



MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

**BELGIAN EMPLOYERS EXPECT TO MAINTAIN A
VERY STRONG HIRING PACE FOR Q1 2022**



EXECUTIVE SUMMARY

BELGIAN EMPLOYERS EXPECT TO MAINTAIN A VERY STRONG HIRING PACE FOR Q1 2022

In October, we asked 505 employers in Belgium (nearly 40,000 worldwide) about their hiring plans for January – March 2022:

- Economic transformation and **recovery in the Belgian labor market** is expected to continue in the first quarter of 2022.
- Nearly one in two Belgian employers (48%) plans to create new jobs in Q1 2022
- The **Net Employment Outlook** reaches its strongest level (+ 34%) since the launch of the survey in **Belgium** in 2003, the sixth consecutive quarterly increase.
- Stronger hiring confidence in **Brussels** and in **Flanders**.
- Positive hiring intentions in all 10 **sectors** surveyed. **IT** sector is leading the way.
- Employer confidence grows in line with **company size**.
- For the first time since before the pandemic, hiring intentions are positive in all 40 **countries and territories** surveyed by ManpowerGroup worldwide.



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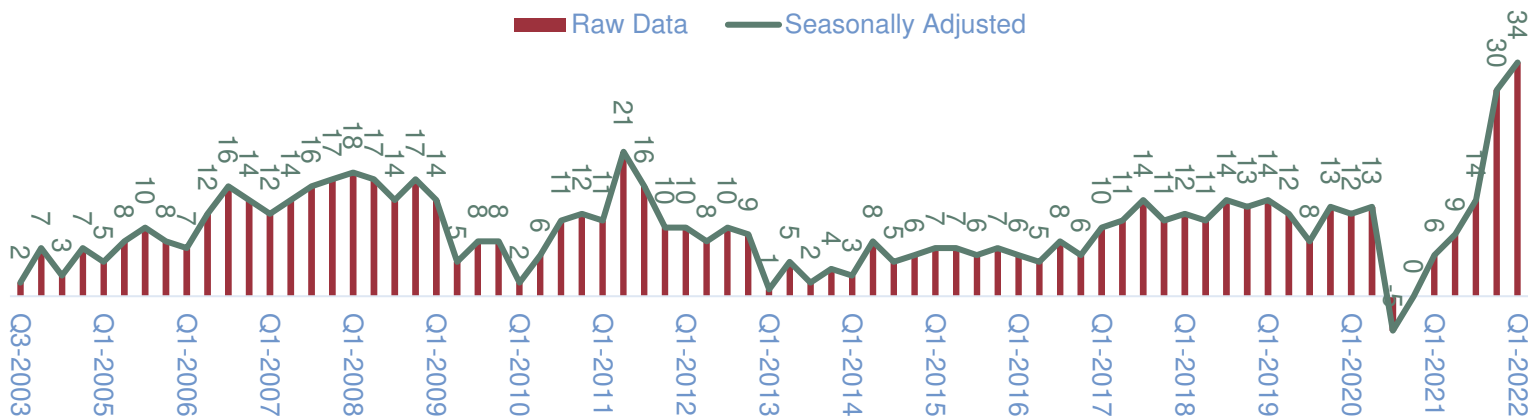
Nearly one in two employers in Belgium plans to create new jobs by the end of March 2022

In the 60th anniversary edition of the ManpowerGroup Employment Outlook Survey, of the 505 Belgian employers surveyed in October by ManpowerGroup, **48%** plan to increase their workforce by the end of March 2022, whilst only **14%** plan to cut it back. **36%** of employers surveyed anticipate no change. After seasonal adjustment, the **Net Employment Outlook** stands at a very optimistic value of **+34%**, the sixth consecutive quarterly increase.



Historical Net Employment Outlook - Belgium

The **Net Employment Outlook** for Q1 2022 reaches its **strongest level (+34%)** since the launch of the survey in Q3 2003 in Belgium, **the sixth consecutive quarterly increase**.



“ Even though the job market is **uncertain** once again, due to the fourth wave of the coronavirus, we can expect employers to continue to recruit at a steady pace throughout the first quarter of 2022.

However, there are **many reasons to remain confident**, since the booster vaccination campaign is expected to ramp up.

Firstly, our economy has returned to its pre-crisis level of **growth** and is continuing its **rapid transformation**. Our survey shows that **demand for digital profiles** has never been higher and employers in the IT sector report the strongest Net Employment Outlook (+53%).

Secondly, hiring intentions are positive across all sectors surveyed, with very encouraging forecasts in the IT, Banking & Insurance, Construction and Retail / Supply Chain & Logistics sectors.

