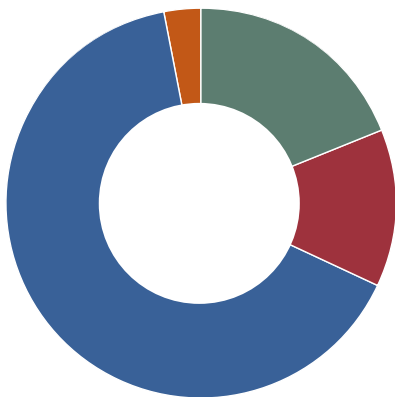




Issued in September 2021

## HIRING INTENTIONS FOR Q4 2021

Swiss employers report encouraging signs for job seekers in the fourth quarter of 2021 with a Net Employment Outlook of +8%.



- 19% PLAN TO HIRE
- 13% EXPECT TO LAY OFF WORKERS
- 65% PLAN TO KEEP WORKFORCE LEVELS STEADY
- 3% UNDECIDED

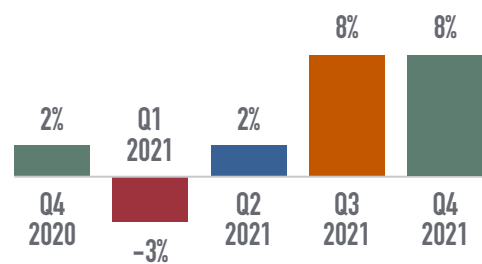
### How is the Net Employment Outlook calculated?

% of employers anticipating employment to increase (19%) - the % expecting to see a decrease in employment (13%) = Non seasonally adjusted result for Switzerland (6%)

**Adjusted to reflect seasonal variations, the Net Employment Outlook stands at +8%.**

## HIRING INTENTIONS OVER TIME

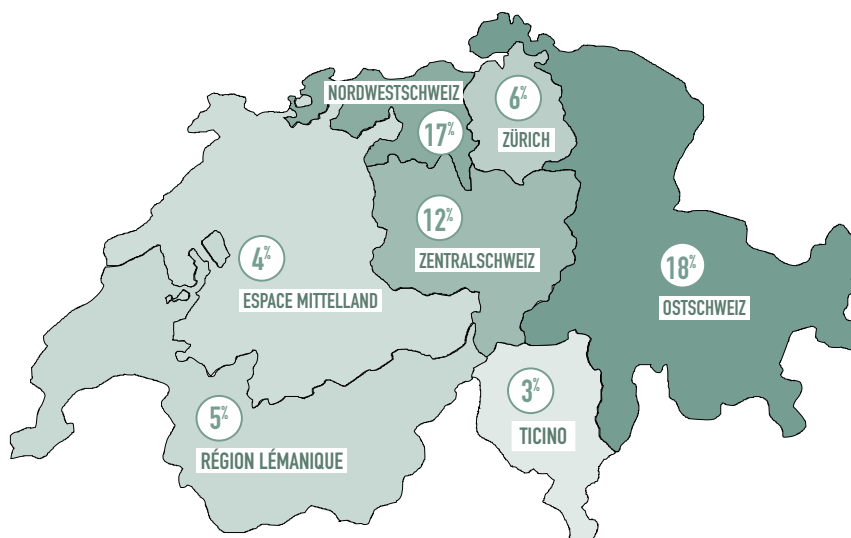
How do employers expect the total employment figure to change in their company over the coming quarter compared with the current quarter?



### Benjamin Hügli, Regional Director Zürich & Ostschweiz Manpower:

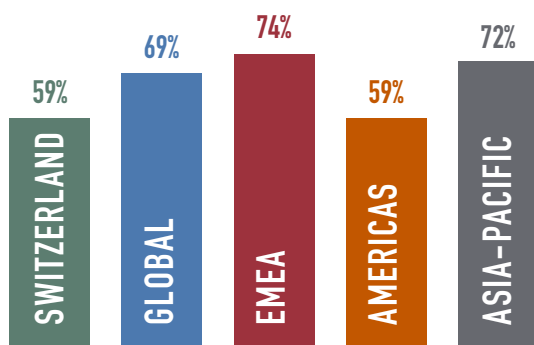
«In the Zurich region we see a pleasing outlook of +6%, which is really good. Ostschweiz is exceptional with an outlook of +18%. The big difference to the Zurich region is that Ostschweiz has many industrial jobs that were not necessarily home office compatible and were therefore more affected by the pandemic. In contrast, the Zurich region is more active in the service sector, which was able to respond well to the home office requirement and recommendation. With the vaccinations and the upturn in the economy, hiring intentions in the Ostschweiz region are now picking up again.»

