

MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

STRONG HIRING OUTLOOK FOR THE FOURTH QUARTER IN
BELGIUM AMID UNCERTAINTY AND TALENT SHORTAGES



ManpowerGroup®

EXECUTIVE SUMMARY

STRONG HIRING OUTLOOK FOR THE FOURTH QUARTER IN BELGIUM AMID UNCERTAINTY AND TALENT SHORTAGES

- The **Net Employment Outlook** stands at a **very encouraging 33% in Belgium**, up 8 percentage points from the previous quarter and up 3 percentage points from Quarter 4 2021.
- Employment prospects are **mixed at the regional level: highly optimistic in Brussels (+41%) and Wallonia (+35%) and more cautious in Flanders (+22%)**.
- Employers in **all 10 sectors** surveyed report **positive hiring intentions** for the next quarter, with in the Finance, Banking & Insurance and Real Estate sector clearly showing the most dynamism (+59%).
- Employers in the **small businesses segment (10-49 employees)** report the **strongest Net Employment Outlook (+41%)**, followed by the Larger Businesses segment (≥ 250 employees / 37%).
- Hiring intentions for the fourth quarter are **positive in 39 of the 41 countries and territories**, with Belgium (+33%) standing above the Net Employment Outlook at the global level (+30%) and regional (Europe, Middle East, Africa) level (+21%).

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Q4 EMPLOYMENT OUTLOOKS:

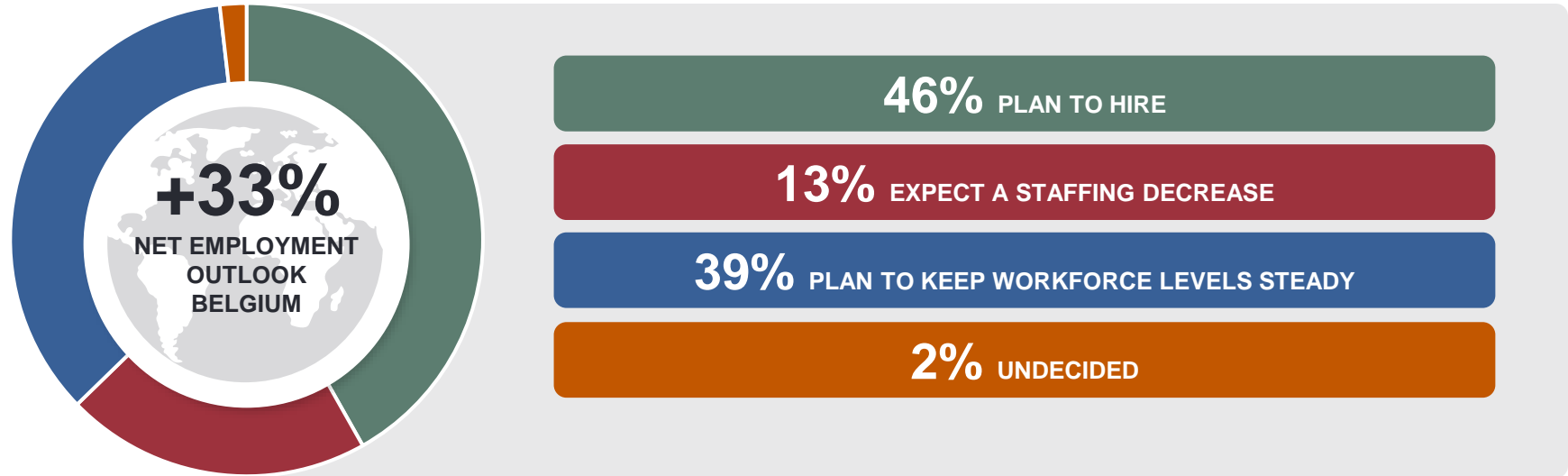
Strong hiring outlook for the fourth quarter in Belgium amid uncertainty and talent shortages.

“In an increasingly uncertain economic environment marked by geopolitical tensions, increased cost pressures and rising inflation, our survey shows that employers are showing resilience by staying the course when it comes to employment.”

