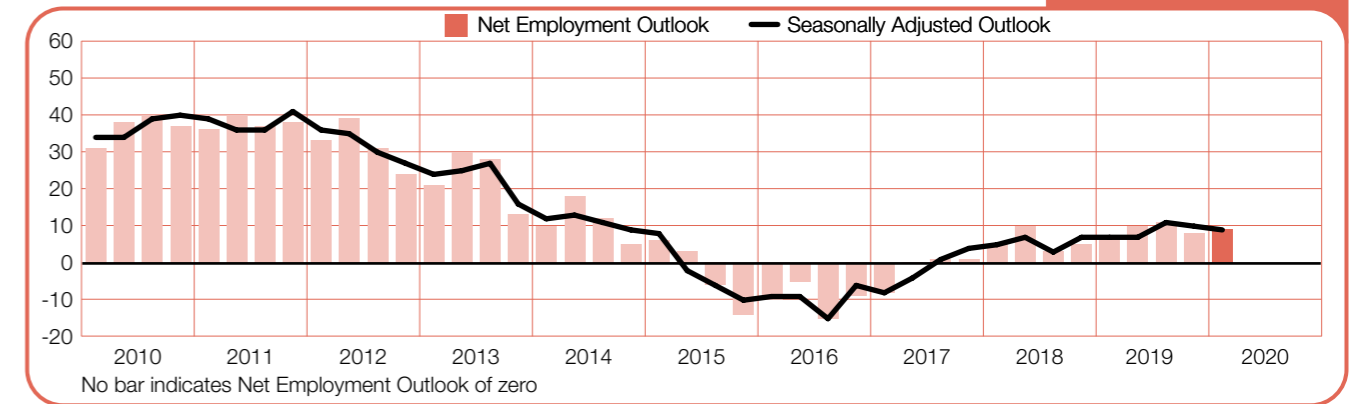
Argentina

+1 (+1)%



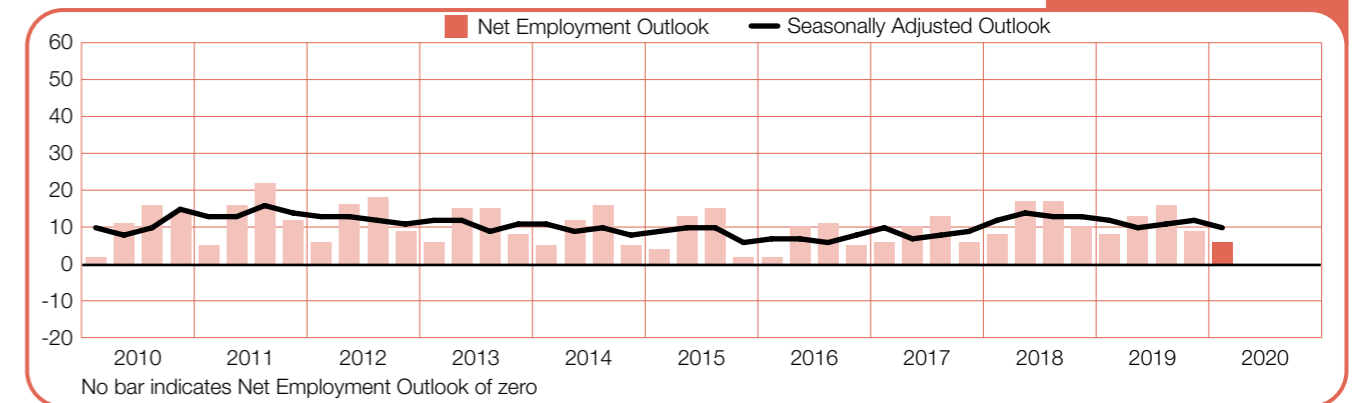
Brazil

+9 (+9)%



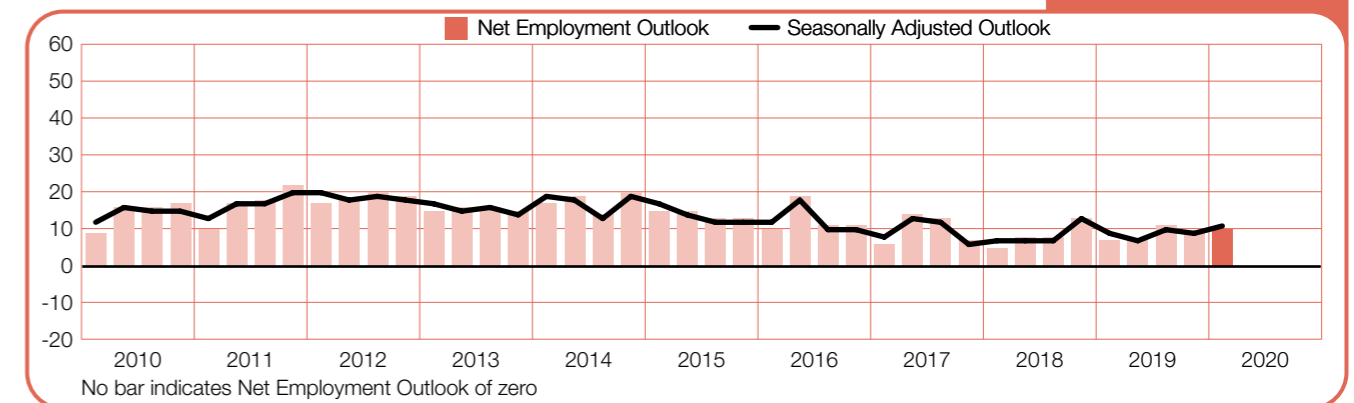
Canada

+6 (+10)%



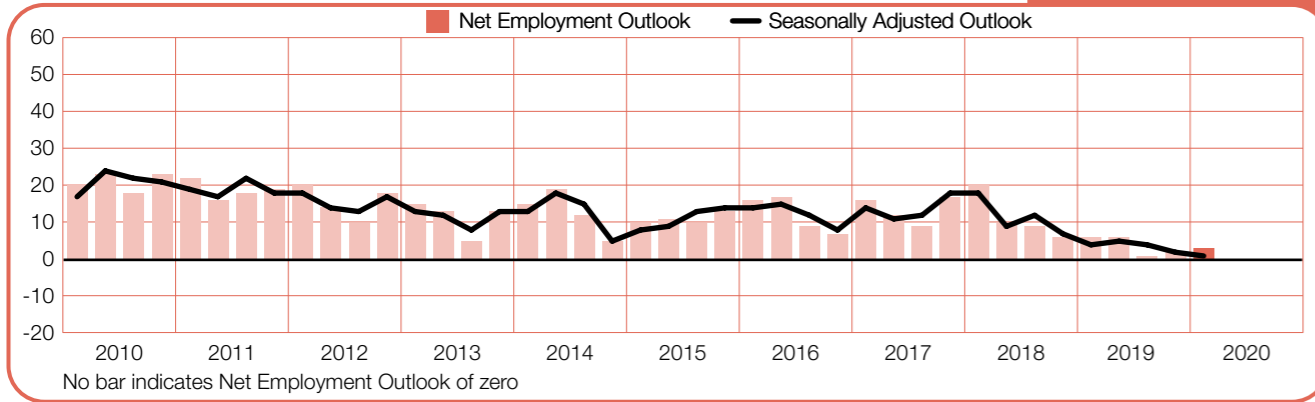
Colombia

+10 (+11)%



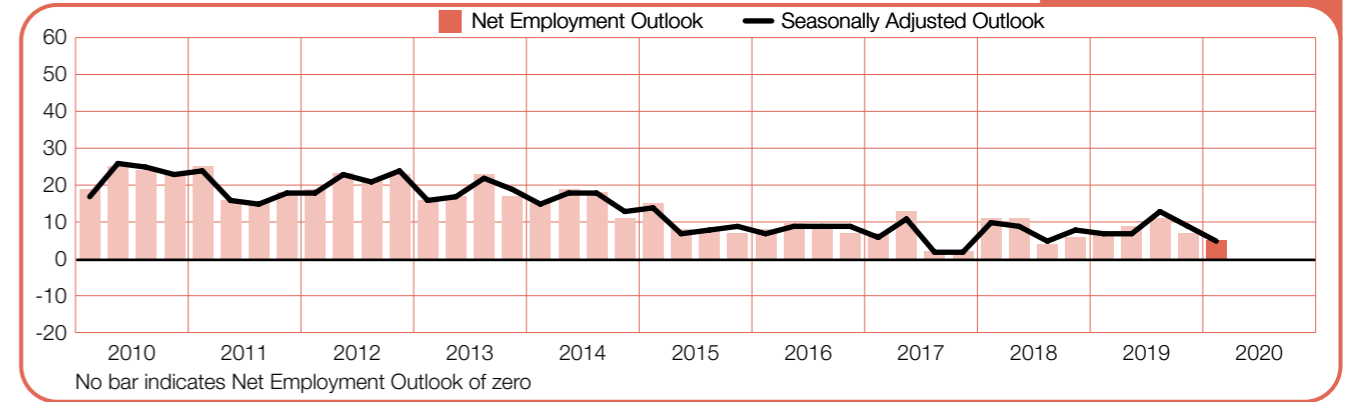
Costa Rica

+3 (+1)%



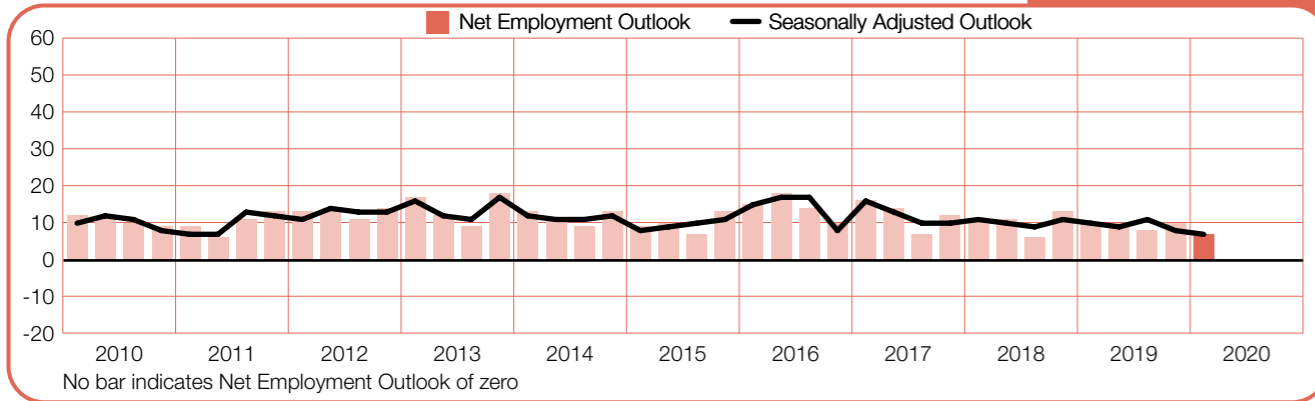
Peru

+5 (+5)%



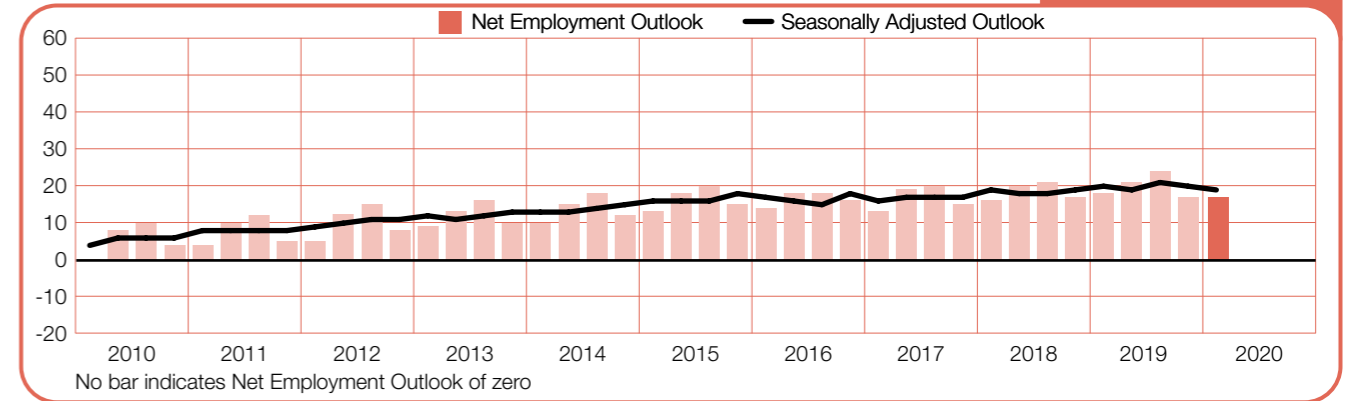
Guatemala

+7 (+7)%



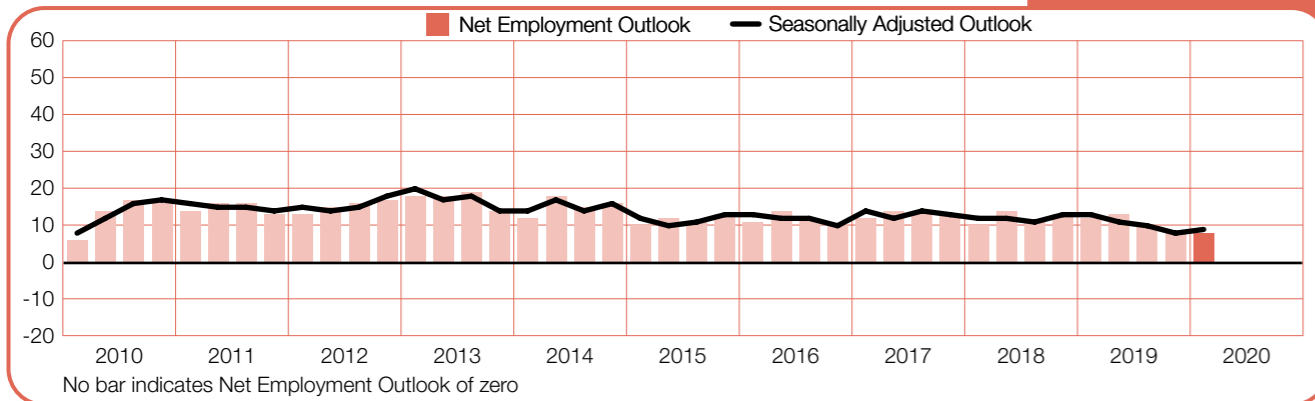
United States of America

+17 (+19)%



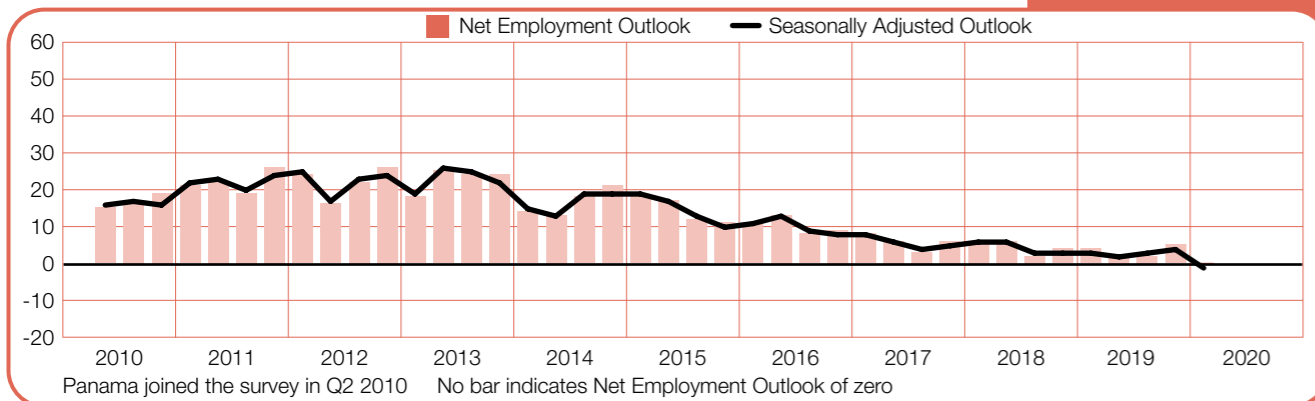
Mexico

+8 (+9)%



Panama

0 (-1)%



International Comparisons – Asia Pacific

In the ManpowerGroup survey for the first quarter of 2020, more than 14,000 employers across seven Asia Pacific countries and territories were interviewed, and employers in all seven anticipate payroll gains during the next three months.

For the seventh consecutive quarter, the strongest Asia Pacific labor market is anticipated in Japan, despite a slight decline in hiring sentiment when compared with this time last year. Hiring prospects continue to be driven by a brisk hiring pace in the Mining & Construction sector and strong demand in the Services sector, and employers in Japan's Finance, Insurance & Real Estate sector report their strongest hiring intentions in more than 12 years.

In China, employers report moderate hiring prospects for the January to March period, reflecting a slight improvement in comparison with the final quarter of 2019. However, hiring sentiment remains at a weaker level than reported this time one year ago. Services sector employers report an uptick in hiring activity, and Transportation & Utilities sector employers anticipate the strongest hiring pace in the coming quarter. However, the flat Outlook reported by Mining & Construction sector employers is the weakest in 10 years.

