

MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

**76% OF BELGIAN EMPLOYERS HAVE
DIFFICULTIES FILLING THEIR VACANCIES,
WHILE THEY EXPECT TO SLOW DOWN
THE HIRING PACE IN Q3 2022**



EXECUTIVE SUMMARY

76% OF BELGIAN EMPLOYERS HAVE DIFFICULTIES FILLING THEIR VACANCIES, WHILE THEY EXPECT TO SLOW DOWN THE HIRING PACE IN Q3 2022

Employers expect the pace of recruitment to slow down, But report a **Net Employment Outlook** that remains very favourable: Belgium (+25%), Brussels (+19%), Flanders (+25%), Wallonia (+33%).

There is still a high **shortage of talent** across the three **regions** of the country: 76% at national level, 77% in Brussels, 75% in Flanders and 74% in Wallonia.

Employers in all **sectors** surveyed report positive hiring intentions for the next quarter, with the 'IT, Technology, Telecoms, Communications & Media' sector clearly showing the most dynamism (+47%).

The greatest **recruitment difficulties are in the IT sector** (86%), followed by the 'Wholesale & Retail Trade / Supply Chain & Logistics' sector (81%).

Recruitment difficulties increase with the **size of the company**: almost 8 in 10 employers (79%) with more than 250 employees finding it difficult to recruit.

In the post-Covid world, employers are mainly looking for **soft skills** that emphasise employee autonomy: responsibility/reliability, initiative-taking, problem-solving ability, adaptability or eagerness to learn.

Recruitment intentions for the next quarter are **positive in 39 of the 40 countries**.

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WORKFORCE TRENDS & CHALLENGES



The Trends Driving Transformation are Not New, but Newly Urgent

This recovery is unlike any we have ever seen – demand for skills is at record highs in many markets and unemployment levels remain high while workforce participation stagnates. **Human Age** trends are intensifying: demographics, pressure on skills due to digitization, changing expectations of workers in the post-covid world and new challenges for organisations.

At EU level, the share of people aged **65+** is expected to rise sharply from 20.6% in 2020 to 30.3% in 2058

Eurostat, 2021

5 million jobs may be

displaced by a shift in the division of labor between humans and machines, more than offset by **97 million new roles** anticipated to emerge.

WEF: 2021 Future of Jobs Report

81% of employees expect training programs from their employers to help keep skills up to date

2021: Edelman Trust Barometer: The Belief Driven Employee



Q3 EMPLOYMENT OUTLOOKS:

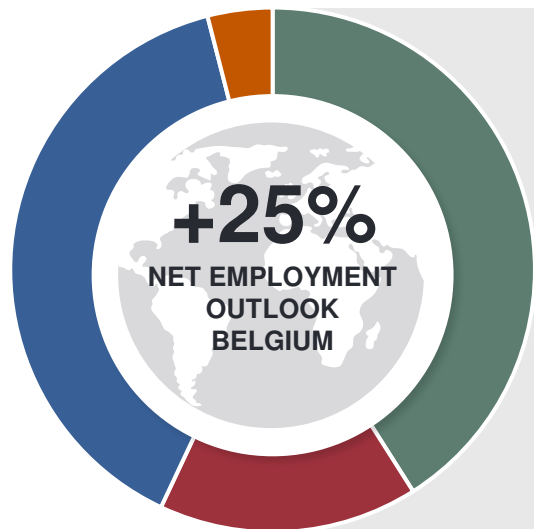
Belgian employers expect to slow down the hiring pace in Q3 2022

"In a context of increased uncertainty and cost pressures, Belgian employers plan to slow the pace of hiring, although they continue to report very positive hiring intentions in all three regions and the 10 industry sectors surveyed. "

Sébastien Delfosse
Managing Director, ManpowerGroup Belgium

Four in ten Belgian employers (41%) plan to increase their headcount by the end of September 2022

Of the 520 Belgian employers surveyed in April by ManpowerGroup, **41%** plan to increase their workforce by the end of September 2022, whilst only **16%** plan to cut it back. **39%** of employers surveyed anticipate no change. After seasonal adjustment, the **Net Employment Outlook** stands at a very favourable value of **+25%**.