Sébastien Delfosse
Managing Director, ManpowerGroup BeLux

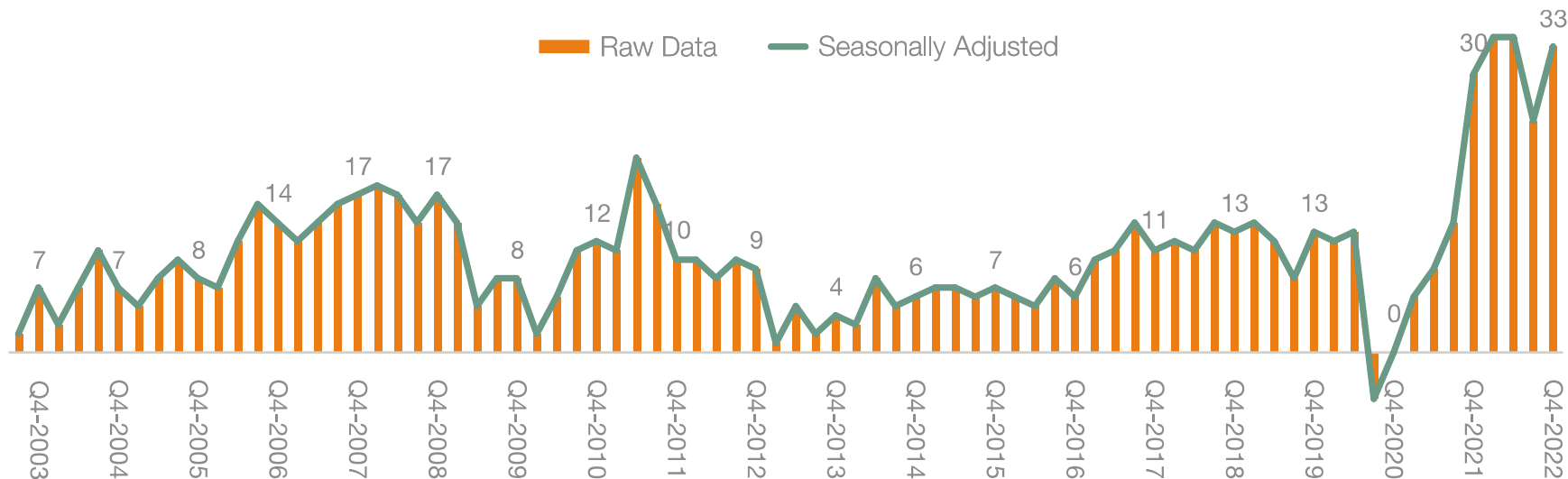
46% of Belgian employers plan to increase their headcount by the end of December 2022

Of the 512 Belgian employers surveyed in July by ManpowerGroup, **46%** plan to increase their workforce by the end of December 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 promising **+33%**.



Historical Net Employment Outlook – Belgium

The **Net Employment Outlook** for Quarter 4 2022 stands at a very promising 33%. This is an increase of 8 percentage points compared to the previous quarter and 3 percentage points compared to the fourth quarter 2021.



“

*In an increasingly **uncertain economic environment** marked by geopolitical tensions, increased cost pressures and rising inflation, our survey shows that **employers are showing resilience by staying the course when it comes to employment.***

*Faced with unprecedented **talent shortages** that affect more than three out of four employers in Belgium, employers are still willing to take the risk of recruiting and are reporting very optimistic hiring forecasts.*

