



BELGIAN EMPLOYERS REGAIN CONFIDENCE AND ANTICIPATE MODERATELY OPTIMISTIC HIRING PLANS FOR Q2 2021

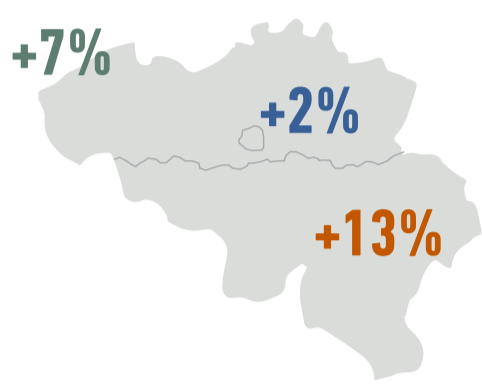
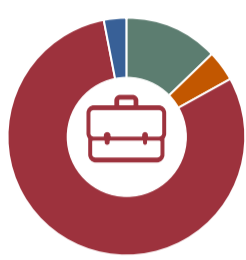
Nearly one in 3 Belgian employers plan to encourage their employees to get vaccinated, and only 28% expect to return to pre-COVID-19 hiring levels by the end of 2021



EMPLOYERS HIRING EXPECTATIONS FOR APRIL THROUGH JUNE

Hiring managers in Belgium report a seasonally adjusted, Net Employment Outlook* of +8%

Outlooks are positive in all 3 regions: optimistic in Wallonia (+13%), moderate in Flanders (+7%) and cautious in Brussels (+2%).



+7% Flanders
 ↗ 2 points vs Q1/21
 ↘ 8 points vs Q2/20

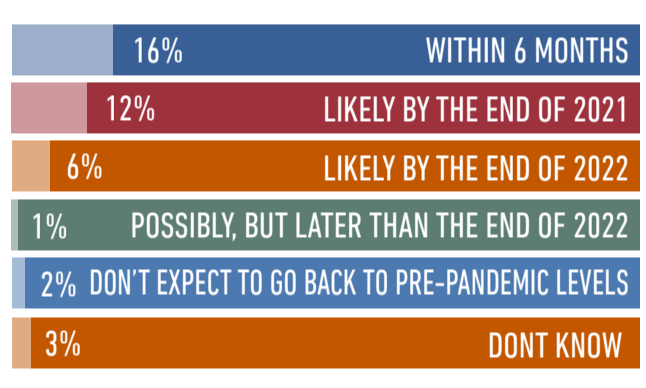
+2% Brussels
 ↔ 0 points vs Q1/21
 ↘ 10 points vs Q2/20

+13% Wallonia
 ↗ 4 points vs Q1/21
 ↗ 8 points vs Q2/20

13% PLAN TO HIRE
4% EXPECT TO LAY OFF WORKERS
80% PLAN TO KEEP WORKFORCE LEVELS STEADY
3% UNDECIDED

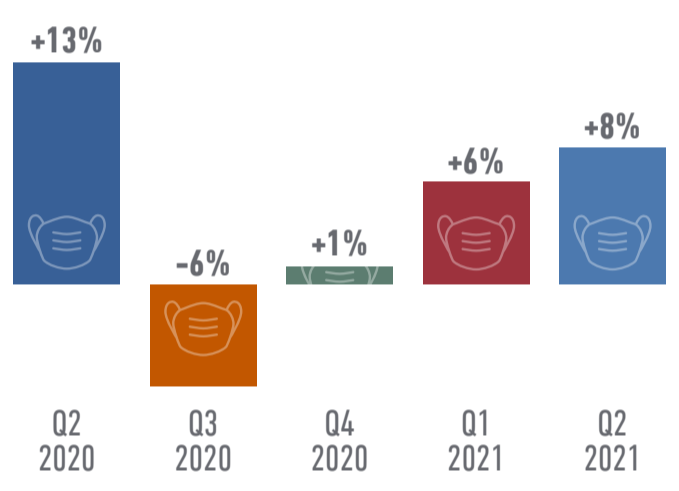
EMPLOYERS WHO REPORT HEADCOUNT HAVE BEEN IMPACTED BY COVID-19 PREDICT LONGER TIME TO RECOVERY

