



# BELGIAN EMPLOYERS REGAIN CONFIDENCE AND ANTICIPATE MODERATELY OPTIMISTIC HIRING PLANS FOR Q2 2021

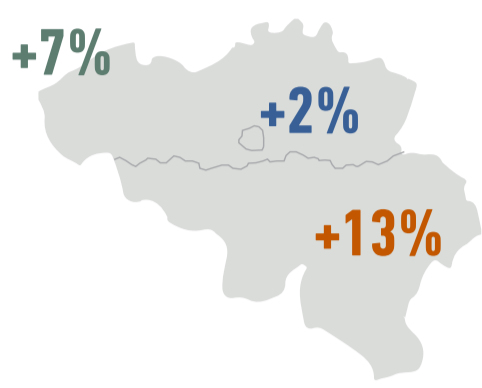
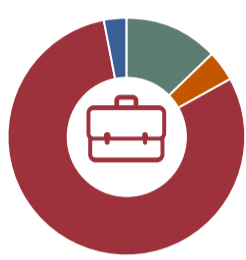
Nearly one in 3 Belgian employers plan to encourage their employees to get vaccinated, and only 28% expect to return to pre-COVID-19 hiring levels by the end of 2021



## EMPLOYERS HIRING EXPECTATIONS FOR APRIL THROUGH JUNE

Hiring managers in Belgium report a seasonally adjusted, Net Employment Outlook\* of +8%

Outlooks are positive in all 3 regions: optimistic in Wallonia (+13%), moderate in Flanders (+7%) and cautious in Brussels (+2%).



**+7% Flanders**  
 ↗ 2 points vs Q1/21  
 ↘ 8 points vs Q2/20

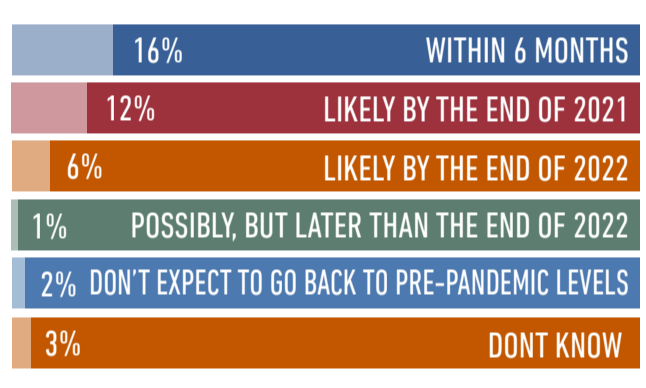
**+2% Brussels**  
 ↔ 0 points vs Q1/21  
 ↘ 10 points vs Q2/20

**+13% Wallonia**  
 ↗ 4 points vs Q1/21  
 ↗ 8 points vs Q2/20

**13%** PLAN TO HIRE  
**4%** EXPECT TO LAY OFF WORKERS  
**80%** PLAN TO KEEP WORKFORCE LEVELS STEADY  
**3%** UNDECIDED

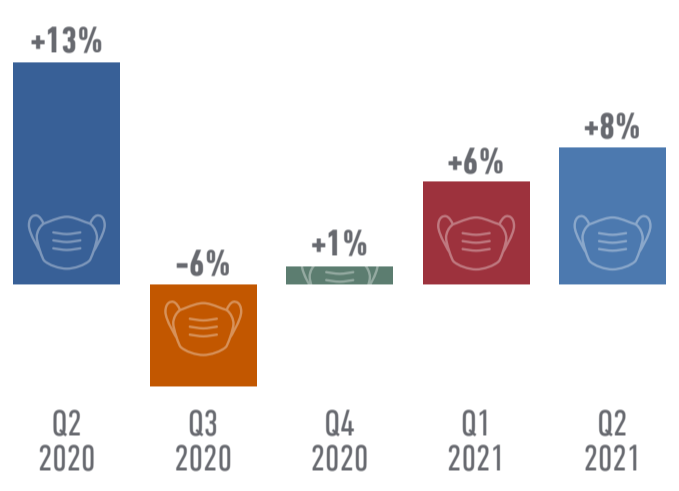
## EMPLOYERS WHO REPORT HEADCOUNT HAVE BEEN IMPACTED BY COVID-19 PREDICT LONGER TIME TO RECOVERY