41% PLAN TO HIRE

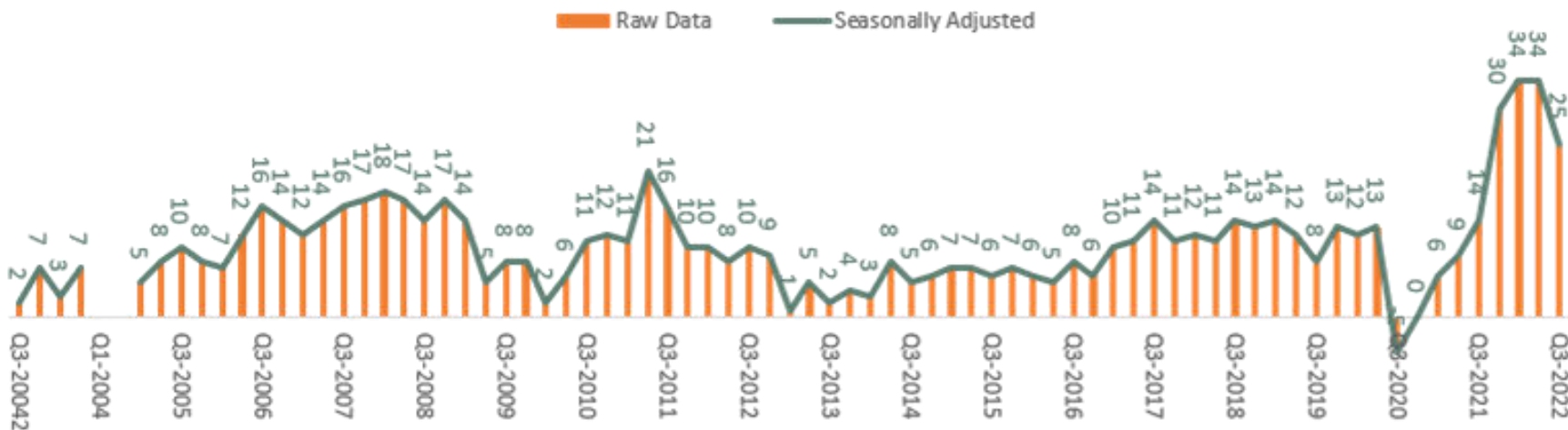
16% EXPECT A STAFFING DECREASE

39% PLAN TO KEEP WORKFORCE LEVELS STEADY

4% UNDECIDED

Historical Net Employment Outlook - Belgium

The **Net Employment Outlook** for Quarter 3 2022 stands at a very **favorable +25%**. This is a decrease of 9 percentage points from the previous quarter, but an increase of 11 percentage points from Quarter 3 2021.



Net Employment Outlook - Belgium and Regions

Despite a slowdown, hiring intentions remain very favourable in all three regions of the country

Belgium



Flanders



Brussels



Wallonia



“

*In a context of increased uncertainty and generally rising costs, Belgian employers expect to hire less quickly in the next quarter, even though they continue to report very **favourable hiring intentions in all three regions of the country and in all ten sectors surveyed.***

*As the labour market continues to change at an accelerating pace in many areas - demographics and the retirement of boomers, pressure on skills due to digitalisation, evolving expectations of employees in the post-Covid world and new challenges for organisations - **employers worldwide are facing an unprecedented talent crisis.***

With three out of four employers affected by this crisis, Belgium is in line with the global average.

