



ManpowerGroup®

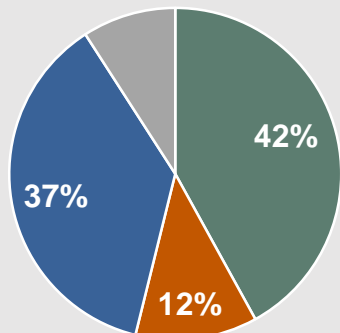
ManpowerGroup Employment Outlook Survey

Switzerland Key Findings

November 2021

Staffing expectations for Q1 2022

Increase
No Change
Decrease
Don't Know

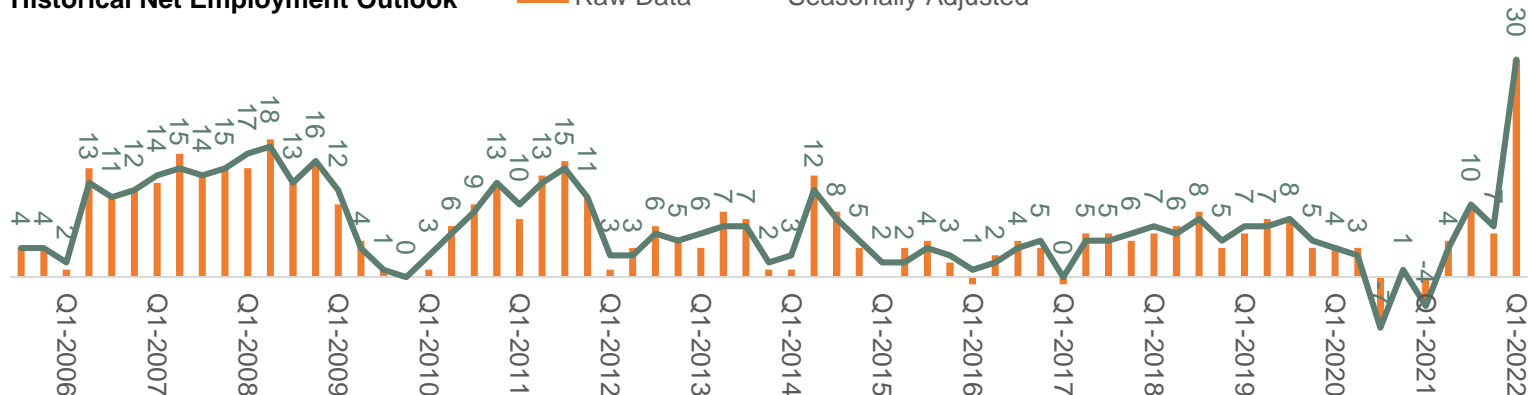


Net Employment Outlook of:
(Seasonally Adjusted)

30

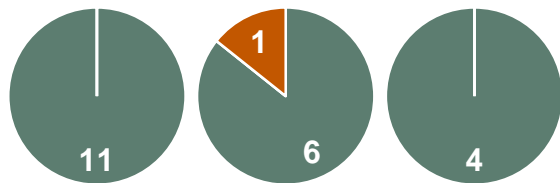
Historical Net Employment Outlook

Raw Data Seasonally Adjusted



Number expecting an Increase, No Change, Decrease

by sector, by region, by org sizes



Expecting the strongest staffing climate:

IT, Technology, Telecoms, Communications and Media (41)
Zentralschweiz Region (50)
50-249 Employees (41)

Expecting the weakest staffing climate:

Wholesale and Retail Trade (17)
Ticino Region (-5)
'10-49 Employees (23)