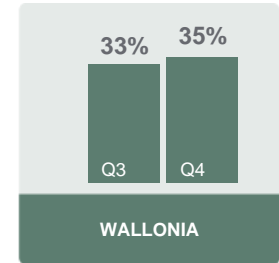
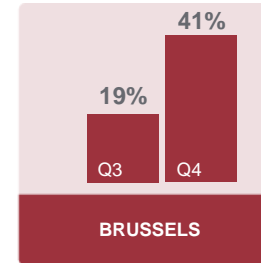
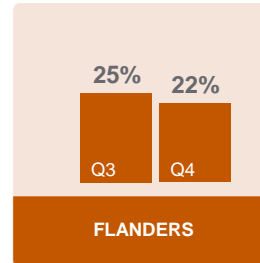
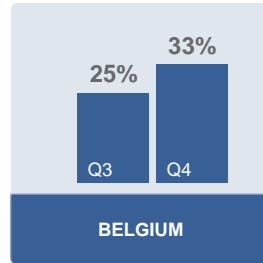
*Difficulty finding the right profiles should give pause for thought and be translated into concrete action as the academic year begins at all levels of **education**. While waiting for the talent pool to fill up, more and more companies are recruiting on the basis of personality and **soft skills** by investing more in training through innovative induction programmes. **Employers** are also increasing their appeal by attempting to **better meet candidates' new expectations.***

Sébastien Delfosse
Managing Director ManpowerGroup BeLux

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Employment prospects are positive but mixed at the regional level

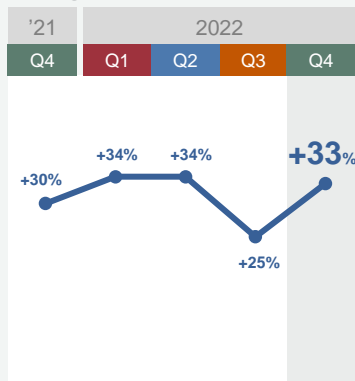
Employers in all three regions report positive hiring intentions for the next quarter:
highly optimistic in Brussels (+41%) and Wallonia (+35%) and more cautious in Flanders (+22%).



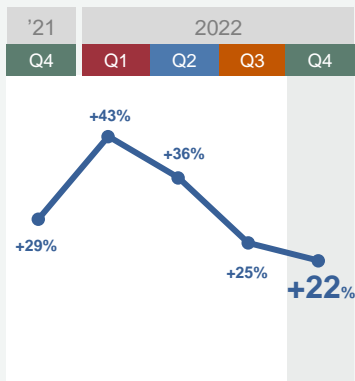
Net Employment Outlook - Belgium and Regions

