



ManpowerGroup®

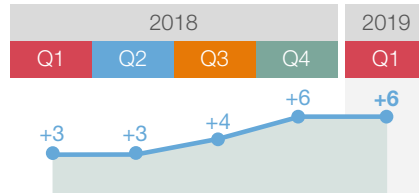
WHERE ARE THE JOBS?

ManpowerGroup Employment Outlook Survey

Q1 2019

BELGIAN EMPLOYERS OPTIMISTIC AS THEY LOOK AHEAD TO 2019

NET EMPLOYMENT OUTLOOK

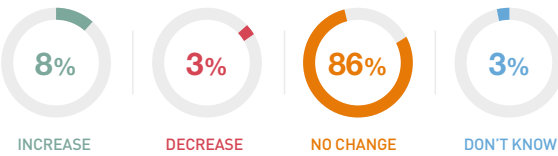


+6

Net Employment Outlook Belgium Q1 2019

Q1 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 March 2019, as compared to the current quarter?"



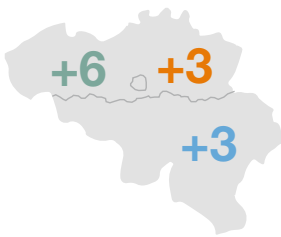
Q1 2019

POSITIVE OUTLOOKS IN ALL 10 INDUSTRY SECTORS



Q1 2019

OPTIMISM IN ALL THREE REGIONS



+6 Flanders
 ↗ 0 points vs Q4/18
 ↗ 1 point vs Q1/18

+3 Brussels
 ↘ 3 points vs Q4/18
 ↗ 4 points vs Q1/18

+3 Wallonia
 ↘ 3 points vs Q4/18
 ↗ 2 points vs Q1/18

Q1 2019

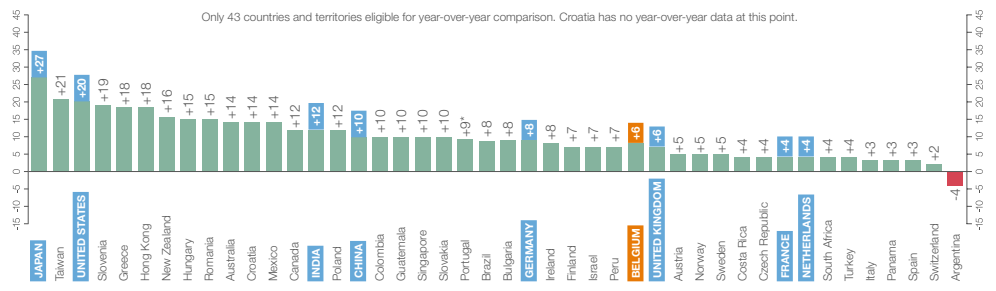
HIRING FORESEEN IN LARGE AND MEDIUM-SIZED BUSINESSES



Q1 2019

POSITIVE HIRING INTENTIONS IN 43 OF 44 COUNTRIES AND TERRITORIES SURVEYED

vs Q4/18	vs Q1/18
↗ 16 countries	↗ 21 countries
↘ 23 countries	↘ 20 countries
↔ 5 countries	↔ 2 countries



44 countries / 60.000+ employers

Q1 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)

Q1 2019

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

Q1 2019

KEYFACTS

BELGIAN EMPLOYERS OPTIMISTIC AS THEY LOOK AHEAD TO 2019

- +6** Belgian Net Employment Outlook shows a positive value for the seventh consecutive quarter and stands **at the same level as the previous quarter (+6)**
- 3** Outlooks are **positive in all three regions:** +6 in Flanders, +3 in Brussels and in Wallonia.
- 10** Job gains are anticipated in **all 10 industry sectors** during Q1 2019
- +28** Large and Medium-size employers report healthy hiring intentions with Net Employment Outlooks of **+28 and +24**, respectively
- 43** Payroll gains are expected in **43 of 44 countries and territories surveyed** in the world and in all 26 countries in the EMEA region(Europe, Middle East and Africa)

Q1 2019



“ Our survey reports a **positive Outlook for the 7th consecutive quarter** and employers’ hiring plans came to fruition with steady recruiting throughout 2018, mainly in the private sector”, explains Philippe Lacroix, Managing Director of ManpowerGroup BeLux. “Today, despite a slight slow-down in the temporary work market, the dynamics within the recruitment market are intensifying. Due to **labour shortages, employers struggle** to recruit and so **are more willing to offer permanent contracts in an attempt to capture the talent they need.**” Looking ahead, Philippe Lacroix advises **caution:** “**These optimistic forecasts could be quickly shelved** as **uncertainty** continues to prevail in the geopolitical context, whether due to Brexit or the economic climate in general. ”

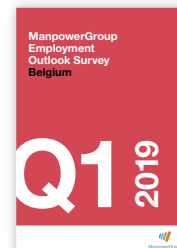
Philippe Lacroix
Managing Director ManpowerGroup BeLux

Q1 2019

BELGIUM - EVOLUTION OF STAFFING LEVELS

	Increase	Decrease	No change	Don't know	Net Employment Outlook	Seasonally adjusted
	%	%	%	%	%	%
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
April-June 2018	7	3	87	3	4	3
Jan-Mar 2018	8	6	83	3	2	3

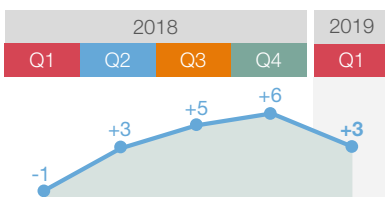
Q1 2019



CHECK THE SURVEY ONLINE



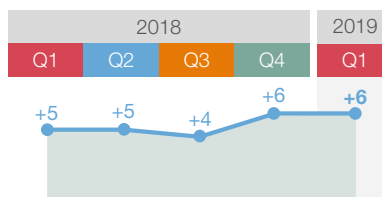
BRUSSELS



In **Brussels**, hiring intentions are 3 percentage points weaker when compared with the previous quarter and the Net Employment Outlook stands at a **moderate value of +3**.

Q1 2019

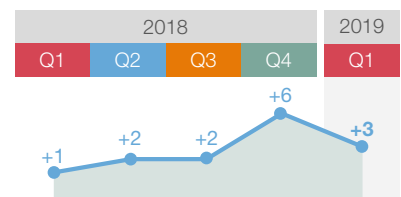
FLANDERS



Employers in **Flanders** continue to anticipate a **very favourable hiring climate**, reporting a Net Employment Outlook of **+6**. Hiring prospects are unchanged quarter-over-quarter.

Q1 2019

WALLONIA



In **Wallonia**, employers anticipate a moderate **Net Employment Outlook (+3)**, declining by 3 percentage points when compared with the previous quarter.

Q1 2019

More info: manpowergroup.be

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