

Q2²⁰²⁴

ManpowerGroup Employment Outlook Survey

Belgium & Global Findings





Executive Summary

In the latest edition of the ManpowerGroup Employment Outlook Survey, 40,385 employers from 42 countries (525 in Belgium) were asked about their second-quarter hiring intentions.

22% Belgium Employment Outlook:

Calculated by subtracting employers planning reductions vs. those planning to hire. Increased by 2% vs. YoY and Decreased by -11% vs. Q1 2024 (33%).

Employers in all **3** REGIONS anticipate positive hiring activity but hiring confidence dips in Flanders and Wallonia.

Belgian hiring expectations stand **7** points above the EMEA results (15%) and at the same level of the the global average (22%)



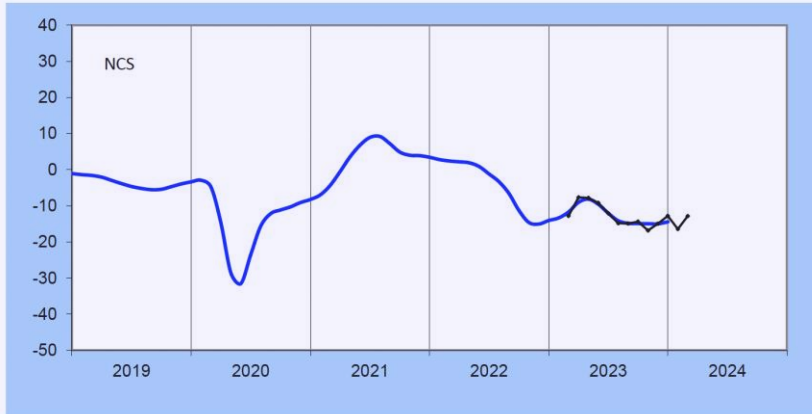
Communication Services
(47%)



Finance and
Real Estate (30%)

Labour Market Insights

OVERALL SYNTHETIC CURVE

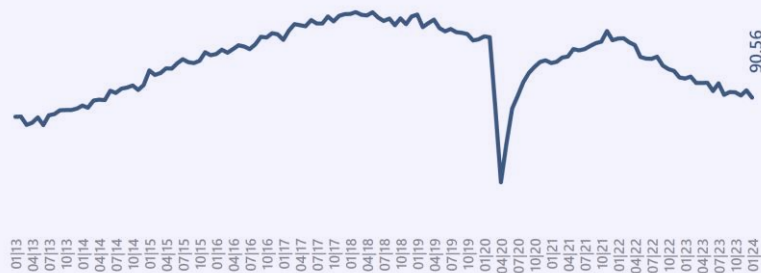


Monthly business survey - February 2024

Business confidence back on the rise in February

The business confidence indicator picked up in February, reversing the setback recorded in January. An improvement could be seen in all sectors.

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 02/2024

2024 starts with weak activity in the TWI

After a fairly good month of December, the staffing sector is reporting a weak start of 2024, with both monthly (-2.42%) and annual (-5.40%) declines. This decline is quite general across segments, reflecting the prevailing business confidence

