

Q3 2023

ManpowerGroup  
Employment  
Outlook Survey



# Belgian employers report cautiously optimistic hiring plans for Q3



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# Workforce Trends in the New Human Age

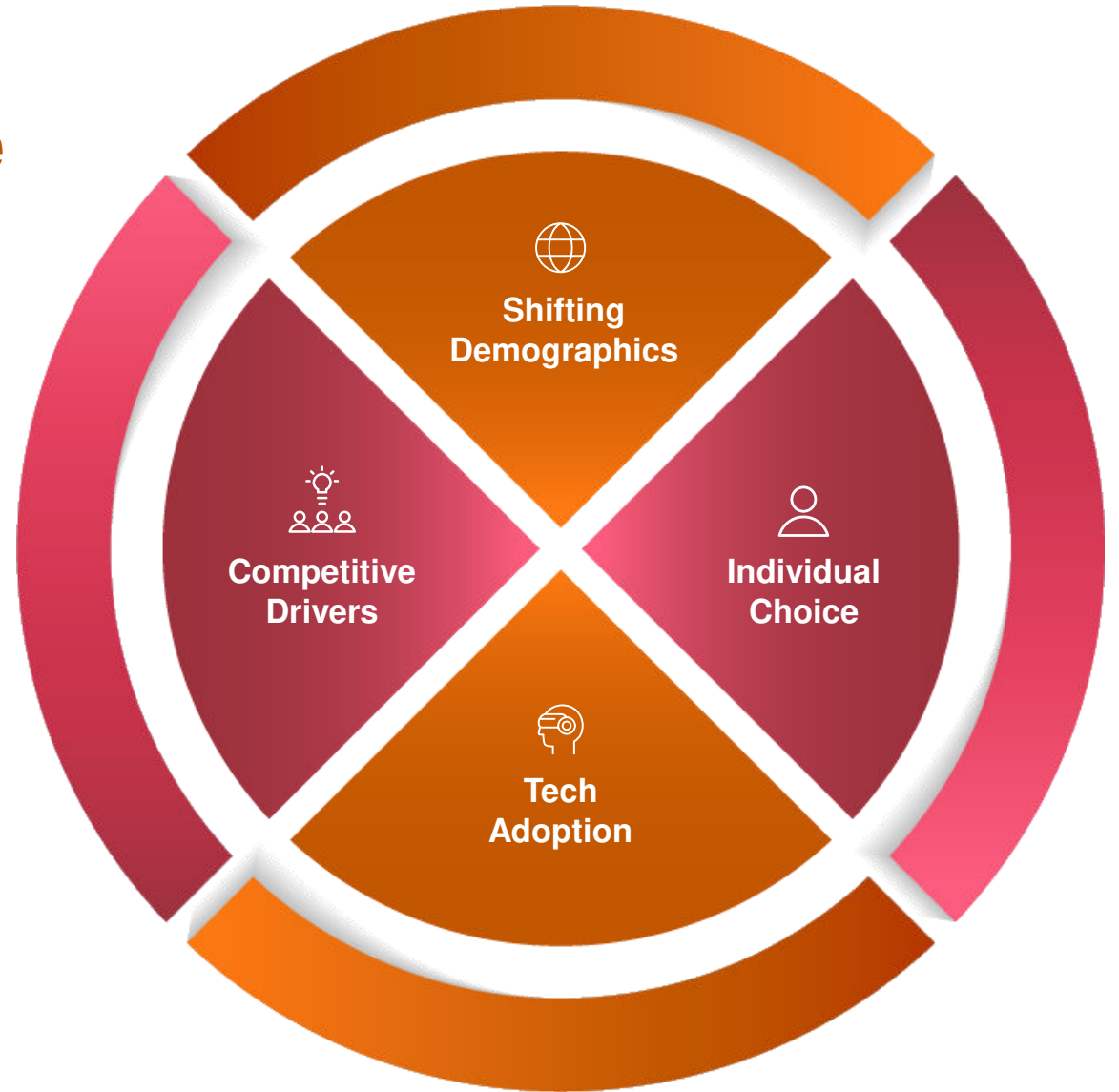
# Tech may be the Great Enabler but Humans are Still the Future

**This recovery is unlike any we have ever seen** – it is the combination of innovation, technology, and human ingenuity that will help us overcome the biggest challenges.

Humans have always adapted to new technologies and better ways of doing things. As the saying goes, history repeats itself. And the pandemic taught us again that we can make extraordinary progress if we come together – ” **it is the combination of innovation, technology, and human ingenuity that will help us overcome the biggest challenges.**

Learn more about the workforce trends that are accelerating the New Human Age.

