

# MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

**BELGIAN EMPLOYERS CONTINUE TO  
REPORT VERY OPTIMISTIC HIRING PLANS  
FOR Q2 2022**



ManpowerGroup®



# EXECUTIVE SUMMARY

## BELGIAN EMPLOYERS CONTINUE TO REPORT VERY OPTIMISTIC HIRING PLANS FOR Q2 2022

The Net Employment Outlook for Belgium is unchanged from the previous quarter and stands at a record level of +34%, the third best score in Europe.

Almost one in two Belgian employers plan to increase their workforce by the end of June 2022

Employers in all three regions of the country report very optimistic recruitment intentions: +36% in Flanders, +34% in Brussels and +30% in Wallonia.

Job opportunities will be greatest in the 'Other Services' sector (45%), the Construction sector (+40%) and the 'IT, Technology, Telecoms, Communication & Media' sector (+39%).

Except for Greece where employers expect to see a small decrease in payrolls, all 40 countries surveyed report positive second-quarter hiring intentions.

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## BELGIAN EMPLOYERS CONTINUE TO REPORT VERY OPTIMISTIC HIRING PLANS FOR Q2 2022

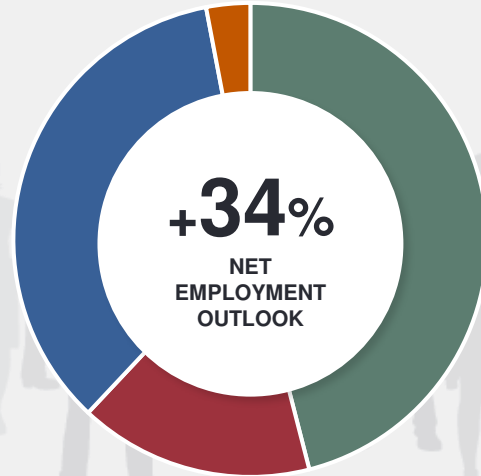


**We asked 515 employers about  
their hiring plans for Q2 2022:**

**The Net Employment Outlook** rises to a very optimistic +34%, the same as in the previous quarter and the strongest level since the survey began in 2003.

# Almost one in two Belgian employers (47%) plan to increase their headcount by the end of June 2022

Of the 515 Belgian employers surveyed in October by ManpowerGroup, **47%** plan to increase their workforce by the end of March 2022, whilst only **13%** plan to cut it back. **39%** of employers surveyed anticipate no change. After seasonal adjustment, the **Net Employment Outlook** stands at a very optimistic value of **+34%**. The NEO remains constant quarter-over-quarter, and strengthens by 25 percentage points from the 2nd Quarter 2021.