Net Employment Outlook for Q1 2022

Change since Q4 2021

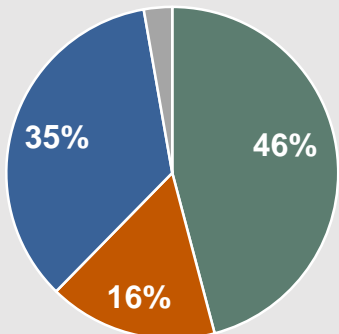
since Q1 2021

Category	Q1 2022 Outlook	Change since Q4 2021	since Q1 2021
SWITZERLAND (n=505)	30	+23	+34
Banking, Finance, Insurance and Real Estate (n=51)	27	+13	+25
Construction (n=58)	20	+17	+26
Education, Health, Social Work and Government (n=70)	33	+32	+31
IT, Technology, Telecoms, Communications and Media (n=54)	41	NA	NA
Manufacturing (n=62)	32	+18	+32
Not for profit (n=13)	38	NA	NA
Primary Production (n=32)	36	+20	+42
Restaurants and Hotels (n=35)	34	+31	+71
Wholesale and Retail Trade (n=53)	17	+14	+18
Other Services (n=31)	19	NA	NA
Other Industry (n=46)	39	NA	NA
Region Lémanique (n=57)	28	+25	+33
Espace Mittelland (n=99)	33	+30	+39
Nordwestschweiz (n=95)	13	-2	+25
Zürich (n=123)	33	+27	+30
Ostschweiz (n=77)	38	+19	+30
Zentralschweiz (n=46)	50	+37	+64
Ticino (n=8)	-5	-7	-5
Less than 10 (n=55)	25	+18	+30
'10-49 (n=80)	23	+13	+31
50-249 (n=142)	41	+28	+47
250+ (n=170)	33	+32	+17

Europe, Middle East and Africa

Staffing expectations for Q1 2022

Increase
No Change
Decrease
Don't Know

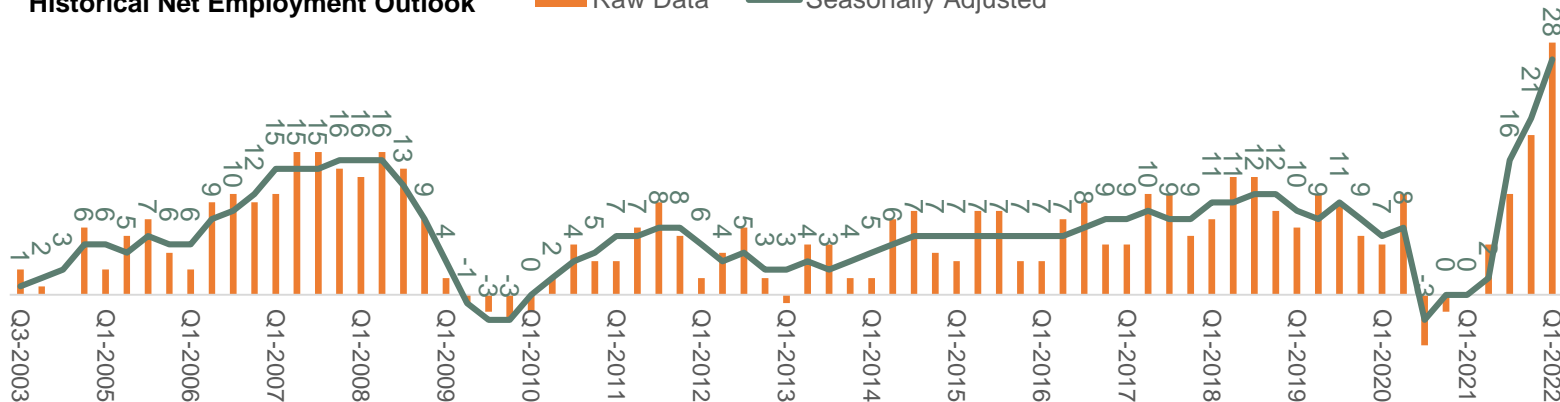


Net Employment Outlook of:
(Seasonally Adjusted)

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Historical Net Employment Outlook

Raw Data Seasonally Adjusted



Number expecting an Increase, No Change, Decrease

by sector, by region, by org sizes



Expecting the strongest staffing climate:

- IT, Technology, Telecoms, Communications and Media (50)
- IRELAND (47)
- NETHERLANDS (47)
- 250+ Employees (43)