[Explore the Data](#)



# Employers Continue to Navigate Historic Challenges



**Global Economic Uncertainty**



**Geopolitical Instability**



**Global Inflation**



**Growing ESG Expectations**



**Disruptive New Technology**



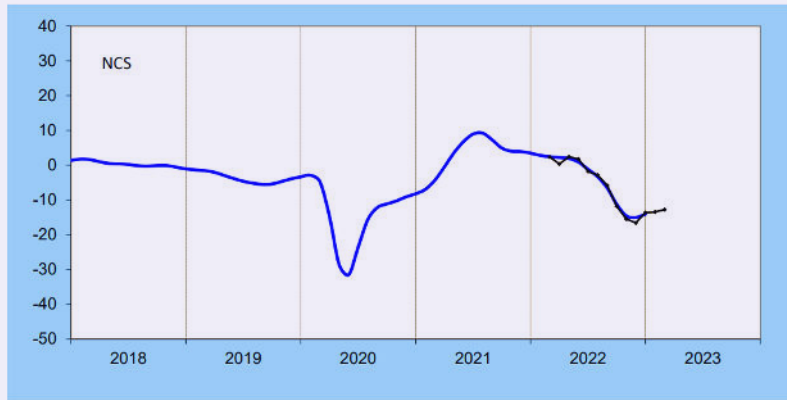
**Supply Chain Challenges**



**Global Talent Scarcity**

# Labour Market Insights

OVERALL SYNTHETIC CURVE



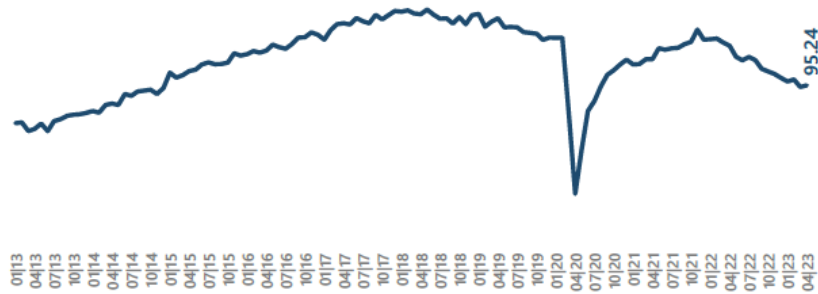
## Monthly business survey – May 2023



### Business confidence wavers in May

- A slackening was observed in all sectors surveyed, with the exception of trade where the confidence indicator rose notably for the third consecutive month.

## FEDERGON INDEX



This Index reflects the level of business in the month concerned in comparison with the situation in January 2007 (base 100), on the basis of seasonally adjusted data.

## Market Update 04/2023



### April's temporary agency work figures consistent with the previous months' trend

*In April, the agency work activities show a positive evolution compared to last month. On a yearly basis we still observe a weakening in all regions and both the blue and white collar segments.*



# Q3 Belgium Employment Outlooks



# ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook is the most comprehensive, forward-looking employment survey of its kind, used as a key economic indicator. Running since 1962 globally and 2003 in Belgium, various factors underpin the success of the Survey:

**Unique:** It is unparalleled in its size, scope, longevity and area of focus.

**Independent:** 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:** 39,000 public and private employers across 41 countries and territories (510 in Belgium).

**Focused:** 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 2023 as compared to the current quarter?”

The % of employers anticipating an **increase** in headcount  
– the % of employers expecting a **decrease** in headcount