Employers in India report the weakest hiring prospects since the survey began 14 years ago. Hiring sentiment dips in all seven sectors when compared with the prior quarter, and is also weaker in the majority of sectors when compared with this time one year ago. However,

despite this cooling labor market, Indian employers continue to forecast payroll growth, most notably in the Services sector.

According to employers in Hong Kong, hiring prospects have slipped to a six-year low. Outlooks weaken in four of six industry sectors when compared with the previous quarter, although Mining & Construction sector employers report an uptick in hiring activity.

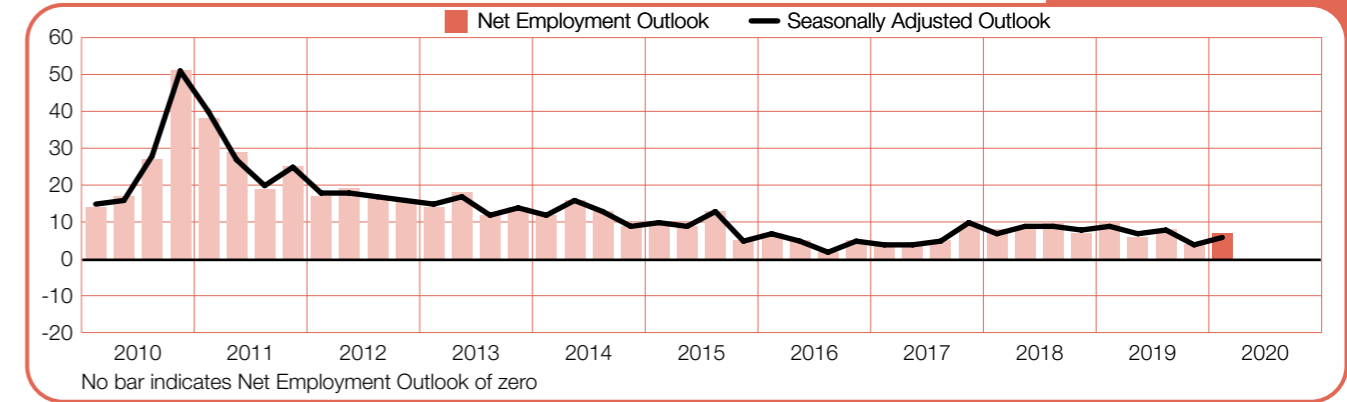
Singapore employers report cautiously optimistic hiring intentions for the coming quarter, reflecting a moderate improvement on the two-year low reported in Quarter 4 2019. Public Administration & Education sector employers continue to expect the strongest sector hiring pace, while the Finance, Insurance & Real Estate Outlook climbs considerably when compared with the prior quarter.

In Taiwan, employers forecast an active labor market during the next three months, fueled by robust hiring plans in both the Services and Mining & Construction sectors.

The favorable hiring climate is forecast to continue in Australia during the first quarter of 2020, with employers reporting no quarter-over-quarter change, although the Outlook dips slightly in comparison with last year at this time. However, hiring prospects for Australia's Finance, Insurance & Real Estate sectors slip to the weakest level reported since the survey began in 2003.