Table of Contents



Section 1

Q2 Employment
Outlooks
Belgium



Section 2

Q2 Employment
Outlooks
Global



Section 3

About the
Survey

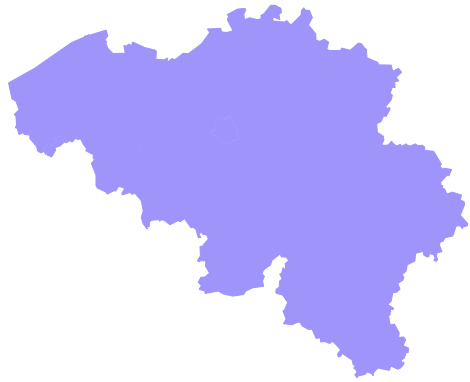


Belgium Q2 Employment Outlook



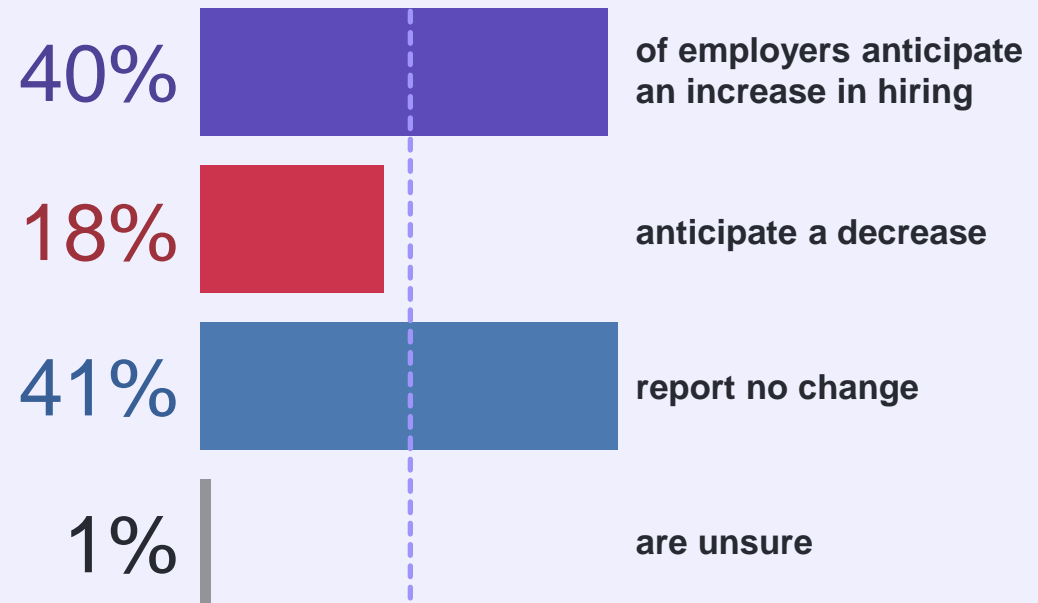


Amid uncertainty, Belgian employers plan to slow down hiring during the second quarter of 2024



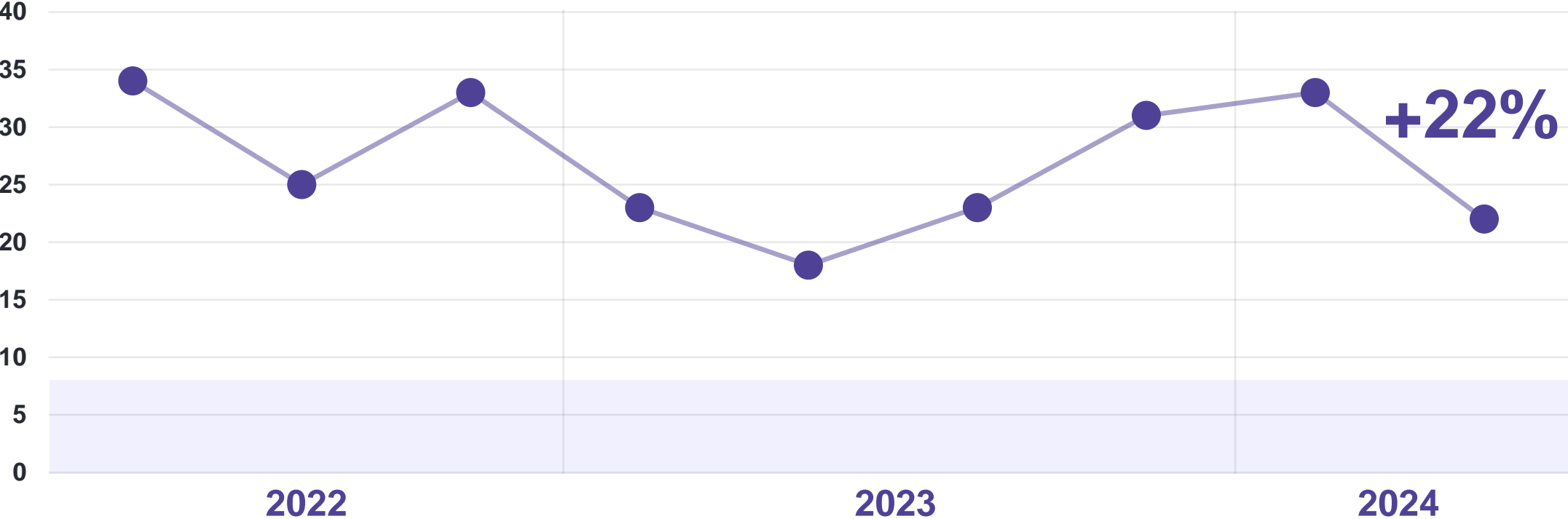
Belgium Employment Outlook for Q2 2024

Used internationally as a bellwether of labor market trends, the Net Employment Outlook (NEO) — calculated by subtracting the percentage of employers who anticipate reductions to staffing levels from those who plan to hire — **now stands at 22% in Belgium.**



