

Recruitment boom expected in Switzerland over the summer

Positive signs for employment in the Lake Geneva Region

Geneva and Zurich, June 12, 2018 – According to the results of the Manpower Employment Outlook Survey*, Swiss employers say they are optimistic and are planning to expand their workforces between now and the end of September. The employment outlook (+5 %) is at its strongest level for almost six years. The most dynamic labor markets are those in German-speaking Switzerland, especially in the Eastern and Northwest regions. Broken down by sector, the results are particularly encouraging for Construction and Manufacturing. Confidence is also growing among medium businesses, which are reporting their most optimistic employment outlook in five years.**

“Economic growth in Europe and worldwide is providing a boost for the labor market. The results of our Employment Outlook Survey highlight the positive situation for Swiss businesses looking to step up their recruitment over the course of summer 2018,” says Leif Agnéus, General Manager of Manpower Switzerland. *“However, this momentum could be slowed down by the skills shortage reported in certain industries. Recruitment is actually becoming more and more difficult, as candidates who offer the specific expertise required are hard to find.”*

Strong sense of optimism among employers in Eastern Switzerland

Employers in five of the seven regions surveyed are planning to increase their workforce or retain the same number of staff during the period up to the end of the summer. Employers in Eastern Switzerland (+13 %) are the most confident and the region’s employers are also reporting the strongest rises both quarter-over-quarter (10 percentage points) and year-over-year (15 percentage points). The labor market should also be dynamic in Northwest Switzerland (+7 %) and Zurich (+6 %). By contrast, employers in Ticino (-2 %) are the most pessimistic. Meanwhile, after three rather sluggish quarters, there are signs of an expected resurgence in recruitment in the Lake Geneva Region (+3 %).

Particularly positive forecasts in Construction and Manufacturing

Employers in six of the ten industry sectors surveyed are announcing positive employment prospects for the next three months. Employers in the Construction sector (+12 %) are the most optimistic, with their most positive outlook in three years and the strongest increases quarter-over-quarter (25 percentage points) and year-over-year (17 percentage points). It is also worth noting that employers in the Manufacturing industry (+11 %) are reporting their strongest employment outlook for almost ten years. On the other end of the scale, forecasts in four sectors are lagging behind: particularly the Electricity, Gas and Water Supply sector (-5 %), where employers are predicting the most lacklustre hiring climate for five years, and the Restaurants and Hotels sector (-3 %), which has its weakest outlook for two years.

Strongest momentum in four years for medium businesses

Among organization categories*** surveyed employers in all four are planning to maintain more or less their current level of recruitment during the third quarter of 2018. Medium businesses (+12 %) are recording their strongest outlook since spring 2014, as well as the strongest increases quarter-over-quarter (4 percentage points) and year-over-year (13 percentage points). Large businesses (+12 %) are reporting the same sense of optimism for employment over the summer period. Meanwhile, momentum is comparatively limited among micro employers (+3 %) and small businesses (+1 %).



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German employers remain confident

Among Switzerland's neighbors, Germany's forecast (+8 %) appears to be in the healthiest position, maintaining momentum on the labor market. In France, (+5 %), recruitment intentions remain unchanged quarter-over-quarter and are increasing year-over-year. The labor market in Austria (+7 %) is also buoyant, having grown since the previous quarter and in comparison with the same period in 2017. Italy (-2 %) is the only country in the survey with a negative outlook, although it is still relatively stable quarter-over-quarter and year-over-year.

The complete results can be downloaded from the *Research Center* of the [ManpowerGroup](#) website > [Manpower Employment Outlook Survey](#). You can compare and analyze the data with the help of the study's interactive tool: <http://www.manpowergroupsolutions.com/DataExplorer/>.

***THE MANPOWER EMPLOYMENT OUTLOOK SURVEY, A REPUTABLE INDICATOR**

The Manpower Employment Outlook Survey is conducted quarterly among private- and public-sector employers in 44 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 respected 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 businesses between 50 and 249 employees; large businesses more than 250 employees.

BREAKDOWN OF RESULTS FOR SWITZERLAND FROM JULY TO SEPTEMBER 2018

- 750 employers questioned between April 18 and May 1st, 2018

Non-seasonally adjusted results

- 7 % are anticipating an increase in staffing levels
- 2 % are expecting to downsize their workforce
- 91 % are not forecasting any change in their headcounts
- Non-seasonally adjusted result for Switzerland: +5 %

Seasonally adjusted results

- Seasonally adjusted outlook for Switzerland: +5 %
- Quarter-over-quarter comparison: increase of 3 percentage points
- Year-over-year comparison: increase of 1 percentage point

The results for 4Q 2018 will be released Tuesday, September 11, 2018.

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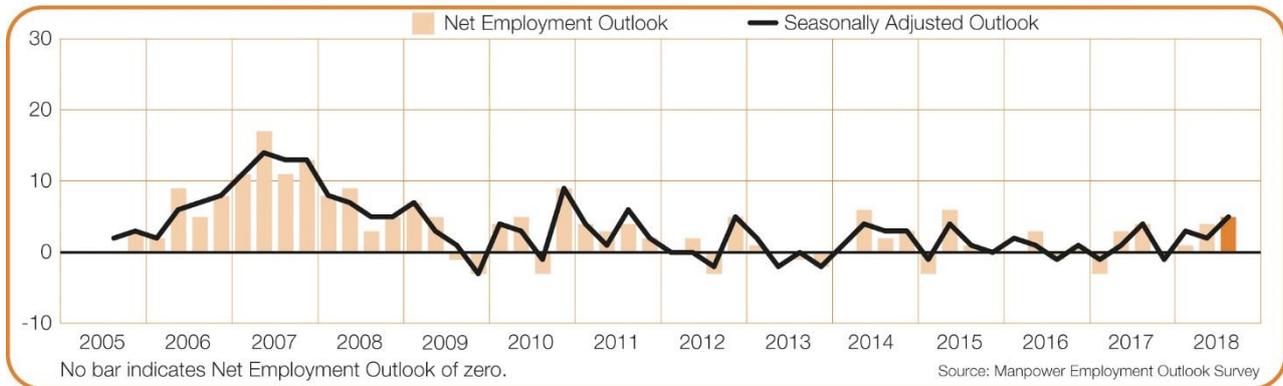


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Chart illustrating national results over time

Switzerland

+5% +5%



Note on the net employment outlook

The net employment outlook for Switzerland is +5 % (seasonally adjusted data) for the third quarter of 2018. 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 42 of 44 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 more than 59,000 public and private employers worldwide, and is seen as a highly respected economic indicator. All those interviewed answer 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 Manpower

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®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for 70 years. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the ninth year and one of Fortune's Most Admired Companies for the sixteenth 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.

Manpower Switzerland

Founded in Geneva in 1960 as a franchise of the ManpowerGroup, Manpower Switzerland matches up the most talented workers on the market – from employees to project managers right through to managing directors – with companies looking for specific skill-sets. Leading the way in efficient and innovative HR solutions, Manpower is the trusted partner of over 5000 clients each year – small, medium and large enterprises – and over 20,000 candidates. The company's key focus is on connecting employers and candidates, and to this end Manpower Switzerland increasingly uses tailor-made solutions to respond to the complex needs of companies in an ever-changing world of work. With around 330 internal staff, Manpower is present in 50 towns in Switzerland and is firmly established in every linguistic region. More detailed information is available at www.manpower.ch.