Hiring without an HR team.

Dily helps human-scale companies post a job, share it, sort applications and reply, all in one place. Free to start.

Create my free account /en/signup → | **See pricing →**



HIRING IN BELGIUM, IN FIGURES

3.8%

of jobs were vacant in 2025: the second-highest rate in the European Union[1]

52%

of planned hires in Wallonia are rated difficult by employers[2]

1 in 2

of these hires comes from a business with fewer than 10 people[2]

IN THIS GUIDE

02 The facts, in figures

05 Why choose Dily

07 What candidates want

08 How it works

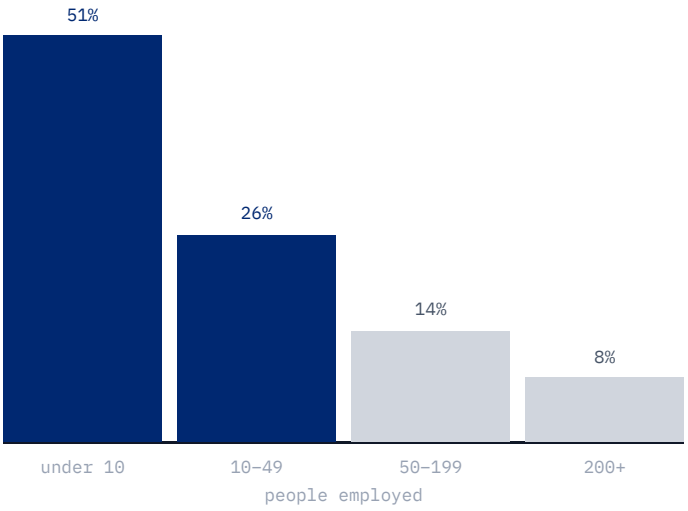
10 Pricing and founders' offer

1. Eurostat, job vacancies (Statbel data), 2025. 2. Le Forem, "Besoins en main-d'œuvre 2026" survey in Wallonia (May 2026). All sources are listed on the last page.

In Wallonia, one hire in two is made by a micro-business.

Who hires in Wallonia?

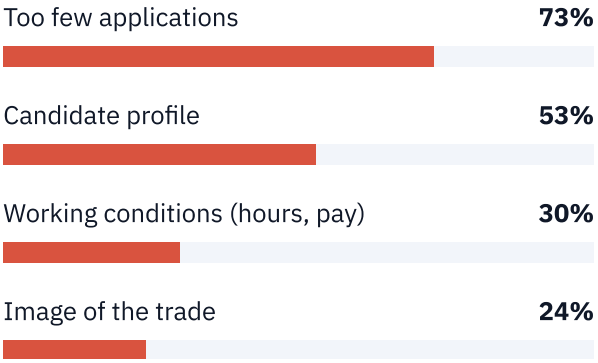
Share of planned hires in 2026, by company size[2]



96% of Belgian businesses have **fewer than 10 people**. They employ almost one worker in three (32%)[4].

Why it is hard

Planned hires in Wallonia, 2026: difficulties expected by employers[2]



46% of employers in Wallonia rely first on **word of mouth** to advertise their jobs: it is their main channel[2].

Among the most sought-after jobs in Wallonia (2026)[2]

Job	Planned hires	Rated difficult
Home cleaning aides	8,405	89%
Shop sales staff	3,720	21%
Nurses	2,151	63%
Family care aides	2,080	72%
Truck drivers	1,952	51%

WHAT DILY TAKES FROM THIS

Employers mostly lack **candidates** and **time**. Dily works on both: spreading the job further than word of mouth, sorting applications and saving time on every reply.

→ Dily for recruiters

74% *of recruiters surveyed in Belgium already use AI[9].*

Jobs stay vacant, above all in companies without an HR team.

