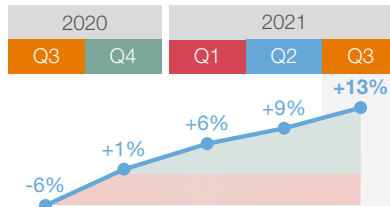


HIRING PACE WILL CONTINUE TO STRENGTHEN DURING THE SUMMER ... WHILE 83% OF BELGIAN EMPLOYERS REPORT DIFFICULTY FILLING JOBS.

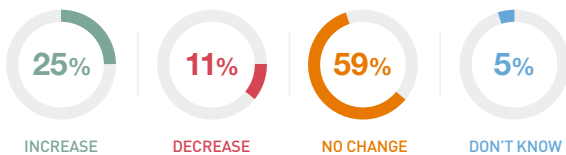
NET EMPLOYMENT OUTLOOK



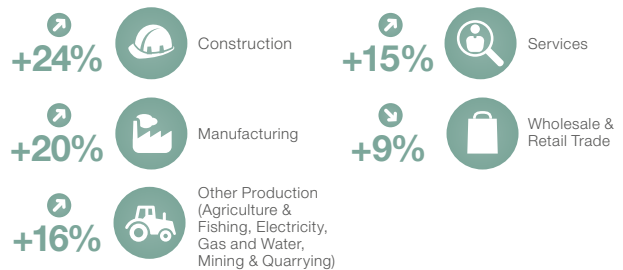
+13%

Net Employment Outlook Belgium Q3 2021

567 BELGIAN EMPLOYERS WERE ASKED: "How do you anticipate total employment at your location to change in the three months to the end of September 2021 compared to the current quarter?"



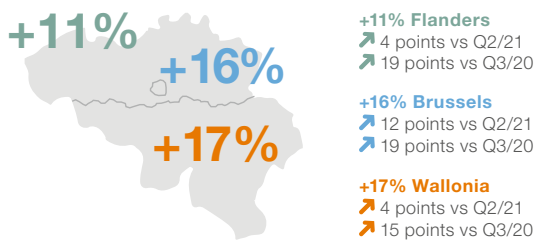
JOB CREATION FORECAST IN ALL SECTORS SURVEYED, EXCEPT RESTAURANTS & HOTELS



SERVICES



OPTIMISM IN ALL THREE REGIONS

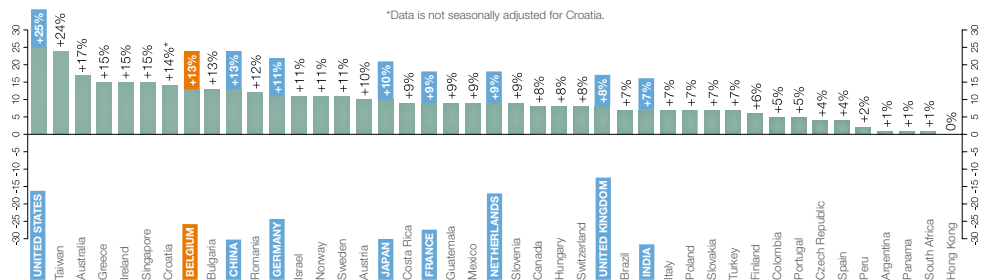


EMPLOYER CONFIDENCE INCREASES IN LINE WITH COMPANY SIZE



POSITIVE HIRING PLANS IN 42 OF 43 COUNTRIES AND TERRITORIES SURVEYED WORLDWIDE

vs Q2/21: 31 countries ↑, 8 countries ↓, 4 countries ↔
 vs Q3/20: 42 countries ↑, 0 countries ↓, 1 country ↔



43 countries and territories / 45,500+ employers

WHAT DO THESE FIGURES MEAN?

% employers anticipating total employment to increase
 - % employers anticipating total employment to decrease
 = Net Employment Outlook (can be positive or negative)

The ManpowerGroup Employment Outlook Survey is the most extensive, forward-looking employment survey in the world.