*We have been aware of this talent shortage for some time now but recently, it has become even more acute. All labour market actors should mobilise and develop their action plan to **improve talent management**, both in the short and long term, in order to **reduce the skills mismatch and to create a more sustainable labour market.***

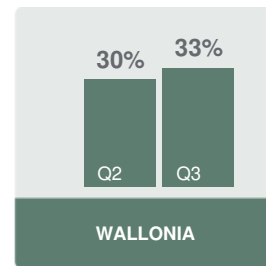
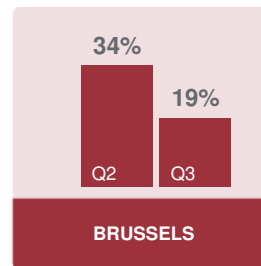
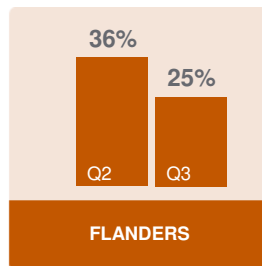
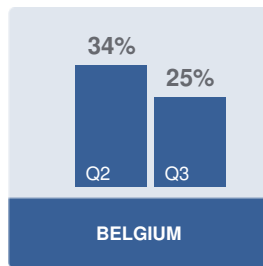
Sébastien Delfosse
Managing Director ManpowerGroup BeLux

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Despite a slowdown, hiring intentions remain very favourable in all three regions of the country

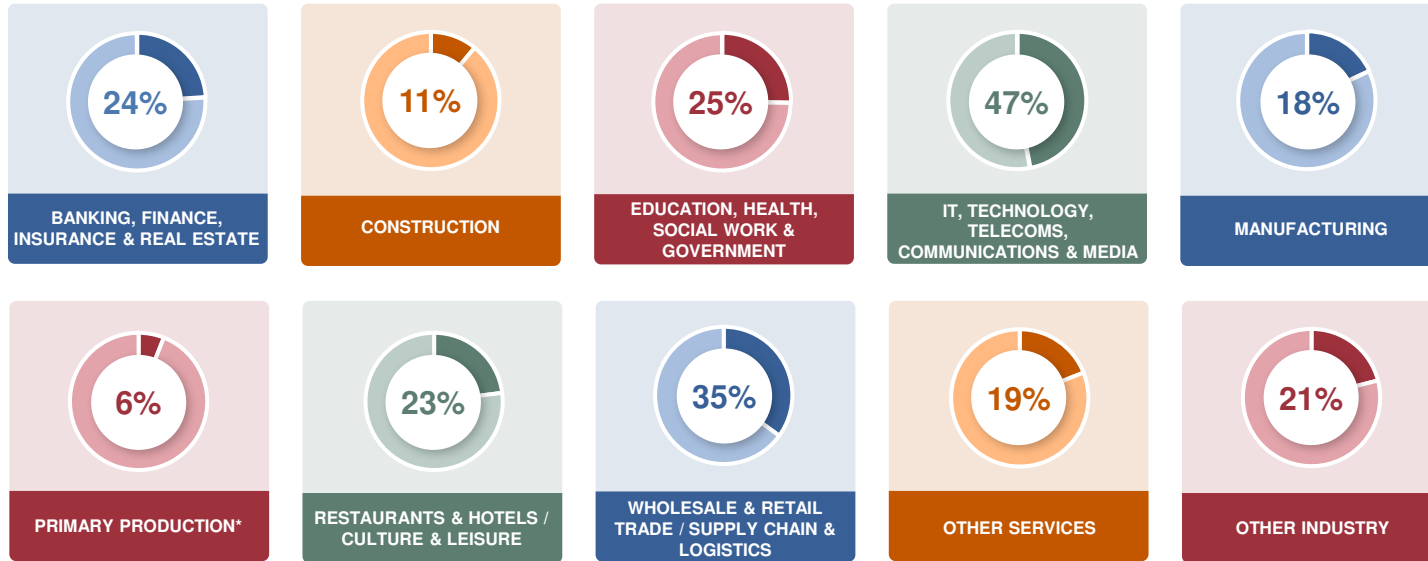
Employers in all three regions report very favourable hiring intentions: **+25% in Flanders**, **+19% in Brussels** and **+33% in Wallonia**.