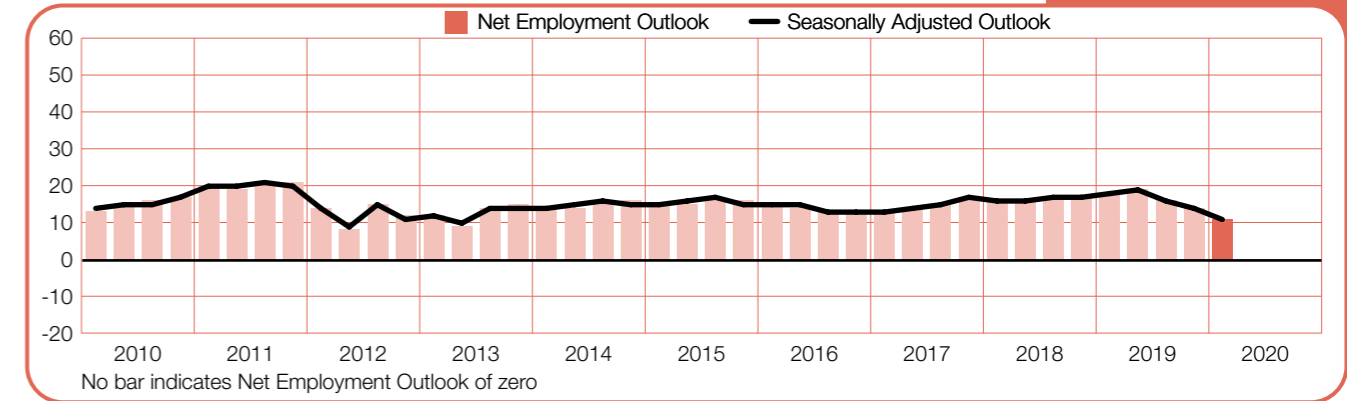
China

+7 (+6)%



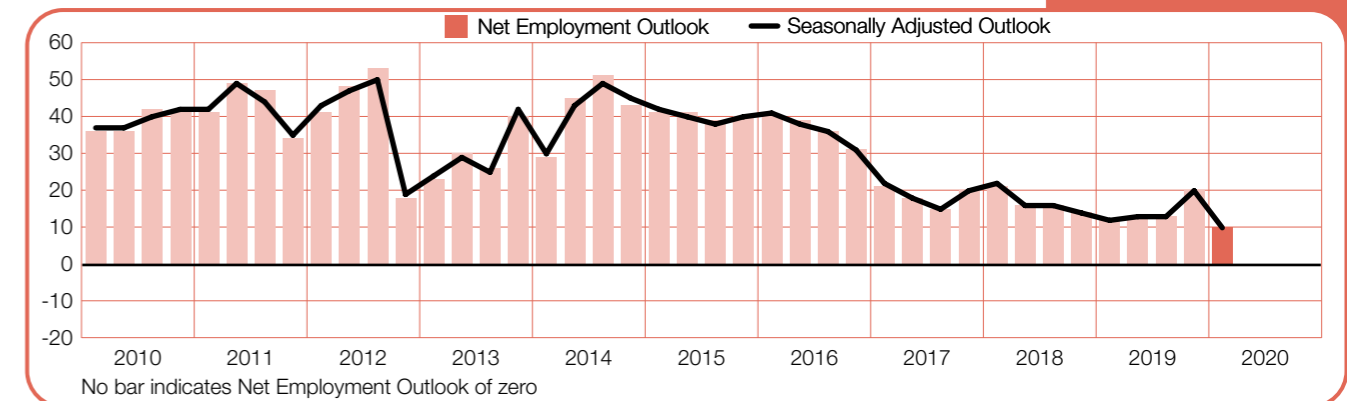
Hong Kong

+11 (+11)%



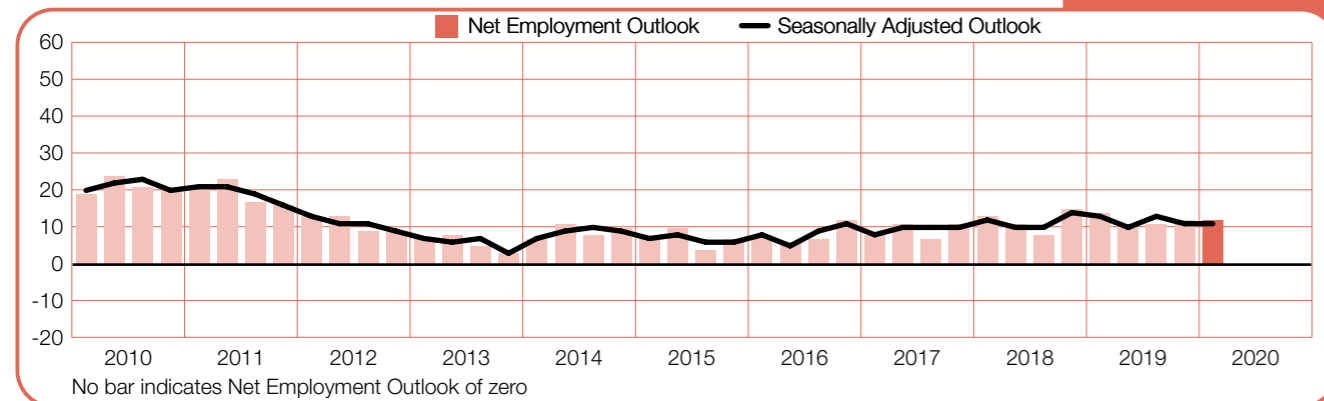
India

+10 (+10)%



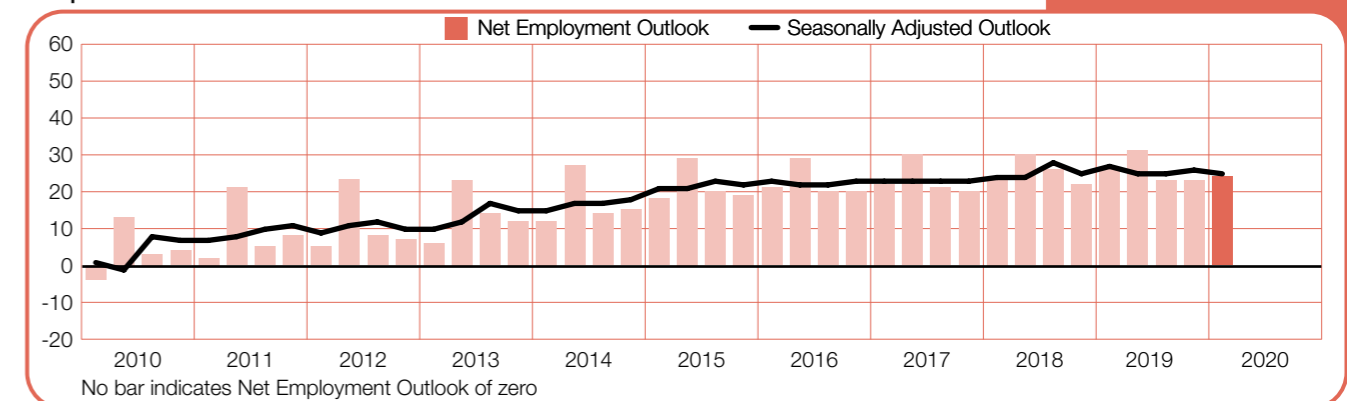
Australia

+12 (+11)%



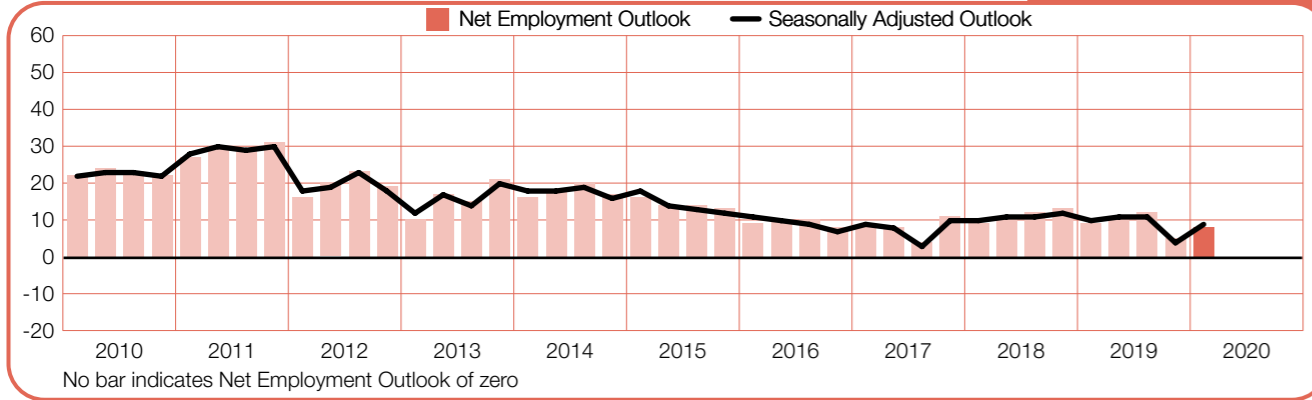
Japan

+24 (+25)%



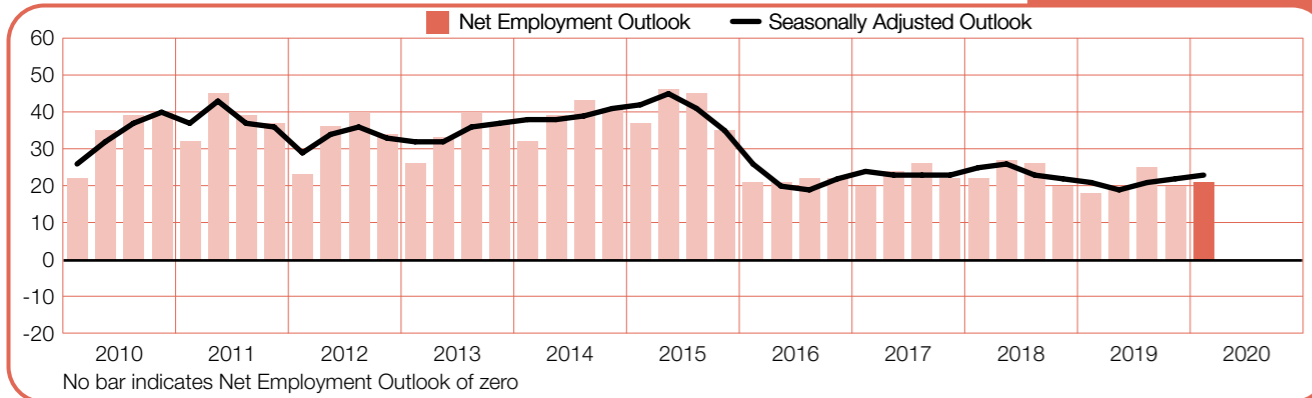
Singapore

+8 (+9)%



Taiwan

+21 (+23)%



International Comparisons – EMEA

In the Europe, Middle East and Africa (EMEA) region more than 21,000 employers were surveyed by ManpowerGroup for the first quarter of 2020. Employers in all 26 countries across the region expect to grow payrolls during the next three months.

