



Press release

Businesses in Switzerland will not request employees to be vaccinated; a majority expects hybrid working models to continue

- Only 1% of employers in Switzerland intend to request vaccination
- Switzerland seems to be ahead of the game when employing hybrid working models
- Employers anticipate limited hiring opportunities
- Over 160,000 registered unemployed; unemployment rate at 3.6 percent

Morges and Zurich, March 9, 2021 - The ManpowerGroup Employment Outlook survey is carried out quarterly across 43 countries to understand employers' forecasts of staffing levels for the upcoming quarter. The current survey looked at additional topics around vaccination and working models, where businesses in Switzerland often suggest major cultural differences compared to other countries:

In Switzerland, only 1% of the surveyed employers feel that their employees must be vaccinated – the lowest rate worldwide. 53% of the surveyed employers in Switzerland assume that a hybrid model – a mix of remote and workplace-based working – will be retained over the next 6 – 12 months, compared to only 34% of businesses worldwide.

Gianni Valeri, CEO ManpowerGroup Switzerland, comments: *“Normally, we publish findings from our survey on hiring intentions quarterly; however, in times of Covid-19, I believe that numbers do not do justice to the very volatile dynamic of the employment market. We know that gastronomy, travel, and retail sectors have been hit very hard by the global pandemic crises in Switzerland, while other sectors demonstrated resilience and/or benefitted from governmental support measures.*

Thanks to vaccination and the expected lifting of imposed measures in Switzerland, our clients seem a little more optimistic again but remain cautious when hiring. Going forward, we expect companies to rely on more flexible options of temporary hires rather than committing to permanent staffing.”

Only 1% of Swiss employers intend to request vaccination

The development of the global pandemic depends very much on the availability and penetration of vaccinations. Overall, the sentiment in Switzerland is more optimistic than a few months ago as infection rates are now decreasing and COVID-19 vaccination is under way; at the same time, the debate about distinct privileges for vaccinated individuals triggers complex and at times controversial discussion.

ManpowerGroup asked employers around the world about their vaccine intentions for their employees. In Switzerland, only 1% of the surveyed employers feel that all their employees must be vaccinated – the lowest rate worldwide. However, 41% plan to encourage vaccination in Switzerland by highlighting the benefits.

Globally, 16% of respondents feel that their employees must be vaccinated, which is in line with APAC (17%) but significantly higher than in EMEA (8%), where, based on ManpowerGroup's survey, in Portugal some 27% of surveyed employers consider imposing vaccinations.

The US suggests rather low mandatory vaccination rates of 4%, in sharp contrast to e.g. Brazil (43%) and Mexico (45%).

Switzerland seems to be ahead of the game when employing hybrid working models



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The global pandemic has accelerated the shift to flexible working models in many companies. During the first lock-down in April 2020, it was reckoned that around 50% of all employees in Switzerland worked from home, taking into consideration that this model is obviously not suitable for all types of work. According to ManpowerGroup's survey from January 2021, Switzerland seems more advanced and open to employing flexible working models than other countries.

Only 34% of employers around the world assume that a hybrid model – a mix of remote and workplace-based working – will be implemented within the next 6-12 months. This is much lower than in Switzerland, where 53% of all employers think that most of their staff will choose a mix of home office and working on site. Still, 41% of employers in Switzerland expect the majority of their workforce to return to the office in the next 6-12 months; this is lower than across EMEA with 53% and globally 51%.

Gianni Valeri: *"At ManpowerGroup, we do believe in flexible working models and have already moved a number of branches into co-working spaces over the last 18 months; this will support our strategy of spending as much time with the client rather than in the office and fosters teamwork and collaboration."*

Employers anticipate limited hiring opportunities in Switzerland

According to ManpowerGroup's employment outlook survey, employment rates across Switzerland have remained rather stable during Covid-19. 65% of the respondents in Switzerland expect this trend to continue, compared to 58% across EMEA and only 37% in APAC, where certain countries expect hiring prospects to grow significantly over the next three months (Taiwan 24%, Australia 17% and Singapore 17%).

Going forward, employers also anticipate limited hiring opportunities in Switzerland from April to June with a Net Employment Outlook of +2%, improving by 5 percentage points when compared with the previous quarter and unchanged year-over-year.

In Switzerland, 11% of the surveyed employers expect to reach pre-Covid-19 hiring levels already by the end of July 2021; 10% by the end of December 2021. This prediction is less optimistic than 16.6% of employers globally. In Israel, respondents seem most optimistic with 28% expecting to return to pre-Covid-19 hiring levels by year-end; Poland is most negative with 2%.

Gianni Valeri, concludes: *"I am very concerned about the very high unemployment rate of 3.6% in Switzerland, as announced by the SECO yesterday. Unfortunately, we do not yet see an increase in temporary hires, which is typically an early indicator for an economic rebound. At the same time, we work side-by-side with our clients to help them weather implications of Covid-19 and to prepare for the economy to pick up again."*

The ManpowerGroup Employment Outlook Survey is carried out quarterly to understand companies' forecasts of staffing levels in the upcoming quarter. In Switzerland, the national survey is conducted by Right Management Consultants, who interview over 750 employers across diverse business sectors.

To view complete results for the ManpowerGroup Employment Outlook Survey, visit: www.manpowergroup.com/meos. The next survey will be released June 8, 2021 and will report hiring expectations for Q3 2021.

CONTACT



ManpowerGroup®

Larissa Probst
Communications Officer
Tel.: +41 58 307 22 71
E-mail: media@manpower.ch

About ManpowerGroup

ManpowerGroup® (NYSE: 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. Our expert family of brands – Manpower, Experis and Talent Solutions – creates substantially more value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability and in 2021 ManpowerGroup was named one of the World's Most Ethical Companies for the twelfth year - all confirming our position as the brand of choice for in-demand talent.

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