In comparison to the previous quarter, the Net Employment Outlook declines in Flanders and Brussels (by 11 and 15 percentage points), while it increases in Wallonia (by 3 percentage points).



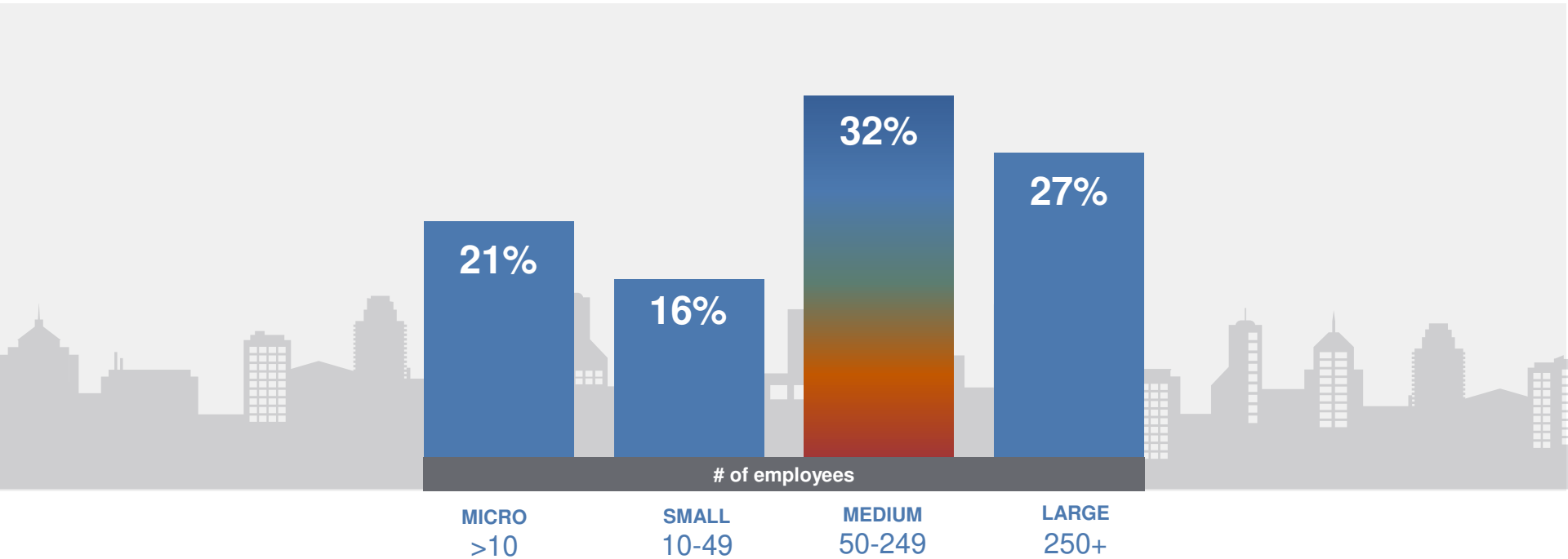
Positive job prospects in all 10 sectors surveyed in Belgium

For Q3 2022, job opportunities will be greatest in the 'IT, Technology, Telecoms, Communication & Media' sector (+47%) and in the Wholesale & Retail Trade/Supply Chain & Logistics sector (+35%).