Expecting the weakest staffing climate:

- Not for profit (26)
- CZECH REPUBLIC (14)
- Less than 10 Employees (23)

Net Employment Outlook for Q1 2022

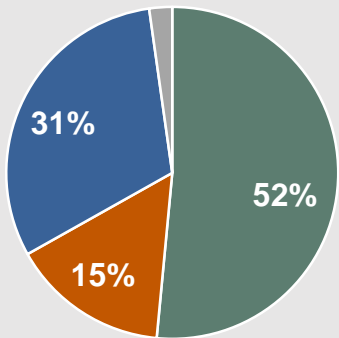
Change since Q4 2021

since Q1 2021

Category	Q1 2022	Change since Q4 2021	since Q1 2021
Europe, Middle East and Africa (n=16309)	28	+7	+28
Banking, Finance, Insurance and Real Estate (n=1331)	43	+16	+35
Construction (n=1172)	36	+10	+31
Education, Health, Social Work and Government (n=3086)	31	+11	+24
IT, Technology, Telecoms, Communications and Media (n=2232)	50	-1	+41
Manufacturing (n=1918)	34	+10	+27
Not for profit (n=222)	26	NA	NA
Primary Production (n=811)	29	+14	+24
Restaurants and Hotels (n=1021)	40	+18	+34
Wholesale and Retail Trade (n=1723)	34	+18	+28
Other Services (n=1522)	32	+11	+25
Other Industry (n=1271)	29	-7	+21
AUSTRIA (n=504)	36	+17	+38
BELGIUM (n=505)	34	+4	+28
CZECH REPUBLIC (n=505)	14	+3	+14
FINLAND (n=505)	24	+1	+23
FRANCE (n=1006)	26	-1	+26
GERMANY (n=1010)	36	+8	+31
GREECE (n=505)	16	+4	+9
HUNGARY (n=504)	19	+8	+17
IRELAND (n=418)	47	+14	+44
ISRAEL (n=505)	36	+23	+32
ITALY (n=1010)	28	+2	+27
NETHERLANDS (n=505)	47	+8	+45
NORWAY (n=755)	32	+2	+29
POLAND (n=505)	25	+12	+22
PORTUGAL (n=504)	37	+29	+32
ROMANIA (n=510)	29	+6	+28
SLOVAKIA (n=505)	21	+11	+23
SOUTH AFRICA (n=910)	27	+28	+28
SPAIN (n=1010)	33	+4	+36
SWEDEN (n=604)	34	+10	+29
SWITZERLAND (n=505)	30	+23	+34
TURKEY (n=1007)	34	+16	+27
UK (n=2012)	32	+2	+38
Less than 10 (n=1618)	23	+13	+24
10 - 49 (n=2932)	31	+16	+25
50 - 249 (n=4163)	35	+10	+25
250+ (n=6752)	43	+6	+32