**47%** PLAN TO HIRE

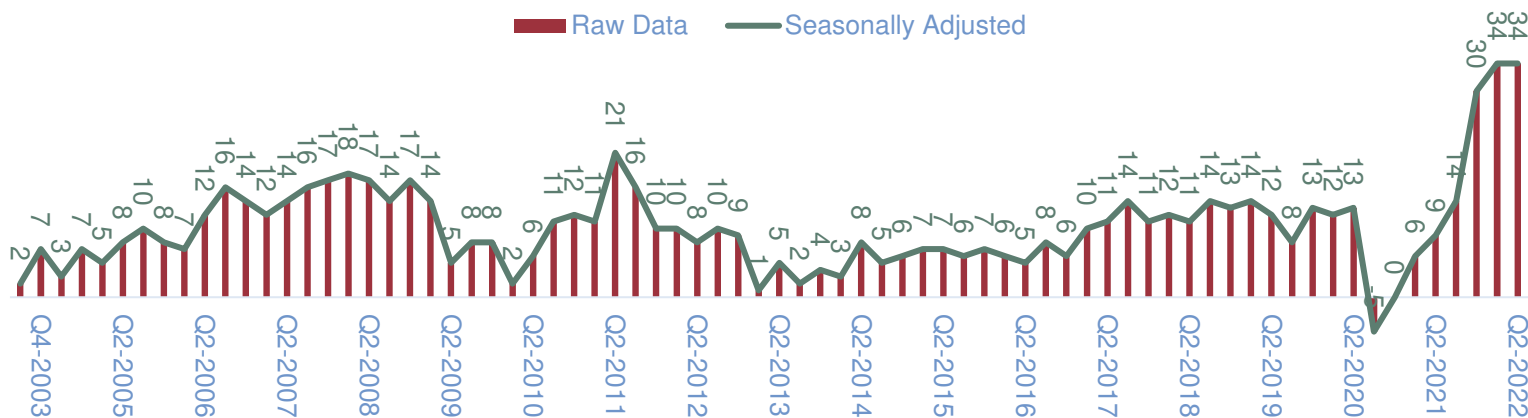
**13%** EXPECT TO LAY OFF WORKERS

**39%** PLAN TO KEEP WORKFORCE LEVELS STEADY

**1%** UNDECIDED

# Historical Net Employment Outlook - Belgium

The **Net Employment Outlook** for Q2 2022 reaches the very optimistic value of **+34%**, the same as in the previous quarter and the strongest level since the survey began in 2003.



“

*While the labour market is recovering from the shock of the coronavirus crisis, employers are already facing a new context of **economic and political instability at a global level** and this will have an impact on growth.*

***The Net Employment Outlooks reported by employers in our survey remain very optimistic.***

*At the same time, employers continue to have **difficulty filling their vacancies** because of the persistent gap between the skills required and those available.*

*It is imperative to help companies and take action to increase the employment rate more quickly, by improving activation and return-to-work policies, by putting more emphasis on the development of transferable skills (soft skills) in a changing environment, and by anticipating transitions, particularly towards jobs where there are shortages, digital positions and the sustainable economy.”*

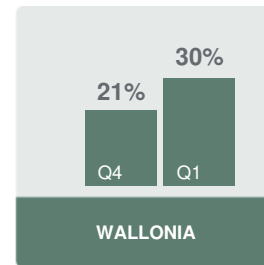
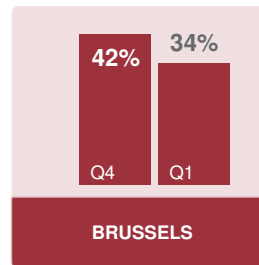
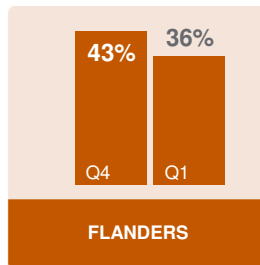
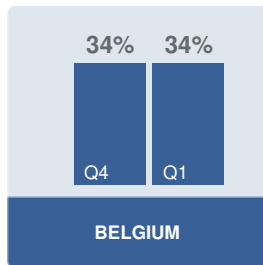
Sébastien Delfosse  
Managing Director ManpowerGroup BeLux

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# Very optimistic hiring intentions in all three regions

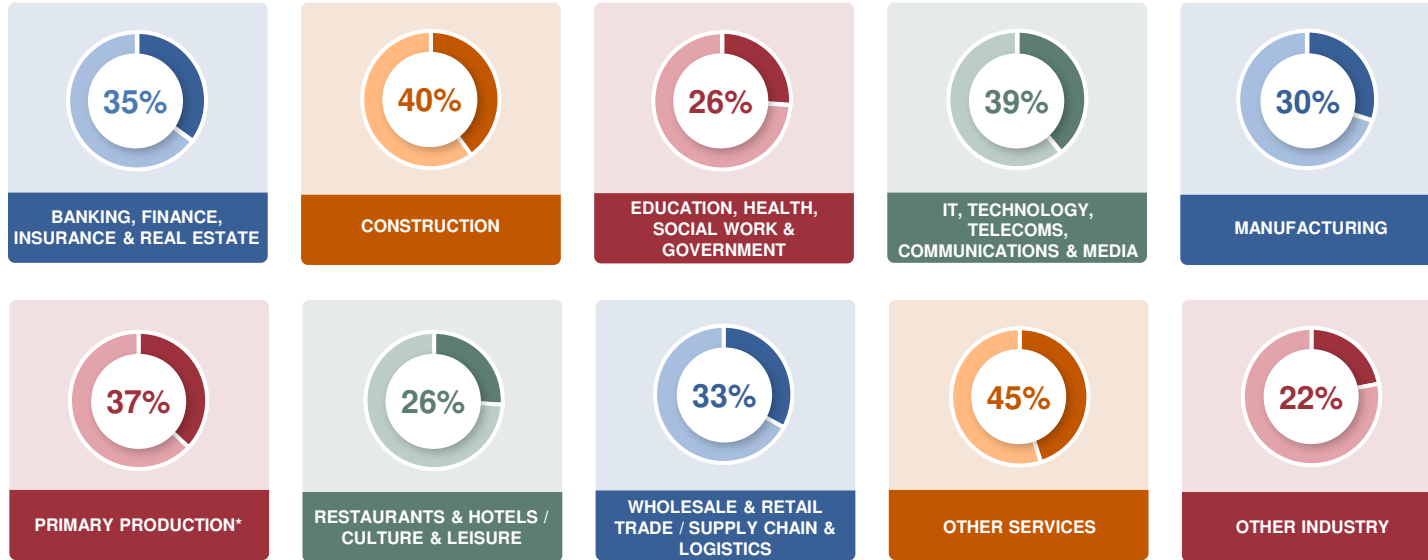
Employers in all three regions report very optimistic hiring intentions:  
**+36% in Flanders, +34% in Brussels and +30% in Wallonia.**