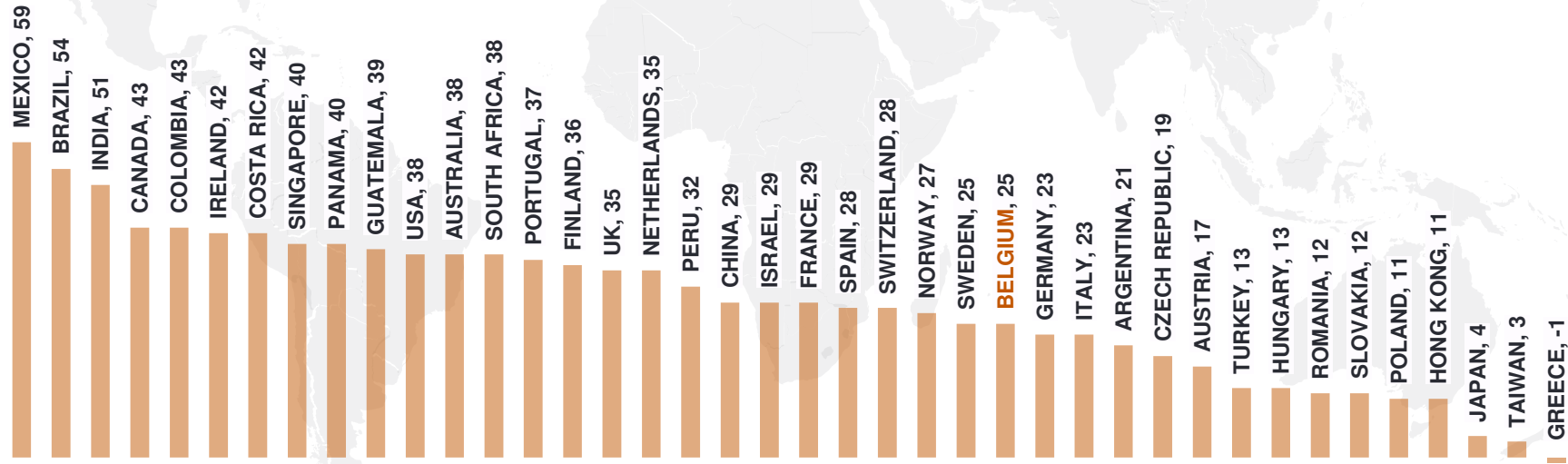
*Agriculture & Fishing;
Electricity, Gas & Water;
Mining & Quarrying
industries

Positive job prospects in all four business segments



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

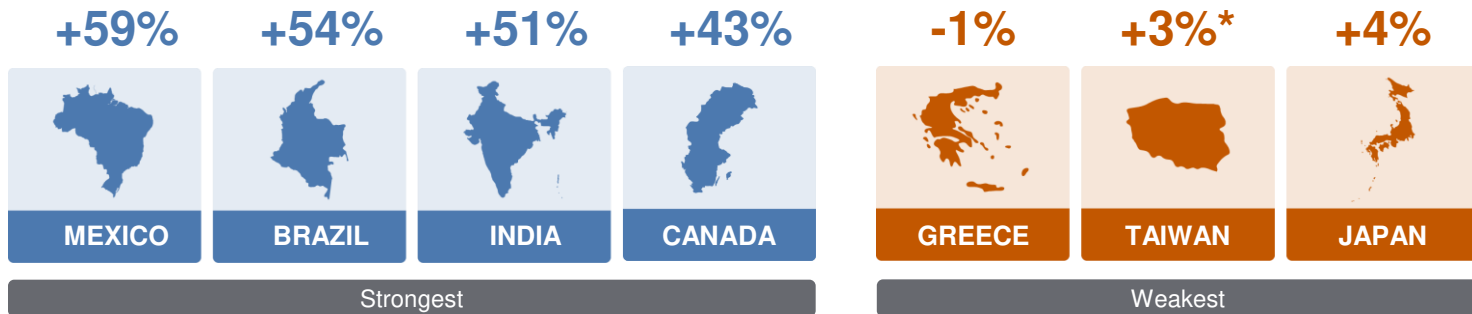
Employment prospects improve in 28 out of 40 countries compared to the previous quarter, and in 37 of them year-on-year.