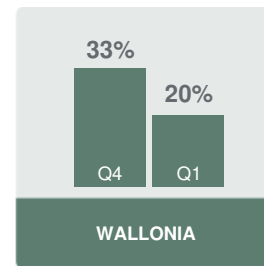
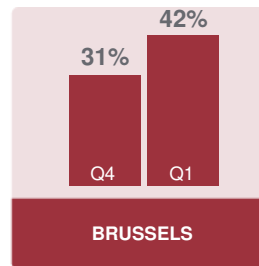
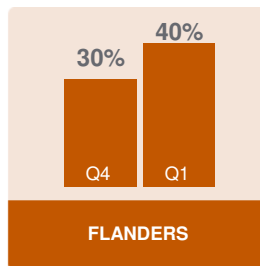
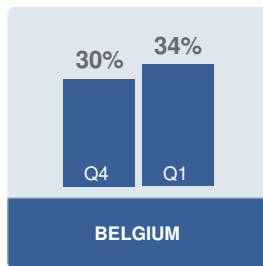
Thirdly, and more structurally, the **boomer generation** born between 1943 and 1960, is about to leave the labour market and will create **additional hiring activity**, but at the same time it will exacerbate **talent shortages** and increase **pressure on wages**.

”

Philippe Lacroix
Managing Director ManpowerGroup BeLux

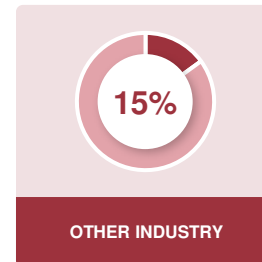
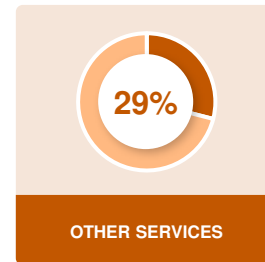
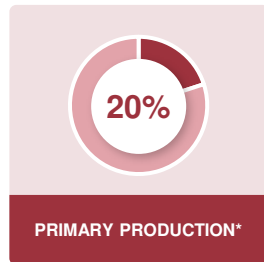
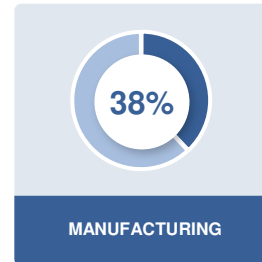
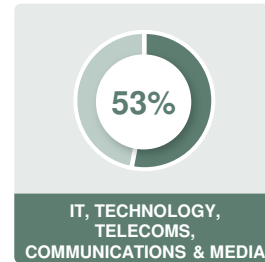
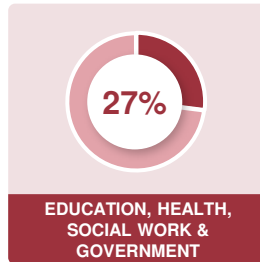
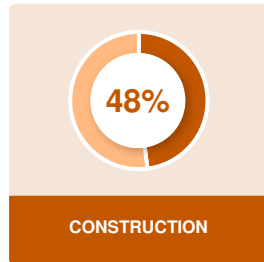
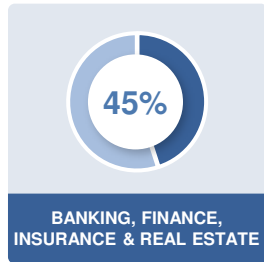
Stronger hiring confidence in Brussels and in Flanders

According to the survey results, employers in all three region anticipate a positive hiring climate over the next quarter. However, employer confidence is stronger in **Brussels (+42%)** and **Flanders (+40%)** than in **Wallonia (+20%)**.



Positive hiring intentions in all 10 sectors surveyed in Belgium, with the IT sector leading the way

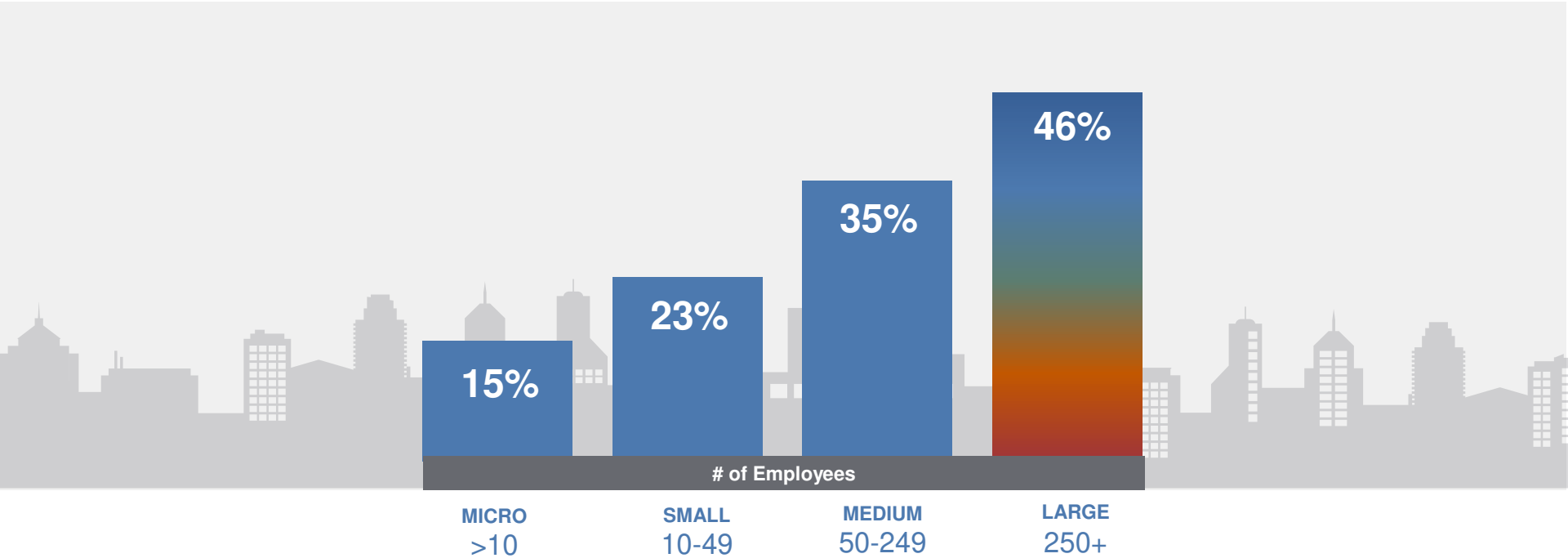
Digital roles are most in-demand in Belgium : Employers IT, Technology, Telecoms, Communications and Media sector reported the strongest outlook (+53%), followed by Construction and Banking, Finance, Insurance and Real Estate (+45%), Wholesale & Retail Trade / Supply Chain & Logistics (+41%), Manufacturing (+38%), Other Services (+29%), Restaurants & Hotels / Culture & Leisure (+22%), Education, Health, Social Work & Government (+27%), Primary Production* (+20%) and Other Industry (+15%).



*Agriculture & Fishing;
Electricity, Gas & Water;
Mining & Quarrying
industries

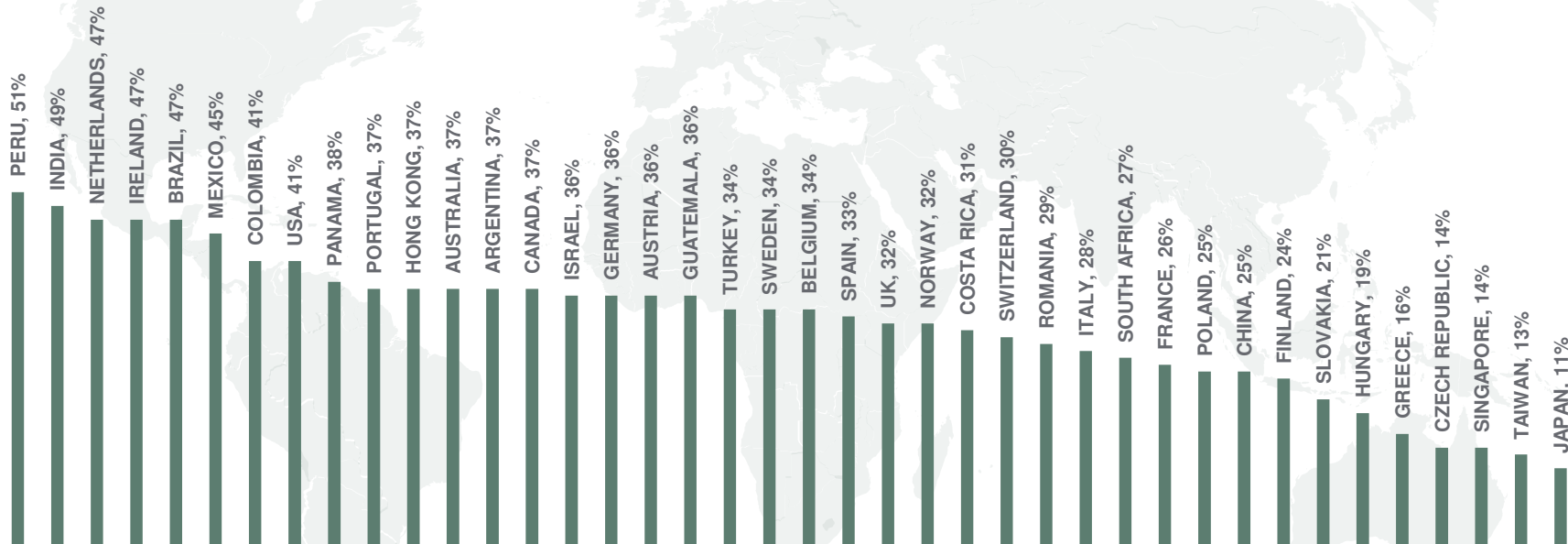
Employer confidence grows in line with company size

Organizations keep on hiring, no matter what size employers.



