

Hiring plans in Switzerland at their lowest ebb for summer 2020

Employers in Eastern Switzerland are the most optimistic

Geneva and Zurich, June 9, 2020 – According to the quarterly results of the ManpowerGroup Employment Outlook Survey*, conducted between April 17 and 29, 2020, hiring plans among employers in Switzerland are looking particularly lackluster for the summer of 2020. The Swiss Net Employment Outlook (–8%)** is in decline quarter-over-quarter and year-over-year, with four out of seven sectors and five out of seven regions reporting their weakest outlook in 15 years. The majority of Swiss employers surveyed (56%) are confident that we will return to pre-crisis hiring levels within the next year, with the most optimistic (28%) believing we will do so by this autumn.

“As expected, the labor market has been hit hard by the lockdown measures taken to contain the coronavirus outbreak. The employment outlook has fallen to its lowest level since the survey was first launched in Switzerland 15 years ago. Nevertheless, employers in some regions and some sectors are managing to keep their hiring plans on track and are showing signs of stability, particularly where the focus has shifted inwards toward the domestic market,” notes Gianni Valeri, Managing Director of Manpower Switzerland.

Employers in Ticino report their weakest outlook in almost 15 years of the survey

In six of the seven regions, employers are forecasting a reduction in their workforce during the third quarter of 2020. Only those in Eastern Switzerland (+3%) are registering a positive outlook along with an improvement quarter-over-quarter (+4 percentage points). Everywhere else, employers are downbeat about their employment outlook: those in Ticino (–14%), Northwest Switzerland (–13%), the Lake Geneva Region (–10%), Zurich (also –10%) and Central Switzerland (–2%) have recorded their weakest result since the survey was launched in Switzerland in 2005. The sharpest declines quarter-over-quarter can be found in Ticino and the Lake Geneva Region (–17 and –16 percentage points respectively). Compared with the previous year, all regions are on a downward trajectory, with Northwest Switzerland seeing the most significant drop (–24 percentage points).

Stable hiring prospects in Other Production and Other Services sectors

Employers in five of the seven sectors are expecting to trim their payroll during the summer of 2020. Meanwhile, those in the other two, the Other Production (+1%) and Other Services (0%) sectors, seem better placed to withstand the challenges they are facing, with the latter also registering the least variation quarter-over-quarter (–1 percentage point). In contrast, employers in the Restaurants & Hotels sector (–36%) are proving the least confident, with the sector showing the most drastic declines quarter-over-quarter (–38 percentage points) and year-over-year (–46 percentage points). This sense of gloom is also noticeable among employers in the Construction (–12%), Manufacturing (–9%) and Finance & Business Services sectors (–8%), which have never produced such a weak outlook throughout the 15-year history of the survey in Switzerland.

Hiring faltering across the four business categories

The four business categories polled*** are reporting negative results for the third quarter of 2020. Large employers (–3%) are predicting a significant slowdown in the labor market, as are small firms (–4% percentage points) and micro-employers (–7 percentage points). Meanwhile, employers in medium-sized enterprises are proving the most pessimistic of all (–17%) and are also registering the most marked declines quarter-over-quarter and year-over-year (–22 and –28 percentage points, respectively).



Germany: the exception to the rule among neighboring countries

Germany is one of seven out of 43 countries included in the survey to offer a positive outlook. Employers in Germany (+1%) are predicting a very sluggish labor market for the third quarter of 2020 and are scaling back their hiring intentions quarter-over-quarter and year-over-year in line with the current trend throughout the EMEA region. The Other Services and Construction sectors are looking the most promising. In France (-11%), the forecast is at its lowest ebb since the survey was launched there in 2003, with substantial drops compared to both the previous year and the same period in 2019. In Italy (-5%), the labor market in the Other Production Sector is expected to be the strongest in the summer of 2020.

The international results can be downloaded from the [ManpowerGroup website](#) > [ManpowerGroup Employment Outlook Survey](#). You can compare and analyze the data with the help of the study's [interactive tool](#).

When using the results, please mention the term "ManpowerGroup Employment Outlook Survey" each time.

***The ManpowerGroup Employment Outlook Survey, a reputable indicator**

The ManpowerGroup Employment Outlook Survey is conducted quarterly among private- and public-sector employers in 43 countries and territories to measure employers' intentions regarding any change in their staffing levels during the next quarter. It is the most extensive forward-looking survey of its kind, unparalleled in its size, scope, longevity and area of focus and is a reputable economic indicator. In Switzerland, it is compiled based on interviews with a representative sample of around 750 employers.

** The results in brackets are seasonally adjusted data.

*** Organization categories: micro-employers up to 9 employees; small businesses between 10 and 49 employees; medium-size enterprises between 50 and 249 employees; large businesses more than 250 employees.