Countries with the strongest & weakest hiring prospects for Q3 2022

Employers in **North America** report the strongest Net Employment Outlook (+42%), followed by those in **Asia Pacific** (+32%), **EMEA** (+25%), and **Central & South America** (+21%).

Globally, the Net Employment Outlook stands at +33%.



Hiring intentions in EMEA improve in all Countries Year-on-Year for third consecutive quarter

Compared with Q2, 2022 hiring intentions improve in 15 countries, decline in 6, while remaining unchanged in 2.

At +25%, the Net Employment Outlook for **Belgium** stands at the same level of the EMEA average (+25%).

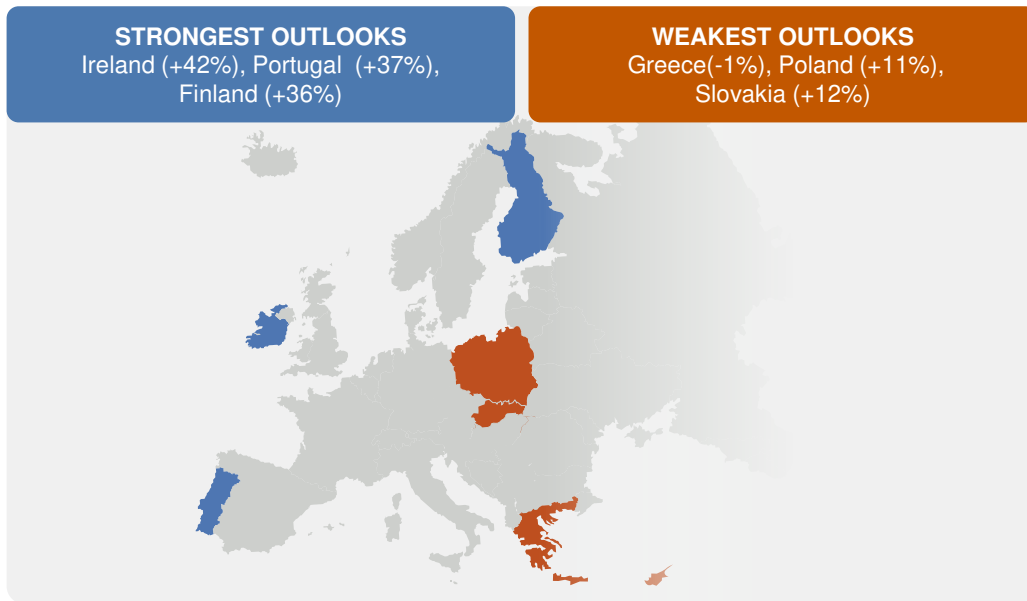
Employment prospects remain very positive in the Netherlands (+35%), the UK (+35%), France (+29%), Germany (+23%) and Italy (+23%).

STRONGEST OUTLOOKS

Ireland (+42%), Portugal (+37%),
Finland (+36%)

WEAKEST OUTLOOKS

Greece (-1%), Poland (+11%),
Slovakia (+12%)