Employment prospects are positive but mixed at the regional level

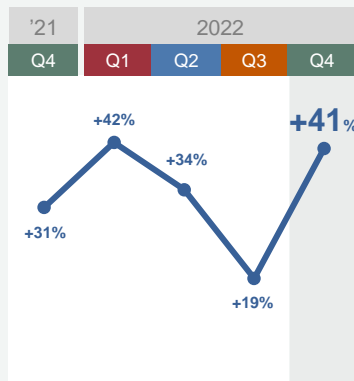
Belgium



Flanders



Brussels

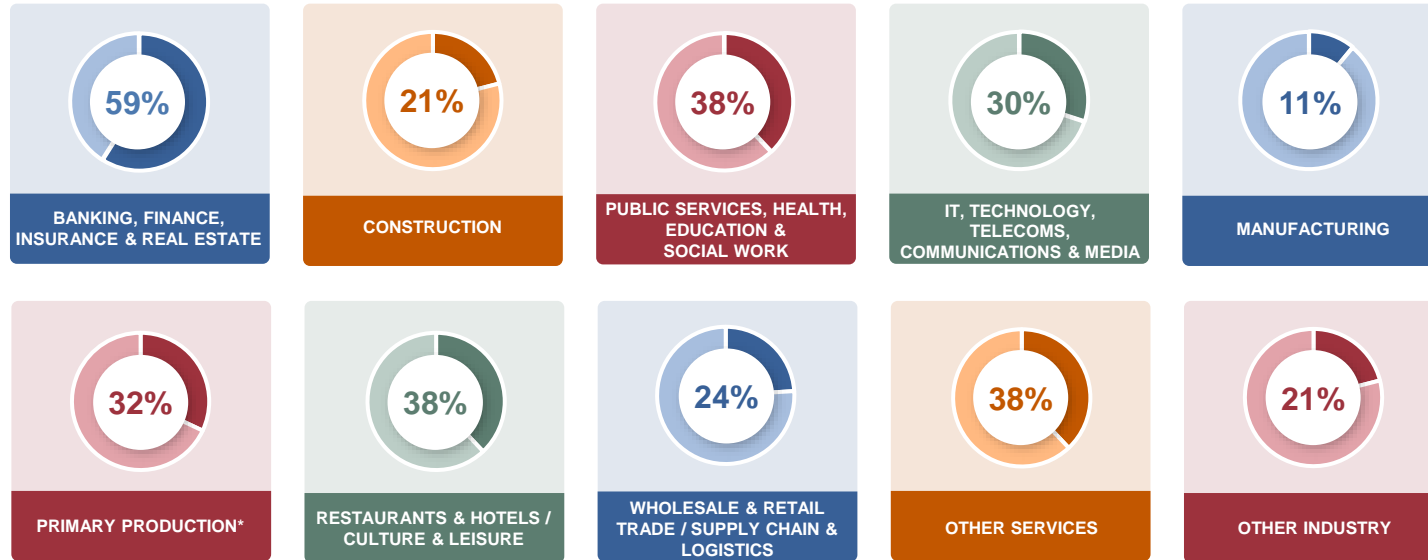


Wallonia



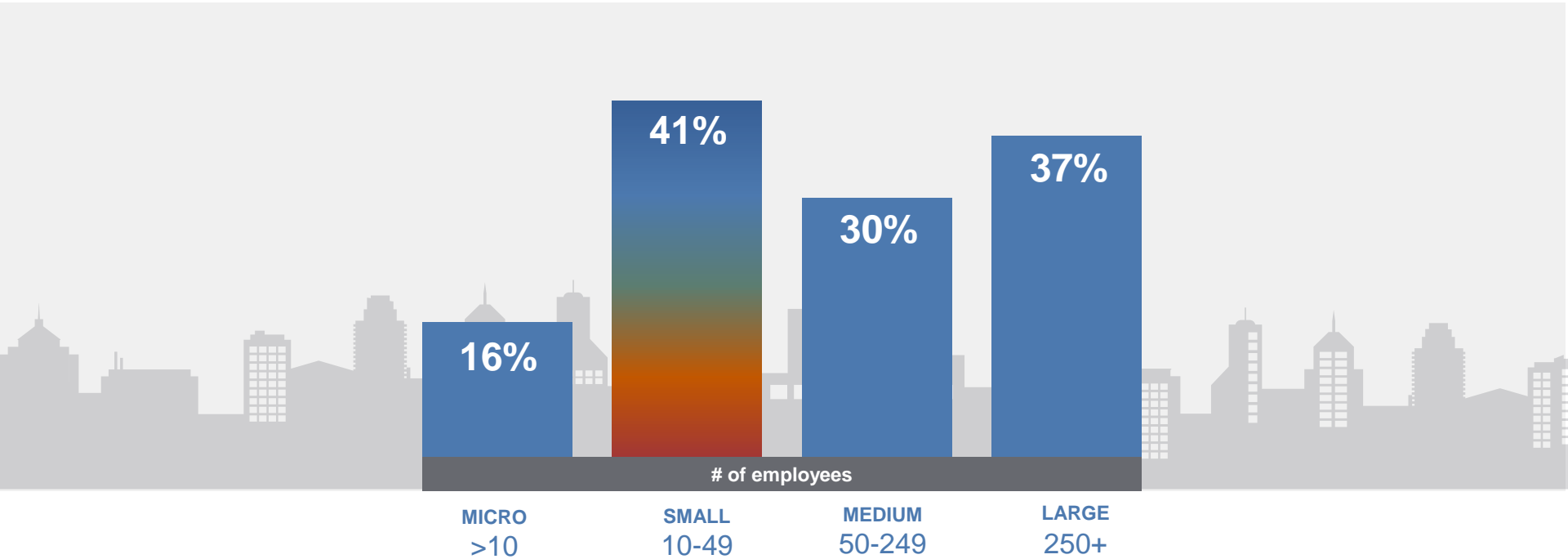
Positive job prospects in all 10 sectors surveyed in Belgium

Employers in the **Finance, Banking & Insurance and Real Estate sector are the most optimistic (+59%)**, followed by the Public services, health, education and social work, Restaurants and Hotels, Other Services sectors (all three at +38%).