BREAKDOWN OF RESULTS FOR SWITZERLAND FROM JULY TO SEPTEMBER 2020

Please note: The interviews were conducted under the exceptional circumstances caused by the Covid-19 pandemic. The results of the survey for the third quarter of 2020 reflect the impact of the global health emergency and paint a contrasting picture compared to those from the previous quarters.

- 438 employers questioned between April 17 and 29, 2020

Non-seasonally adjusted results

- 9% are anticipating an increase in staffing levels
- 16% are expecting to downsize their workforce
- 70% are not forecasting any change in their headcounts
- 5% do not know
- Non-seasonally adjusted result for Switzerland: -7%

Seasonally adjusted results

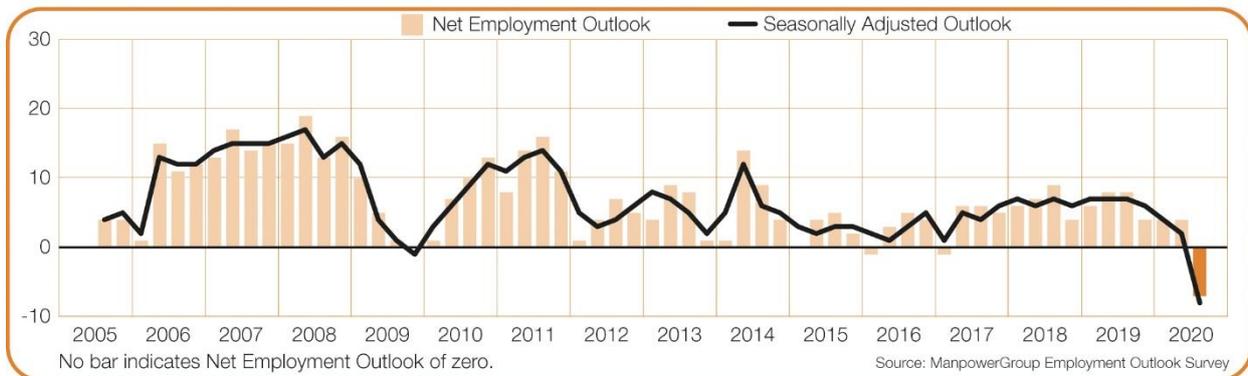
- Seasonally adjusted outlook for Switzerland: -8%
- Quarter-over-quarter comparison: decrease of 10 percentage points
- Year-over-year comparison: decrease of 15 percentage points



Chart illustrating national results over time

Switzerland

-7% -8%



Note on the net employment outlook

The net employment outlook for Switzerland is -8 % (seasonally adjusted data) for the third quarter of 2020. The outlook figure is calculated by taking the percentage of employers anticipating an increase in total employment in their company and subtracting from this the percentage of employers that expect to see a decrease in hiring activity over the next quarter. The result of this calculation is a net figure for the employment outlook, which may be either positive or negative. This net figure is then adjusted for seasonal variation.

Note on the adjustment of data to take account of seasonal variations

Adjustment for seasonal variations is applied to 41 of 43 countries and territories. Data are adjusted using a statistical method in order to cancel out the effect of fluctuations during certain periods of the year, such as holidays or changes of season. When the data have been adjusted to take account of these fluctuations, the results are more stable and more representative of long-term trends on the labor market. Data for both Croatia and Portugal are not seasonally adjusted at this time. In Q2 2008, the survey adopted the TRAMOS-SEATS model of seasonal data adjustment. This model is recommended by the Eurostat department of the European Union and the European Central Bank and is widely used internationally. Switzerland used seasonally adjusted results for the first time in Q3 2008.

About the survey

The Manpower Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter. It is the most extensive forward-looking survey of its kind, unparalleled in its size, scope, longevity and area of focus. The survey was launched more than fifty years ago in the United States and is one of the most trusted surveys of employment activity in the world. The Manpower Employment Outlook Survey is based on interviews with nearly 59,000 public and private employers worldwide, and is seen as a highly respected economic indicator. All those interviewed answered the same question, four times a year: **"How do you expect the total employment figure to change in your company over the coming quarter as compared with the current quarter?"**

About ManpowerGroup

ManpowerGroup (MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. The Group's family of brands – Manpower, Experis and Talent Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for over 70 years. In 2020, ManpowerGroup was named one of Fortune's Most Admired Companies for the seventeenth year and one of the World's Most Ethical Companies for the eleventh year, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work: www.manpowergroup.com.

More detailed information about the activities of **ManpowerGroup in Switzerland** is available at www.manpower.ch and www.experis.ch

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