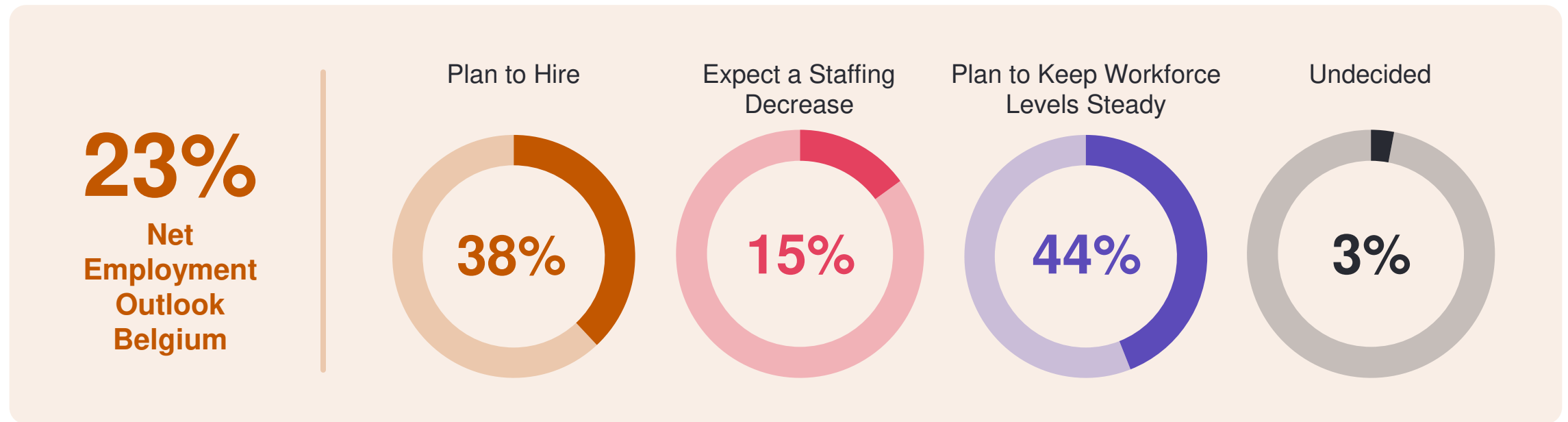
**= Net Employment Outlook**

A positive Net Employment Outlook figure means that, on balance, there are more employers who expect to add to their headcount in the following three months than those who intend to reduce staff



# Net Employment Outlook Q3 2023 - Belgium

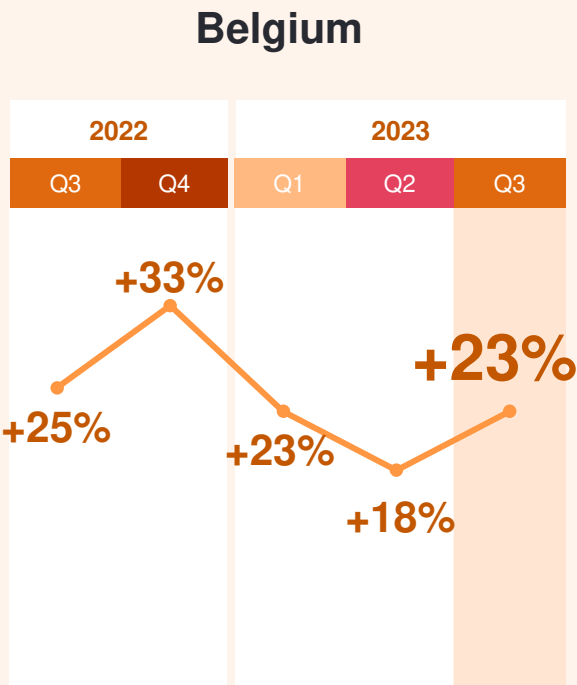
Belgian employers anticipate a positive hiring climate during Q3 2023 with a Net Employment Outlook (NEO) of 23 percentage points, even though they remain cautiously optimistic. .



# Net Employment Outlook Q3 2023 - Belgium

Belgian employers report cautiously optimistic hiring plans for Q3 2023

After two consecutive quarters of decline, the Net Employment Outlook has improved, at +23%.  
Forecasts strengthen by 5 percentage points since last quarter but worsen by 2 points compared to Q3 2022.



“

*"Belgian employers are cautiously optimistic in their hiring forecasts for the coming quarter. Whilst there is little visibility in the short to medium term, the employers we surveyed clearly indicated their intention to maintain headcounts at the same level (44%), or to create new jobs (38%) during the summer, even though the Net Employment Outlook is below the level achieved at the same time last year.*

*Our labour market remains resilient, as companies continue to struggle with inflation, the impact of salary indexation on their cost structure, and an environment that remains challenging for business, particularly due to the war in Ukraine, and is weighing on their hiring decisions.*

