



ManpowerGroup®

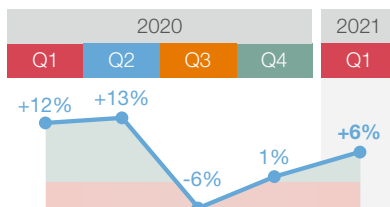
# WHERE ARE THE JOBS?

## ManpowerGroup Employment Outlook Survey

# Q1 2021

### BELGIAN EMPLOYERS ANTICIPATE A GRADUAL UPTURN IN HIRING IN THE 1<sup>ST</sup> QUARTER OF 2021

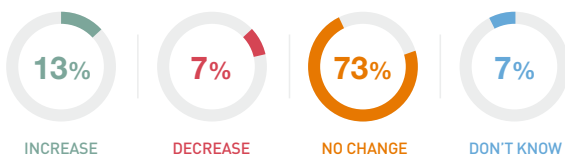
#### NET EMPLOYMENT OUTLOOK



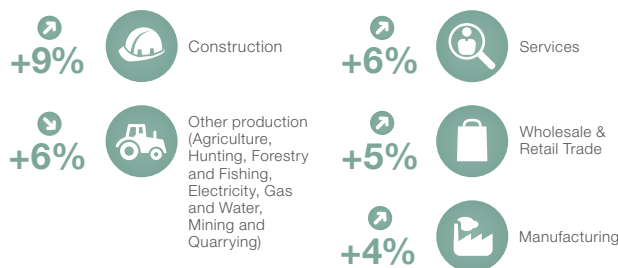
# +6%

Net Employment Outlook Belgium Q1 2021

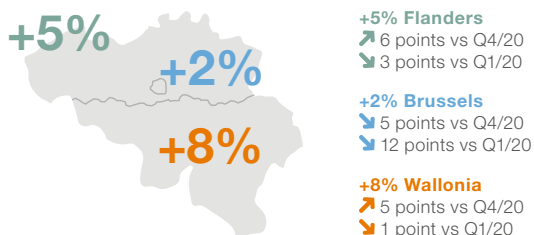
406 BELGIAN EMPLOYERS WERE ASKED: "How do you anticipate total employment at your location to change in the three months to the end of March 2021, as compared to the current quarter?"



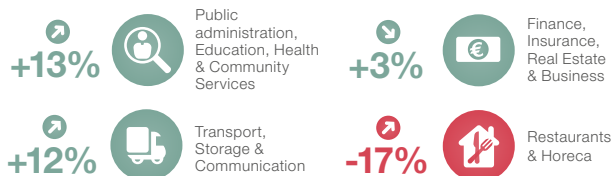
#### CONTRASTING FORECASTS AT SECTOR LEVEL



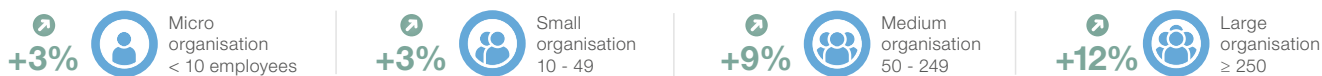
#### POSITIVE OUTLOOKS IN THE THREE REGIONS



#### SERVICES



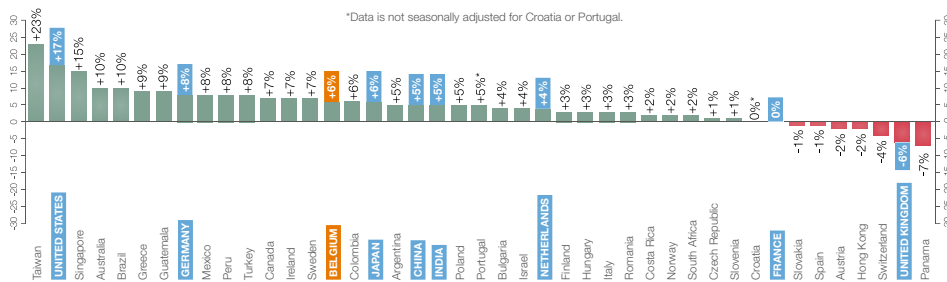
#### RECOVERY IN LARGE AND MEDIUM-SIZED COMPANIES



#### POSITIVE HIRING PLANS IN 34 OF 43 COUNTRIES SURVEYED WORLDWIDE

vs Q4/20  
 ↑ 32 countries  
 ↓ 6 countries  
 ↔ 5 countries

vs Q1/20  
 ↑ 6 countries  
 ↓ 33 countries  
 ↔ 4 countries



43 countries / 37.500+ employers

#### WHAT DO THESE FIGURES MEAN?

% employers anticipating total employment to increase  
 - % employers anticipating total employment to decrease

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= Net Employment Outlook (in %, can be positive or negative)

The ManpowerGroup Employment Outlook Survey is the most extensive, forward-looking employment survey in the world.

