

Outlook Q1 2022

Employment outlook at historic high. Swiss employers also in favour of Covid 19 vaccine requirements.

- In Switzerland, the Employment Outlook is higher than at any time since the ManpowerGroup survey began in 2005. Internationally, the signs are also pointing to recovery.
- In Switzerland, employees in the IT/technology sector in particular are benefiting from the positive outlook.
- With regard to hybrid forms of work, the attitude of Swiss companies has changed markedly.
- Internationally, vaccination requirements in the workplace are already widespread. In Switzerland, just under half of companies are considering a requirement of this nature.
- Note: Detailed Swiss evaluations, e.g. for the various regions, company sizes or functions, can be found here.

Zurich and Morges, 14 December 2021 – The Swiss labour market has weathered the impact of the pandemic well. With a Net Employment Outlook of 30%, employers’ hiring intentions are at an all-time high. However, there are differences by region and industry. In addition, the ManpowerGroup Employment Outlook Survey shows that nearly 50% of Swiss employers are considering Covid-19 vaccinations as a requirement for returning to work.

Igor Hahn, Operations Director Manpower Switzerland: “In this historic economic recovery, Swiss employment indicators are skyrocketing. However, two factors will determine the rise or fall: Is a company able to mount an agile response to this market that is more volatile than ever, by flexibly structuring its business processes and its workforce? And will the company manage to maintain an edge in attracting and retaining talent in a European environment with an extreme talent shortage and an increasingly discerning expert workforce?”

According to estimates by Swiss employers, hybrid work forms will continue to be part of daily life in the first quarter of 2022. Depending on their role in the company, the proportion of employees who work exclusively remotely or from home is between 10% and 15%. On the other hand, 14–29% of employees work only at their company premises. Two-thirds of employees have the option of working hybrid for up to 2 or 3 days or more per week. Compared to the second quarter of 2021, the attitude of Swiss employers towards hybrid working has thus changed significantly. At that time, only 3% assumed that remote working would be possible all or most of the time in the next 6–12 months. 41% assumed that workplace-based working will dominate.

Almost half of Swiss companies are considering a vaccination requirement

Independently of the sharp increase in the number of cases in recent weeks, Swiss employers already addressed the question of the role of Covid-19 vaccinations as a requirement for returning to work in October. The situation in this regard is mixed across Switzerland.

Only 24% (down from 49% in Q2 2021) of companies surveyed still had no plans to adopt policies at the time of the survey, leaving the decision to vaccinate up to employees. 21% (vs. 1% in Q2 2021) require double-vaccination for some, but not all employee roles. 21% (vs. 41% in Q2 2021) plan to encourage their employees to get vaccinated without coercion by highlighting the benefits. 8% plan to use incentives such as cash rewards to encourage vaccination. Already, 15% of companies surveyed in October said they will require their workforce to be double-vaccinated (up from 1% in Q2 2021) as well as presenting a certificate. At that time, 13% were planning to require proof of double-vaccination as well as a booster. This means nearly one-in-three companies are considering requiring proof of vaccination for employees who plan to work at their workplace.

International: Almost two-thirds of companies require vaccinations

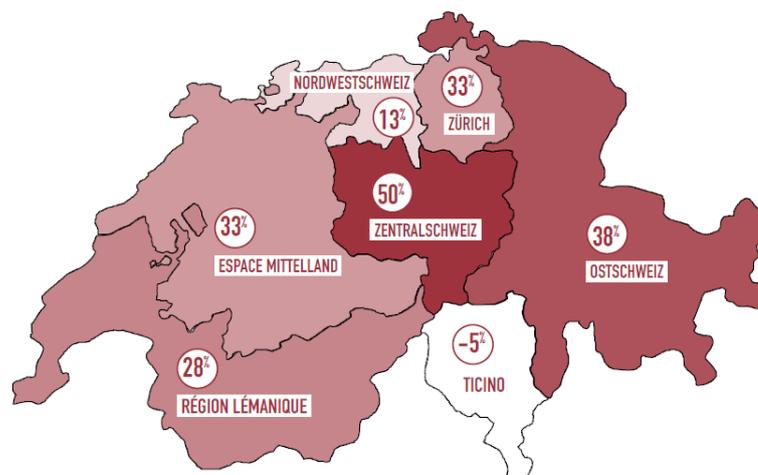
In an international comparison, Swiss employers are liberal with regard to vaccination requirements. According to the ManpowerGroup Employment Outlook Survey, 57% of companies worldwide require vaccinations for some or all employees. Regionally, vaccination requirements differ again. While 2/3 of employers in the Americas and the APAC region require vaccinations, only half in Europe do. In Switzerland, it is also around 50% of employers who require vaccination for some or all employees working in the workplace.