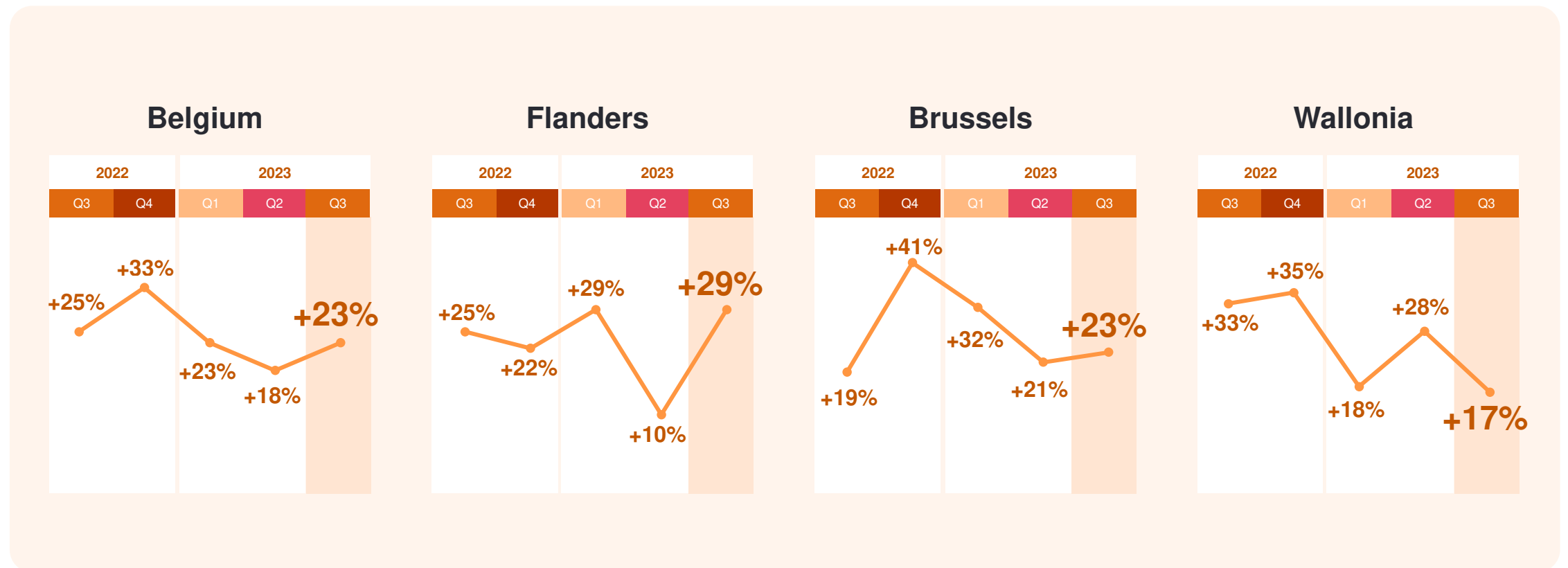
*Employers also continue to face unprecedented labour shortages – more than 4 out of 5 Belgian employers are finding it difficult to fill their vacancies – and are obliged to anticipate the future by strengthening their agility and transformation in a context of international competition".*

”

*Sébastien Delfosse*  
Managing Director ManpowerGroup BeLux

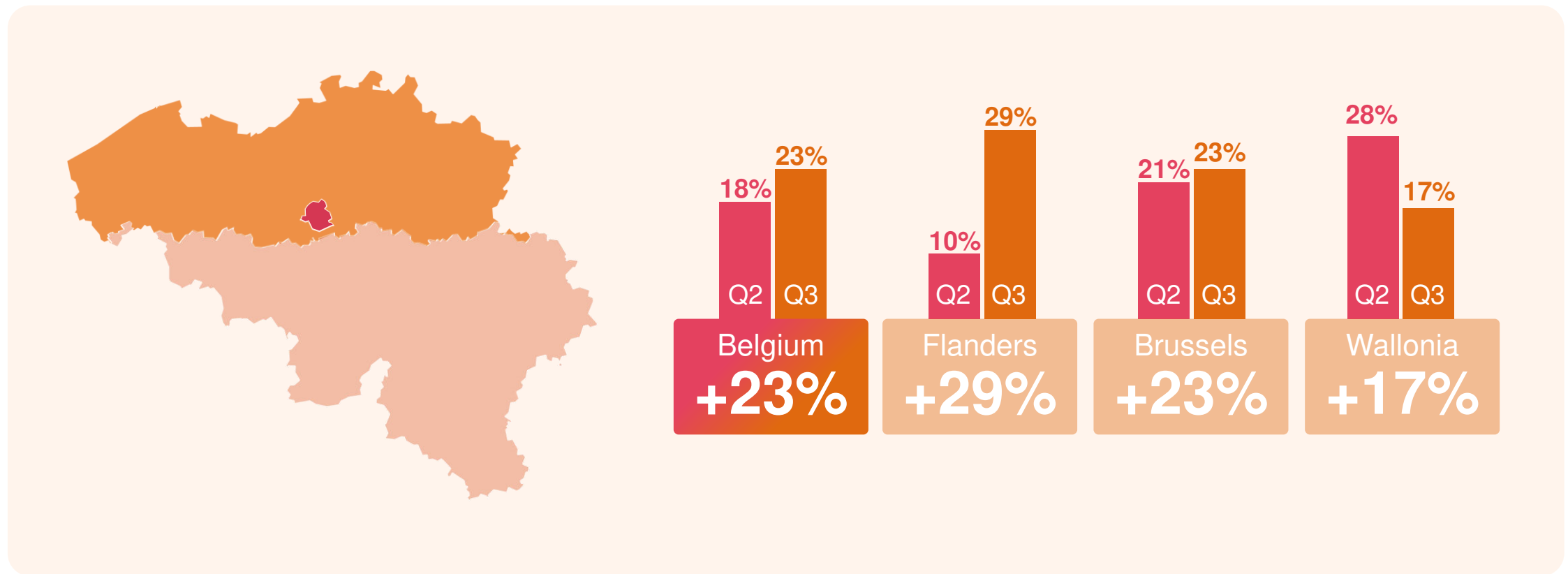
# Net Employment Outlook Q3 2023 - Belgium & Regions