Compared to the previous quarter, the Net Employment Outlook declines in Flanders and Brussels (by 7 and 8 percentage points), while it increases in Wallonia (by 9 percentage points).



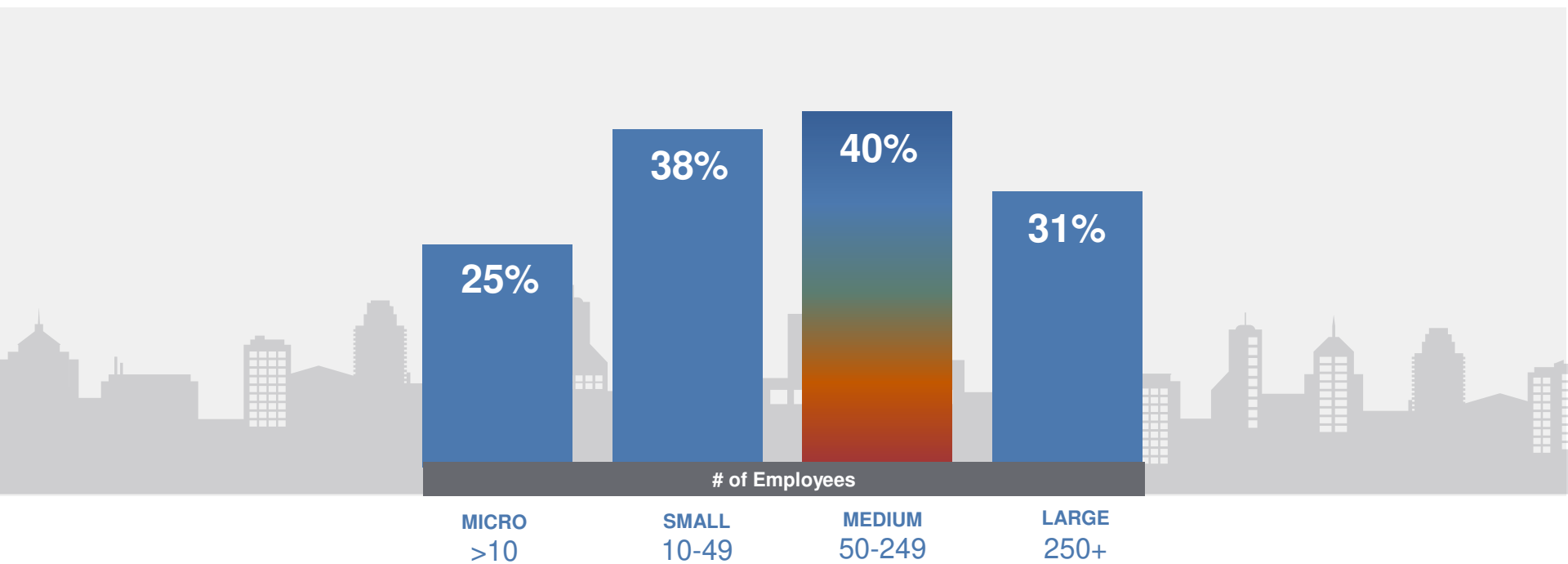
# Positive job prospects in all 10 sectors surveyed in Belgium

For Q2 2022, Job opportunities will be greatest in the 'Other Services' sector (45%), the Construction sector (+40%) and the 'IT, Technology, Telecoms, Communication & Media' sector (+39%).