Employers in Europe's four largest economies report variable hiring expectations for the forthcoming quarter. In France, employers report the strongest hiring sentiment in 12 years, expecting to grow payrolls in nine of 10 sectors, most particularly the Restaurants & Hotels sector, where hiring plans are the strongest since the survey began 16 years ago. By contrast, the weakest labor market in three years is forecast for Germany in the upcoming quarter. German Manufacturing sector employers report their weakest hiring plans in more than three years, while Outlooks are the weakest in 10 and 6 years for the Finance, Insurance, Real Estate & Business Services and Transport, Storage & Communications sectors, respectively.

Overshadowed by Brexit uncertainty, the weakest labor market in seven years is anticipated by UK employers, with hiring sentiment softening in seven of nine industry sectors both quarter-over-quarter and year-over-year, although hiring plans remain stronger than the national Outlook in both the Mining and Manufacturing sectors. In Italy, employers report subdued hiring plans for the coming quarter, declining slightly in comparison with both the previous quarter and last year at this time. The weak Outlook is in part driven by regional differences – South/Islands employers report their weakest forecast in more than five years, while hiring plans are the strongest in nine years for the North West.

Elsewhere in Western Europe, Dutch employers continue to anticipate slow-paced workforce gains, with expectations remaining relatively stable quarter-over-quarter and unchanged in comparison with this

time last year. In Belgium, employers continue to report a conservative hiring pace, with an unchanged Outlook in comparison with the previous quarter and this time one year ago. Belgium's Construction sector employers anticipate the strongest labor market, strengthening considerably in comparison with the prior quarter.

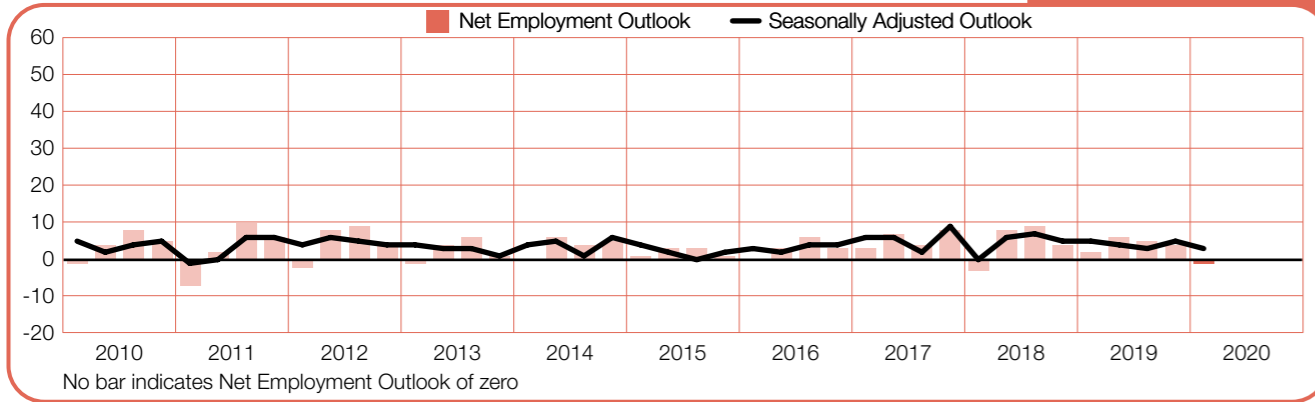
Nordic region employers report mixed hiring prospects for the upcoming quarter. In Norway, employers continue to report cautiously optimistic hiring plans, unchanged in comparison with Quarter 4 2019 and moderately stronger year-over-year. Positive hiring sentiment is fueled by the strongest Manufacturing sector Outlook in eight years and upbeat hiring intentions in the Mining & Quarrying sector. Meanwhile, Swedish employers report soft hiring prospects for the next three months, weakening in comparison with the previous quarter and last year at this time. Finance, Insurance, Real Estate & Business Services sector report the strongest of Sweden's sector Outlooks.

In Eastern Europe, Polish employers expect the moderate hiring pace to continue in the next three months, although the Outlook is the weakest in two years. Hiring prospects weaken in seven of 10 industry sectors when compared with the previous quarter and decline in eight when compared with this time one year ago, while Construction sector employers report an uptick in the hiring pace. After cooling off slightly in the final quarter of 2019, hiring prospects for Romania strengthen for the coming quarter, most notably with healthy hiring plans for the Finance, Insurance, Real Estate & Business Services and Construction sectors.

In Greece, employers report their strongest hiring intentions since the survey began in 2008. The Greek Outlook for Quarter 1 2020 is the strongest in the EMEA region, fueled in part by robust hiring intentions in the Wholesale & Retail Trade sector.