Belgian employers in all 3 regions report positive hiring intentions for Q2 2023. However, since last quarter, hiring environments weakened in Flanders and Brussels and strengthened in Wallonia.



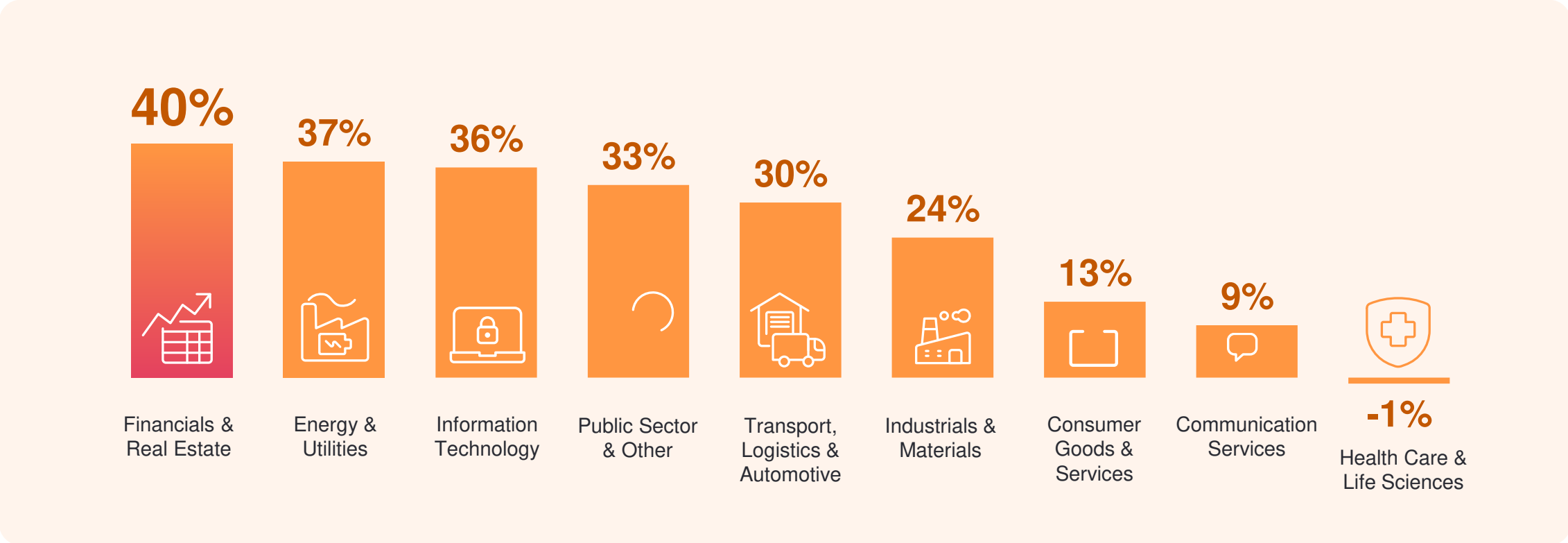
# Net Employment Outlook Q3 2023 - Belgium & Regions

Belgian employers in all 3 regions report positive hiring intentions for Q3 2023. Employers in Flanders show the strongest Outlook. Since last quarter, hiring intentions strengthened in Flanders and Brussels but weakened in Wallonia.