28% of Belgian employers expect to return to pre-COVID-19 hiring levels by the end of 2021



## THE IMPACT OF COVID-19 ON HIRING PLANS

NET EMPLOYMENT OUTLOOKS since March 2020



## 31% OF BELGIAN EMPLOYERS WILL URGE VACCINATION BY HIGHLIGHTING THE BENEFITS

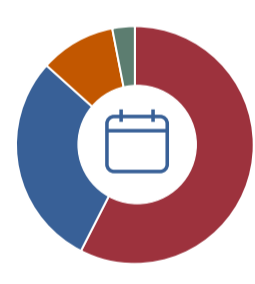
42% of employers report it will be up to employees to decide



**42%** WILL NOT REQUIRE EMPLOYEES TO BE VACCINATED/ INDIVIDUAL DECISION  
**32%** PLAN TO URGE VACCINATION BY HIGHLIGHTING THE BENEFITS OR TO OFFER INCENTIVES (E.G. CASH BONUS / WELLNESS PLANS)  
**13%** WILL REQUIRE ALL EMPLOYEES BE VACCINATED  
**13%** ARE UNDECIDED

## BACK TO THE FUTURE? NOT SO FAST.

Employers share how the majority of their employees will work in the next 6-12 months



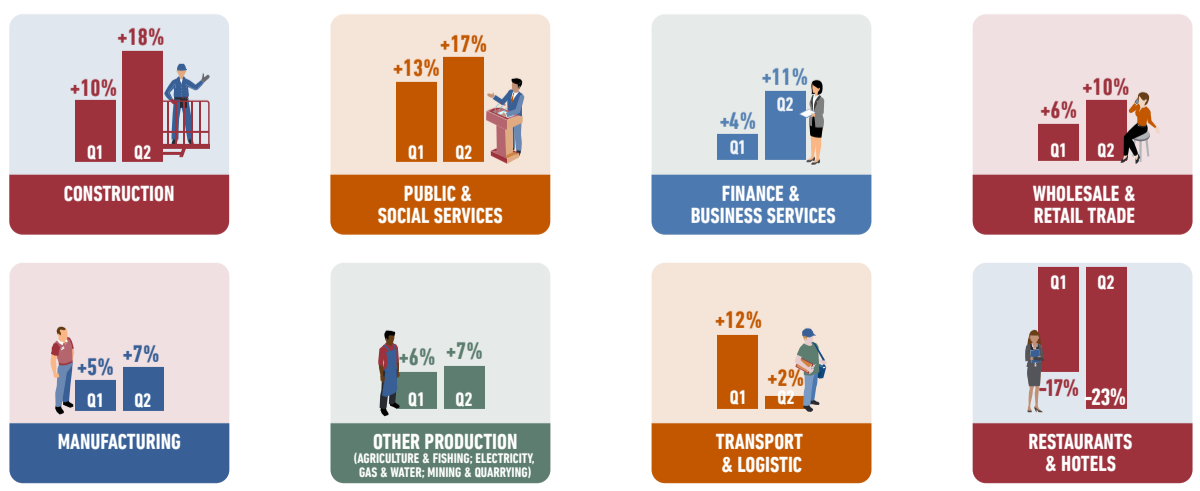
**57%** HYBRID WORK MODEL (MIXTURE OF WORK & HOME)  
**29%** WORKPLACE-BASED WORKING, ALL OR MOST OF THE TIME  
**10%** WORK REMOTELY ALMOST OF THE TIME  
**3%** FLEXIBLE START/STOP TIMES OR CONDENSED HOURS  
 1% undecided

## WORKFORCE COMPOSITION IN RESPONSE TO COVID-19

Percentage Increased (Green up arrow), Percentage Decreased (Red down arrow), Percentage stayed the same (Blue right arrow)



## JOB CREATION FORECAST IN ALL SECTORS SURVEYED, EXCEPT RESTAURANTS & HOTELS



\*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 decreased in hiring activity.