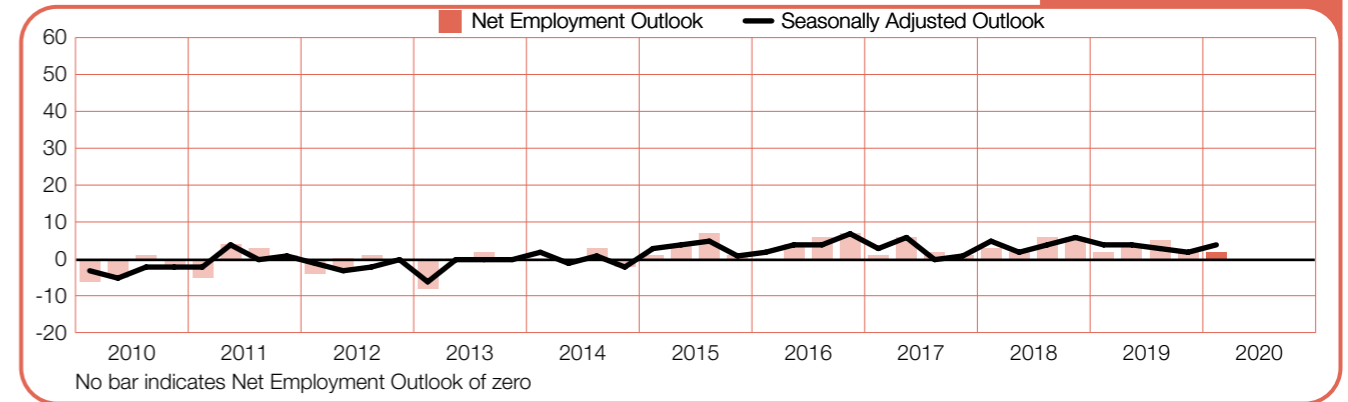
Austria

-1 (+3)%



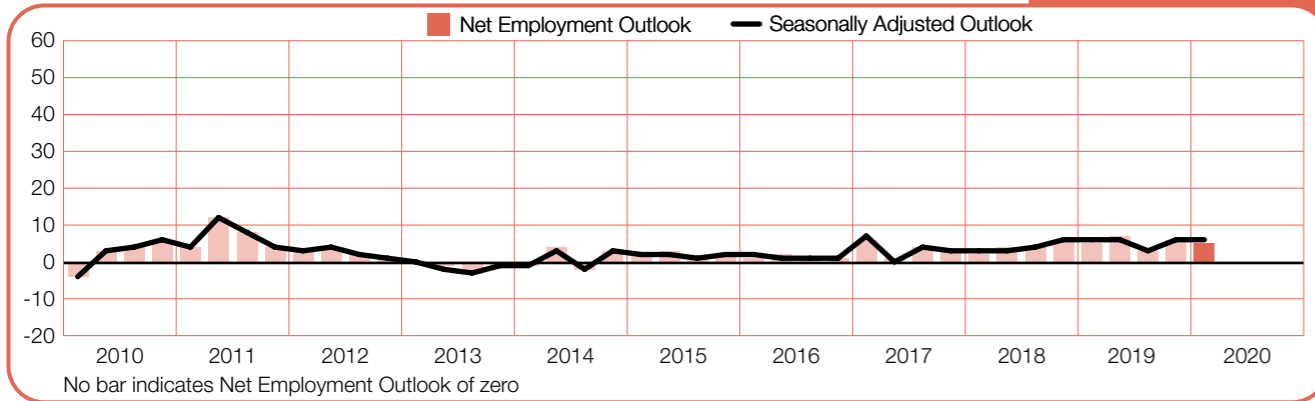
Czech Republic

+2 (+4)%



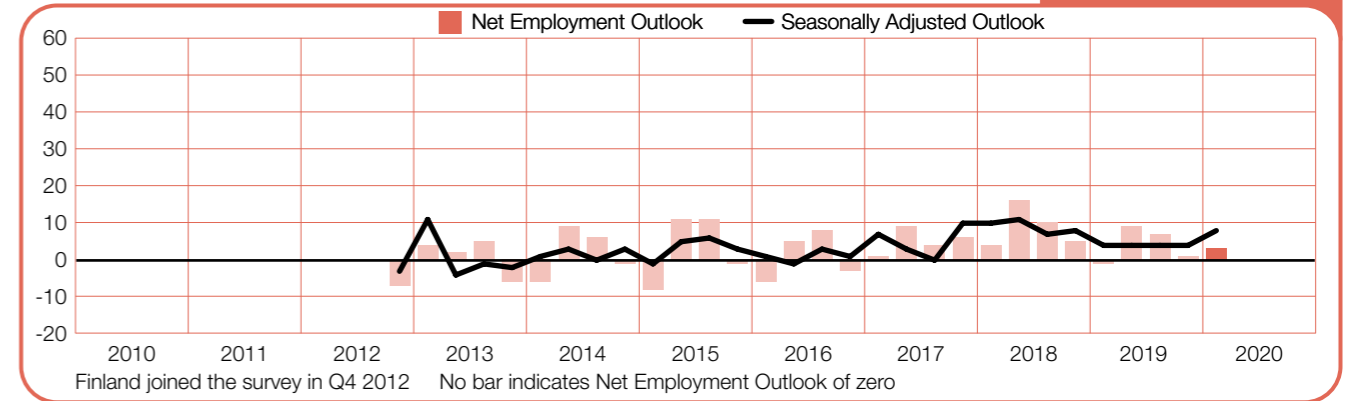
Belgium

+5 (+6)%



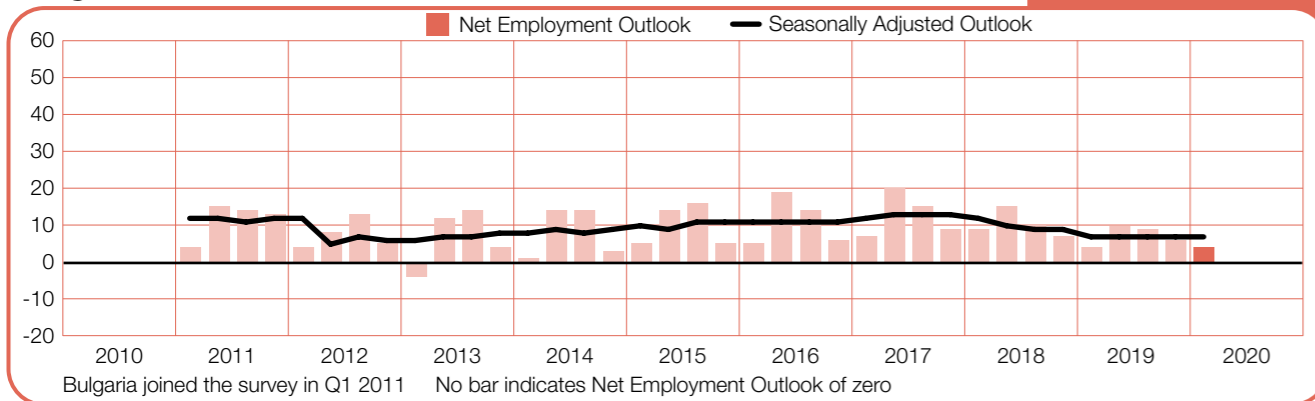
Finland

+3 (+8)%



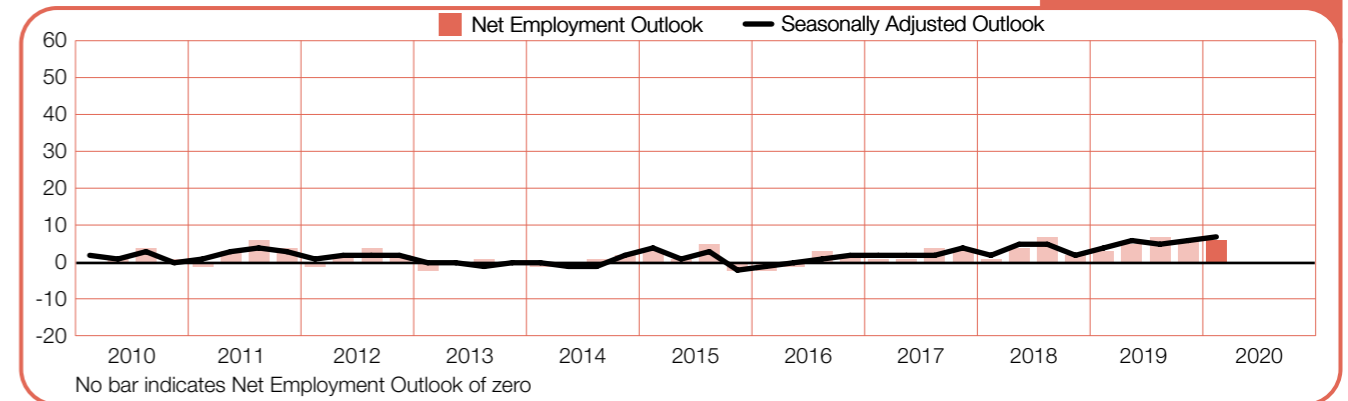
Bulgaria

+4 (+7)%



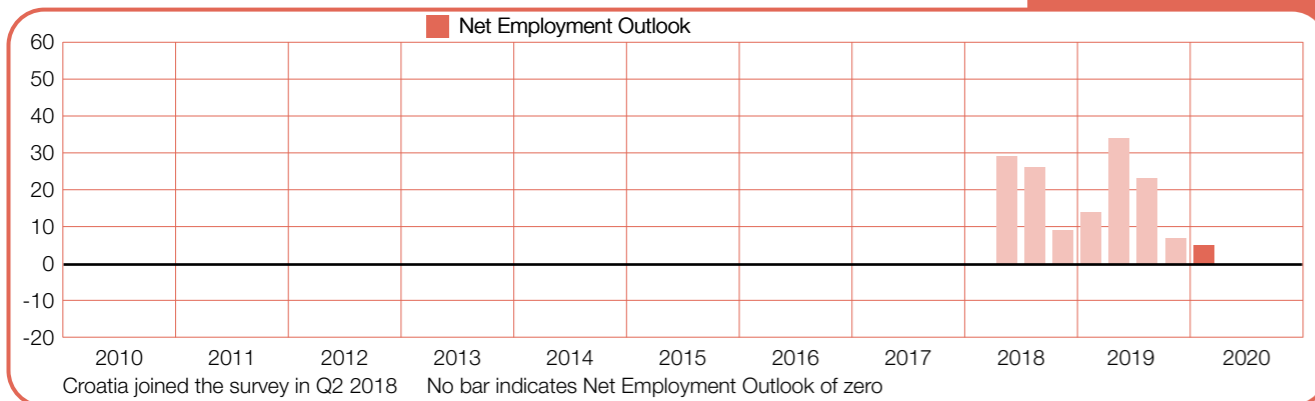
France

+6 (+7)%



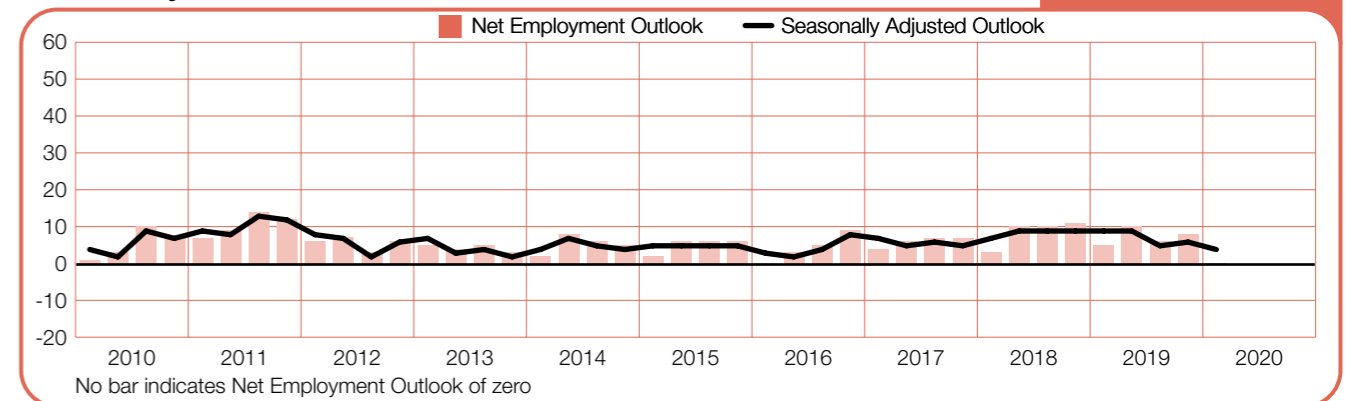
Croatia

+5%



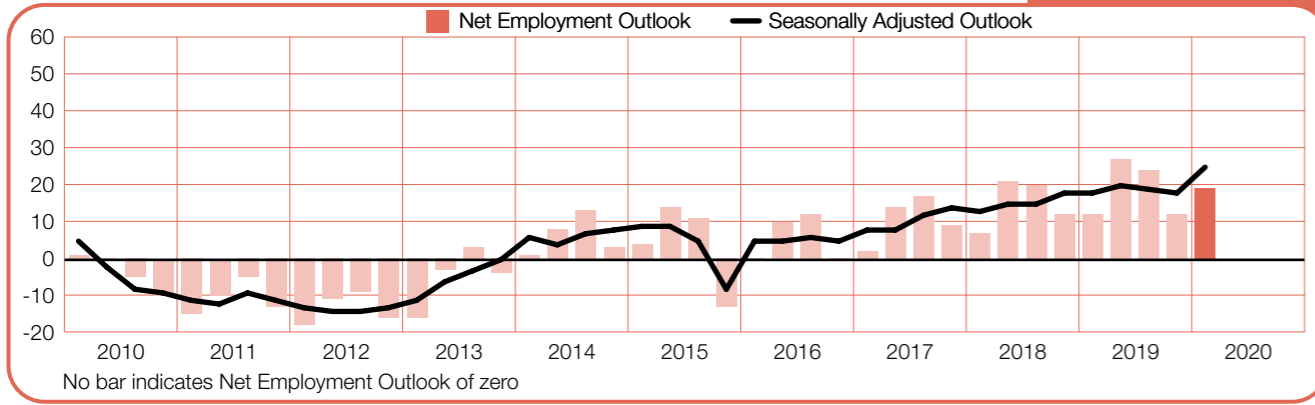
Germany

0 (+4)%



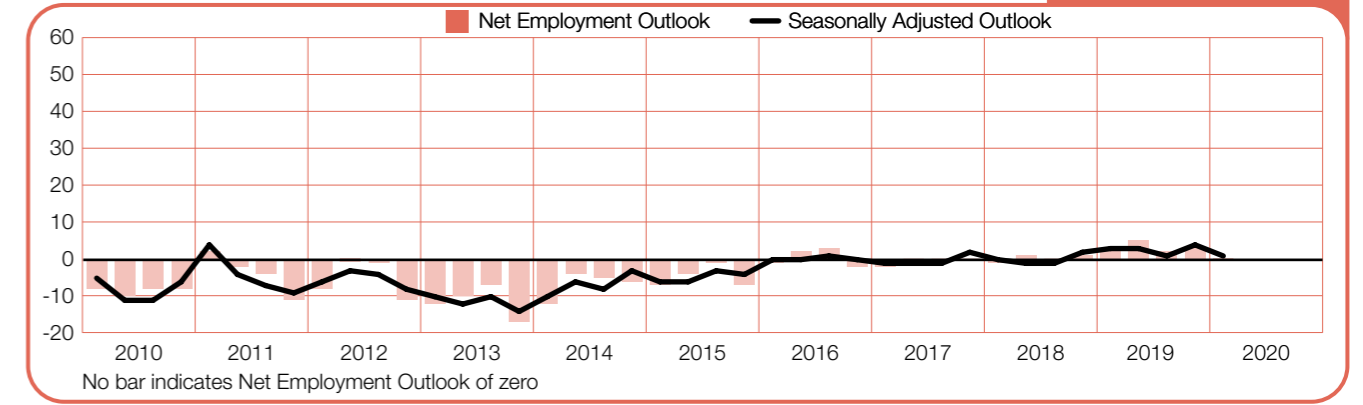
Greece

+19 (+25)%



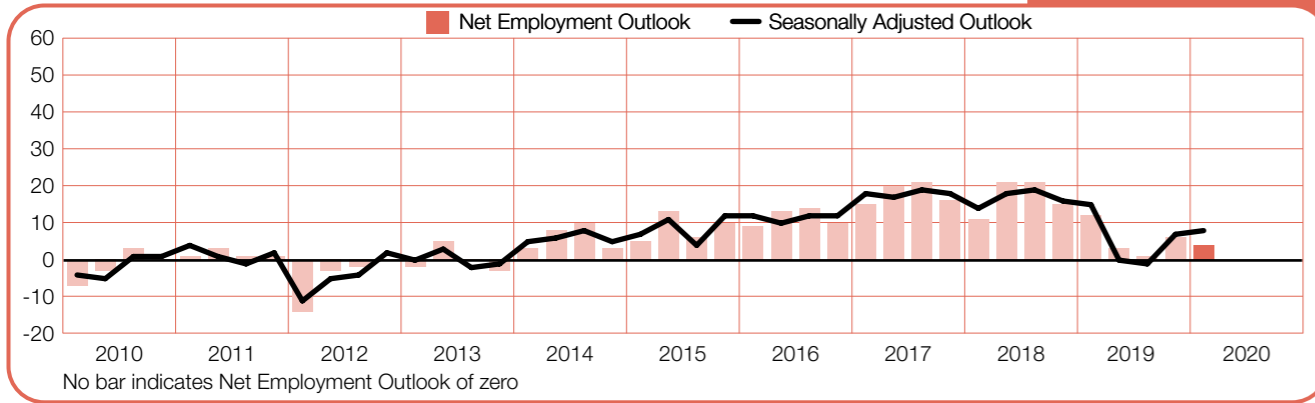
Italy

0 (+1)%



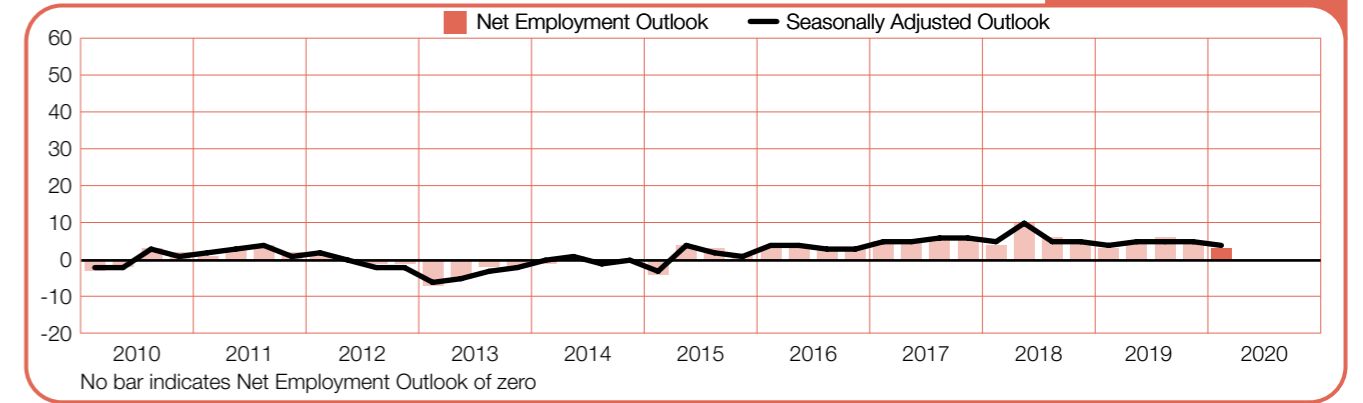
Hungary

+4 (+8)%



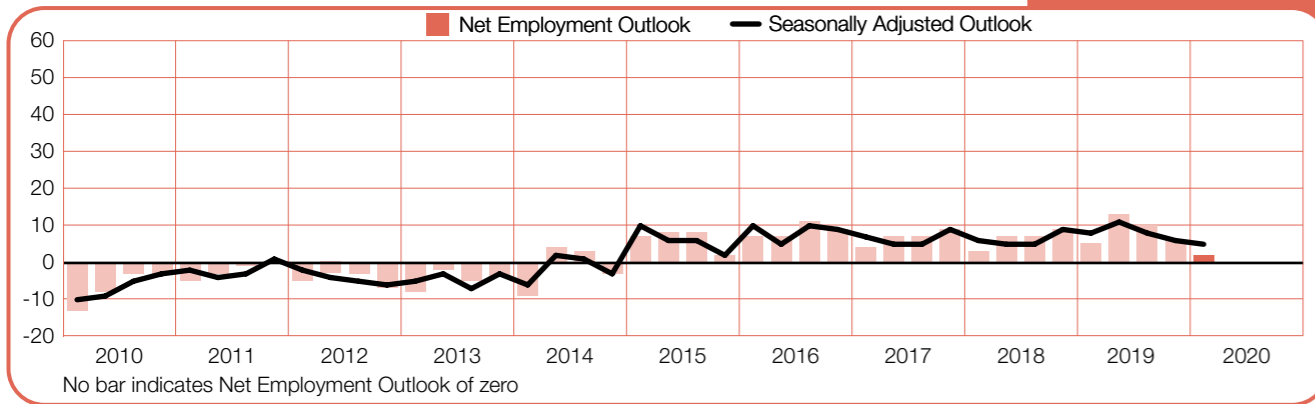
Netherlands

+3 (+4)%



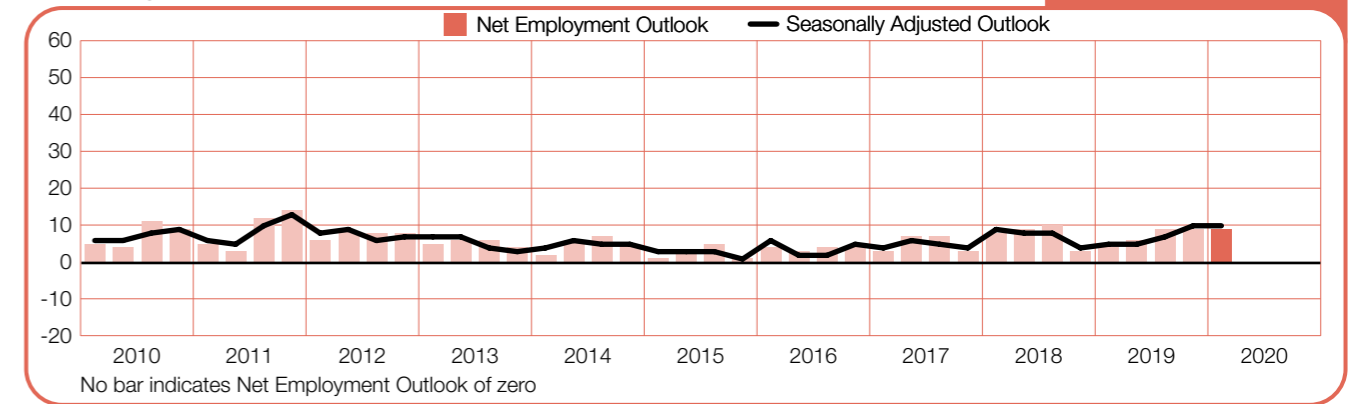
Ireland

+2 (+5)%



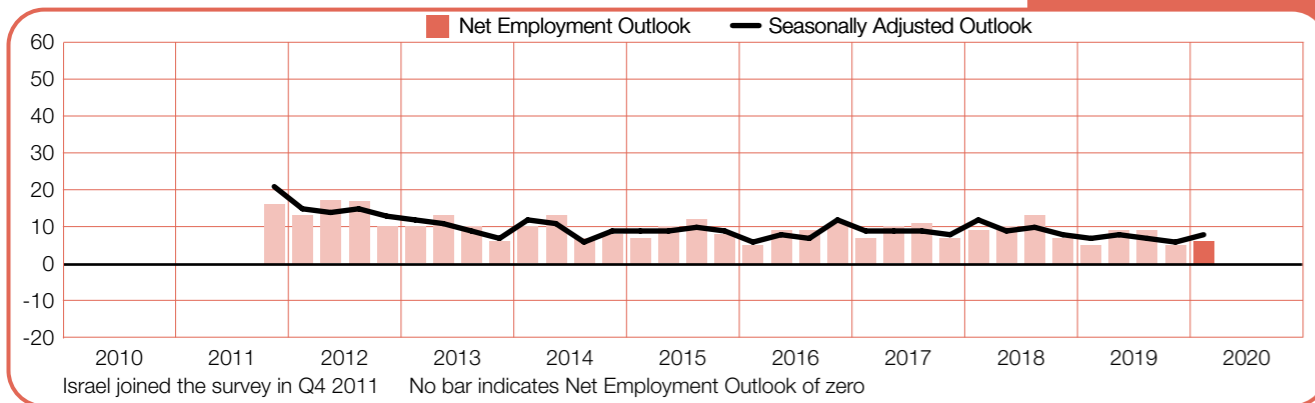
Norway

+9 (+10)%



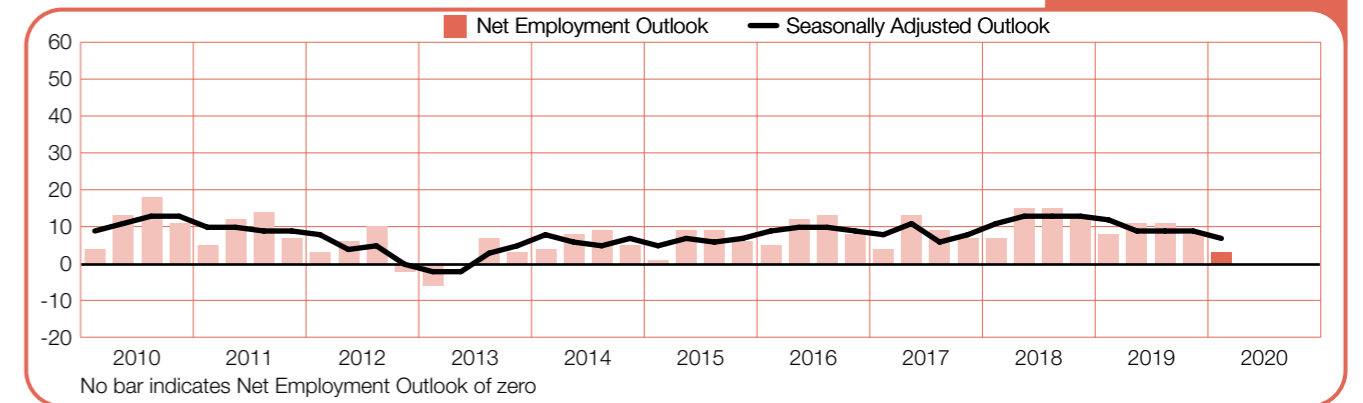
Israel

+6 (+8)%



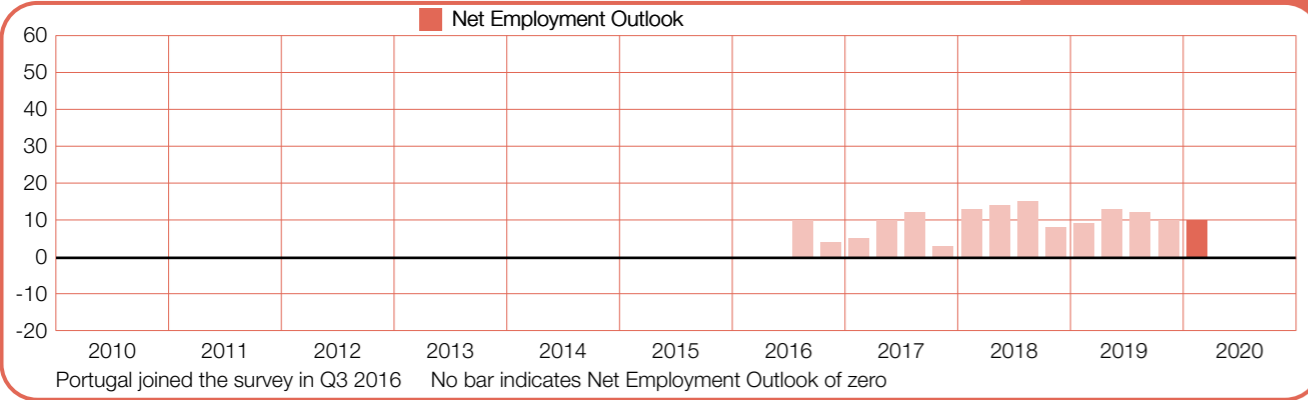
Poland

+3 (+7)%



