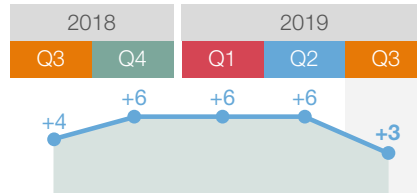


BELGIAN EMPLOYERS PLAN TO SLOW THE PACE OF HIRING DURING THE 3RD QUARTER

NET EMPLOYMENT OUTLOOK

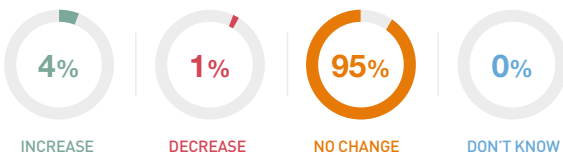


+3

Net Employment Outlook Belgium Q3 2019

Q3 2019

752 BELGIAN EMPLOYERS WERE ASKED: "How do you anticipate total employment at your location to change in the three months to the end of September 2019, as compared to the current quarter?"



Q3 2019

POSITIVE OUTLOOKS IN 8 OF 10 INDUSTRY SECTORS

vs Q2/19

- ↗ 0 sector
- ↘ 8 sectors
- ↔ 2 sectors

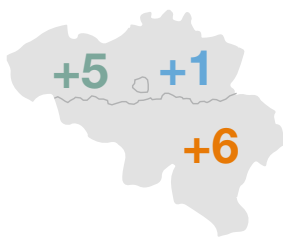
vs Q3/18

- ↗ 2 sectors
- ↘ 8 sectors
- ↔ 0 sector



Q3 2019

BRIGHTER PROSPECTS IN WALLONIA AND IN FLANDERS



- +5 Flanders**
 - ↘ 3 points vs Q2/19
 - = 0 points vs Q3/18
- +1 Brussels**
 - ↘ 4 points vs Q2/19
 - ↘ 4 points vs Q3/18
- +6 Wallonia**
 - ↘ 1 point vs Q2/19
 - ↘ 4 points vs Q3/18

Q3 2019

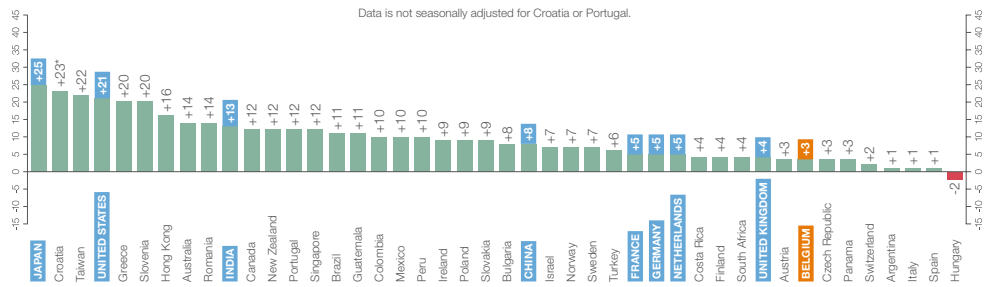
JOB CREATION IN LARGE AND MEDIUM ENTERPRISES



Q3 2019

POSITIVE HIRING INTENTIONS IN 43 OF 44 COUNTRIES AND TERRITORIES SURVEYED

- | vs Q2/19 | vs Q3/18 |
|----------------|----------------|
| ↗ 18 countries | ↗ 12 countries |
| ↘ 18 countries | ↘ 26 countries |
| ↔ 8 countries | ↔ 6 countries |



44 countries / 59.000+ employers

Q3 2019

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)

Q3 2019

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

Q3 2019

KEYFACTS

BELGIAN EMPLOYERS PLAN TO SLOW THE PACE OF HIRING DURING THE 3RD QUARTER

- +3** The Net Employment Outlook stands at a **conservative value (+3)**, down 3 points from the previous quarter and by 1 point compared to the 3rd quarter of 2018.
- +6** Forecasts are much more favorable in **Wallonia (+6) and Flanders (+5)** than in Brussels (+1).
- 8** **Workforce gains** are forecast for **eight of the 10 industry sectors** during the third quarter of 2019.
- +15** Employers in **large (+15) and medium (+12) firms** report the **most optimistic** recruitment intentions.
- 43** Globally, employment prospects are **positive in 43 of the 44 countries and territories** surveyed worldwide and in 25 of the 26 countries surveyed in the EMEA region (Europe, Middle East, Africa).

Q3 2019



“ Like most of their European counterparts, **Belgian employers anticipate less hiring activity than in the previous quarter.** This increased caution on the part of employers is likely to be due to **current uncertainty in the international context.** Despite weaker recruitment activity, **companies will continue to struggle to find the profiles they are looking for.** Several sectors have recently highlighted the **challenges** they face, whether in Construction (over 16,000 vacancies) or Chemistry / Pharmacy (nearly 3,000 vacancies). ”

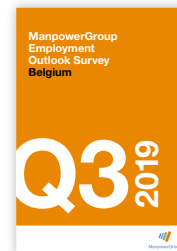
Philippe Lacroix
Managing Director ManpowerGroup BeLux

Q3 2019

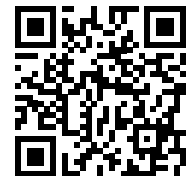
BELGIUM - EVOLUTION OF STAFFING LEVELS

	Increase	Decrease	No change	Don't know	Net Employment Outlook	Seasonally adjusted
	%	%	%	%	%	%
July-Sept 2019	4	1	95	0	3	3
April-June 2019	9	2	83	6	7	6
Jan-March 2019	8	3	86	3	5	6
Oct-Dec 2018	8	2	87	3	6	6
July-Sept 2018	6	2	91	1	4	4

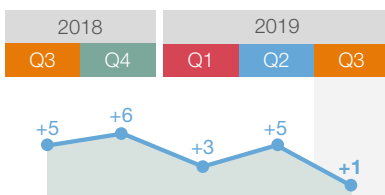
Q3 2019



CHECK THE SURVEY ONLINE



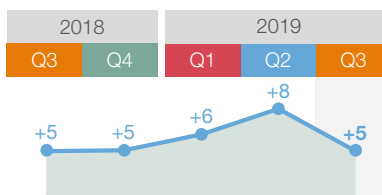
BRUSSELS



📌 In **Brussels**, job seekers can expect a **quiet hiring climate (+1)** in the third quarter of 2019. Hiring prospects decline by 4 percentage points both quarter-over-quarter and year-over-year.

Q3 2019

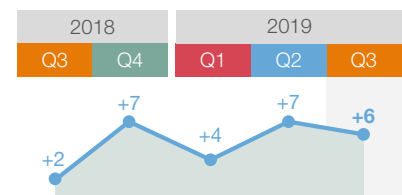
FLANDERS



📌 With a Net Employment Outlook of **+5**, employers in **Flanders** anticipate **modest payroll gains** in the coming quarter. Hiring plans decline by 3 %-points when compared with the previous quarter.

Q3 2019

WALLONIA



📌 In **Wallonia (+6)**, employers forecast a **fair hiring pace** in the July-September period. The Outlook remains relatively stable quarter-over-quarter.

Q3 2019

More info: manpowergroup.be

@ManpowerGroupBe