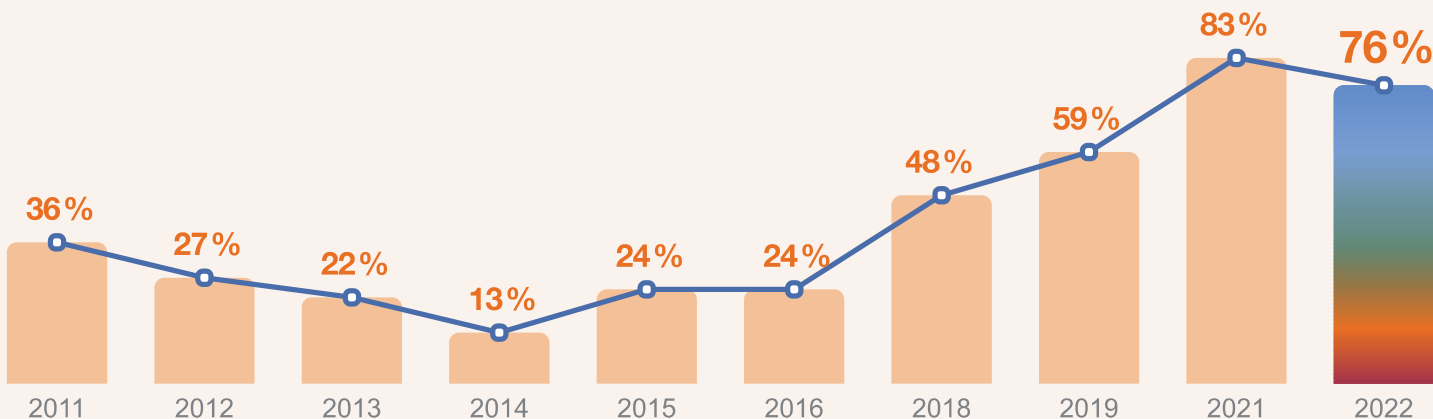
TALENT SHORTAGES:

76% of Belgian
employers have
difficulties filling
their vacancies



Belgium - Talent Shortages Over Time

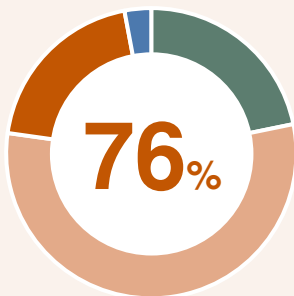
More than 3 Belgian employers in 4 (76%) have difficulty filling their vacancies



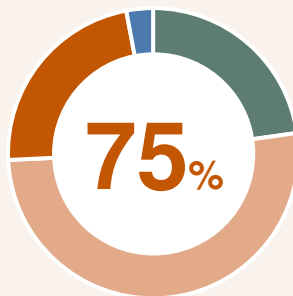
Explore the Talent Shortage Data at [manpowergroup.com/talent-shortage](https://www.manpowergroup.com/talent-shortage)

Belgium - 76% of Belgian employers have difficulties filling their vacancies

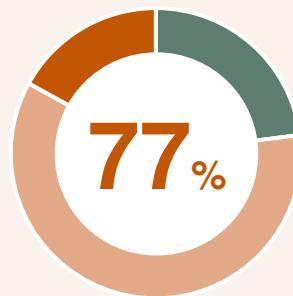
Currently, how much difficulty are you having filling jobs due to lack of skilled talent?