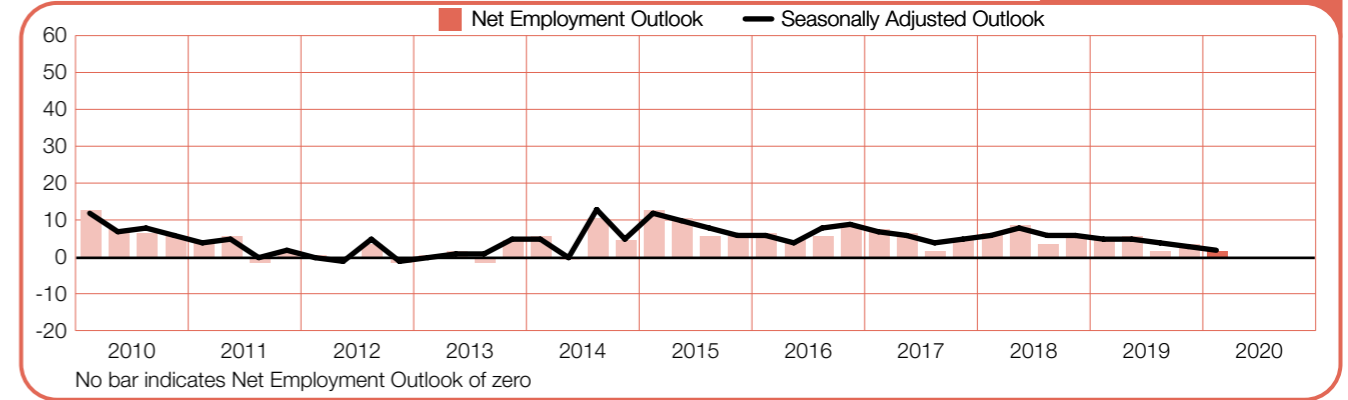
Portugal

+10%



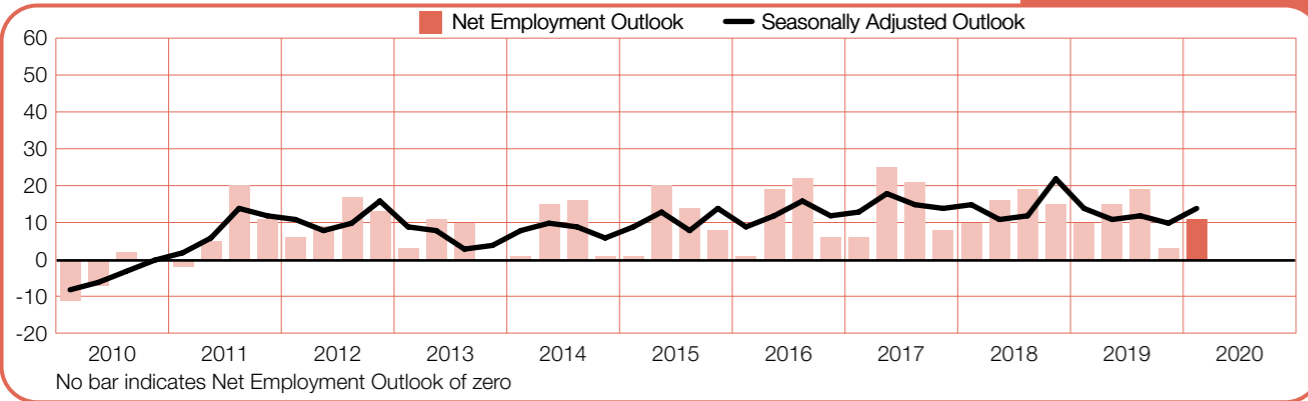
South Africa

+2 (+2)%



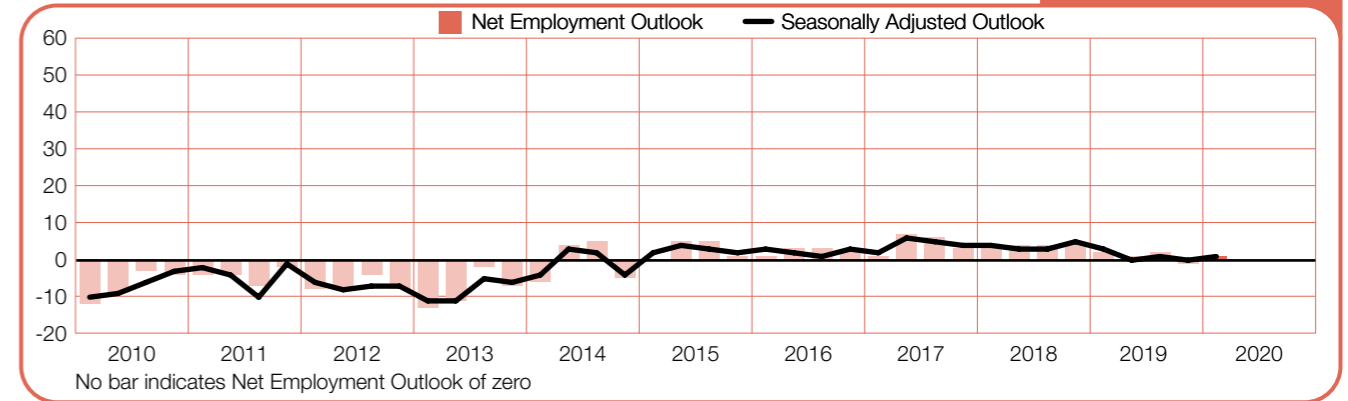
Romania

+11 (+14)%



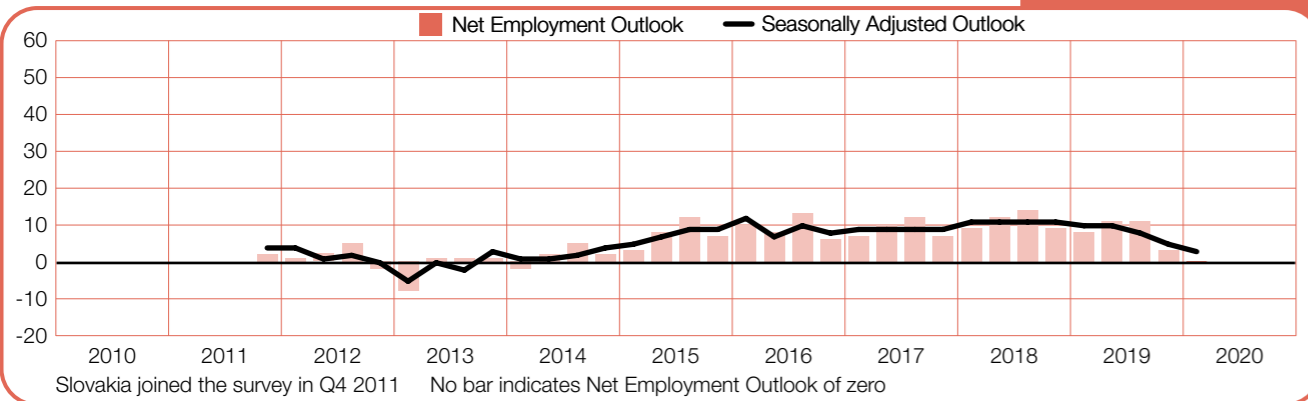
Spain

+1 (+1)%



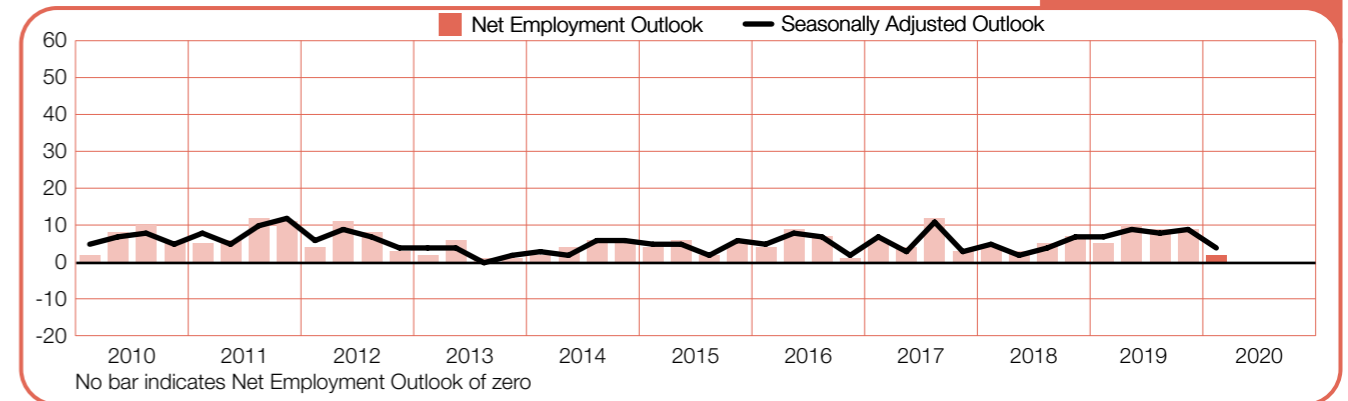
Slovakia

0 (+3)%



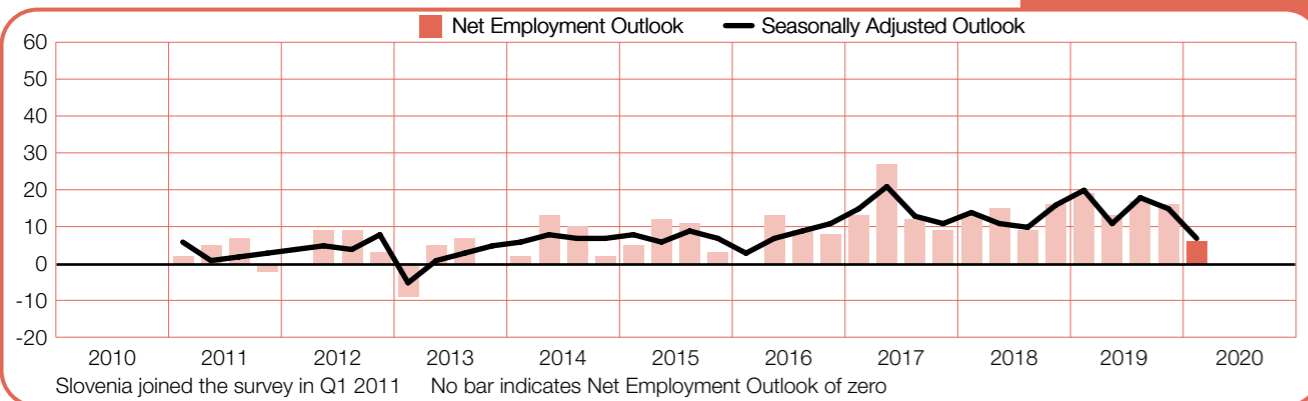
Sweden

+2 (+4)%



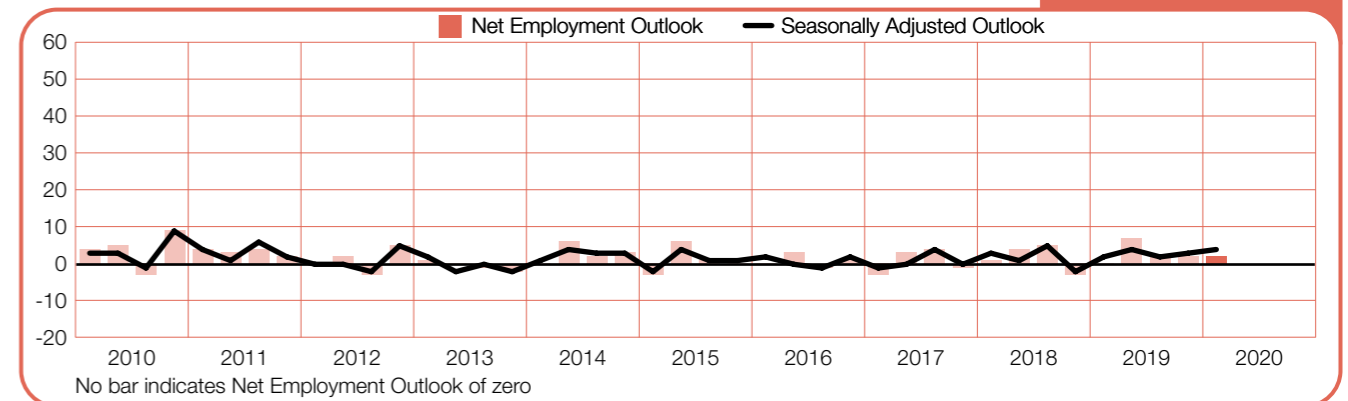
Slovenia

+6 (+7)%



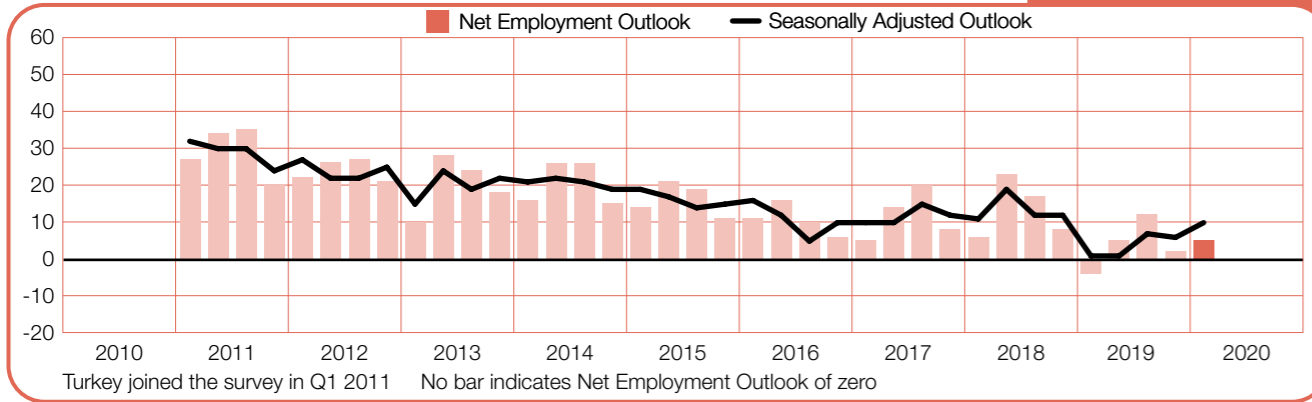
Switzerland

+2 (+4)%



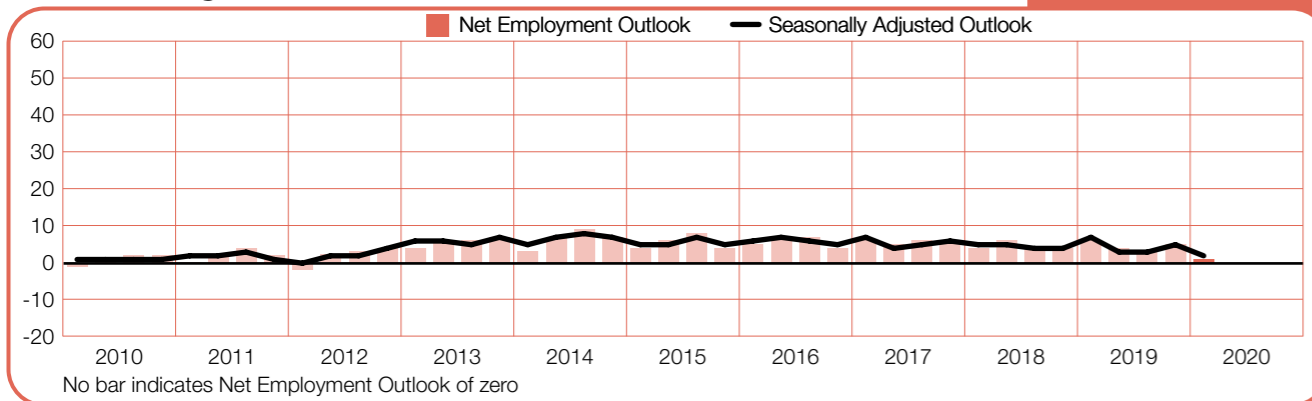
Turkey

+5 (+10)%



United Kingdom

+1 (+2)%



About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter. ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 55 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the ManpowerGroup Employment Outlook Survey:

Unique: It is unparalleled in its size, scope, longevity and area of focus.

Projective: The ManpowerGroup Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

