



Issued in January 2022

HIRING INTENTIONS FOR Q1 2022

Swiss employers report encouraging signs for job seekers in the first quarter of 2022 with a net labor market forecast of +30%.



- 42% **PLAN TO HIRE**
- 12% **EXPECT TO LAY OFF WORKERS**
- 37% **PLAN TO KEEP WORKFORCE LEVELS STEADY**
- 9% **UNDECIDED**

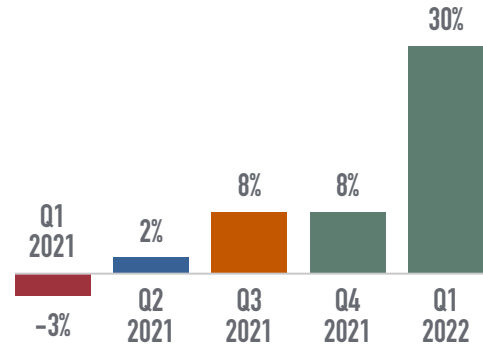
How is the Net Employment Outlook calculated?

% of employers anticipating employment to increase (42%) - the % expecting to see a decrease in employment (12%) = Non seasonally adjusted result for Switzerland (30%)

Adjusted to reflect seasonal variations, the Net Employment Outlook stands at +30%.

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?



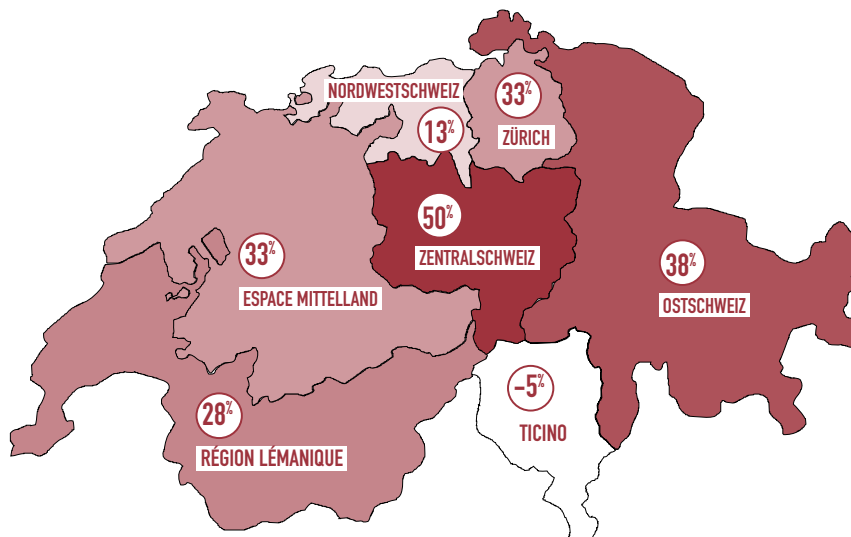
While employers were still assuming a negative employment trend in Q1 2021, the forecast for Q1 2022 represents a historic high.

« In this historic economic recovery Swiss employment indicators are skyrocketing. However two effects will determine the rise or fall: Does a company manage to adapt to the more than ever volatile market with agility in its way of doing business and adapting their workforce? And will the company manage to keep the upper edge of talent attraction and retention in an European environment with an extreme talent shortage with increasingly demanding expert workforce.

