

# 2022 Talent Trends in Belgium.

**48%** of human capital and C-suite leaders expect their permanent workforce to work remotely at least part of the time.

**80%** say talent analytics play a critical role in sourcing, attracting, engaging and retaining talent.

**55%** say their permanent workforce was more productive during the past year — 17 points higher than the 38% who said the same in our 2021 research.

The top-cited pain point in Belgium is more competition for top talent (**14%**) followed by talent retiring and HR technology challenges.

**34%** have already converted more permanent positions to temporary or freelance roles.



Just **36%** say their hiring practices supported their diversity goals in 2021, as organisations perhaps put their goals on the backburner.

**84%** say their organisations are more focused on the talent experience than ever before.

**76%** believe that putting personal well-being first is important to job applicants when it comes to culture.

**60%** say their organisation is investing more in internal talent mobility — a 38-point increase from last year (22%).

Just **12%** report the permanent talent who work remotely are much less productive than those working on site — down from 22% last year.



[> get the 2022 Talent Trends Report.](#)