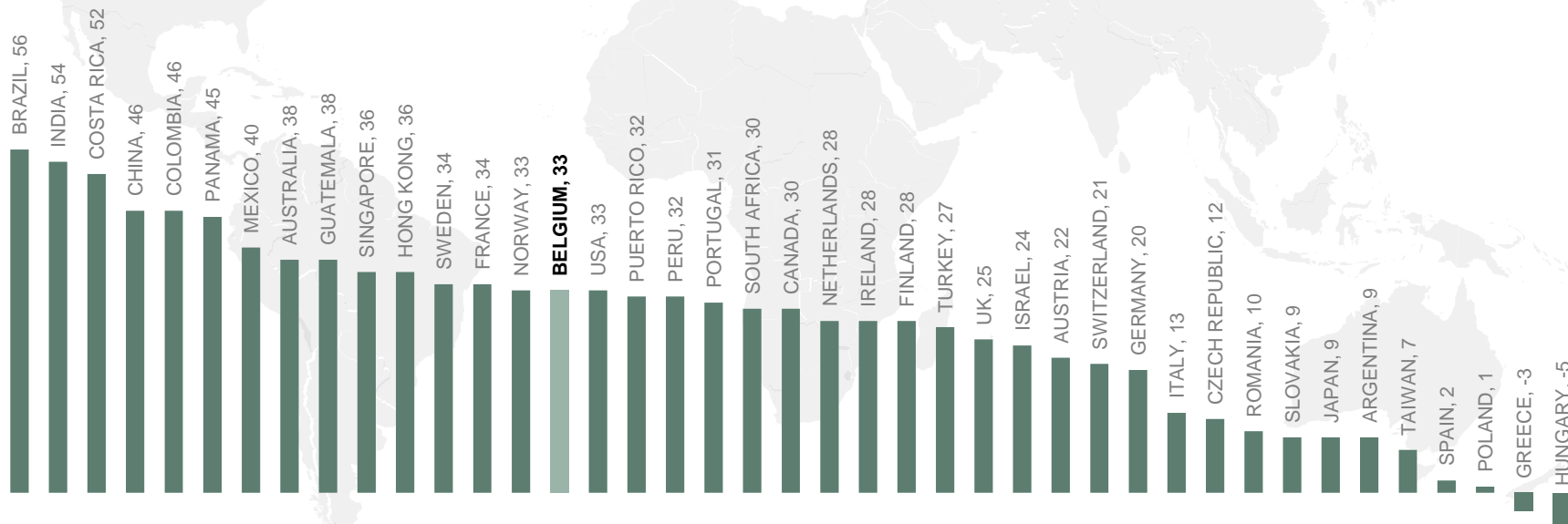
*Agriculture & Fishing;
Electricity, Gas & Water;
Mining & Quarrying
industries

Employers in the Small Businesses segment (10-49 employees)
report the strongest Net Employment Outlook (+41%)



Positive employment prospects in **39 of 41** countries and territories surveyed

With a Net Employment Outlook of 33%, **Belgium** is above the global average (+30%) and the EMEA average (+21%).

