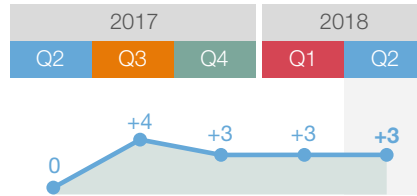


OPTIMISM CONTINUES TO PREVAIL ON THE BELGIAN JOB MARKET

NET EMPLOYMENT OUTLOOK

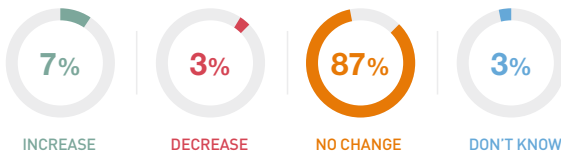


+3

Net Employment Outlook Belgium Q2 2018

Q2 2018

750 BELGIAN EMPLOYERS WERE ASKED: "How do you anticipate total employment at your location to change in the three months to the end of June 2018, as compared to the current quarter?"



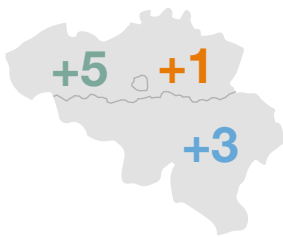
Q2 2018

MANUFACTURING, TRANSPORT AND LOGISTICS REPORT THEIR STRONGEST OUTLOOK FOR SIX YEARS



Q2 2018

MORE DYNAMIC IN FLANDERS



+5 Flanders
↔ 0 points vs Q1/18
↑ 3 points vs Q2/17

+1 Brussels
↑ 5 points vs Q1/18
↑ 3 points vs Q2/17

+3 Wallonia
↔ 0 points vs Q1/18
↑ 2 points vs Q2/17

Q2 2018

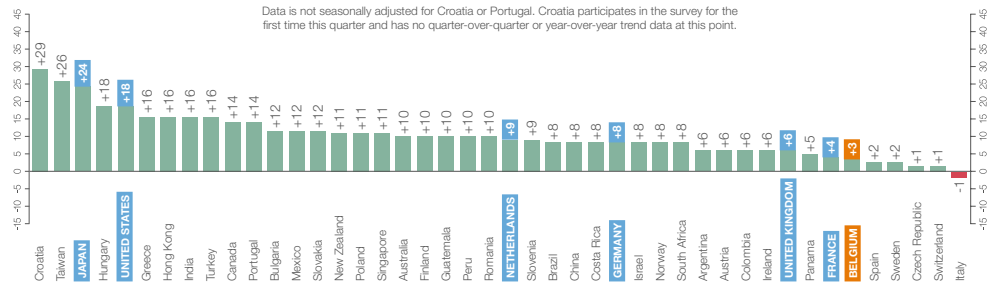
JOB CREATION MAINLY IN LARGE AND MEDIUM-SIZE COMPANIES



Q2 2018

POSITIVE HIRING INTENTIONS IN 43 OF 44 COUNTRIES AND TERRITORIES SURVEYED

vs Q1/18	vs Q2/17
↑ 17 countries	↑ 25 countries
↓ 17 countries	↓ 13 countries
↔ 9 countries	↔ 5 countries



44 countries / 59.000+ employers

Q2 2018

WHAT DO THESE FIGURES MEAN?

% employers anticipating total employment to increase
 - % employers anticipating total employment to decrease
 = Net Employment Outlook (can be positive or negative)

Q2 2018

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

Q2 2018

KEYFACTS

OPTIMISM CONTINUES TO PREVAIL ON THE BELGIAN JOB MARKET

According to ManpowerGroup's Employment Outlook Survey, 7% of Belgium employers plan to strengthen workforce levels during the 2nd quarter.

- +3** **Belgian Net Employment Outlook** stands at the same level of optimism (+3) for the fourth quarter in a row and improves by 3 percentage points when compared with this time one year ago.
- +5** The strongest labor market is anticipated in **Flanders (+5)**, while employers in Brussels and Wallonia report Outlooks of +3 and +1, respectively.
- +10** Employers in the **Manufacturing and Transport & Logistic** sectors report their strongest hiring plans in six years (both +10).
- +24** **Large** and **Medium-size employers** report healthy hiring intentions with Net Employment Outlooks of +24 and +22, respectively.
- 43** **Payroll gains are anticipated in 43 of 44 countries and territories surveyed**; only Italian employers report negative hiring intentions (-1).

Q2 2018



“ Employers in Belgium maintain the **same level of optimism for the fourth quarter in a row**. Our economy created **66,000 new jobs in 2017**, and it appears employer optimism remains positive. At the same time, it is becoming **more and more difficult to find the right staff**. According to the latest figures from Eurostat, the number of open vacancies has almost doubled in three years and reached 143,000 in the 3rd quarter 2017. Faced with such a **talent shortage** – which could well slow growth – **staff retention, mobility, training and attracting new talent will be key priorities** for employers throughout the year. ”

Philippe Lacroix
Managing Director Manpower België-Luxemburg

Q2 2018

BELGIUM EVOLUTION OF STAFFING LEVELS

	Increase	Decrease	No change	Don't know	Net Employment Outlook	Seasonally adjusted
	%	%	%	%	%	%
Apr-June 2018	7	3	87	3	4	3
Jan-Mar 2018	8	6	83	3	2	3
Oct-Dec 2017	5	2	93	0	3	3
July-Sep 2017	6	2	92	0	4	4
Apr-June 2017	4	3	93	0	1	0

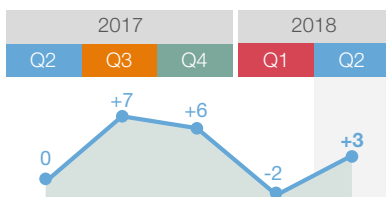
Q2 2018



CHECK THE SURVEY ONLINE



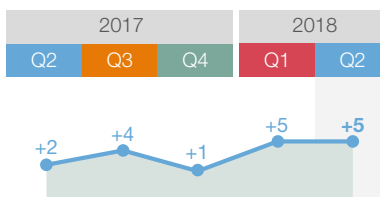
BRUSSELS



↗ The Net Outlook turns **positive** in Brussels (+3) and gains 5 percentage points on the previous quarter. It's also an increase of 3 percentage points compared to the 2nd quarter 2017.

Q2 2018

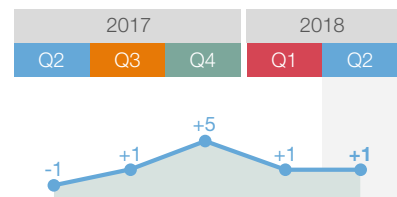
FLANDERS



↔ Hiring activity is likely to be the strongest in Flanders (+5). The Net Outlook stands at an **encouraging +5** for the second quarter in a row. It's an increase of 3 percentage points year-on-year.

Q2 2018

WALLONIA



↔ As in the previous quarter, Walloon employers remain **very cautious (+1)**. However, the Net Employment Outlook is up 2 percentage points compared with the 2nd quarter 2017.

Q2 2018

More info: manpowergroup.be

@ManpowerGroupBe