# Belgium Employment Outlook for Q3 2023 - Sectors

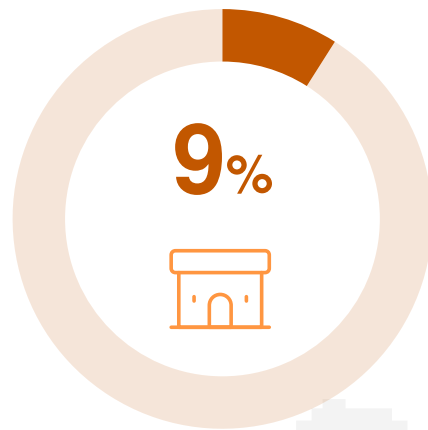
Employers in 8 of 9 sectors expect to increase staffing levels in Q3 2023. Compared to Q2 2023, staffing climates have strengthened in 6 of 9 sectors and weakened in 3 sectors. Looking back to this time last year, job markets have weakened in 5 sectors and strengthened in 3 sectors.



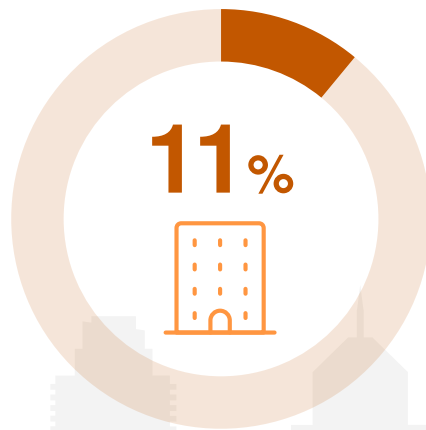
\*Government or Public Service; Not for Profit/NGO/Charity/Religious organization; Other Industry; Other Transport, Logistics & Automobiles Sub-Industry; Educational Institutions; Agriculture & Fishing

# Net Employment Outlook Q3 2023 - Belgium - Company Size

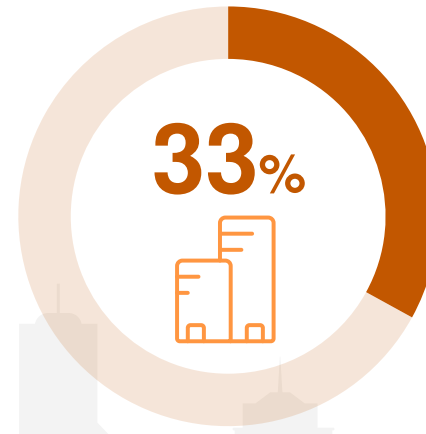
All 4 organization sizes anticipate increasing staffing levels from July to September 2023. Employers in Large and Medium organizations are the most optimistic. Hiring plans are much more cautious in Micro and Small companies.