Independent: The survey is conducted with a representative sample of employers from throughout the countries and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

Robust: The survey is based on interviews with over 58,000 public and private employers across 43 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

Focused: For more than five decades the survey has derived all of its information from a single question:

For the Quarter 1 2020 research, all employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of March 2020 as compared to the current quarter?"

Methodology

The ManpowerGroup Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 4.0%.

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

Seasonal adjustments have been applied to the data for all participating countries except Croatia and Portugal. ManpowerGroup intends to add seasonal adjustments to the data for other countries in the future, as more historical data is compiled. Note that in Quarter 2 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.

About ManpowerGroup®

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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 hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people 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 over 70 years. In 2019, ManpowerGroup was named one of the World's Most Ethical Companies for the tenth year and one of Fortune's Most Admired Companies for the seventeenth year, 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

Are you ready for the Human Age 2.0?
Surf on our ManpowerGroup Knowledge Center:
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About ManpowerGroup Belgium

ManpowerGroup established its first offices in Belgium in 1972. The company operates under the brand names of Manpower®, Experis®, ManpowerGroup® Solutions, FuturSkill®, Proservia® and Right Management®. ManpowerGroup Belgium wins HR Excellence Award 2018 in the category 'Best Staffing, Sourcing & Contingent Workforce Management Company'.

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