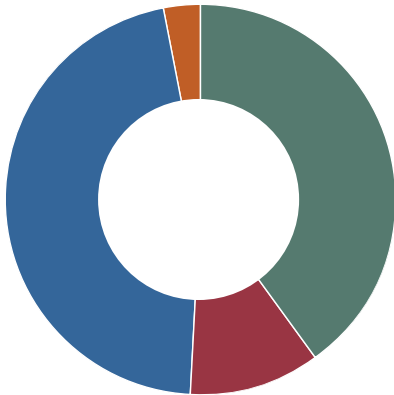




Issued in September 2022

## HIRING INTENTIONS FOR Q4 2022

Swiss employers report encouraging signs for job seekers in the fourth quarter of 2022 with a net labor market forecast of +21%.



- 36% PLAN TO HIRE
- 16% EXPECT TO LAY OFF WORKERS
- 42% PLAN TO KEEP WORKFORCE LEVELS STEADY
- 6% UNDECIDED

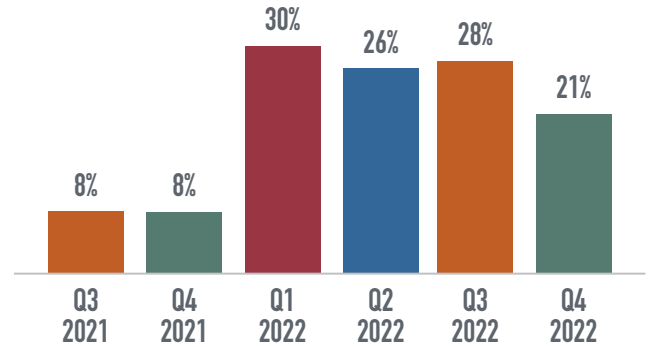
### How is the Net Employment Outlook calculated?

% of employers anticipating employment to increase (36%) - the % expecting to see a decrease in employment (16%) = Non seasonally adjusted result for Switzerland (20%)

**Adjusted to reflect seasonal variations, the Net Employment Outlook stands at +21%.**

## HIRING INTENTIONS OVER TIME

How do employers expect the total employment figure to change in their company over the coming quarter as compared with the current quarter?



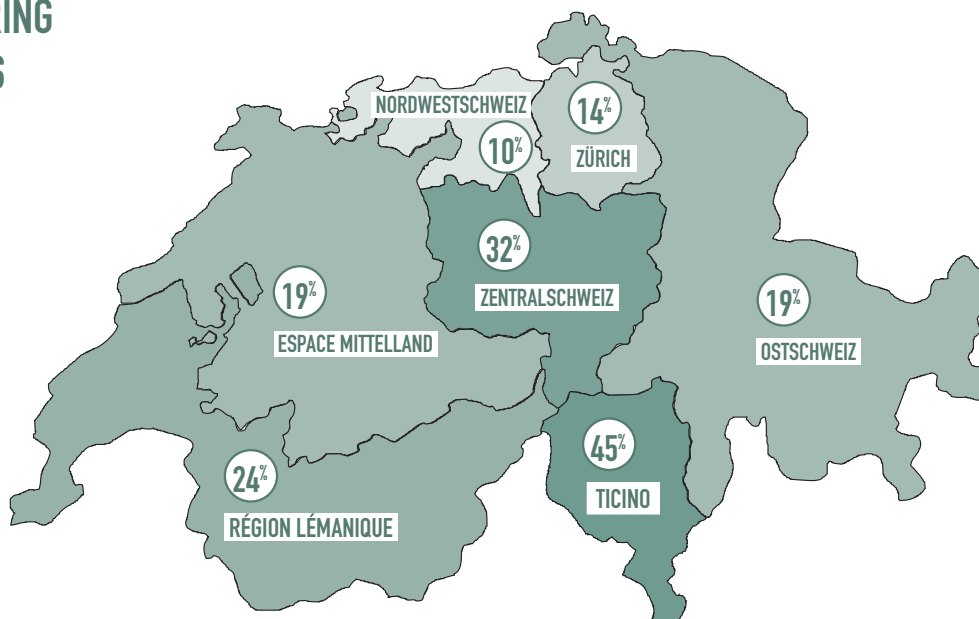
The positive employment outlook remains extremely positive for the fourth quarter.

« Taking into account that the survey was conducted under the impression of geopolitical and economic risks, the war in Ukraine and the aftermath of the pandemic, the employment outlook is still assessed as positive.

Jan Jacob, Country Manager  
ManpowerGroup Switzerland

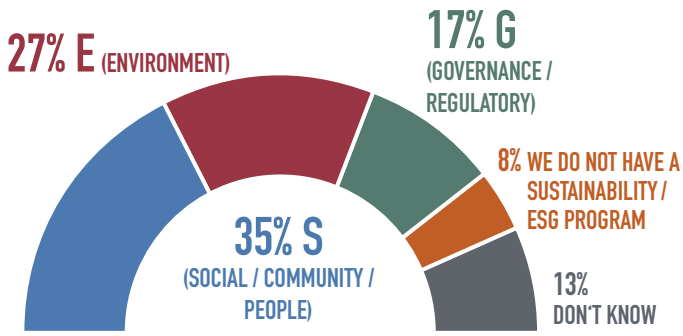


## REGIONAL HIRING EXPECTATIONS



## ESG FOCUS

Which of the following ESG focus areas do Swiss companies place the greatest value on?



« It is noteworthy that when it comes to the topic of sustainability and ESG companies name social aspects in the first place.