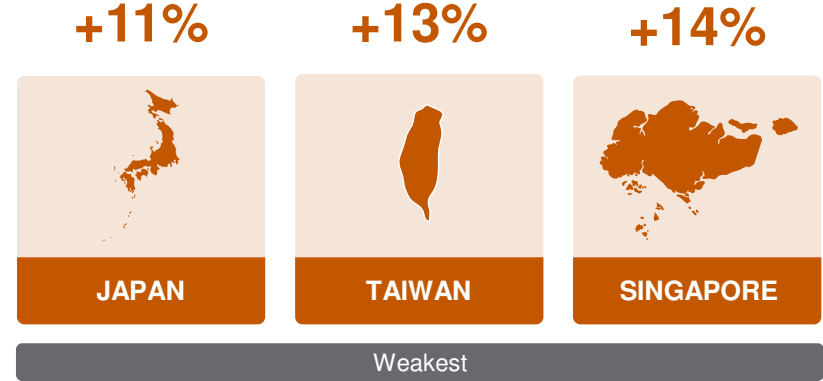
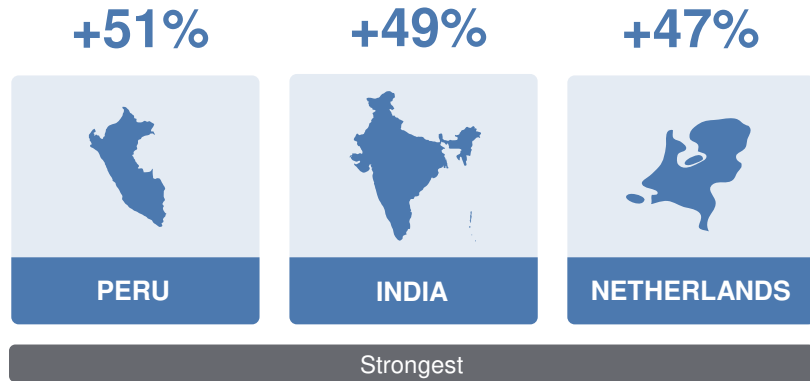
All countries report a positive Outlook for the first time since before the pandemic

Employers in **North America (+41%)** reported the most positive outlook (**+39%**), followed by **South and Central Americas (+39%)**, **APAC (+34%)**, and **EMEA (+28%)**. **Globally** the NEO stands at **+37%**.



Countries with the strongest and weakest hiring prospects for Q1 2022

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Hiring intentions in EMEA Improve in All Countries YoY For Second Consecutive Quarter

Compared with Q4, 2020 hiring intentions improve in 22 countries and decline in one (France, -1%).

At +34%, Belgium's Net Employment is above the EMEA average (+28%) and ahead of the UK (+32%), Italy (+28%) and France (+26%), but below Germany (36%) and Netherlands (+47%).

STRONGEST HIRING INTENTIONS:
Netherlands (+47%), Ireland (+47%) and Portugal (+37%)

WEAKEST HIRING INTENTIONS:
Czech Republic (+14%), Greece (+16%) and Hungary (+19%)





THE MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY



About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey – conducted in October 2021 – is the most comprehensive, forward-looking employment survey of its kind, used globally as a key economic indicator. 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. Running since 1962, various factors underpin the success of the 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 nearly 40,000 public and private employers across 40 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: "How do you anticipate total employment at your location to change in the three months to the end of March 2022 as compared to the current quarter?"

Survey Methodology

The methodology used to collect the data for the Employment Outlook has been digitized in 40 markets for the Q1 2022 report. Respondents in prior quarters were contacted via telephone. With the shift to remote working and much higher reliance on the internet, responses are now being collected online.

Respondents are members of double opt in online panels and are incentivized to complete the survey. The question asked and the respondent profile remains unchanged. Size of organization and sector are standardized across all countries to allow international comparisons.

A Holistic Workforce Strategy Includes Build, Buy, Borrow and Bridge



Invest in learning and development to grow your pipeline



Go to the external market to attract the talent that cannot be built-in-house



Cultivate communities of talent outside the organization

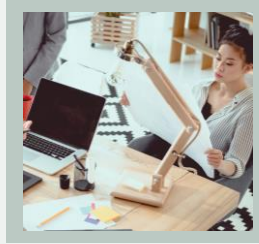


Help people move on or move up to new roles within the organization

ManpowerGroup Provides Solutions Across the Entire HR Life Cycle



Workforce Consulting & Analytics



Workforce Management



Talent Resourcing



Career Management



Career Transition



Attracting Top Talent

EXPLORE THE DATA

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