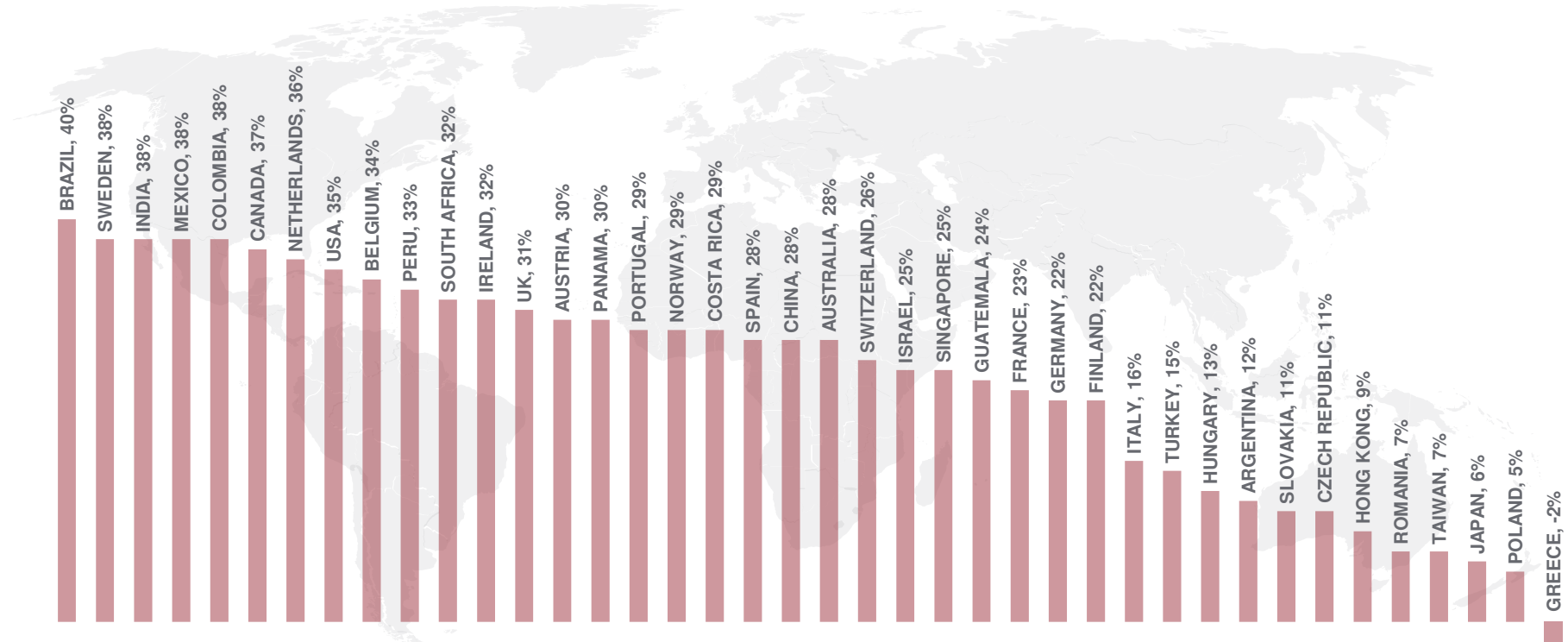
\*Agriculture & Fishing;  
Electricity, Gas & Water;  
Mining & Quarrying  
industries

## Positive job prospects in all four business segments



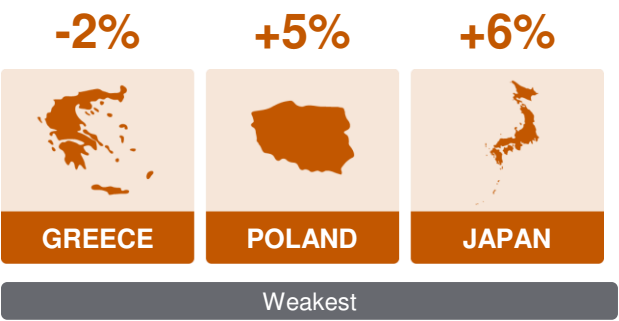
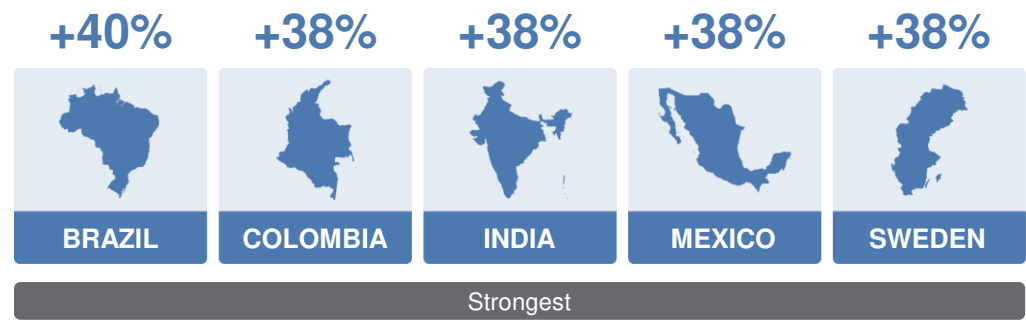
# Positive hiring confidence in 39 of the 40 countries and territories surveyed