3.8%

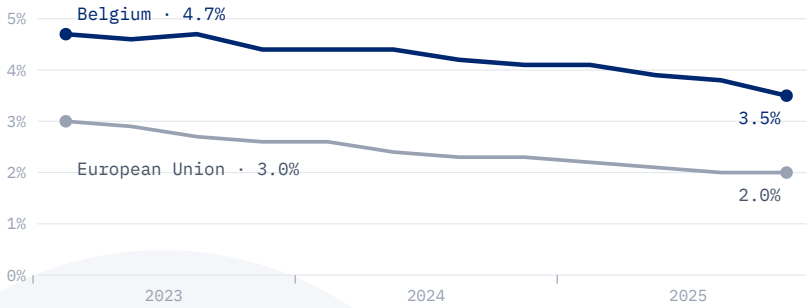
That is the **job vacancy rate** in Belgium in 2025, against 2.1% in the European Union[1].

5.9%

in businesses with **fewer than 10 employees**, against 3.5% for the others[1].

Jobs that stay open

Job vacancy rate by quarter, Belgium and European Union[1]



How to read it: at the end of 2025, 3.5 jobs in 100 were vacant in Belgium, against 2 in 100 in the European Union. Industry, construction and services.

Vacancy rate by headcount (2025)[1]

Under 10	5.9%
10 or more	3.5%
All	3.8%

Vacancy rate by sector (2025)[1]

Construction	5.5%
Hospitality (horeca)	4.1%
Retail	3.8%

160,000

vacant jobs on average in Belgium in 2025, in industry, construction and services[1].

9%

of employers in Wallonia consider **scaling back their activity** when they cannot hire; 24% do not know which solution to choose[2].

Businesses using AI, by number of employees (2025)[5]

2 to 9	21%
10 to 49	29%
50 to 249	54%
250+	76%

WHAT DILY CHANGES

Large companies already have AI. Dily brings it within reach of human-scale companies, from the Free plan: job ads, sorting applications, replies.

→ Post a job for free

Every hiring problem has an answer in Dily.

On the left, what employers in Wallonia[2] and candidates in Belgium[6] go through. On the right, what Dily actually does.

73 %	of difficult hires run into a lack of applications[2]	**Your job travels further** — A link to share in one click on LinkedIn, Facebook, X and WhatsApp, and a poster with a QR code for your shop window.
53 %	run into the candidates' profile (skills, experience)[2]	**The right profiles at the top** — Applications are ranked, with the reason for the ranking. A job test is available (Pro plan).
58 %	of employers hire to cope with extra work[2]	**Live in a few minutes** — One sentence is enough: AI writes the ad. The 7-day Boost puts the job at the top with the "Urgent" badge.
30 %	run into working conditions (hours, pay)[2]	**A clear job from the start** — On Dily, every job posted in Belgium shows its salary, its contract and its workplace.
65.2 %	of jobseekers almost never get a reply[6]	**Nobody is left waiting** — Every job ad shows the reply date you announce.
21 %	of businesses with 2 to 9 employees use AI, against 76% large ones[5]	**AI does the repetitive work** — Job ads, replies, follow-ups: AI prepares the drafts. You review and send.

Post my first job /en/post-a-job-free →

See pricing /en/pricing →

Posting a job is not enough: Dily stays with you up to day one.

1

Built for people without HR

One sentence is enough to create the ad. Candidates are ranked, with the reason. Replies are prepared.

2

Everything in one place

The ad, the printable poster, sorting, messages and the new hire's arrival.

3

Published prices

Free to start, then €19 excl. VAT per month (€22.99 incl. VAT). No quotes, no pay-per-click.

→ See pricing

	Dily	Indeed	LinkedIn	StepStone	Jobat
Free posting	**Yes**, 3 live jobs at a time	**Yes**	**Yes**, 1 job at a time, 14 days	Not mentioned	To be checked
Price shown on the site	**Yes**, from €19 excl. VAT / month	Pay per result, no public price list	Budget of your choice, no public price list	**Yes**, €999 per 30-day job	To be checked
Job ad written by AI	**Yes**, included in the Free plan	To be checked	**Yes**	Written by StepStone in the €1,899 package	To be checked
Candidates ranked, with the reason	**Yes**	To be checked	Paid option	Not mentioned	To be checked
Replies to candidates prepared by AI	**Yes**, 6 message types	To be checked	Not mentioned	Not mentioned	To be checked
Printable poster with QR code	**Yes**, 4 formats	To be checked	Not mentioned	Not mentioned	To be checked
New hire arrival tracking	**Yes**, tasks and documents	To be checked	Not mentioned	Not mentioned	To be checked
"Verified company" badge	**Yes**, official registers + human check	To be checked	Being piloted with some customers	Quality check of ads, no badge mentioned	To be checked