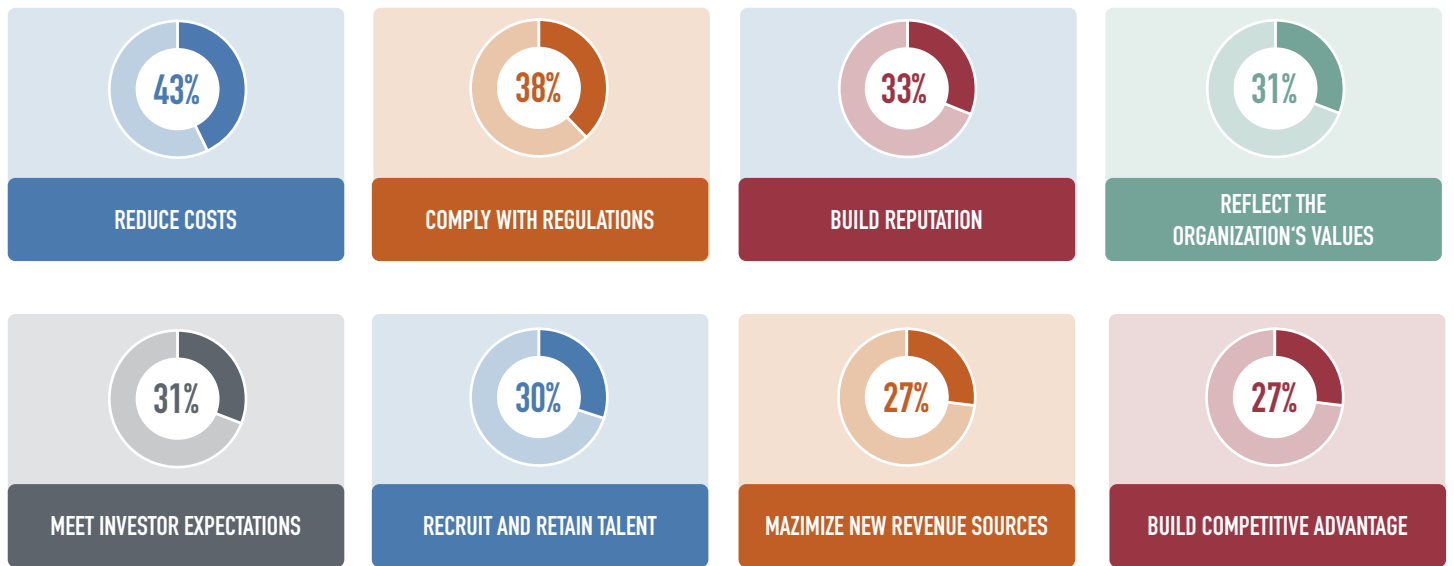
This is an indicator that awareness has prevailed, that in order to recruit and retain employees, we need to invest in topics such as health, diversity or social commitment as well as to meet the needs in terms of flexibility.

Jan Jacob, Country Manager  
ManpowerGroup Switzerland



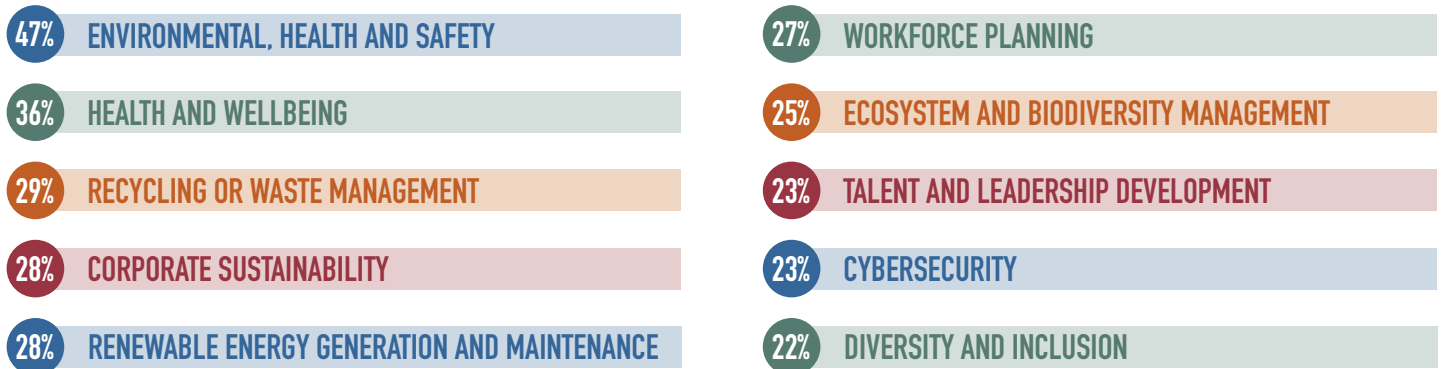
## MOTIVATION FOR ESG

What are the main reasons why Swiss companies have implemented or run an ESG program?



## FOUR MOST IMPORTANT SKILLS

To implement ESG properly, Swiss companies plan to hire new employees in the next 12 months. Talent is being sought for the following ESG focus areas or positions:



\*Multiple selection possible / choose three most important

The ManpowerGroup Employment Outlook Survey is conducted quarterly to understand private and public sector employers' workforce forecasts for the coming quarter. It involves surveying more than 42,000 companies in 43 countries. In Switzerland, the national survey is conducted by Right Management Consultants, which surveys more than 500 employers. The survey for the fourth quarter of 2022 was conducted in August 2022.