Belgium Net Employment Outlook Over Time

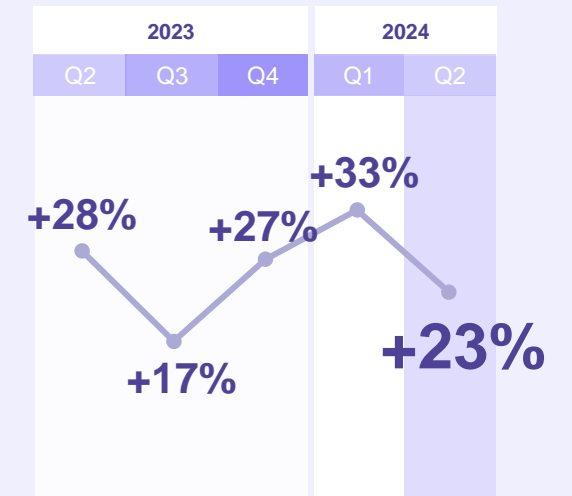
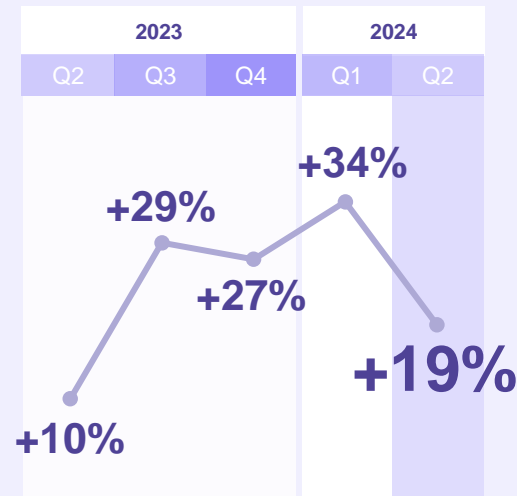
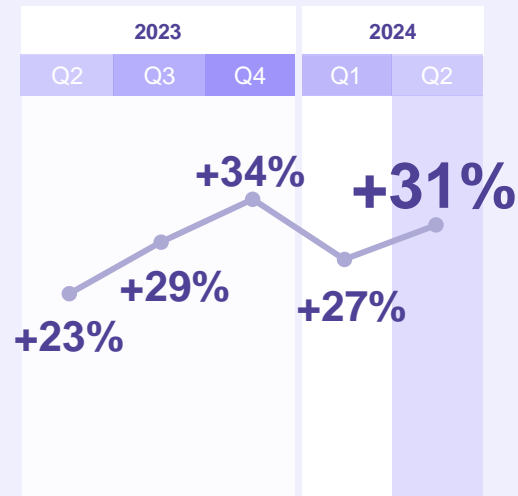
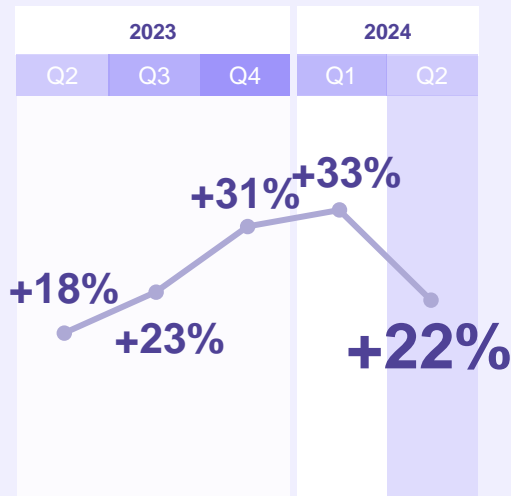
Belgium Outlooks have decreased by 11% since the previous quarter but have increased by 4% when compared to the same time last year.

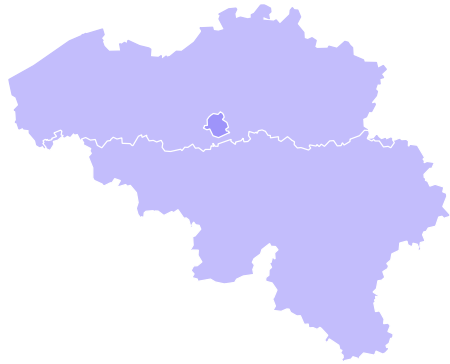


Net Employment Outlook Q2 2024 - Belgium & Regions

Employers in all three regions report positive hiring intentions for the upcoming quarter but employer hiring confidence sharply declines in Flanders and Wallonia.