Checked on 26 October 2026 on each service's public website[3]. "Not mentioned": the information does not appear on their site on that date, which does not mean the feature does not exist. "To be checked": Indeed's Belgian pages and the Jobat site could not be read in detail on that date. StepStone prices: excl. or incl. VAT not stated.

GOOD TO KNOW

The big sites have a huge audience. Dily does not replace it: it adds to it. Every Dily job can be shared in one click on LinkedIn, Facebook, X and WhatsApp. Le Forem, Actiris and VDAB remain a free channel.

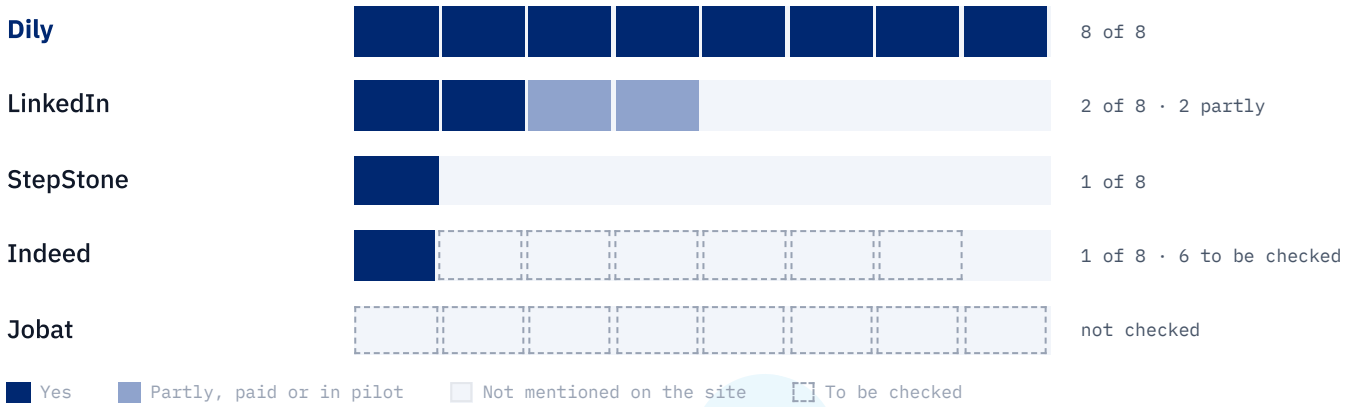
A COMMITMENT TO CANDIDATES

Every job ad shows the **reply date you announce.** Candidates know when they will hear back, and your company inspires trust.

More features, a price known in advance.

Features mentioned on their site, out of the 8 compared

Free posting, published price, AI-written ad, candidate ranking, AI replies, poster with QR code, arrival tracking, “verified” badge.



One year of Dily Starter: €228 excl. VAT. A single StepStone job: €999.

Twelve months of a Dily subscription, and the public price of one 30-day job on StepStone[3]. A year of Starter costs less than a third of a single SHOW job.



INDEED AND LINKEDIN

Limited free posting, then payment based on the budget you set. No public price list.

JOBAT

Prices not checked: the site could not be read on 26/10/2026. Compare directly on jobat.be.

Compare Dily plans /en/pricing →

Dily calculations based on public prices checked on 26/10/2026. Dily: prices excl. VAT, plus 21% VAT. StepStone: 30-day job in 3 languages, excl. or incl. VAT not stated on its pricing page. Founding recruiters: Pro plan free for 3 months, then €24.50 excl. VAT per month (−50%) for the next 9 months.