KEYFACTS

HIRING PACE WILL CONTINUE TO STRENGTHEN DURING THE SUMMER ... WHILE 83% OF BELGIAN EMPLOYERS REPORT DIFFICULTY FILLING JOBS.

- +13%** The Net Employment Outlook shows an optimistic value of +13%, improving for the fourth consecutive quarter.
- 3** Employers anticipate strong hiring conditions in all three regions : + 17% in Wallonia, + 16% in Brussels and + 11% in Flanders.
- 7** With the exception of the Hotels & Restaurants, employers in all sectors surveyed anticipate job creation during the 3rd quarter.
- +21%** Employer confidence increases in line with the company size, with employers in large companies (≥ 250 workers) reporting the strongest Net Employment Outlook (+ 21%).
- 42** Employment Outlooks are positive in 42 of the 43 countries and territories surveyed and in all the 26 countries surveyed in the EMEA region (Europe, Middle East & Africa).
- 83%** Talent shortages reach the highest level in 15 years, with 83% of Belgian employers reporting difficulty filling open vacancies, a spectacular increase of 24 points in comparison with 2019.

Q3 2021



“ The results of our survey confirm the strengthening of employers’ confidence in Belgium and around the world. As vaccine rollouts gain momentum and workers prepare to gradually return to their workplaces, employers in all three regions of the country are facing talent shortages never seen before. The covid crisis and the acceleration of digitization have put skills under pressure. At the same time, emerging from the crisis, individuals will be looking for new growth opportunities, a boost to their careers or a new work life balance. Those employers that are responsive to these new needs and can be flexible, will be the ones able to attract and retain the best talent. ”

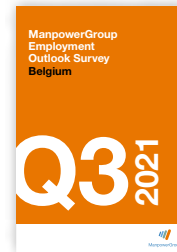
Philippe Lacroix
Managing Director ManpowerGroup BeLux

Q3 2021

BELGIUM - EVOLUTION OF STAFFING LEVELS

	Increase	Decrease	No change	Don't know	Net Employment Outlook	Seasonally adjusted
	%	%	%	%	%	%
July-Sept 2021	25	11	59	5	14	13
April-June 2021	13	4	80	3	9	9
Jan-March 2021	13	7	73	7	6	6
Oct-Dec 2020	11	11	73	5	0	1
July-Sept 2020	11	16	62	11	-5	-6

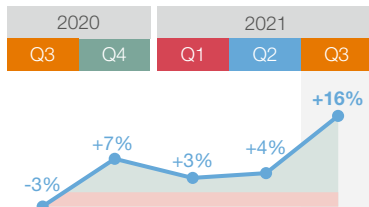
Q3 2021



CHECK THE SURVEY ONLINE



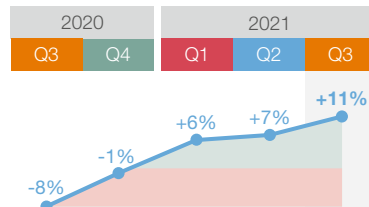
BRUSSELS



Employers in the Brussels region report the strongest Net Employment for more than two years (+16%), up 12 and 19 points in quarterly and annual comparison.

Q3 2021

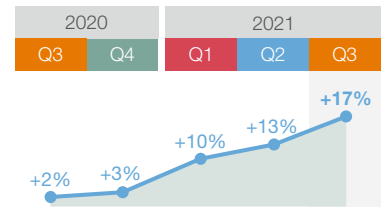
FLANDERS



Employers in Flanders (+11%) anticipate steady job gains during the coming quarter. The Outlook improves by 4 points when compared with the previous quarter and by 19 percentage points in comparison with 3Q 2020.

Q3 2021

WALLONIA



Employers in Wallonia show the greatest optimism and report a Net Employment Outlook of +17%, improving by 12 and 19 percentage points quarter-over-quarter and year-over-year, respectively.

Q3 2021

More info:
manpowergroup.be

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