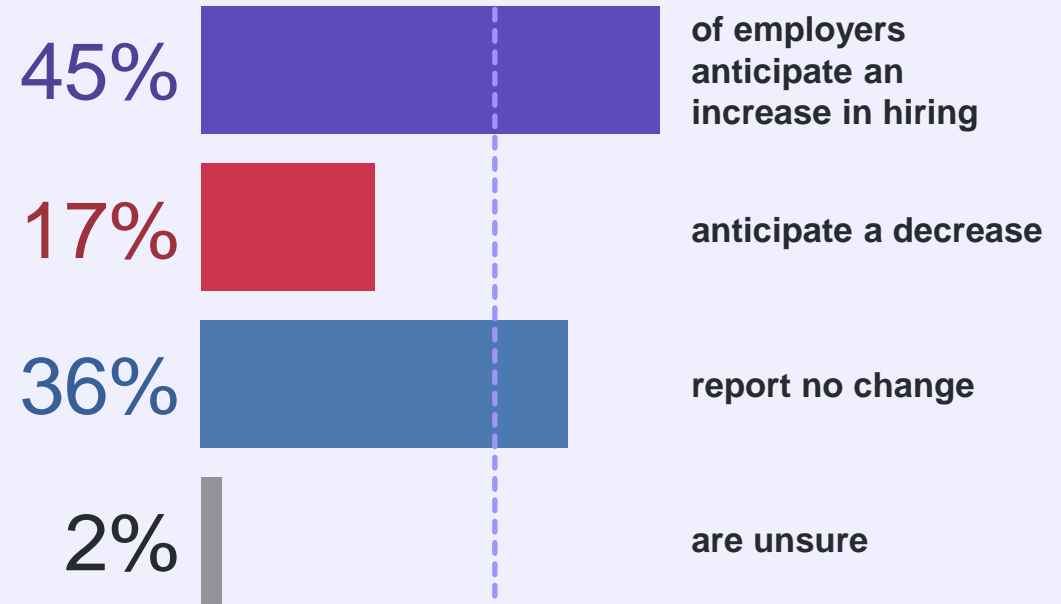
with employers in Brussels showing the strongest outlooks.

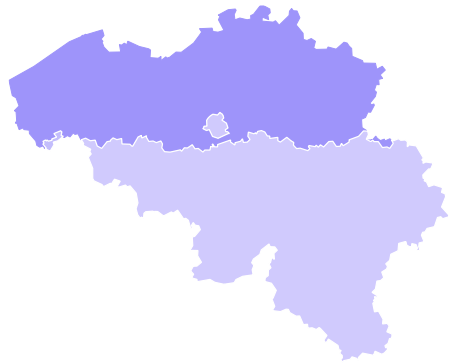




Brussels Employment Outlook for Q2 2024

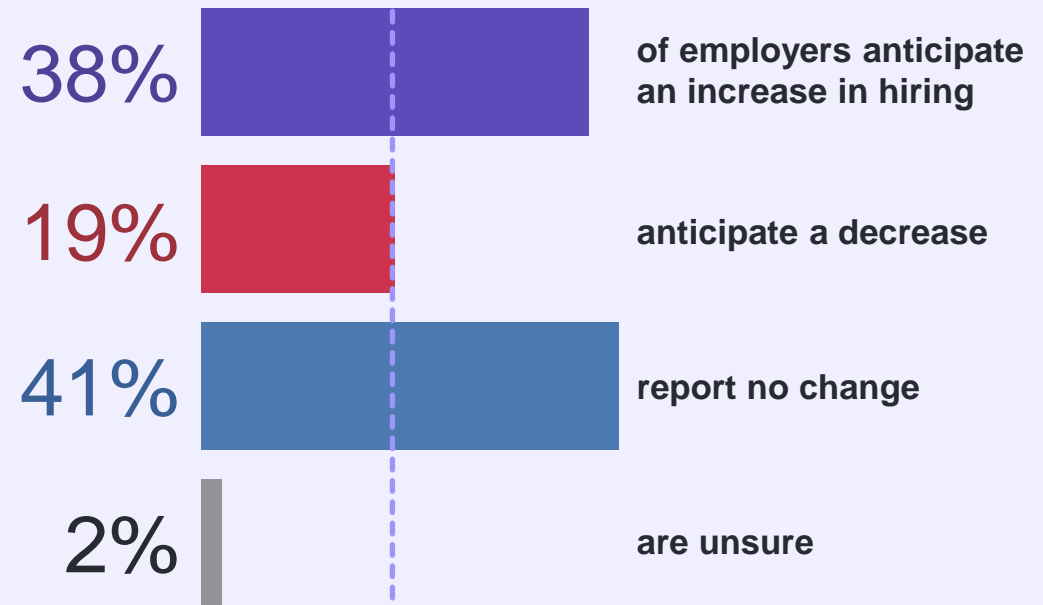
Used internationally as a bellwether of labor market trends, the Net Employment Outlook (NEO) — calculated by subtracting the percentage of employers who anticipate reductions to staffing levels from those who plan to hire — **now stands at 31% in Brussels.**

