

Market Update 12/2025

TEMPORARY AGENCY WORK FIGURES FOR DECEMBER CLOSE A DIFFICULT 2025

FEDERGON INDEX



This Index reflects the level of business in the month concerned in comparison with the situation in January 2007 (base 100), on the basis of seasonally adjusted data.

"Compared to the same period last year, the industry activity is -5.22% lower. Seasonally adjusted figures indicate an increase of the TAW activity (+1.31%) on a monthly basis."



White collar

| | |
|---------|---------------|
| M/M-1: | -0.21% |
| M/M-12: | -8.31% |



Blue collar

| | |
|---------|---------------|
| M/M-1: | +3.38% |
| M/M-12: | -2.57% |

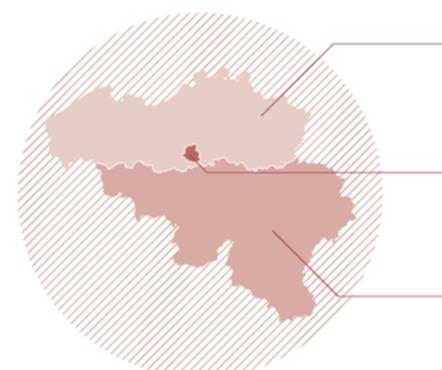


While temporary agency work activity shows a modest month-on-month recovery in December, this improvement is only driven by blue-collar work.

On a year-on-year basis, the sector continues to record a significant decline, particularly in the white-collar segment. Overall, the December figures confirm that temporary agency work is closing a difficult year 2025.



REGIONAL EVOLUTION



| | M/M-1 | M/M-12 |
|--------|---------------|----------------|
| M/M-1 | +1.10% | -3.26% |
| M/M-12 | +0.17% | -3.59% |
| M/M-1 | +1.62% | -10.12% |

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| BELGIUM | | YEARLY GROWTH (M/M-12) | | | MONTHLY GROWTH (M/M-1) | | |
|----------------|--|------------------------|-------------|---------|------------------------|-------------|--------|
| | | White collar | Blue collar | Total | White collar | Blue collar | Total |
| July 2025 | | -1.83% | 1.70% | 0.12% | -1.82% | -1.83% | -1.94% |
| August 2025 | | -2.06% | 3.33% | 0.94% | 0.81% | 1.54% | 1.56% |
| September 2025 | | -8.41% | -1.98% | -4.71% | -1.56% | -2.18% | -1.48% |
| October 2025 | | -7.07% | -2.36% | -4.36% | 2.05% | -0.42% | 0.16% |
| November 2025 | | -6.26% | -5.51% | -5.84% | -0.09% | -2.00% | -1.24% |
| December 2025 | | -8.31% | -2.57% | -5.22% | -0.21% | 3.38% | 1.31% |
| FLANDERS | | YEARLY GROWTH (M/M-12) | | | MONTHLY GROWTH (M/M-1) | | |
| | | White collar | Blue collar | Total | White collar | Blue collar | Total |
| July 2025 | | -5.20% | 2.44% | -0.74% | -0.75% | -1.79% | -1.55% |
| August 2025 | | -4.45% | 5.74% | 1.51% | 0.51% | 3.26% | 2.25% |
| September 2025 | | -10.42% | -0.63% | -4.46% | -1.51% | -2.44% | -1.88% |
| October 2025 | | -6.68% | -0.18% | -2.71% | 1.3% | -0.20% | 0.73% |
| November 2025 | | -6.10% | -3.30% | -4.43% | -0.3% | -1.41% | -1.01% |
| December 2025 | | -8.26% | 0.49% | -3.26% | -0.5% | 2.46% | 1.10% |
| WALLONIA | | YEARLY GROWTH (M/M-12) | | | MONTHLY GROWTH (M/M-1) | | |
| | | White collar | Blue collar | Total | White collar | Blue collar | Total |
| July 2025 | | -3.15% | -1.17% | -2.01% | -3.15% | -2.22% | -2.78% |
| August 2025 | | -5.54% | -2.67% | -3.90% | 0.79% | -0.35% | 0.28% |
| September 2025 | | -12.45% | -6.01% | -8.52% | -1.65% | -0.25% | -0.77% |
| October 2025 | | -13.76% | -5.06% | -8.43% | -0.5% | 1.19% | 0.57% |
| November 2025 | | -13.43% | -8.47% | -10.42% | -2.0% | -2.28% | -2.18% |
| December 2025 | | -16.47% | -5.53% | -10.12% | 0.0% | 2.79% | 1.62% |
| BRUSSELS | | YEARLY GROWTH (M/M-12) | | | MONTHLY GROWTH (M/M-1) | | |
| | | White collar | Blue collar | Total | White collar | Blue collar | Total |
| July 2025 | | 14.04% | 8.45% | 12.62% | -1.82% | 0.02% | -2.31% |
| August 2025 | | 14.66% | 3.73% | 11.62% | 0.66% | -1.87% | -0.23% |
| September 2025 | | 4.58% | 4.50% | 4.56% | -1.07% | -6.45% | -1.01% |
| October 2025 | | 1.49% | -16.20% | -3.00% | -0.7% | -13.55% | -3.31% |
| November 2025 | | 3.44% | -17.86% | -1.90% | -0.1% | 0.00% | 0.08% |
| December 2025 | | 3.19% | -23.31% | -3.59% | 1.4% | 2.39% | 0.17% |



More figures?

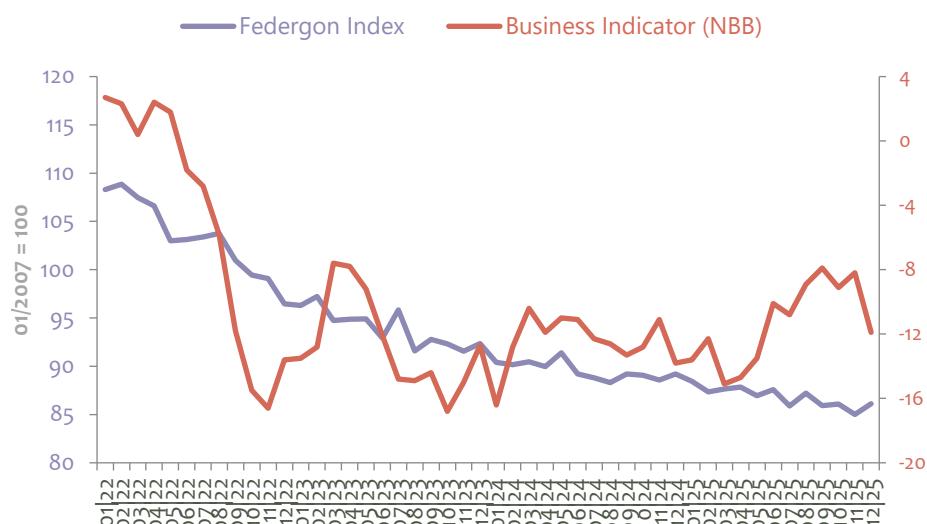
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[European Employment Barometer by
SIA and WEC](#)

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BELGIAN BUSINESS INDEX



Visit our *Expertise Center* for more figures related to the
Temporary Agency Work industry in Belgium:

NL: <https://federgon.be/kennis-centrum/cijfers>

FR: <https://federgon.be/fr/centre-de-connaissances/centre-de-connaissances>

METHODOLOGICAL NOTE:

The monthly structural survey is conducted among a fixed sample of 38 Federgon members accounting for 68.25% of the temporary agency work industry in Belgium in 2024.

• All figures in this monthly report relate to daily averages in order to neutralize the differences in number of working days per month.

• The year-on-year evolution is calculated from gross figures.

• The month-on-previous-month changes are calculated from seasonally adjusted figures (the seasonal adjustment is performed by the Surveys Department of the National Bank of Belgium using the Demetra+ method).

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“Business confidence wanes in December”

- The sharp drop in the business confidence indicator cancels out the slight improvement seen last month.
- Business confidence weakened in all sectors except business-related services, where it remained relatively stable.

In the trade sector, confidence fell for the second consecutive month, with an even steeper decline in December than in November. As was the case last month, business leaders expect demand to drop further and to significantly scale back their orders with suppliers. They also expect, once again, to hire more staff in the coming three months.

In the manufacturing industry, all components of the business confidence indicator deteriorated. Business leaders' assessment of total order books is more pessimistic. They also consider stock levels to be much less favourable than normal for the season. Both employment and demand expectations have also worsened.

In the building industry, the further weakening of business confidence is due to reduced equipment use and a drop in the order position, the level of which was also assessed more negatively.

In the business-related services sector, confidence is virtually stable. Although business leaders assess their current level of activity more negatively, this unfavourable assessment is largely offset by more optimistic activity and market demand expectations.

The trajectory of the overall synthetic smoothed curve, which reflects the underlying economic trend, is becoming more stable.

(source: NBB)

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