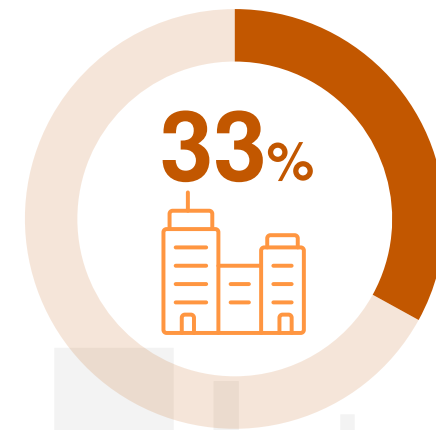
**Micro:**  
<10  
Employees



**Small:**  
10 - 49  
Employees



**Medium:**  
50 - 249  
Employees



**Large:**  
250+  
Employees



# Q3 Global Employment Outlooks

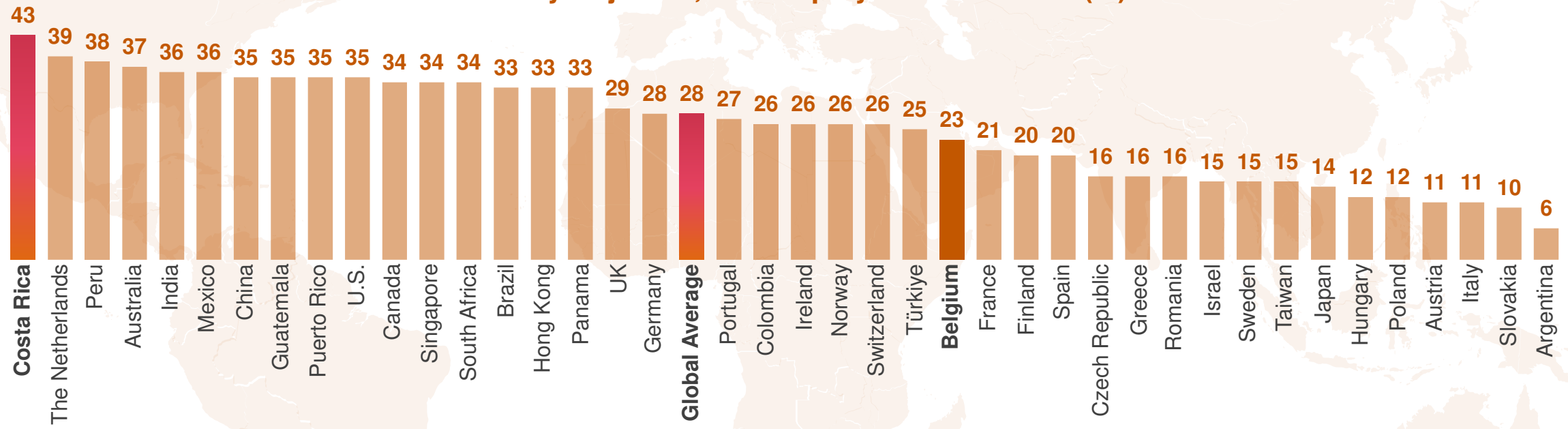


# Global Hiring Expectations for July – September

When considering how staffing levels will change during the third quarter, **employers in all 41 countries anticipate a net positive hiring Outlook**. With a Net Employment Outlook of +23%, Belgium is above the EMEA average (+20%), but below the global average (+28%).

The Global Net Employment Outlook (NEO) is -4% lower than Q3 2022 (increasing by 5 points since last quarter), showing that economic headwinds are starting to impact employers' hiring expectations.

Seasonally Adjusted, Net Employment Outlooks (%)

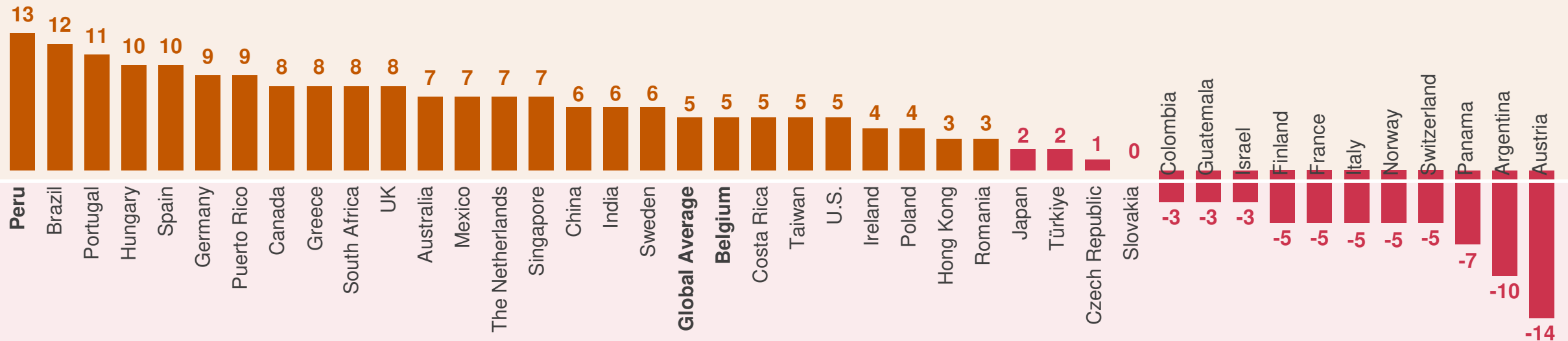


# Shifting Perspectives: Changes Since the Second Quarter

Hiring confidence remains resilient across countries despite concerns over possible recession and steady inflation. Outlooks improved in 29 countries, while decreased in 11 others. However, employers in 26 countries report a weaker hiring outlook compared with the same period last year, improving in 12 and remaining unchanged in two.