Hiring sentiment weakens in 33 out of 40 since the last quarter, while Outlooks improve in 36 countries in a year-over-year comparison.



# Countries with the strongest & weakest hiring prospects for Q2 2022:

With strong Outlooks across the regions, employers in North America (+38%) reported the most positive outlook followed by South and Central America (+35%), APAC (+28%) and EMEA (+22%).



Hiring trends continue to be positive in the EMEA region, where employers in 22 of the 23 countries surveyed anticipate adding jobs during the next three months.

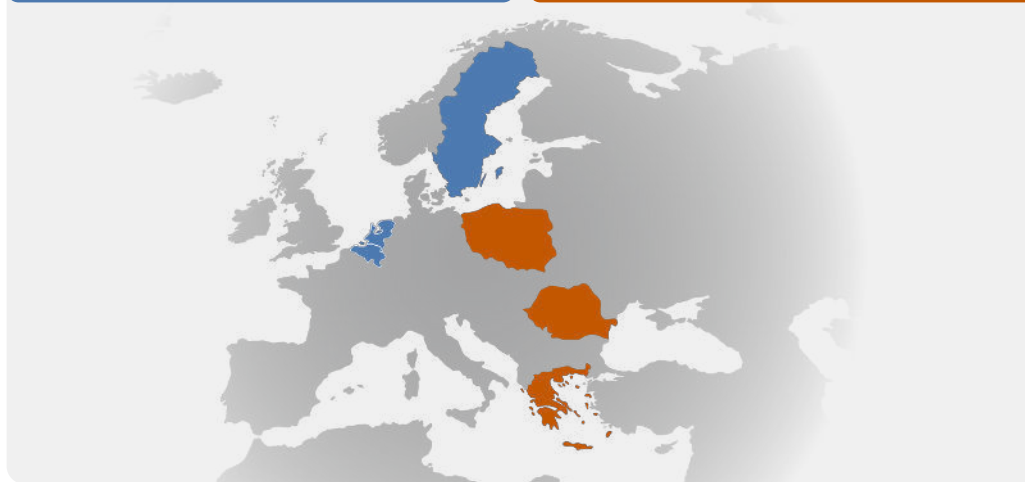
**Compared with Q1, 2022 hiring intentions improve in 2 countries, decline in 20, while remaining unchanged in 1, Belgium.**

At +34%, Belgium's Net Employment Outlook is well above the EMEA average (+22%)

Hiring sentiment is more moderate in the majority of countries surveyed and the larger European economies, including the United Kingdom (+31%), France (+23%), Germany (+22%) and Italy (+16%).

**STRONGEST HIRING INTENTIONS:**  
Sweden (+38%), the Netherlands (+36%),  
and Belgium (+34%)

**WEAKEST HIRING INTENTIONS:**  
Greece (-2%), Poland (+5%),  
and Romania (+7%)



# Employment Outlook Q2 2022 : North, Central and South America

**Workforce gains are forecast for all 10 countries in North, Central and South America. Outlooks improving in 2 quarter-over-quarter and all 10 compared to this time last year.**

Brazilian employers report the most positive hiring intentions (+40%) amongst the 40 countries, with strongest expectations in Wholesale & Retail Trade (+58%).

U.S. employers anticipate strong spring hiring (+35%), especially in the IT, Tech and Media Industry (51%) and in the Western Region (42%)

## STRONGEST HIRING INTENTIONS:

Brazil (+40%), Colombia (+38%),  
and Mexico (+38%)

## WEAKEST HIRING INTENTIONS:

Argentina (12%), Guatemala (+24%),  
and Costa Rica (+29%)



# Employment Outlook Q2 2022 : Asia Pacific

**Hiring sentiment strengthens in 2 countries and territories quarter-over-quarter (China and Singapore), while weakening in 5.**

The strongest regional hiring prospects are reported in India (+38), anticipating staffing climate gains for all sectors, especially IT, Tech and Media (+51%).

