





Employers expecting slower recovery to pre-pandemic hiring & a new way to work will be lasting pandemic legacy for many



GLOBAL EMPLOYER HIRING EXPECTATIONS FOR OCTOBER THROUGH DECEMBER

Hiring intentions improve since last quarter in 37 of 43 countries, though 41 decline year-over-year. Employers in Taiwan, the U.S., Turkey and Japan report the strongest Outlooks for the fourth quarter.



TIME TO RETURN

Employers believe labor market recovery will take longer than first anticipated: When asked in April 54% expected a return before April 2021, now down to 31%.

18% WITHIN THE NEXT 3 MONTHS
13% LONGER THAN 4-9 MONTHS
14% WITHIN 10-12 MONTHS
13% LONGER THAN 1 YEAR
18% NEVER

EMPLOYERS ARE MAKING PLANS TO RETURN FURLOUGHED WORKERS

60% of employers say they will bring furloughed workers back full time, 19% will have reduced hours, 9% will not bring all workers back and 12% are not yet decided.

60% BRING ALL WORKERS BACK FULL-TIME

19% BRING ALL WORKERS BACK WITH REDUCED HOURS



9% PLAN TO LAY OFF WORKERS

12% UNDECIDED

REIMAGINING WORK FOR TOMORROW

Employers shared what kind of changes they expect in how work will be done, over half (59%) are planning to offer flexible work options for the long-term:





20%



30%



31%



37%



39%



OPTION TO WORK REMOTE 100% OF THE TIME PART-TIME WORK

HEALTH & WELLBEING OFFERINGS

OPPORTUNITIES TO LEARN/DEVELOP NEW SKILLS FLEXI OR CONDENSED HOURS

WORK REMOTELY SOME OF THE TIME