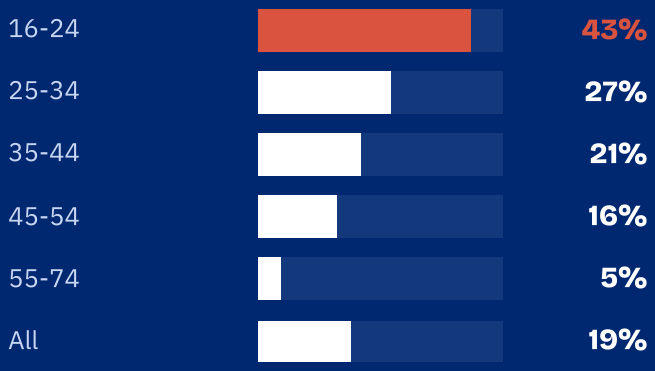
Candidates want a reply and a clear salary.

65% of jobseekers get **(almost) no reply** to their applications (65.2%)[6].

28% of candidates surveyed **chase the employer themselves**, often or almost always, when an answer is slow to come (27.9%)[6].

31% of candidates who were assessed or tested **did not receive their results** (30.6%)[6].

Looked for a job or applied online in the last 3 months (Belgium, 2025)[7]



Dily jobs with salary — **100%**

On Dily, the salary is required on every job posted in Belgium. The EU pay transparency directive requires employers to tell candidates the pay range before hiring; Belgium was due to apply it by 7 June 2026, and no bill had been published as of June 2026[8].

What your candidates see

01 **A reply date on every job**
The candidate knows when they will hear back.

02 **The salary shown**
Every job shows its salary and its closing date.

03 **Tracking for every application**
Received, shortlist, interview, answer: everything is shown.

04 **Verified companies**
And candidates are never asked for money.

→ Verified companies

05 **A free CV**
Made in a few minutes, from handmade templates.

→ Create a free CV

WHAT THE CANDIDATE RECEIVES

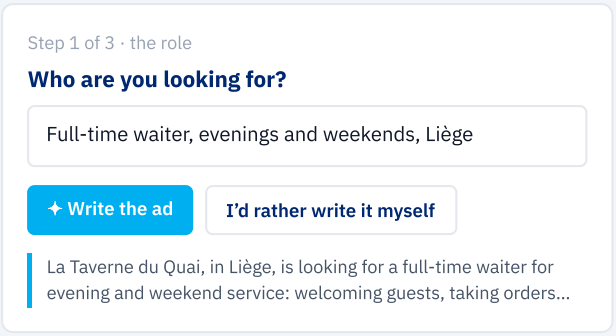
Taverne du Quai · Waiter
Your application has been received. You are 1 of 34 candidates.
Reply announced by 21 November.

Shortlist
Good news: your profile has been shortlisted. The recruiter is offering you an interview.

Interview
Interview on Thursday at 2 pm. The video call link is in your space.

Messages as shown on dily.pro, fictional example.

Four steps, one tool.



1 Post in one sentence

Describe the role as you would to a friend. AI writes the ad, you review it.

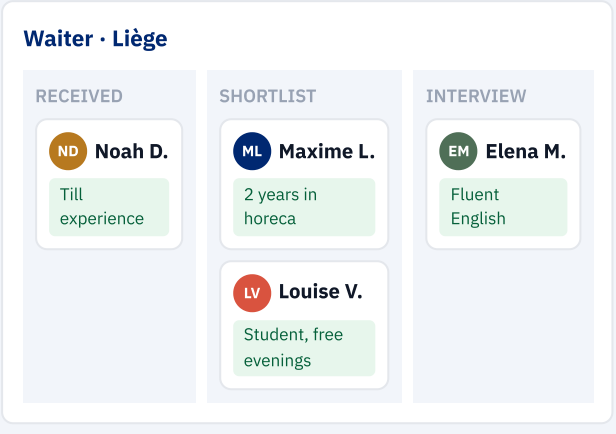
→ Post a job for free



2 Share everywhere

A poster with a QR code, ready for your shop window, LinkedIn, Facebook or WhatsApp. Handy for finding a student worker too.