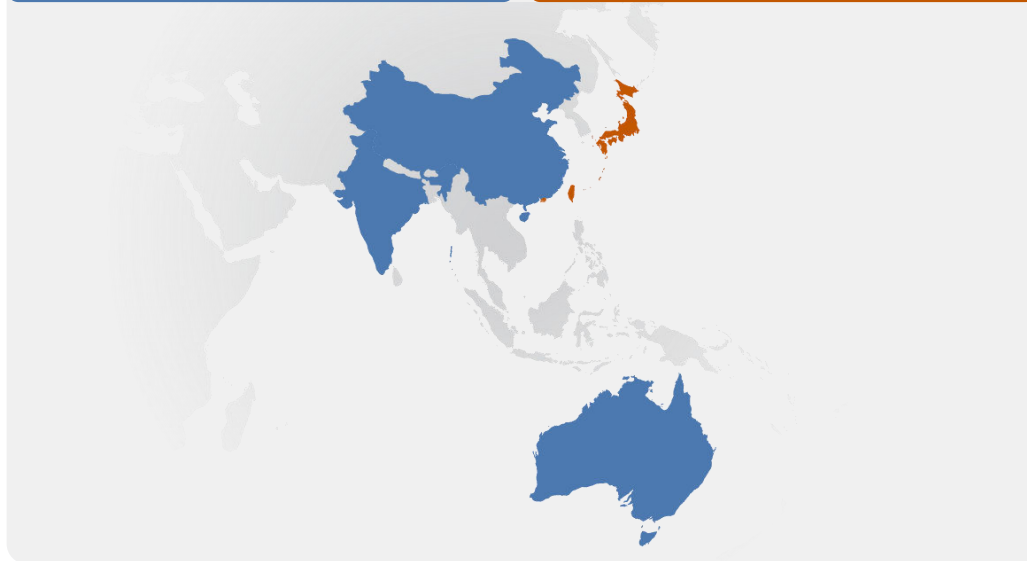
Australian employers report third strongest outlook (+28%) since the survey began 14 years ago, with most optimism to hire in the Not-for-profit industry (+40%).

## STRONGEST HIRING INTENTIONS:

India (+38%), Australia (+28%) and China (+28%)

## WEAKEST HIRING INTENTIONS:

Japan (+16%), Taiwan (+7%), and Hong Kong (+9%)





## ABOUT THE MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

# About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey – conducted in January 2022 – 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. 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 more than 39,000 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 six 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 June 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 Q2 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



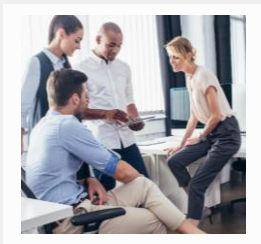
Cultivate communities of talent outside the organization



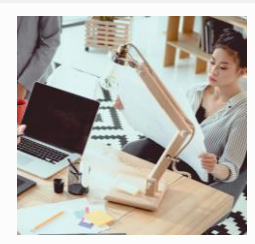
Help people move on or move up to new roles within the organization

Explore the [Workforce Resource Hub](#) for the latest workforce trends and insights.

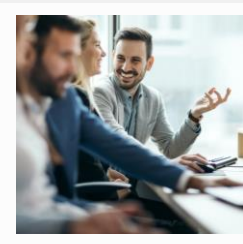
# ManpowerGroup provides solutions across the entire HR Life Cycle



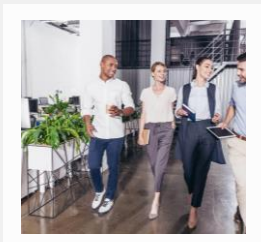
**Workforce Consulting & Analytics**



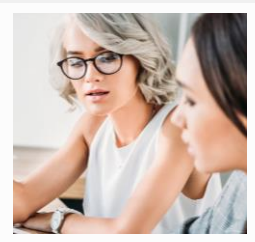
**Workforce Management**



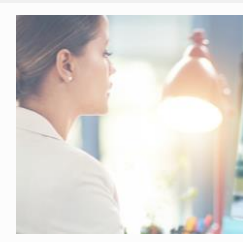
**Talent Resourcing**



**Career Management**



**Career Transition**



**Attracting Top Talent**

# EXPLORE THE DATA

[manpowergroup.be](https://manpowergroup.be)  
[manpowergroup.com/meos](https://manpowergroup.com/meos)