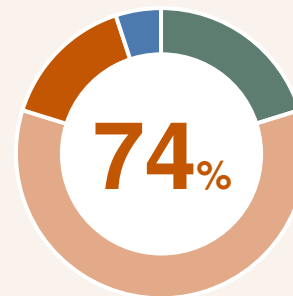
Belgium



Flanders



Brussels

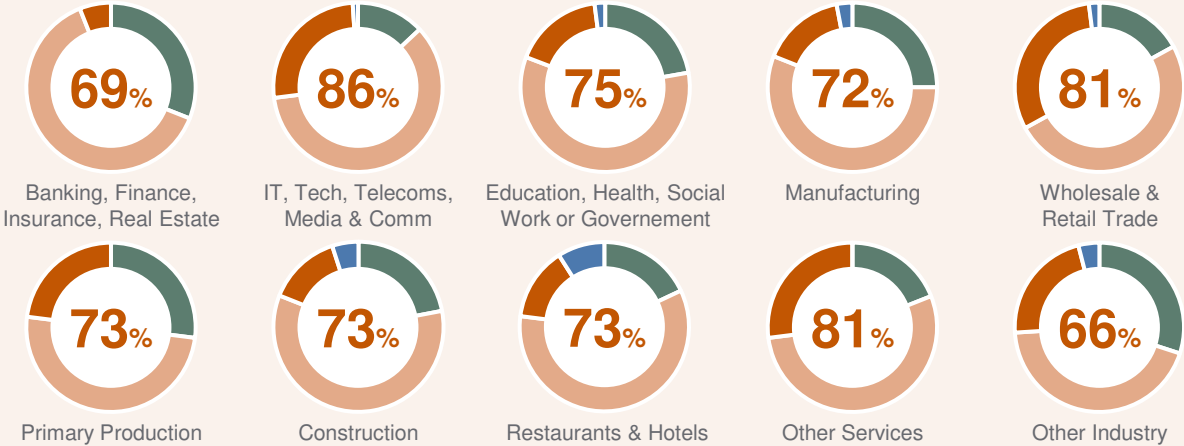


Wallonia

No difficulty (Some difficulty + A lot of difficulty) = % Don't know

Employers in all 10 sectors surveyed in Belgium have difficulty filling jobs

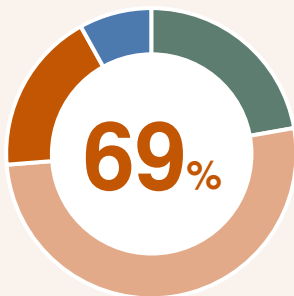
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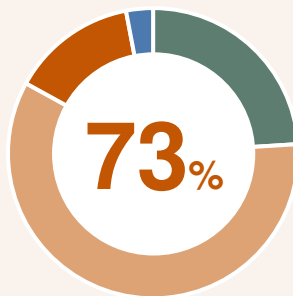
No difficulty (Some difficulty + A lot of difficulty) = % Don't know

Recruitment difficulties increase with the size of the company

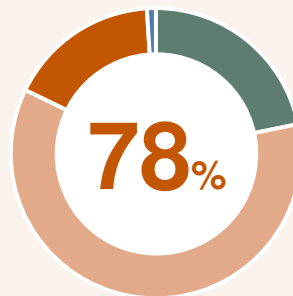
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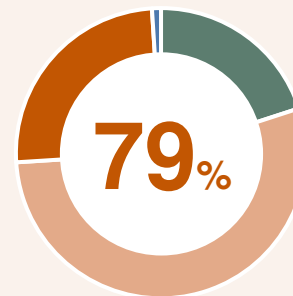
MICRO
< 10 employees



SMALL
10 - 49 employees



MEDIUM
50 - 249 employees



LARGE
+ 250 employees

No difficulty (Some difficulty + A lot of difficulty) = % Don't know

TOP FIVE IN-DEMAND ROLES

[EXPLORE THE DATA](#)

The most in-demand roles for employers in 2022

1 IT
DIGITAL/DATA



2 OPERATIONS
LOGISTIC



3 SALES
MARKETING



4 FRONT OFFICE
CUSTOMER FACING



5 ADMINISTRATION
OFFICE SUPPORT



TOP FIVE SOFT SKILLS

[EXPLORE THE DATA](#)

The most difficult Soft Skills to find in 2022

1 ACCOUNTABILITY
DISCIPLINE



2 INITIATIVE
TAKING



3 REASONING
PROBLEM SOLVING



4 RESILIENCE
ADAPTABILITY



5 ACTIVE LEARNING
CURIOSITY





“As we emerge from the pandemic, this is our collective opportunity to act with urgency, to scale bold, disruptive ideas and collaborations across business, government and education. And now is the time to reshape a better, brighter future for workers – one that is more skilled, more diverse, and more wellbeing-orientated than we could ever have imagined.”

– Jonas Prising, Chairman & CEO



ABOUT THE MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

About the ManpowerGroup Employment Outlook Survey

[EXPLORE THE DATA](#)

The ManpowerGroup Employment Outlook Survey 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 40,000 public and private employers across 40 countries and territories (520 in Belgium) 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 September 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 Q3 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.

ManpowerGroup Solutions Across the Entire HR Life Cycle



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Workforce Management



Talent Resourcing



Career Management



Career Transition



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