## REGIONAL HIRING EXPECTATIONS



## TALENT SHORTAGE

How difficult is it for employers to fill job vacancies due to the lack of skilled talent?



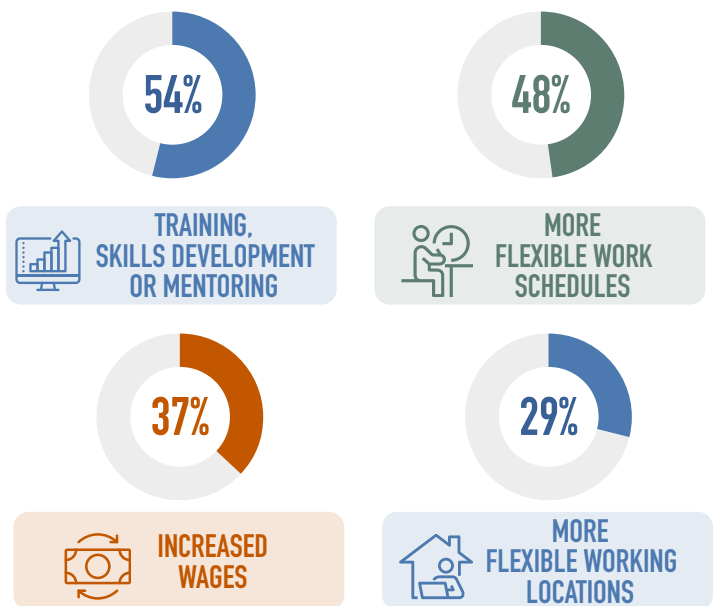
COMPARED WITH THE FIRST QUARTER (83%), THE TALENT SHORTAGE IN SWITZERLAND DECREASED BY 24%.

**Yvonne Baumgartner, Managing Director Talent Solutions ManpowerGroup:**

«In our view, the high affinity for further education has led to a decline in the talent shortage in Switzerland. Many employees have taken advantage of the pandemic period and invested in further training to increase their employability and to be fit when the economy recovers. But the war of talent continues. From our customers we get feedback that employer branding is becoming more relevant. Due to the talent shortage, in particular specialists can choose where they want to work. The salary alone is by no means the only criterion; incentives such as flexible working hours and locations, as well as coaching and internal training are highly valued. The pandemic has taught us a lot - especially with regard to the need for flexibility. Many companies have made adjustments, but we sense that the development of work flexibility is not yet finished.»

## EMPLOYER BRANDING IN SWITZERLAND

What incentives do Swiss companies offer to help fill vacancies?



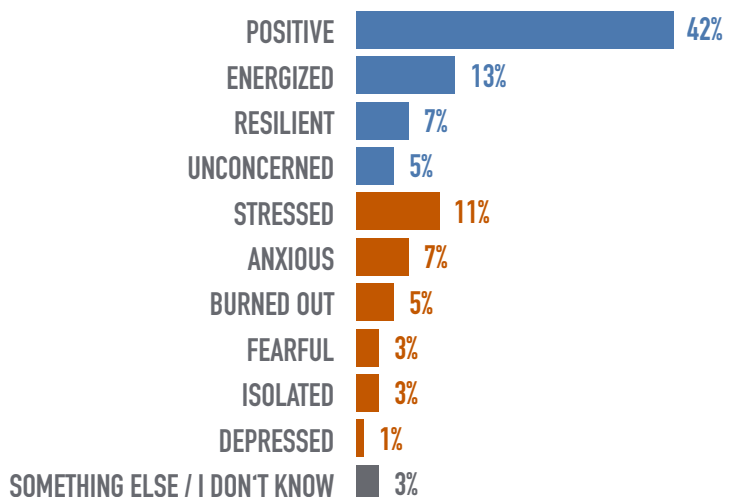
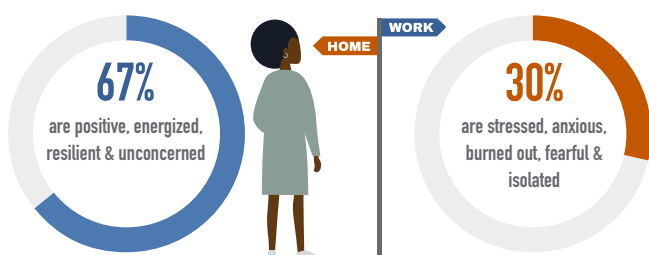
## OBSTACLES TO FURTHER TRAINING

What are the biggest obstacles for companies when it comes to the further training of employees?



## MOOD REGARDING REMOTE WORK

What is the feeling among Swiss executives regarding the continuation of remote work as a result of the COVID 19 pandemic?



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 757 employers. The survey for the fourth quarter of 2021 was conducted at the end of August 2021.