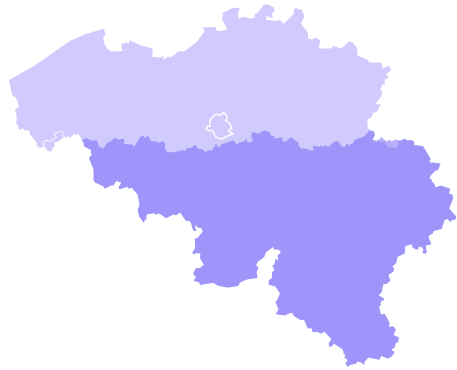




Flanders Employment Outlook for Q2 2024

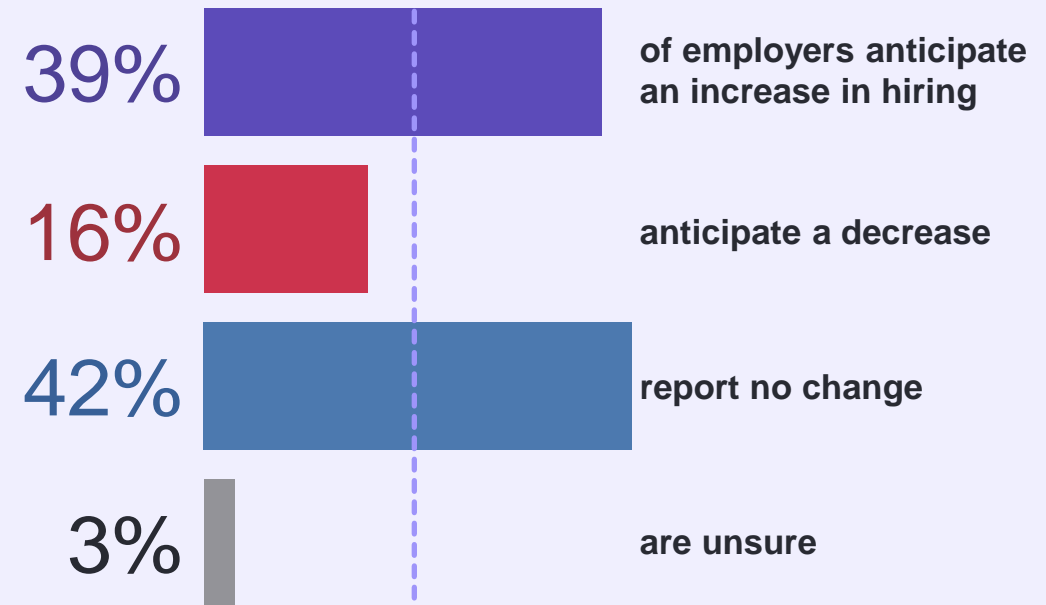
Used internationally as a bellwether of labor market trends, the Net Employment Outlook (NEO) — calculated by subtracting the percentage of employers who anticipate reductions to staffing levels from those who plan to hire — **now stands at +19% in Flanders** .





Wallonia Employment Outlook for Q2 2024

Used internationally as a bellwether of labor market trends, the Net Employment Outlook (NEO) — calculated by subtracting the percentage of employers who anticipate reductions to staffing levels from those who plan to hire — **now stands at 23% in Wallonia.**



Belgium Employment Outlooks Across Key Industry Sectors

Businesses in the **Communication Services** reported the strongest outlooks for Q2 2024

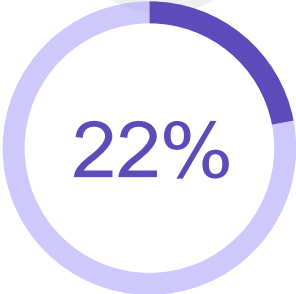


*Includes: Government or Public Service; Not for Profit/NGO/Charity/Religious organization; Other Industry; Other Transport, Logistics and Automobiles Sub-Industry; Educational Institutions; Agriculture and Fishing

