



HIRING INTENTIONS FOR Q2 2022

Swiss employers report encouraging signs for job seekers in the second quarter of 2022 with a net labor market forecast of +26%.

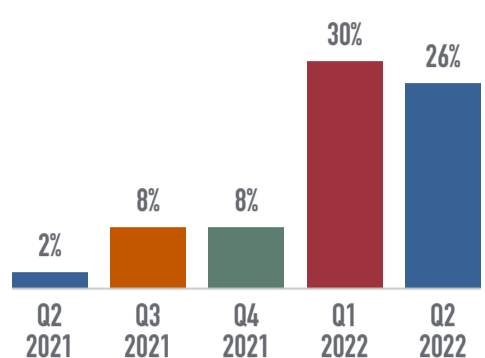


- 38% PLAN TO HIRE
- 11% EXPECT TO LAY OFF WORKERS
- 45% PLAN TO KEEP WORKFORCE LEVELS STEADY
- 6% UNDECIDED

How is the Net Employment Outlook calculated?
 % of employers anticipating employment to increase (38%) - the % expecting to see a decrease in employment (11%) = Non seasonally adjusted result for Switzerland (27%)
Adjusted to reflect seasonal variations, the Net Employment Outlook stands at +26%.

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?

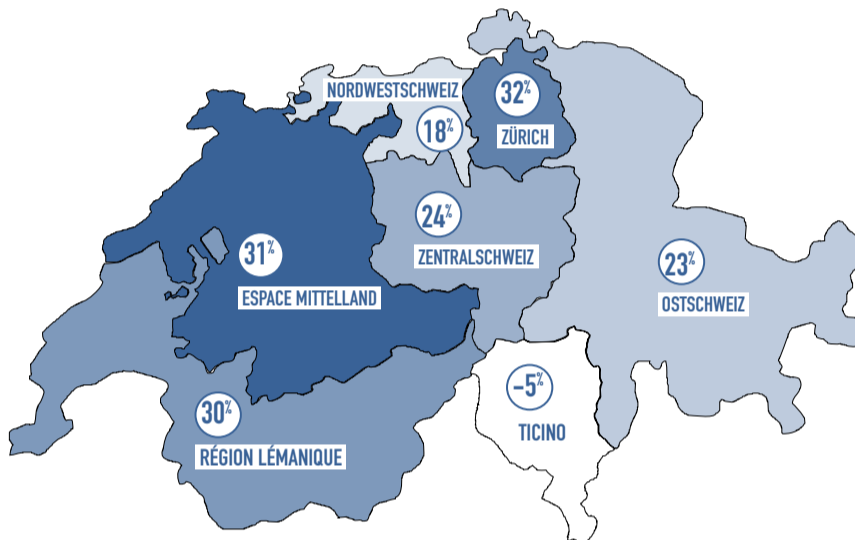


The positive Employment Outlook signaled at the beginning of 2022 continues in the second quarter.

« The market situation is very positive for employees, but employers are facing challenges. Skilled workers are scarce and the shortage cannot simply be filled by workers from neighboring countries. Here, too, demand is high. Companies must invest in attractive working conditions and models. This applies both to active employees and to women returning to the workforce. This is the only way to positively support company growth.