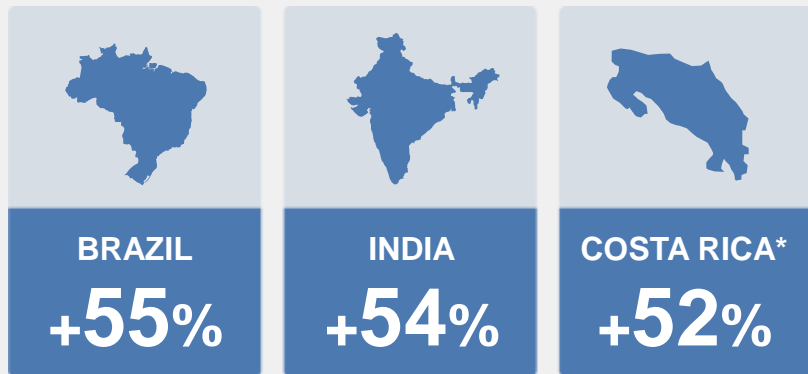


Moderate hiring expected in the final quarter of 2022

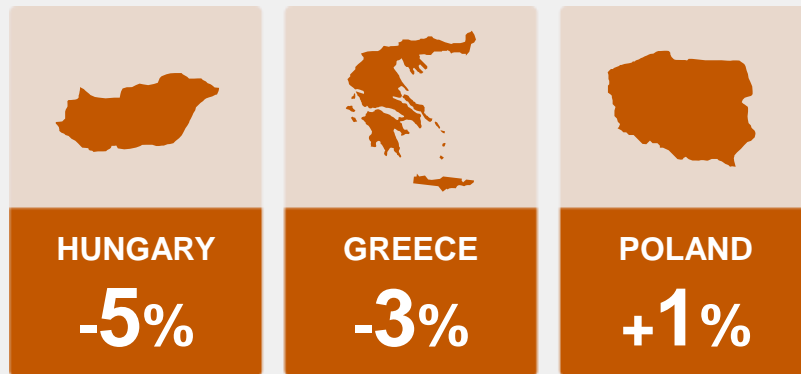
Employers in the **Asia-Pacific** (+40%) reported the strongest need to hire, followed by **South and Central America** (+39%), **North America** (+30%), and **EMEA** (+21%).

At global level, the Net Employment Outlook stands at +30%.

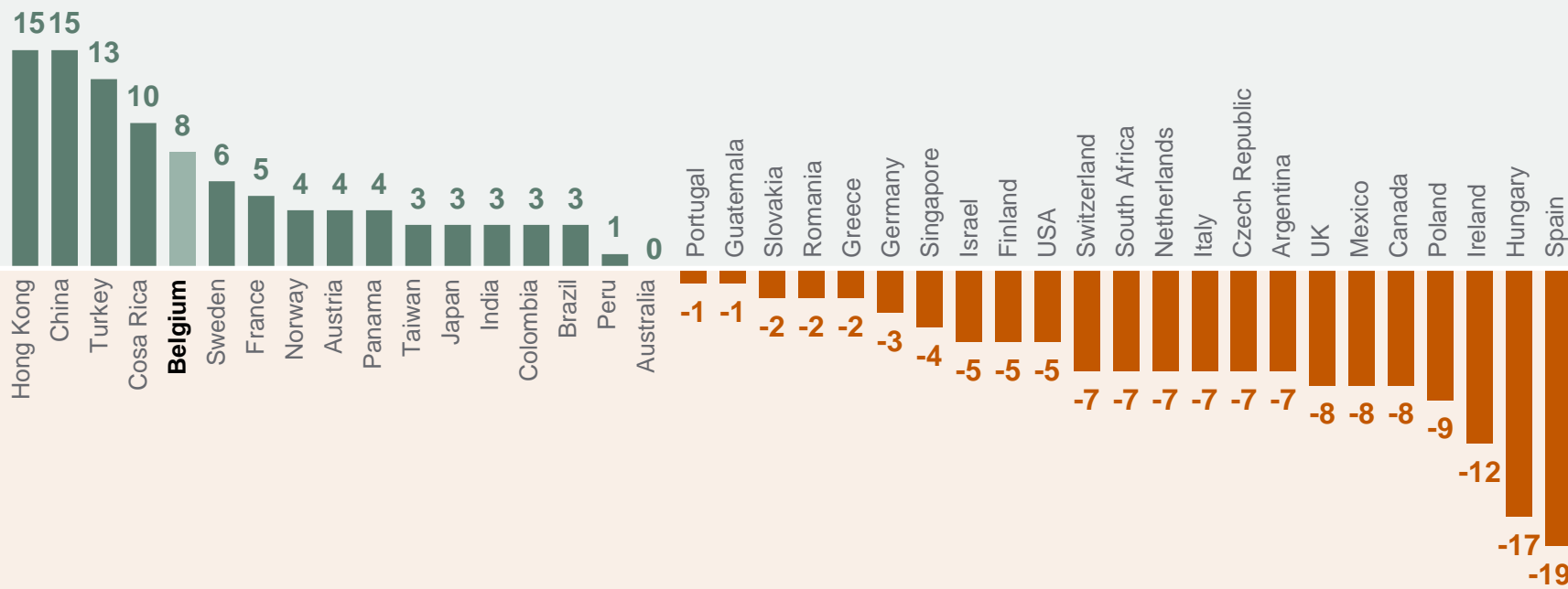
Strongest Hiring Prospects for Q4 2022:



Weakest Hiring Prospects for Q4 2022:



Hiring confidence changes from third to fourth quarter



Europe, Middle East, and Africa employers report softening confidence

Hiring intentions improve in 6 countries when compared to the previous quarter and in 11 since one year ago.

With a Net Employment Outlook of 33%, **Belgium** stands in **third place at European level** behind France and Sweden (both at +34%) but ahead of the Netherlands (+28%), the United Kingdom (+25%), Germany (+20%), Italy (+13%), Spain (+2%) and Poland (+1%).

The **most cautious markets** are Hungary (-5%), Greece (-3%), Poland (+1%) and Spain (+2%).

STRONGEST HIRING INTENTIONS:

Sweden (+34%), France (+34%), Norway (+33%), and Belgium (+33%)

WEAKEST HIRING INTENTIONS:

Hungary (-5%), Greece (-1%), Poland (+1%), and Spain (+2%)





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



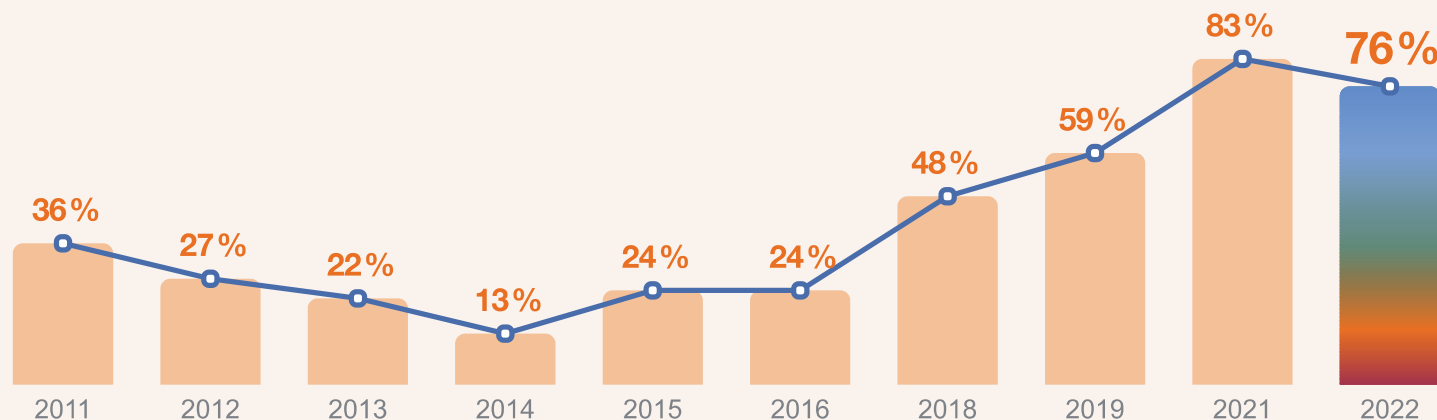
TALENT SHORTAGES:

76% of Belgian employers have difficulties filling their vacancies.