Company size has an influence on vaccination policies. Large companies are more likely to encourage their employees to be vaccinated rather than make it mandatory. Medium-sized companies are most likely to insist on vaccinations. Small and micro companies are most likely to leave the decision up to the individual.

Hiring intentions better than they have been for a long time

While Swiss employers were still assuming a negative employment trend in Q1 2021, the forecast for the first quarter of the new year represents a historic high*. 42% of companies plan to hire staff, 12% foresee layoffs. The resulting Net Employment Outlook of 30% is the highest since the survey began in 2005, improving the outlook for hiring intentions in Q1 2022 by 23% compared to Q4 2021 and by 34% compared to Q1 2021.

REGIONAL HIRING EXPECTATIONS



Of the seven Swiss regions surveyed, six report positive employment prospects for the first quarter of 2022. The strongest increase is seen in Zentralschweiz, where a net 50% of companies plan to hire. This is up 37% compared to Q1 2021 and up 64% year-on-year. Employers in Ostschweiz are also optimistic, with a Net Employment Outlook of 38%. This is up 19% from Q1 2021 and up 30% from 2020. Employers in the Zurich region (33%) and Espace Mitteland (33%) have also not been this confident since the pandemic began. Employers in the Région Lémanique region also anticipate good employment prospects (25%). In Nordwestschweiz, the Net Employment Outlook is 13%, and in Ticino it is negative at minus 5%.

Specialists wanted for “digital” jobs

In the ManpowerGroup Employment Outlook Survey for the coming quarter, 11 instead of 7 sectors of the economy were asked about employment prospects for the first time. All sectors in Switzerland are planning new hires. IT, Technology, Telecommunications, Communications and Media should benefit particularly, with 41% of companies planning to increase their workforce. The outlook is also good in the Hotel and Catering industry. In this pandemic-hit sector, employment is expected to increase by 31% compared to Q4 2021. The worst performing sector is Wholesale and Retail Trade. The Net Employment Outlook here is ‘only’ 17%. However, this represents an increase of 14% compared to Q4.

In terms of company sizes, employers of medium-sized companies report the highest hiring intentions (41%) for the first quarter of 2022, followed by large companies (33%). Small and micro businesses are the most cautious. Compared with the fourth quarter of 2021, the Net Employment Outlook is only around 25%.

Internationally, the signs are pointing to recovery

Switzerland’s neighbouring countries are also confident. Employers in Germany and Austria are each planning net new hires of 36%, in France the figure is 26% and in Italy 28%

Globally, the Employment Outlook is also very positive. Around the world, the Net Employment Outlook is expected to be 37%, with 28% in the Europe, Middle East and Africa economic region. The strongest hiring plans for the next three months are reported in Brazil, Peru, India, Ireland and the Netherlands. The weakest hiring propensities are in Japan, Singapore, Taiwan and the Czech Republic.



***About ManpowerGroup Employment Outlook Survey**

Every quarter, the ManpowerGroup Employment Outlook Survey assesses companies' forecasts for staffing levels in the coming quarter. Internationally, ManpowerGroup surveys approximately 40,000 employers in 40 countries. In Switzerland, the national survey is conducted by Right Management Consultants. More than 500 employers from various industries were surveyed.

Note: The current survey was conducted digitally for the first time. This does not affect the integrity of the data. However, the online survey may result in a more positive employment outlook. In telephone surveys, respondents tend to give neutral answers such as "I don't know / No change".

In online surveys, by contrast, respondents are more likely to take a clear position. Given the upturn and the number of jobs lost, many more companies in the current survey say they plan to hire. The trend toward growth is robust, if we compare the digital survey to the non-digital survey. In the coming quarter, when all markets have adjusted to the digital survey, this effect will even out.

The full results of the ManpowerGroup Employment Outlook Survey can be found here: www.manpowergroup.com/meos. The next survey is expected to be released on 8 March 2022 and will address the employment outlook for Q2 2021.