## KEY FACTS

### BELGIAN EMPLOYERS ANTICIPATE A GRADUAL UPTURN IN HIRING IN THE 1<sup>ST</sup> QUARTER OF 2021

- +6%** The Net Employment Outlook shows a positive value of +6%, indicating payroll growth over the next quarter.
- 3** Outlooks are **positive in the 3 regions: encouraging in Wallonia (+8%), positive in Brussels (+5%) and cautious in Flanders (+2%).**
- 7** Hiring intentions are **positive in 7 of the 8 sectors surveyed**, and are improving in all sectors compared to the previous quarter.
- +12%** Employers in large companies ( $\geq 250$  workers) and medium-sized companies (50-249 workers) show the greatest confidence about the recovery in the recruitment market, reporting Net Employment Outlooks at **+12%** and **+9%** respectively.
- 19** Workforce gains are expected in **19 of the 26 Europe, Middle East & Africa (EMEA) region countries** during the next three months, but Outlooks weaken in 24 countries when compared with last year at this time.

Q1 2021



**“ A majority of employers surveyed in Belgium and Europe are reporting positive hiring forecasts for the next quarter, expecting to create more jobs than in the previous quarter. Forecasts which, if confirmed, would allow us to see tangible signs of recovery. The results of the survey show a contrasting situation depending on the sector. On the one hand there appears to be a strong demand for talents in logistics and technological companies and conversely, worrying times ahead for the Horeca and travel sectors. Skills management should be the number one priority in the labor market in 2021. This is crucial to help people transition from one sector to another and develop their employability in a context that will remain uncertain. Our survey also shows that employers expect the crisis to continue over time: only 27% of employers surveyed expect a return to pre-pandemic hiring levels within 12 months, compared to 58% during the previous quarter and 72% at the start of the crisis in Q2 2020. ”**

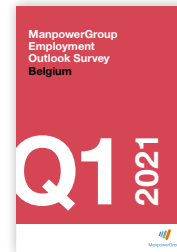
**Philippe Lacroix**  
Managing Director ManpowerGroup BeLux

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## BELGIUM - EVOLUTION OF STAFFING LEVELS

	Increase	Decrease	No change	Don't know	Net Employment Outlook	Seasonally adjusted
	%	%	%	%	%	%
<b>Jan-March 2021</b>	<b>13</b>	<b>7</b>	<b>73</b>	<b>7</b>	<b>6</b>	<b>6</b>
Oct-Dec 2020	11	11	73	5	0	1
July-Sept 2020	11	16	62	11	-5	-6
April-June 2020	15	2	82	1	13	13
Jan-March 2020	15	3	79	3	12	12

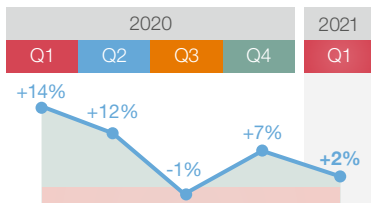
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CHECK THE SURVEY ONLINE



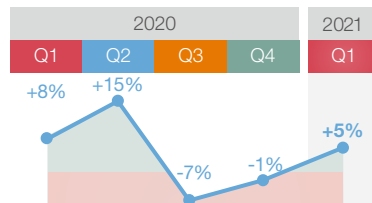
## BRUSSELS



Employers in the Brussels region report cautious hiring plans (+2%) for Q1/2021. Hiring intentions decline both quarter-over-quarter and year-over-year, decreasing by 5 and 12 points, respectively.

Q1 2021

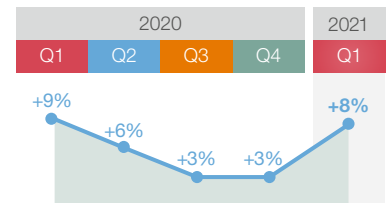
## FLANDERS



Employers in Flanders anticipate a moderate hiring pace (+5%) in the first quarter of 2021. Hiring plans improve by 6 points when compared with the previous quarter, but decline by 3 points in comparison with Q1 2020.

Q1 2021

## WALLONIA



Employers in Wallonia report encouraging hiring plans for the coming quarter. The Net Employment Outlook is 5 points stronger in comparison with the prior quarter, while remaining relatively stable year-over-year (decrease of 1 point).

Q1 2021

More info:  
[manpowergroup.be](http://manpowergroup.be)

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