Quarter-Over-Quarter Changes to Seasonally Adjusted, Net Employment Outlooks (%)

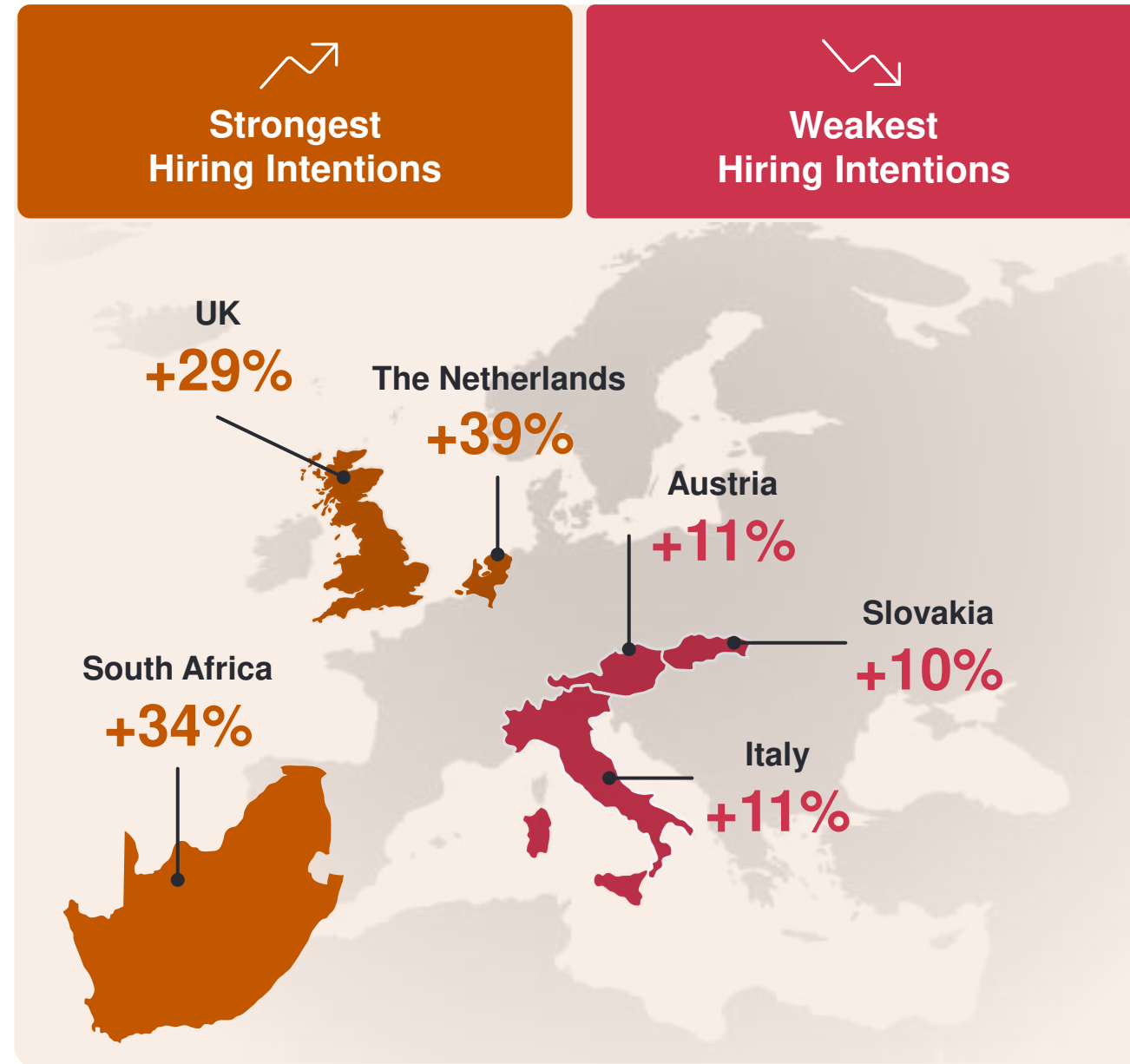


# Employment Outlooks Across Europe, the Middle East, & Africa

Hiring expectations remain the lowest, although steady, in the EMEA region (+20%), moderately increasing (+2%) since last quarter and slightly weaker since Q3 2022 (-3 percentage points).

Outlooks vary across the region with employers most keen to hire in the Netherlands (+39%), South Africa (+34%), and the UK (+29%). Weakest Outlooks are in Slovakia (10%), Italy (11%), and Austria (11%).

Strongest hiring intentions globally for the Industrials & Materials industry sector are reported by employers in the Netherlands (51%), and Transport, Logistics, and Automotive in Ireland (56%).





# About the ManpowerGroup Employment Outlook Survey

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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 38,849 public and private employers (510 in Belgium) across 41 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 September 2023 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 Q3 2023 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 and territories to allow international comparisons.

[Explore the Data](#)

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