**Igor Hahn, Operations Director
Manpower Switzerland**

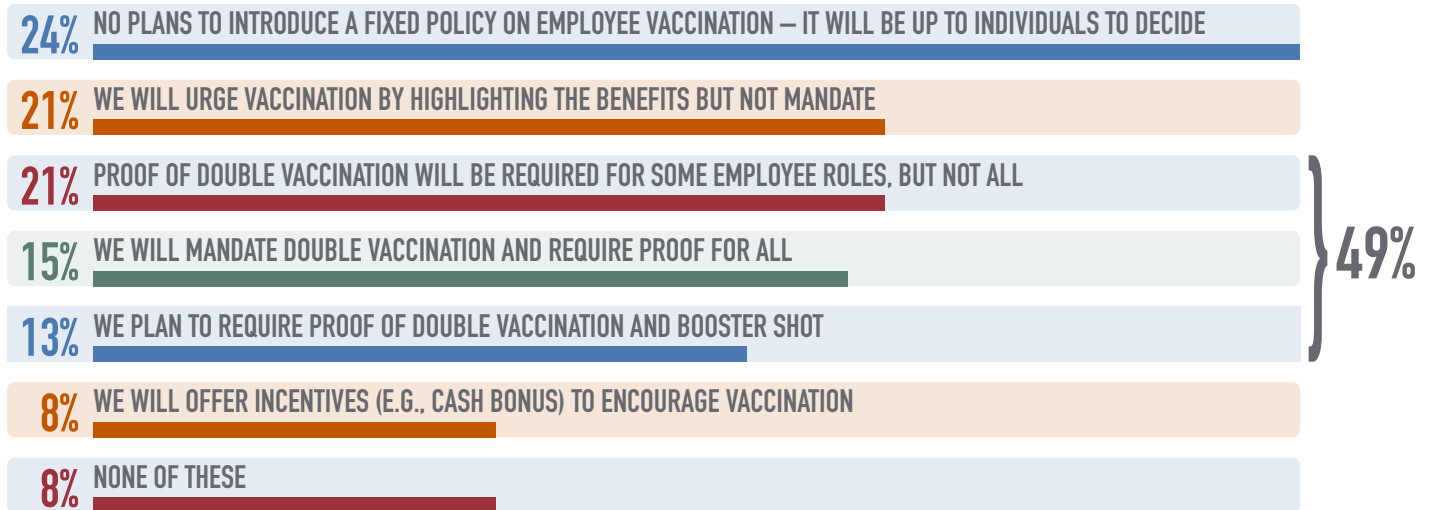


REGIONAL HIRING EXPECTATIONS



POSSIBLE VACCINATION REGULATIONS AT THE WORKPLACE

Do Swiss employers plan to require their employees to take any of the following measures, before they can return to work?



Almost half of Swiss companies are considering vaccination policies to regulate their employees' return to work.

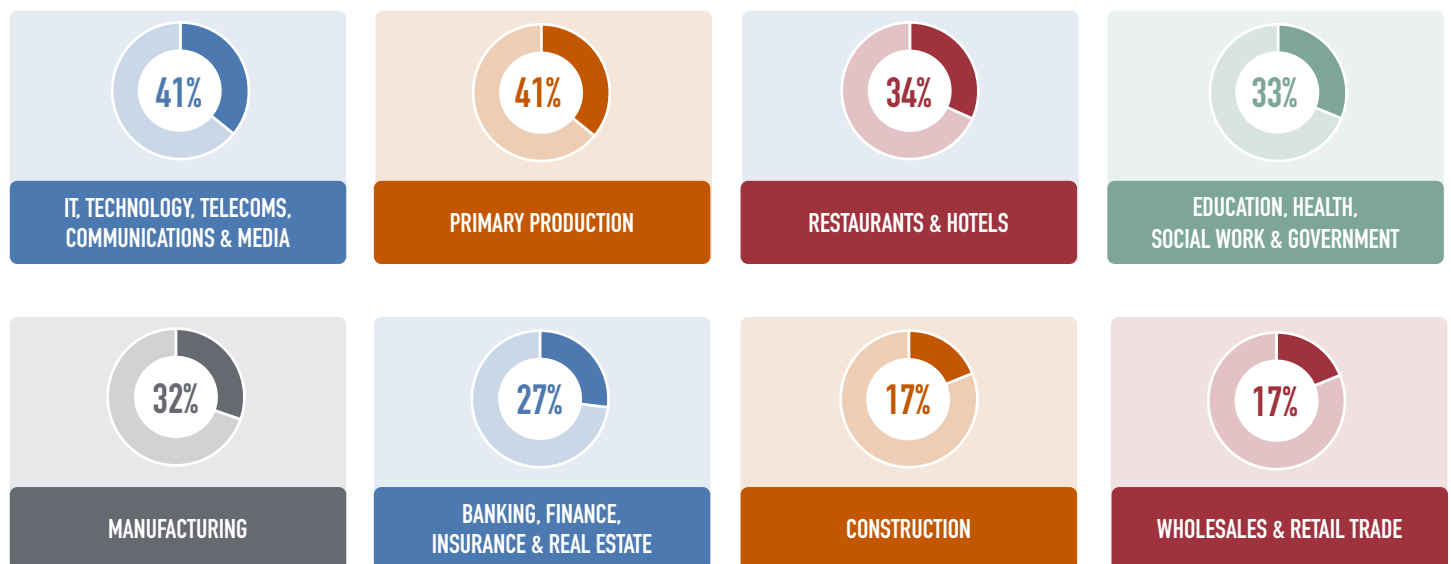
« Laurent Vacelet, Regional Director Suisse Romand, on hiring intentions in all sectors:

In view of the high hiring prospects throughout in the whole of German-speaking Switzerland and in all sectors of the economic sectors, we are faced with a number of challenges to react to this development.

In order to be able to meet these staffing requirements, we need sustainable measures, including the reclassification of certain positions, an improvement in their attractiveness, salary increases, better training systems, more tools and resources, coaching and better planning of the personnel needs of companies.

EMPLOYMENT OUTLOOK PER SECTOR

Employees in the IT/technology sector in particular are benefiting from the positive outlook in Switzerland.



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 first quarter of 2022 was conducted at the end of October 2021.