



BACK TO THE FUTURE: HIRING INTENTIONS BEGIN TO RECOVER FOR Q4 THOUGH WORK MODELS SHIFT FOR THE LONG-TERM

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



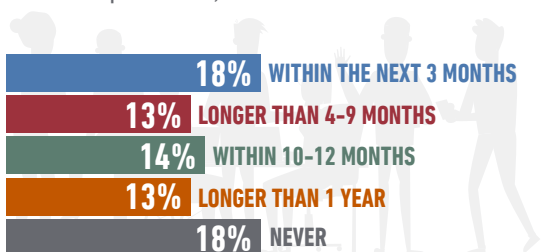
GLOBAL EMPLOYER HIRING EXPECTATIONS FOR OCTOBER THROUGH DECEMBER

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%.



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.



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:

