



Press release

Manpower Employment Outlook Survey: results for Q1 2019

Under strict embargo for release on 11 December 2018 at 06:00 a.m. Geneva – Bern – Zurich

## **A positive start to 2019 on the horizon for employment in Switzerland**

### **The labor market looks set to be less buoyant in the Lake Geneva region**

*Geneva and Zurich, December 11, 2018* – **The quarterly results of the Manpower Employment Outlook Survey\* suggest that optimism is still alive among employers in Switzerland, who are proving keen to recruit in the first quarter of 2019. The Net Employment Outlook (+2 %)\*\* is stable in comparison with the same period the previous year and up slightly compared to the last quarter of 2018. The forecasts at regional and sectoral level are tending to be positive and the results by categorized by size of organization show good prospects ahead for the labor market.**

*“The forecasts revealed by our survey are encouraging for job seekers, as Swiss employers are intending to increase their recruitment activity with a view to developing their workforce during the first quarter of 2019,”* remarks Leif Agnéus, General Manager of Manpower Switzerland. *“Nevertheless, in a labor market under pressure, where the unemployment rate has remained low for several months now, finding candidates with the skills required is proving a challenge. The profiles employers are looking for have grown more complex. We need to do all we can to make sure the economy is not slowed down by a lack of qualified personnel.”*

#### **Distinct mood of confidence among employers in the Zurich region**

Employers in five of the seven regions are expecting to maintain or increase their workforce during the first quarter of 2019. Zurich employers (+14 %) are proving particularly optimistic and are giving their strongest forecast in more than eight years. The region has also recorded rises both quarter-over-quarter (6 percentage points) and year-over-year (7 percentage points). The outlook for Northwest Switzerland (+8 %) is also encouraging and, despite a drop (8 percentage points) in hiring intentions quarter-over-quarter, there is no real cause for concern as the forecast had increased each quarter since the start of the year. We can therefore look at this decline as a sign of stabilization after a particularly buoyant period for employment. At the other end of the scale, employers in Ticino (-5 %) are once again showing a negative outlook, a result that needs to be viewed in relative terms as it has increased significantly (16 percentage points) compared to the previous quarter. In the Lake Geneva region (-2 %), employment prospects remain on the weak side despite a rise (4 percentage points) quarter-over-quarter.

#### **Recruitment looking strong in the Electricity, Gas and Water Supply sector**

Among employers in the ten regions polled, those in seven are reporting positive recruitment prospects for January to March 2019. Employers in the Electricity, Gas and Water Supply sector (+10 %) are proving the most confident, with hiring intentions on the up both quarter-over-quarter (10 percentage points) and year-over-year (10 percentage points). Meanwhile, employers in the Finance, Insurance, Real Estate and Business Services sector (+8 %) are also expecting to maintain their recruitment rate. On the other hand, the hiring trend is showing signs of slowing down in the Restaurants and Hotels sector (-10 %). Its forecast is down on the previous quarter (5 percentage points) and significantly lower than in the first quarter of 2018 (18 percentage points). Employers in the Agriculture, Hunting, Forestry and Fishing sector (-5 %) are also reporting a weaker period in terms of employment.



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### Large organizations big on confidence

Of the four business categories polled\*\*\*, all expect to increase their workforce during the first quarter of 2019. The hiring climate is upbeat among large businesses (+18 %), which also record the most significant increases both quarter-over-quarter (11 percentage points) and year-over-year (8 percentage points). Medium-sized enterprises (+9 %) are reporting an encouraging employment outlook, thus putting them ahead of small companies (+3 %) and micro-enterprises (+1 %).

### Employment trend remains constant in Germany

Among Switzerland's neighbors, Germany (+8 %) is continuing along the path set at the start of 2018. The positive trend in France (+4 %) has been reinforced and hiring intentions are improving quarter-over-quarter and year-over-year. Employers in Italy (+3 %) are also predicting an encouraging start to the year for recruitment and employment prospects are showing a slight increase from one quarter to the next and one year to the next.

The complete results can be downloaded from the *Research Center* of the [ManpowerGroup](#) website > [ManpowerGroup Employment Outlook Survey](#). You can compare and analyze the data with the help of the study's interactive tool: <https://www.manpowergroup.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 JANUARY TO MARCH 2019

- 752 employers questioned between October 17 and 30<sup>th</sup>, 2018

#### Non-seasonally adjusted results

- 4 % are anticipating an increase in staffing levels
- 4 % are expecting to downsize their workforce
- 91 % are not forecasting any change in their headcounts
- Non-seasonally adjusted result for Switzerland: 0 %

#### Seasonally adjusted results

- Seasonally adjusted outlook for Switzerland: +2 %
- Quarter-over-quarter comparison: increase of 4 percentage points
- Year-over-year comparison: decrease of 1 percentage point

The results for 2Q 2019 will be released Tuesday, March 12, 2019.

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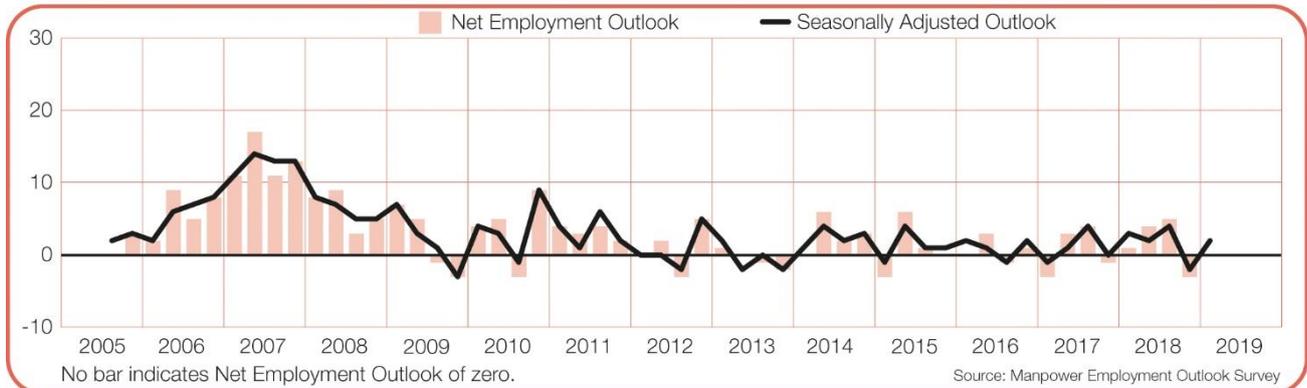


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## Chart illustrating national results over time

Switzerland

0% +2%



### Note on the net employment outlook

The net employment outlook for Switzerland is +2 % (seasonally adjusted data) for the first quarter of 2019. 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 60,000 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](http://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 5000 clients each year – small, medium and large enterprises – and of 20,000 temporary staff and around 1500 talented employees recruited for permanent positions. 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 more than 300 internal staff, Manpower is present in 40 locations in Switzerland and is firmly established in every linguistic region. More detailed information is available at [www.manpower.ch](http://www.manpower.ch).