



GLOBAL HIRING INTENTIONS SHOW SIGNS OF GREEN SHOOTS FOR Q1 2021 THOUGH EMPLOYERS PREDICT PRE-PANDEMIC HIRING LEVELS WILL TAKE LONGER TO RETURN

Employers globally are shifting their HR priorities as a result of the pandemic with employee health & wellbeing, new work models and rapid upskilling front and center



GLOBAL EMPLOYER HIRING EXPECTATIONS FOR JANUARY THROUGH MARCH

Hiring outlooks* are showing signs of recovery around the world. Since the previous quarter, hiring intentions improve in 32 of 43 markets with the most significant increases reported in the Asia Pacific and Americas regions, and greatest caution from employers in Europe.**



TIME TO RETURN

Employers expect to be cautious for the long term: 13% say pre-pandemic hiring levels will not return before July 2021



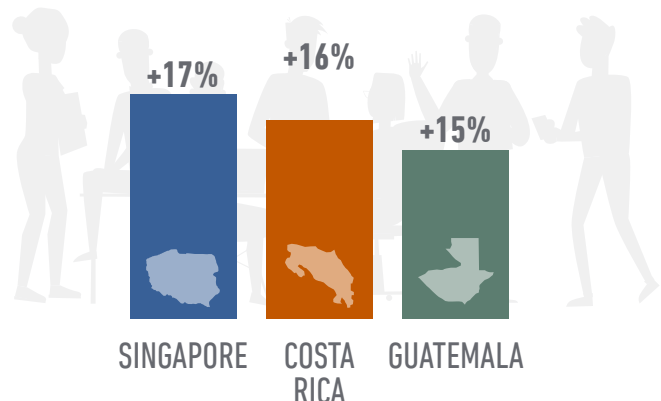
CAUTIOUS OPTIMISM AHEAD

Hiring intentions improve since last quarter in 32 markets and remain the same in five:



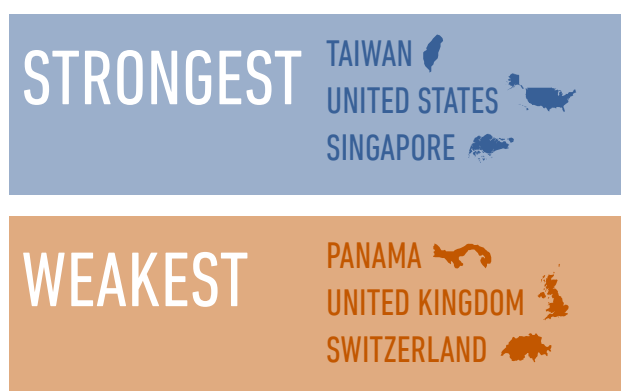
BIGGEST IMPROVEMENTS SINCE LAST QUARTER

The biggest quarter-over-quarter improvements are reported by employers in Singapore (+17%), Costa Rica (+16%) and Guatemala (+15%)



STRONGEST VS. WEAKEST INTENTIONS

The strongest hiring intentions are reported by employers in Taiwan, the U.S. and Singapore, while those in Panama, the U.K. and Switzerland report the weakest outlooks.



Employers in Europe are the least optimistic about a return to pre-pandemic hiring levels with most predicting after **October 2021**. Over one quarter of employers in APAC say pre-pandemic hiring will return by the New Year while those in the Americas are most optimistic about a **July 2021** return.

Complete results for the ManpowerGroup Employment Outlook Survey are available for download at: [ManpowerGroup.com/MEOS](https://www.manpowergroup.com/MEOS)

*The Net Employment Outlook is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decreased in hiring activity.

**The survey – conducted October 2020 – is the most comprehensive, forward-looking employment survey of its kind, used globally as a key economic indicator.