Belgium - Talent shortages over time

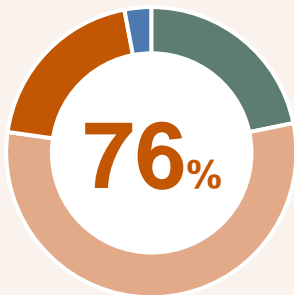
More than 3 Belgian employers in 4 (76%) have difficulty filling their vacancies.



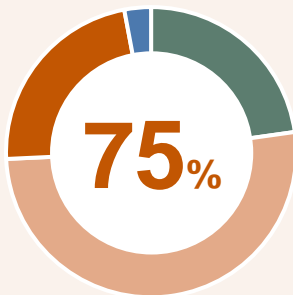
Explore the Talent Shortage Data at [manpowergroup.com/talent-shortage](https://www.manpowergroup.com/talent-shortage)

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

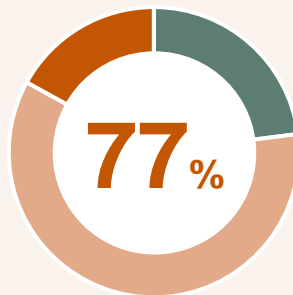
Currently, how much difficulty are you having filling jobs due to lack of skilled talent?



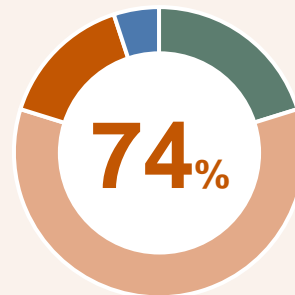
Belgium



Flanders



Brussels



Wallonia

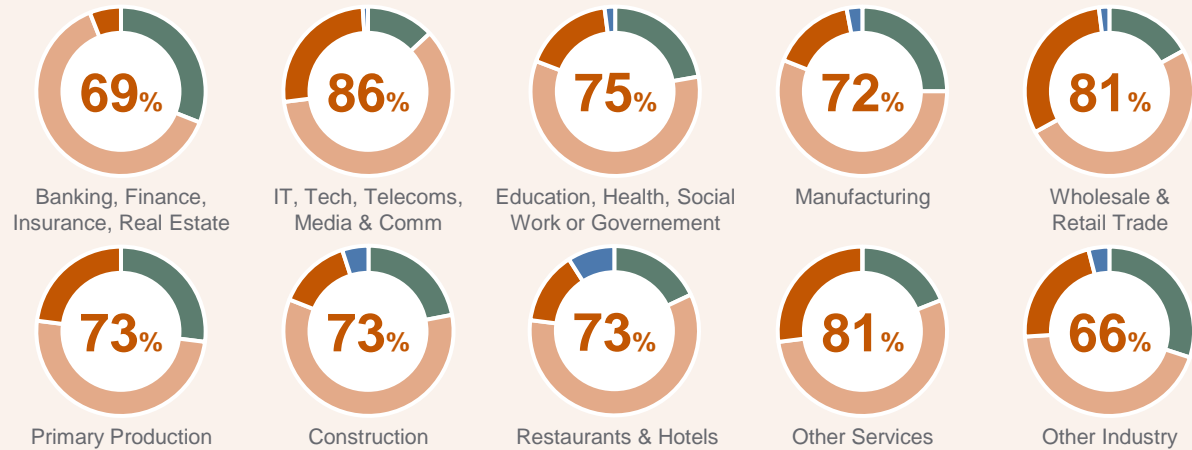
No difficulty

(Some difficulty + A lot of difficulty) = %

Don't know

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

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



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





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 41 countries and territories (512 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 December 2022 as compared to the current quarter?"

Survey Methodology

The methodology used to collect the data for the Employment Outlook has been digitized in 41 markets for the Q4 2022 report.

Responses prior to Q1 2022 were contacted via telephone and are now collected in a double opt-in online panels where members 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.

New ways of getting work done will continue to emerge, ManpowerGroup is here with solutions across the entire HR Life Cycle



Workforce Consulting & Analytics



Workforce Management



Talent Resourcing



Career Management



Career Transition



Top Talent Attraction



ManpowerGroup



Manpower



Experts



Talent
Solutions

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