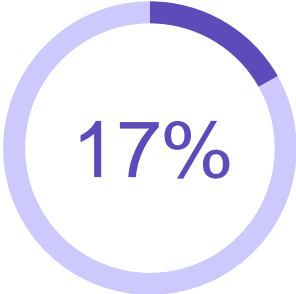
Hiring Expectations by Company Size

Businesses in the **Segment 50-249 Employees** report the strongest Outlooks

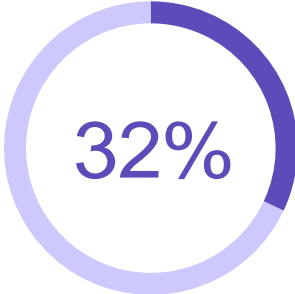
Less than 10
Employees



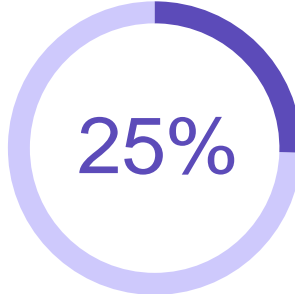
10 - 49
Employees



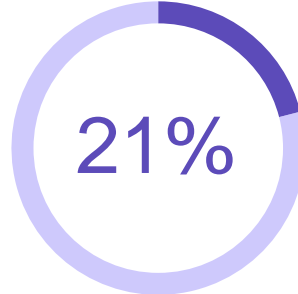
50 - 249
Employees



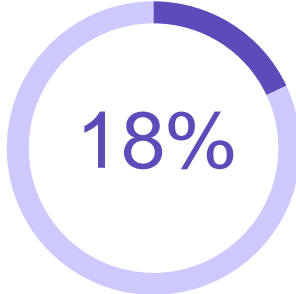
250 - 999
Employees



1,000 - 4,999
Employees



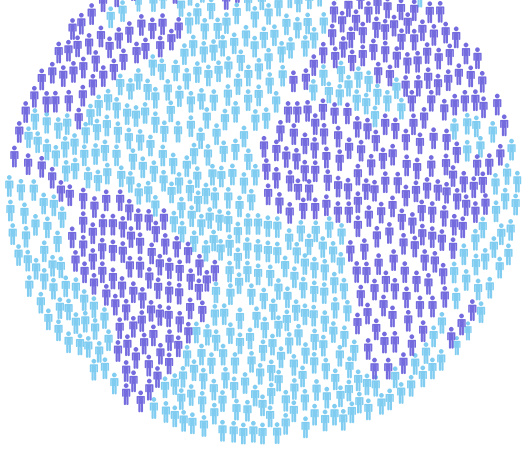
5,000+
Employees





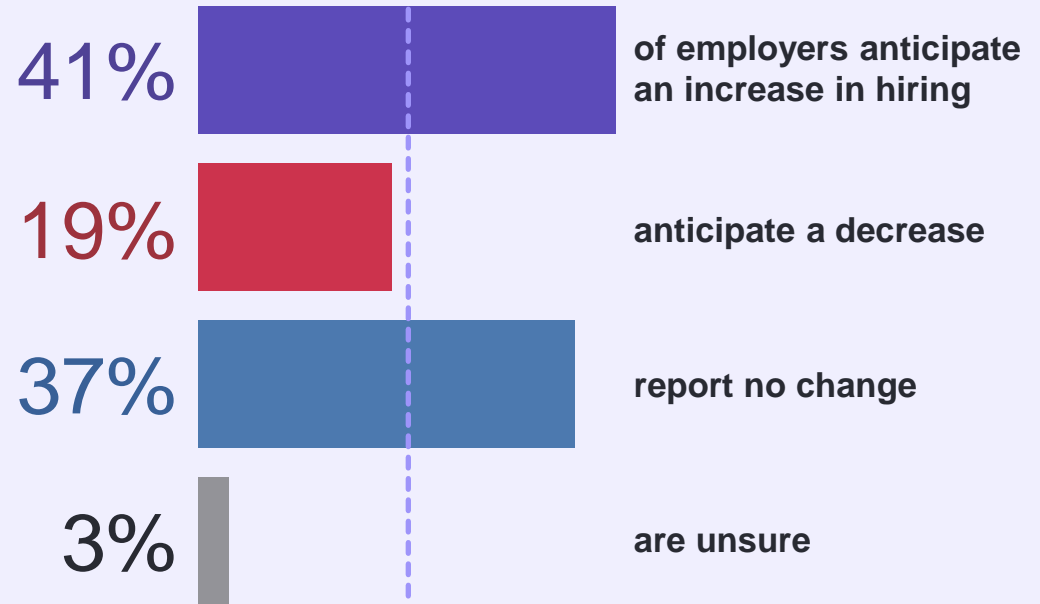
Global Q2 Employment Outlooks





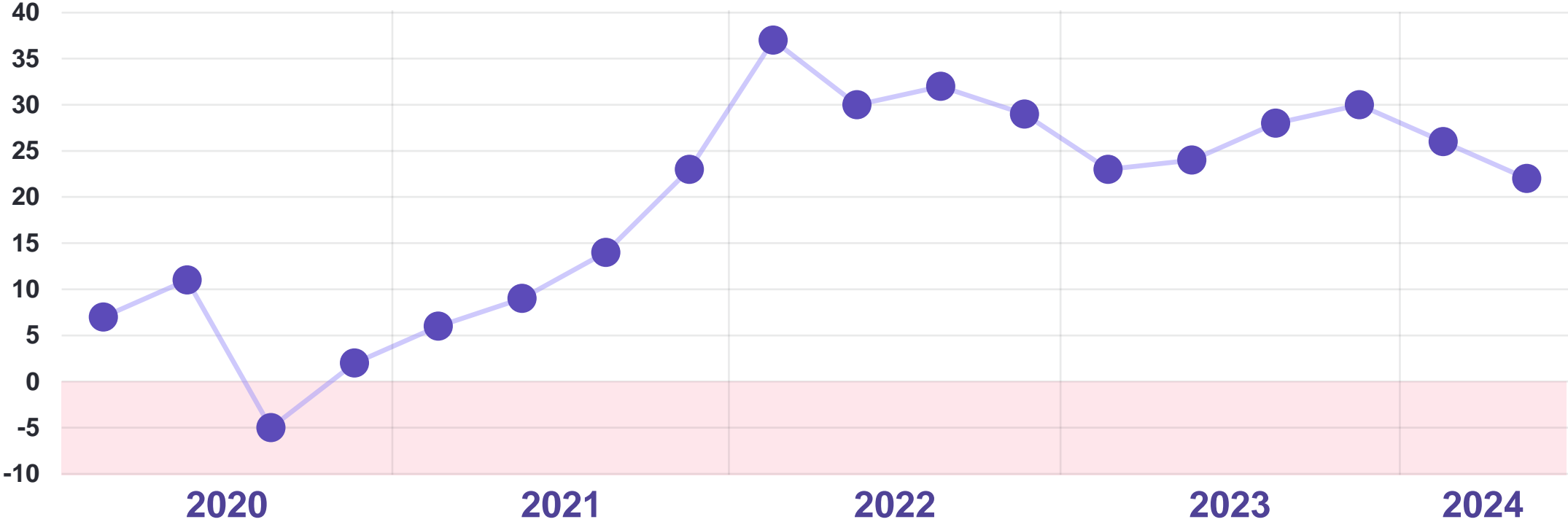
Global Employment Outlook for Q2 2024

Used internationally as a bellwether of labor market trends, the Net Employment Outlook (NEO) — calculated by subtracting the percentage of employers who anticipate reductions to staffing levels from those who plan to hire — **now stands at 22%.**



Changes Over Time

Global outlooks have weakened by 4% since the previous quarter and are down 2% when compared to the same period last year.



Hiring Expectations for April through June by Country

Seasonally Adjusted Net Employment Outlooks (NEO)

 **36%** India
Strongest NEO

 **22%** Global
Average NEO

 **-2%** Romania
Weakest NEO

India	36%	Ireland	20%	Turkey	14%
U.S.	34%	Australia	19%	Slovakia	12%
China	32%	Peru	19%	Taiwan	12%
Costa Rica	32%	Brazil	18%	Japan	11%
The Netherlands	32%	France	18%	Poland	11%
South Africa	29%	Austria	17%	Portugal	11%
Switzerland	29%	Germany	17%	Chile*	10%
Mexico	27%	Norway	16%	Hungary	9%
Guatemala	26%	Colombia	15%	Italy	9%
Singapore	24%	Hong Kong	15%	Greece	6%
Finland	23%	Panama	15%	Czech Republic	5%
U.K.	23%	Puerto Rico	14%	Argentina	1%
Belgium	22%	Spain	14%	Israel**	-1%
Canada	22%	Sweden	14%	Romania	-2%

*Chile joined the program in Q2 2024. There is currently no historical data, and the data has not been seasonally adjusted.

**Further data collection was conducted in Israel in late 2023 due to the evolving conflict. As this data was collected after the Q1 2024 had already been released, some of the global figures for Q1 2024 may vary slightly from the previous release.

Strongest and Weakest Second-Quarter Outlooks

With stable outlooks across all regions, **employers in North America (31%) reported the strongest hiring intentions**, followed by The Asia-Pacific (27%), South and Central Americas (both at 19%) and Europe, the Middle East and Africa (each at 15%).

Strongest



India

36%



U.S.

34%



China

32%



Costa Rica

32%



The Netherlands

32%

Weakest



Romania

-2%



Israel

-1%



Argentina

1%



Czech Republic

5%



Year-Over-Year Changes by Country

Seasonally Adjusted Changes to NEO Since Q1 2023



+6% India

Most Strengthened Outlook



-2% Global

Global Average



-25% Panama

Most Weakened Outlook

India	+6%	Global Average	-2%	Czech Republic	-10%
Hungary	+5%	Greece	-2%	France	-10%
Belgium	+4%	Mexico	-2%	Turkey	-10%
U.S.	+4%	Germany	-3%	Austria	-11%
China	+3%	Ireland	-3%	Australia	-12%
South Africa	+3%	Singapore	-3%	Guatemala	-12%
Slovakia	+2%	Brazil	-4%	Puerto Rico	-12%
Spain	+2%	Switzerland	-4%	Argentina	-14%
Sweden	+2%	Finland	-5%	Colombia	-14%
Poland	+1%	Portugal	-5%	Hong Kong	-15%
Taiwan	+1%	Canada	-6%	Israel	-15%
U.K.	+1%	Costa Rica	-6%	Norway	-15%
Japan	+0%	Peru	-6%	Romania	-15%
The Netherlands	+0%	Italy	-8%	Panama	-25%

*Chile joined the program in Q2 2024. There is currently no historical data, and the data has not been seasonally adjusted.