Staffing expectations for Q1 2022

Increase
No Change
Decrease
Don't Know

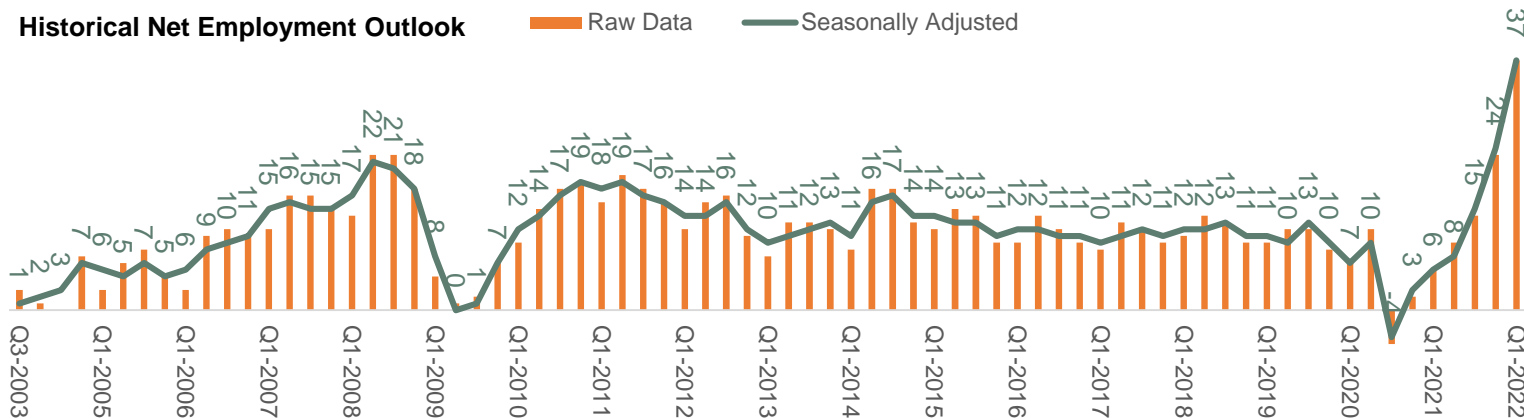


Net Employment Outlook of:
(Seasonally Adjusted)

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Historical Net Employment Outlook

Raw Data Seasonally Adjusted



Number expecting an Increase, No Change, Decrease

by sector, by region, by org sizes



Expecting the strongest staffing climate:

IT, Technology, Telecoms, Communications and Media (50)
PERU (51)
250+ Employees (43)

Expecting the weakest staffing climate:

Not for profit (26)
JAPAN (11)
Less than 10 Employees (23)