28% of Belgian employers expect to return to pre-COVID-19 hiring levels by the end of 2021



THE IMPACT OF COVID-19 ON HIRING PLANS

NET EMPLOYMENT OUTLOOKS since March 2020



31% OF BELGIAN EMPLOYERS WILL URGE VACCINATION BY HIGHLIGHTING THE BENEFITS

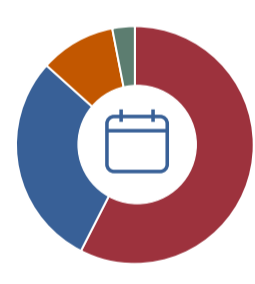
42% of employers report it will be up to employees to decide



42% WILL NOT REQUIRE EMPLOYEES TO BE VACCINATED/ INDIVIDUAL DECISION
32% PLAN TO URGE VACCINATION BY HIGHLIGHTING THE BENEFITS OR TO OFFER INCENTIVES (E.G. CASH BONUS / WELLNESS PLANS)
13% WILL REQUIRE ALL EMPLOYEES BE VACCINATED
13% ARE UNDECIDED

BACK TO THE FUTURE? NOT SO FAST.

Employers share how the majority of their employees will work in the next 6-12 months



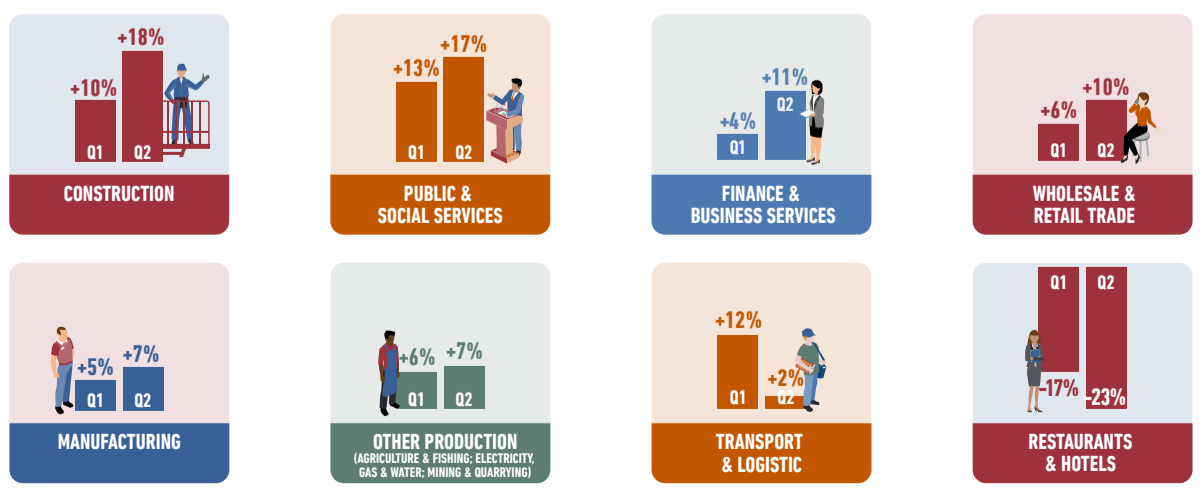
57% HYBRID WORK MODEL (MIXTURE OF WORK & HOME)
29% WORKPLACE-BASED WORKING, ALL OR MOST OF THE TIME
10% WORK REMOTELY ALMOST OF THE TIME
3% FLEXIBLE START/STOP TIMES OR CONDENSED HOURS
 1% undecided

WORKFORCE COMPOSITION IN RESPONSE TO COVID-19

Percentage Increased (up arrow), Percentage Decreased (down arrow), Percentage stayed the same (right arrow)



JOB CREATION FORECAST IN ALL SECTORS SURVEYED, EXCEPT RESTAURANTS & HOTELS



*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 decreased in hiring activity.