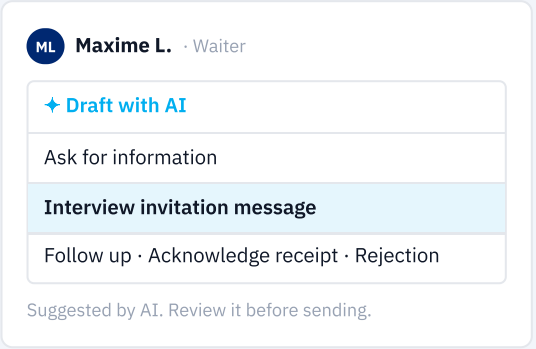
→ Create my job poster



3 Sort with no effort

One board. The best profiles at the top, with the reason. The decision stays yours.

→ Open my jobs



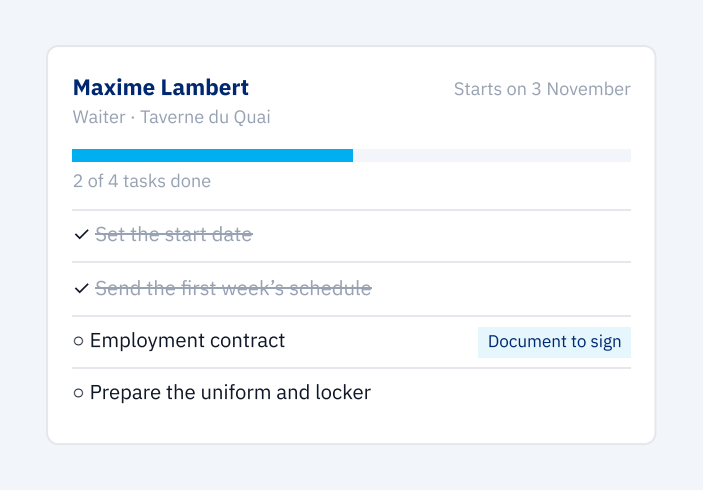
4 Reply to everyone

Choose the message type: Dily prepares the draft. Nothing goes out without you.

→ Open messages

Sample screens with fictional data.

Hiring does not stop at the signature.



Prepare the arrival

Date, tasks, documents to sign: everything is tracked, nothing is forgotten. Remind the candidate in one click.

→ Open arrivals



Everything from your phone

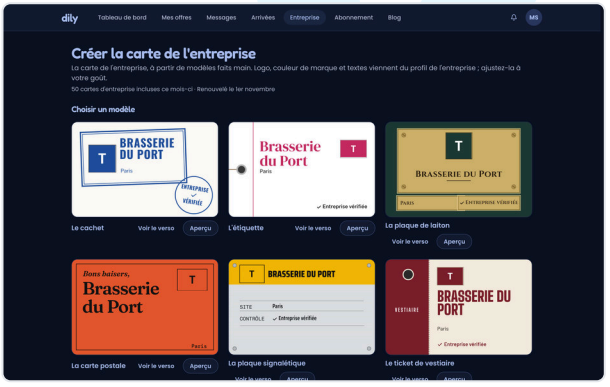
Post between two services, get a notification for every application, reply wherever you are. Ideal in hospitality, in a shop or on a building site.

INSPIRE TRUST

A verified company, once and for all.

Dily checks your company in the official registers, then someone from the team approves the file, usually within 24 hours. Your jobs then carry the “Verified company” badge: candidates know the ad is genuine.

→ Get my company verified



Company card, made from handmade templates.

→ Create my company card

Sample screens with fictional data.

Post for free. Pay to hire faster.

Prices excl. VAT, per month, plus 21% VAT. No commitment: change plan, pause or cancel at any time.