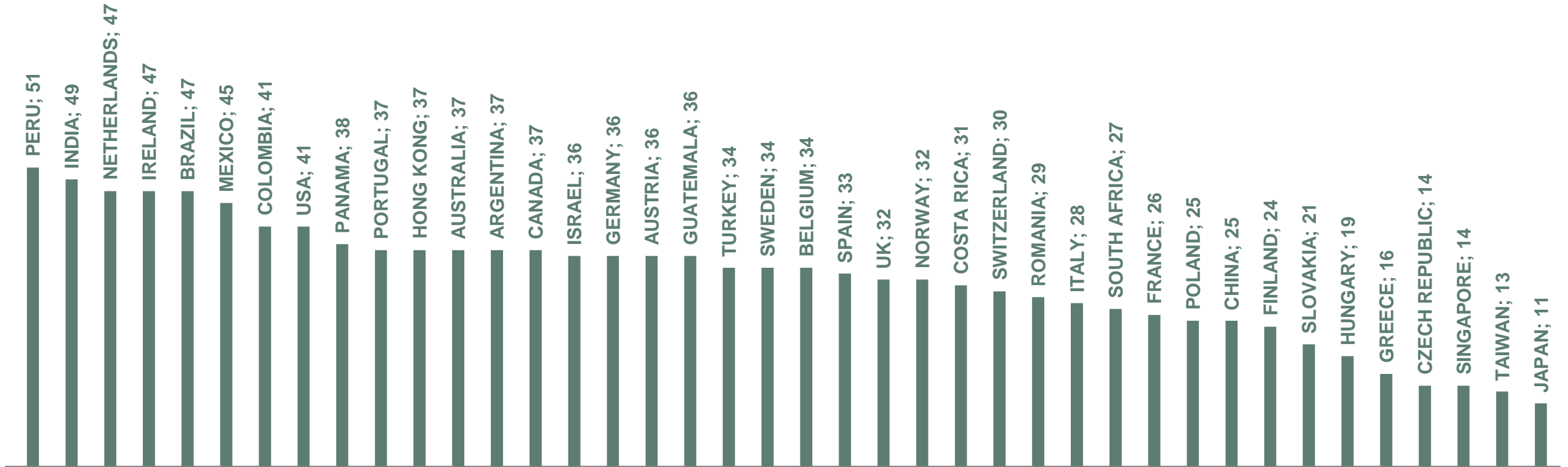
Net Employment Outlook for Q1 2022

Change since Q4 2021

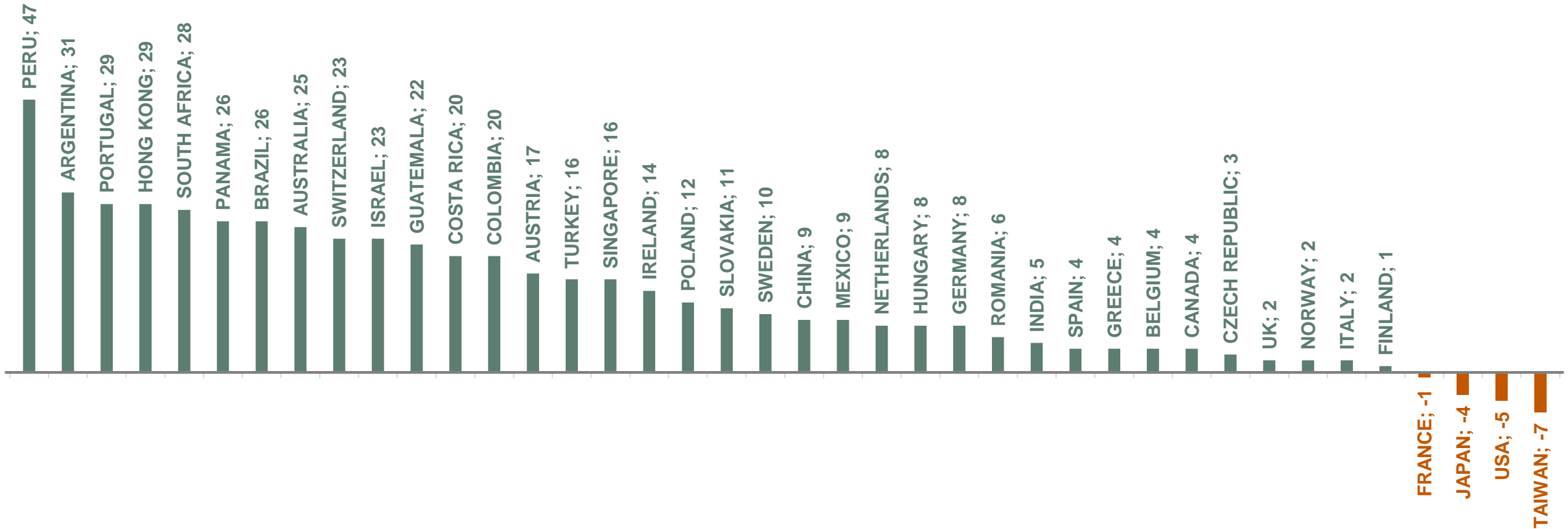
since Q1 2021

		Change since Q4 2021	since Q1 2021
Global Total (n=39681)	37	+13	+31
Banking, Finance, Insurance and Real Estate (n=3586)	43	+16	+35
Construction (n=3063)	36	+10	+31
Education, Health, Social Work and Government (n=6425)	31	+11	+24
IT, Technology, Telecoms, Communications and Media (n=6489)	50	-1	+41
Manufacturing (n=4883)	34	+10	+27
Not for profit (n=478)	26	NA	NA
Primary Production (n=1977)	29	+14	+24
Restaurants and Hotels (n=2305)	40	+18	+34
Wholesale and Retail Trade (n=3909)	34	+18	+28
Other Services (n=3507)	32	+11	+25
Other Industry (n=3059)	29	-7	+21
North America (n=7035)	41	+1	+27
South and Central Americas (n=6360)	41	+22	+40
Asia Pacific (n=9977)	34	+13	+27
Europe, Middle East and Africa (n=16309)	28	+7	+28
UK (n=2012)	32	+2	+38
Less than 10 (n=3221)	23	+13	+24
10-49 (n=5995)	31	+16	+25
50-249 (n=10101)	35	+10	+25
250+ (n=18609)	43	+6	+32

COUNTRIES' EMPLOYMENT CONFIDENCE RANKING



COUNTRIES' QOQ CONFIDENCE CHANGE



COUNTRIES' YOY CONFIDENCE CHANGE

