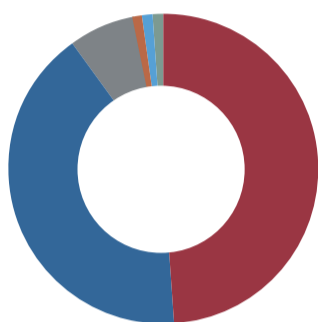




**Gianni Valeri, Country Manager ManpowerGroup Switzerland:** “Normally, our quarterly survey focuses on hiring intentions. The current survey looked at additional topics around vaccination and working models, where businesses in Switzerland suggest major cultural differences compared to other countries: In Switzerland, only 1% of the surveyed employers feel that their employees must be vaccinated – the lowest rate world-wide. 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 world-wide.”

## VACCINATION PLANS BY BUSINESSES IN SWITZERLAND

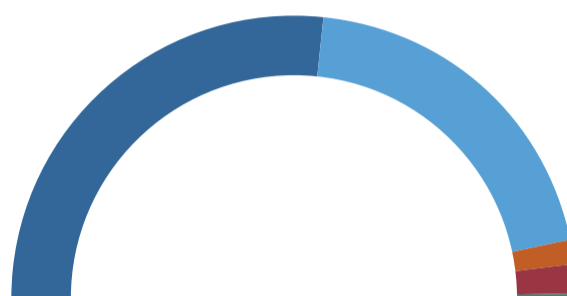
Once a COVID-19 vaccine is publicly available in your country, which of the following policies are you most likely to pursue, with regard to your own employees?



- 49% NO PLANS TO INTRODUCE A VACCINATION POLICY
- 41% URGE VACCINATION BY HIGHLIGHTING BENEFITS BUT NOT MANDATE
- 7% DON'T KNOW
- 1% ALL EMPLOYEES MUST BE VACCINATED
- 1% ALL EMPLOYEES ENTERING WORKPLACE MUST BE VACCINATED
- 1% VACCINATION WILL BE REQUIRED FOR SOME EMPLOYEE ROLES

## EXPECTATIONS OF WORKING MODELS FOR NEXT 6-12 MONTHS

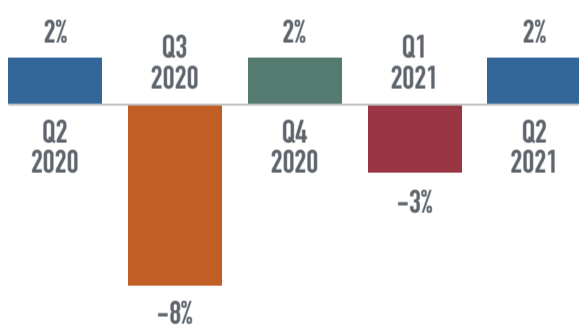
Which one of the following represents how the majority of your workforce will work in the next 6-12 months?



- 53% MIX OF REMOTE AND WORKPLACE-BASED WORKING
- 40% WORKPLACE-BASED WORKING ALL / MOST OF THE TIME
- 3% WORK REMOTELY ALL / MOST OF THE TIME
- 3% FLEXIBLE START AND FINISH TIMES
- 1% FLEXIBLE/CONDENSED HOURS

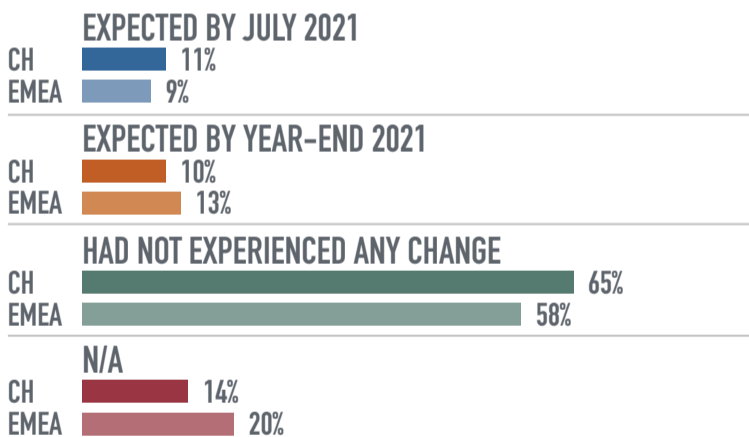
## HIRING INTENTIONS OVER TIME

“How do you expect the total employment figure to change in your company over the coming quarter as compared with the current quarter?”

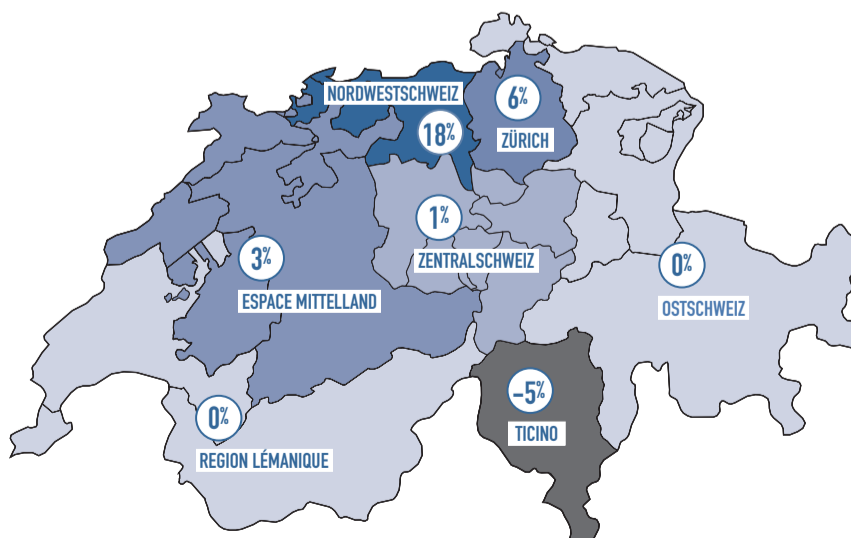


## HIRING TO BOUNCE BACK TO PRE-COVID-19 LEVELS

When do you expect to hire at the same level or higher than before COVID-19?



## HIRING INTENSIONS BY REGION



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.