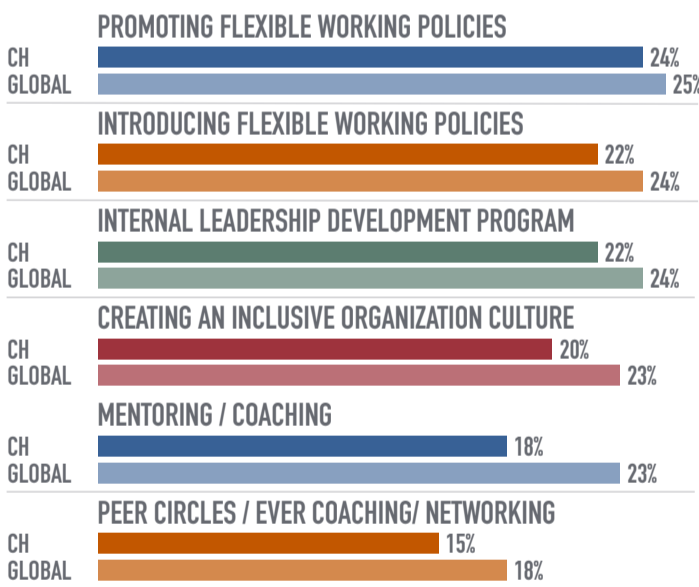
Peter Unternährer, Regional Director
 Central and Eastern Switzerland Manpower »

REGIONAL HIRING EXPECTATIONS



PROMOTING DIVERSITY

In order to attract talent and promote diversity, companies rely on various strategies.

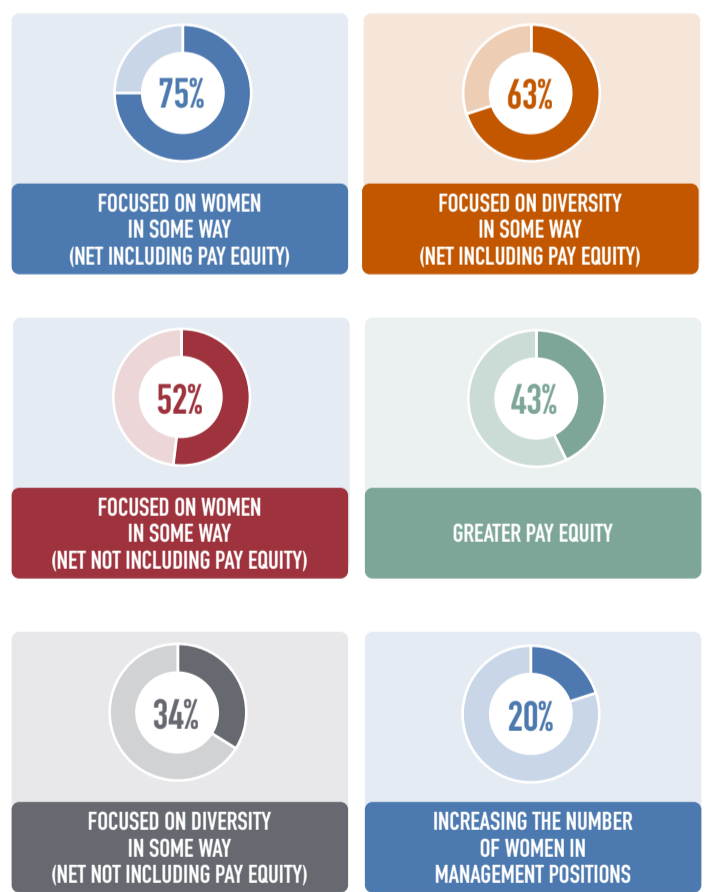


SPECIFIC DIVERSITY GOALS

81% of the companies surveyed have at least one specific diversity goal. Which goals do Swiss companies focus on in particular?



GOALS THAT ARE ..



« The low unemployment rate of 2.5%, the high growth forecasts and the strong Employment Outlook are three realities that have a strong impact on the labor market and are forcing companies to take action. Diversity, social engagement and mental health are just three of the values that are important to candidates. Companies should take these and other needs seriously, adapt their strategies accordingly and thus increase their attractiveness as an employer organization – not only to attract new talent, but also to retain existing staff.

Jan Jacob, Country Manager
 ManpowerGroup Switzerland »

TARGETED PROMOTION OF FEMALE TALENTS

Equal pay, safe as well as healthy working conditions and a manager or team they trust are basic requirements for women to qualify as an attractive employer. If this is ensured, companies should focus on the following factors:

