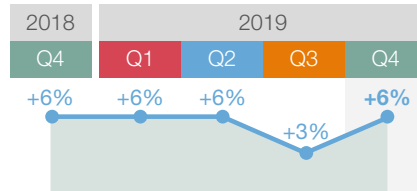


BELGIAN EMPLOYERS PLAN TO ADD MORE STAFF DURING THE FOURTH QUARTER

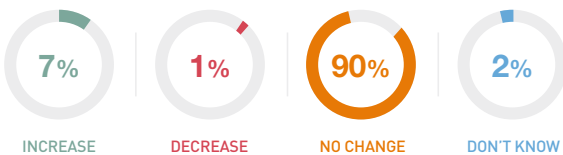
NET EMPLOYMENT OUTLOOK



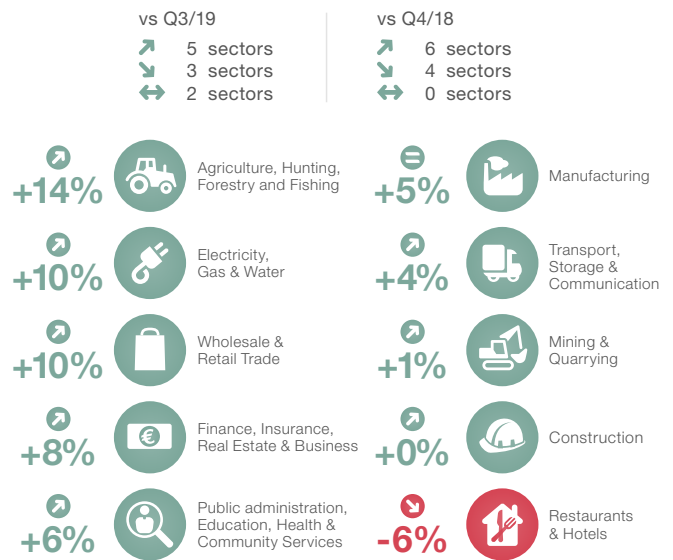
+6%

Net Employment Outlook Belgium Q4 2019

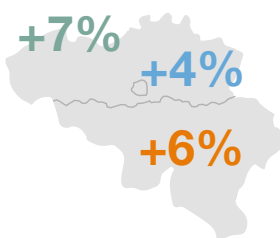
751 BELGIAN EMPLOYERS WERE ASKED: "How do you anticipate total employment at your location to change in the three months to the end of December 2019, as compared to the current quarter?"



POSITIVE OUTLOOKS IN 9 OUT OF 10 INDUSTRY SECTORS



ENCOURAGING FORECASTS IN FLANDERS AND WALLONIA



+7% Flanders
 ↑ 2 points vs Q3/19
 ↑ 2 points vs Q4/18

+4% Brussels
 ↑ 3 points vs Q3/19
 ↓ 2 points vs Q4/18

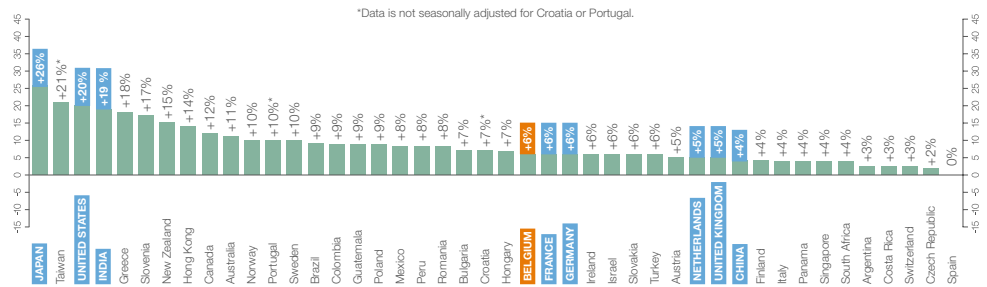
+6% Wallonia
 = 0 points vs Q3/19
 = 0 points vs Q4/18

JOB CREATION IN LARGE AND MEDIUM ENTERPRISES.



POSITIVE HIRING INTENTIONS IN 43 OF 44 COUNTRIES AND TERRITORIES SURVEYED

vs Q3/19	vs Q4/18
↑ 15 countries	↑ 15 countries
↓ 23 countries	↓ 23 countries
↔ 6 countries	↔ 6 countries



44 countries / 59.000+ employers

WHAT DO THESE FIGURES MEAN?

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

KEYFACTS

BELGIAN EMPLOYERS PLAN TO ADD MORE STAFF DURING THE FOURTH QUARTER

- +6%** The Net Employment Outlook stands at an optimistic **+6%**, up 3 percentage points from the previous quarter and unchanged compared to the 4th quarter of 2018.
- +7%** Hiring forecasts are **encouraging in Flanders (+7%) and Wallonia (+6%)** and more cautious in Brussels (+4%).
- 9** Workforce gains are forecast for **nine of the 10 industry sectors** during the fourth quarter of 2019.
- +29%** Employers in **large (+29%) and medium-size (+20%) 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).

Q4 2019



“ Despite political and economic uncertainty at both national and international levels, Belgian employers are quite confident and plan to accelerate their hiring pace by the end of the year. According to the latest report from the Higher Council of Employment, **61.000 net jobs should be created in Belgium in 2019**, a similar increase to last year (62,000 net jobs). But the report rightly warns that this growth is likely to weaken in 2020 and 2021 if different levels of government fail to take measures to **close the gap between supply and demand in the labor market**. In our business, we face these recruiting challenges daily in a **job market where qualified candidates dictate the terms**. ”

Philippe Lacroix Managing Director ManpowerGroup BeLux

Q4 2019

BELGIUM - EVOLUTION OF STAFFING LEVELS

	Increase	Decrease	No change	Don't know	Net Employment Outlook	Seasonally adjusted
	%	%	%	%	%	%
Oct-Dec 2019	7	1	90	2	6	6
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

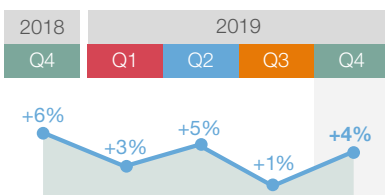
Q4 2019



CHECK THE SURVEY ONLINE



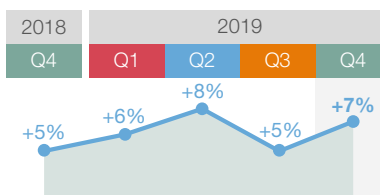
BRUSSELS



Employers are **cautious in Brussels**, where the Net Employment Outlook is **+4%**, up 3 percentage points compared to the previous quarter but down 2 percentage points compared to the fourth quarter of 2018.

Q4 2019

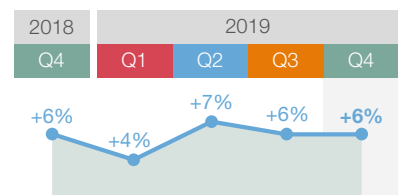
FLANDERS



Employers in **Flanders** are the **most optimistic**, reporting a Net Employment Outlook of **+7%**, up 2 percentage points in both quarterly and annual comparisons.

Q4 2019

WALLONIA



Recruitment activity should **remain favorable in Wallonia at +6%** for the third consecutive quarter.

Q4 2019

More info: manpowergroup.be

@ManpowerGroupBe