→ *Full pricing details*

FREE	STARTER	PRO	BUSINESS
€0	€19	€49	€149
To get started	Self-employed and micro-businesses · €22.99 incl. VAT	SMEs · €59.29 incl. VAT	Hiring all year round · €180.29 incl. VAT
3 live jobs 1 seat 20 AI assists	5 live jobs 2 seats 200 AI assists 1 Boost per month Video interviews	15 live jobs 5 seats 1,000 AI assists 3 Boosts per month Video interviews	50 live jobs 15 seats 5,000 AI assists 10 Boosts per month Video interviews

Yearly subscription: −19 to −20%. Enterprise plan on quote. Free Partner plan for NGOs, non-profits and schools, after verification.

7-DAY BOOST	30-DAY PREMIUM JOB	3 PREMIUM JOBS	10 CONTACTS
€9 excl. VAT	**€29 excl. VAT**	**€69 excl. VAT**	**€29 excl. VAT**
Top of the list, "Urgent" badge	Featured, shortlisting, stats	To use whenever you like	Open candidates, valid 12 months

Options without a subscription, paid once for one job. During the beta, verified companies get 2 Boosts per month.

100

FOUNDING RECRUITERS

The first 100 companies in Belgium: Pro plan free for 3 months, then −50% for 12 months.

The number of spots left is shown on dily.pro.

Book my spot /en/recruiters →

ALWAYS FREE

Posting, replying to candidates, exporting your data, online support. Candidates never pay.

PAYMENT

Bank card (Visa, Mastercard), invoice in your space. Online payment is coming soon, with the launch offer in the meantime.

Launch pricing, subject to change.

Your questions.

Can I really post for free?
Yes. The Free plan keeps 3 live jobs at a time, with no time limit.

Does the AI send messages for me?
No. It prepares ads and replies; nothing is sent without your approval.

Can I pause?
Yes, for up to 3 months, without losing your jobs or your history.

Can I invite my colleagues?
Yes. The number of colleagues depends on your plan.

How is my company verified?
In the official registers, then by someone from the team, usually within 24 hours.

Will I get an invoice?
Yes, in your space, after each payment.

IN 2 WEEKS

Free beta
The first recruiters post their jobs.

IN 3 MONTHS

Public launch
Dily opens to all companies.

SOON

After the hire
Fair salary, employment contract and formalities.

Post your first job today.

Create my free account /en/signup →

Help centre /en/help →

Any questions? **support@dily.pro**

SOURCES

1. Eurostat, job vacancies (data supplied by Statbel), tables jvs_a_rate_r2 and jvs_q_nace2, updated 20/03/2026: industry, construction and services. The rate for businesses with fewer than 10 employees (5.9%) is a Dily calculation: vacant and occupied posts “all sizes” minus “10 employees or more”, over the 4 quarters of 2025. 160,000: average of the 4 quarters.

2. Le Forem / Ipsos, “Enquête 2026 Besoins en main-d’œuvre (BMO) en Wallonie” [2026 labour needs survey in Wallonia], May 2026: 72,241 establishments in Wallonia surveyed, 10,256 respondents, fieldwork October to December 2025 (leforem.be). Wallonia only.

3. Public websites consulted on 26/10/2026: emplois.be.indeed.com/recrutement · linkedin.com/help (job posts) · stepstone.be/5/ecom and stepstone.be/espace-recruteurs · jobat.be (not accessible on that date). Dily: pricing and features of dily.pro as of 26/10/2026.

4. Eurostat, sbs_sc_ovw, 2024: businesses and people employed by size (shares calculated by Dily).

5. Eurostat, isoc_eb_ai, 2025: businesses using at least one AI technology, Belgium.

6. Acerta and StepStone Belgium, “Talent Pulse 2026” survey (private study), press release of 17/09/2026, 1,700 respondents.

7. Eurostat, isoc_ci_ac_i, 2025 data (all devices).

8. Directive (EU) 2023/970; SPF Emploi [Federal Public Service Employment] (BE-MAGIC project); FEB [Federation of Belgian Enterprises], FAQ of 03/06/2026. To be rechecked at publication date.

9. IEFH, ULiège and UHasselt, “Recrutement et sélection à l’ère de l’IA” [Recruitment and selection in the age of AI], January 2026: 416 recruitment professionals surveyed (orbi.uliege.be).