**Further data collection was conducted in Israel in late 2023 due to the evolving conflict. As this data was collected after the Q1 2024 had already been released, some of the global figures for Q1 2024 may vary slightly from the previous release.

Most Significant Outlook Improvements for Q2

Employers in 12 countries report a stronger hiring outlook compared with the same period last year, weakening in 27 and remaining unchanged in two.



Quarter-Over-Quarter Improvements



Year-Over-Year Improvements





Employment Outlooks Across Europe, the Middle East, and Africa

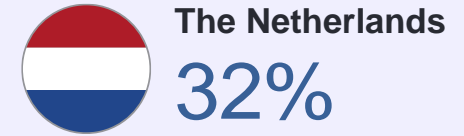
Hiring expectations remain the lowest in Europe, the Middle East and Africa (15%), decreasing by 6% since Q1 2024 and 4% year over year.

Outlooks vary across the region with employers most keen to hire in The Netherlands (32%), South Africa (29%) and Switzerland (29%). The weakest outlooks are in Romania (-2%) and Israel (-1%)

The strongest hiring intentions globally for the Consumer Goods and Services industry are reported by employers in Switzerland (41%); Healthcare and Life Sciences in South Africa (45%); and Transport and Logistics, as well as Automotive, in The Netherlands (44%).

*Further data collection was conducted in Israel in late 2023 due to the evolving conflict. As this data was collected after the Q1 2024 had already been released, some of the global figures for Q1 2024 may vary slightly from the previous release.

Strongest Hiring Intentions



Weakest Hiring Intentions





About the Survey





About the Survey

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 from the percentage of employers anticipating an increase in hiring activity and subtracting from it the percentage of employers expecting a decrease. Running since 1962, various factors underpin its success:

Unique: It is unparalleled in its size, scope, longevity and area of focus. The 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 40,385 public and private employers (525 in Belgium) across 42 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 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 2024 as compared to the current quarter?"

Survey Methodology: The methodology used to collect NEO data has been digitized in 42 markets for the Q2 2024 report. Survey responses were collected from January 2-31, 2024. Both the question asked and the respondent profile remain unchanged. The size of the organization and sector are standardized across all countries and territories to allow international comparisons.

Forward-Looking Statements:

This report contains forward-looking statements, including statements regarding labor demand in certain regions, countries and industries, as well as economic uncertainty. Actual events or results may differ materially from those contained in the forward-looking statements, due to risks, uncertainties and assumptions. These factors include those found in the Company's reports filed with the U.S. Securities and Exchange Commission (SEC), including the information under the heading "Risk Factors" in its Annual Report on Form 10-K for the year ended December 31, 2023, whose information is incorporated herein by reference. ManpowerGroup disclaims any obligation to update any forward-looking or other statements in this release, except as required by law.



Frequently Asked Questions

What does Net Employment Outlook mean?

The Net Employment Outlook (NEO) is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers that expect to see a decrease in employment at their location in the next quarter. A positive NEO figure means that, on balance, more employers expect to add to their headcount in the following three months than those who intend to reduce staff.

What does Seasonal Adjustment mean? Why is it used in the ManpowerGroup Employment Outlook Survey?

Seasonal adjustment is a statistical process that allows the Survey data to be presented without the impact of hiring fluctuations that normally occur through the course of the year, usually because of various external factors, such as changes in weather, traditional production cycles and public holidays. Seasonal adjustment has the effect of flattening peaks and smoothing troughs in the data to better illustrate underlying employment trends and provide a more accurate representation of the Survey results.

How are companies selected for the Survey?

Employers are selected based on the types of companies and organizations they represent. We want to ensure that our panel is representative of each participating country's national labor market, so each country's panel is built in proportion to that country's overall distribution of industry sectors and organization sizes.

Who do you interview in each company?

The person we select to interview will be someone with a good overview of staffing levels and hiring intentions within their organization. Normally this will be the head of human resources (HR) or an HR manager. In smaller organizations, however, that person may be a general manager or even the CEO.

ManpowerGroup Solutions Across the Entire HR Life Cycle



**Workforce
Management**



**Talent
Resourcing**



**Career
Management**



**Top Talent
Attraction**



**Strategic Workforce
Planning**



**Workforce Consulting
and Analytics**



Visit www.manpowergroup.com and www.manpowergroup.be to learn more.

