

RECRUITMENT MARKET INSIGHTS 22/23

41% OF COMPANIES FACE DIFFICULTIES
IN RECRUITING QUALIFIED EMPLOYEES.

WWW.JOBCLOUD.CH/C/EN



Employed (ETS)

5.242 Mio.

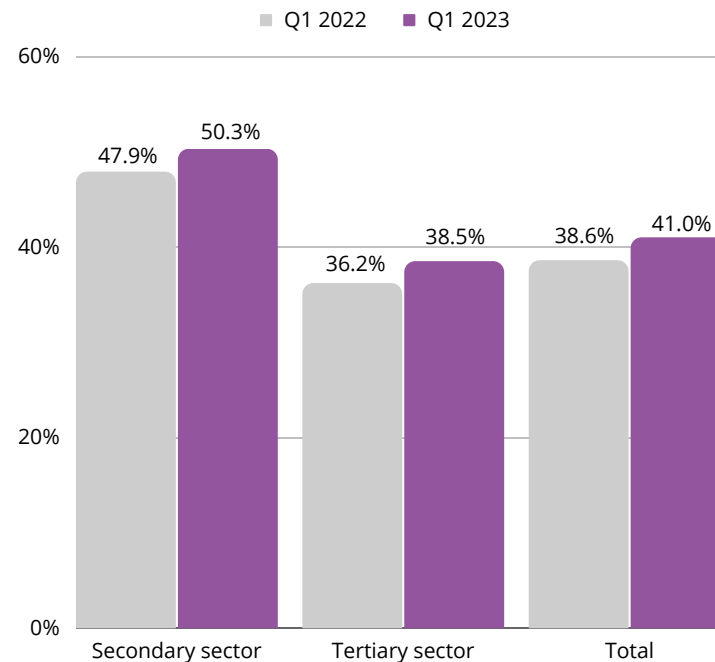


46.8% FEMALE | 53.2% MALE

1 out of 3
Employees are foreignersSwiss nationality
3.510 Mio.Foreigners
1.732 Mio.Cross-border commuters
0.381 Mio.Open position
127'000

Shortage of skilled workers

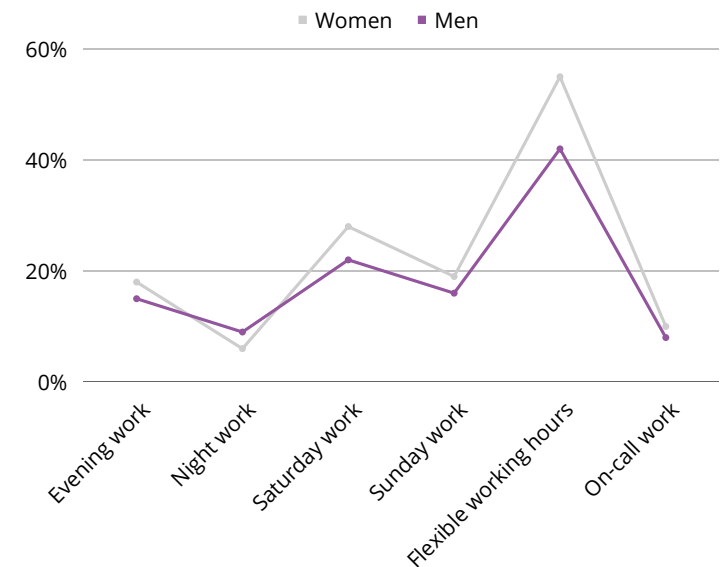
*Compared to the same quarter of the previous year, difficulties in recruiting qualified personnel increased overall (41%, +2.3 percentage points).



+7000 more vacancies

Atypical and flexible working hours

*8.3% of employees (excluding apprentices) worked on-call in 2022. On-call work was more common among women (9.6%) than among men (7.0%). Looking at the different age groups, employees aged 65 and over are most often involved in this working pattern (27.7%); this is followed by the 15 to 24 age group (15.5%).



The Swiss labour market: vacancies overview

*The number of employed persons increased in the 1st quarter 2023 compared with the same quarter of the previous year.

Employment forecasts were also optimistic at the end of the first quarter of 2023 : the total economy offered 7000 more vacancies than in the first quarter of 2022 (+5.9%).

Hard to fill positions per industry

Mechanical engineering

73.4% ↓ (-3.7% vs. Y-1)

Production & equipment

61.4% ↓ (-1.6% vs. Y-1)

Manufacturing / production of goods

58.2% ↓ (-0.8% vs. Y-1)

Production of metal products

57.3% ↑ (+1% vs. Y-1)

Healthcare

54.9% ↑ (+2.4% vs. Y-1)

IT

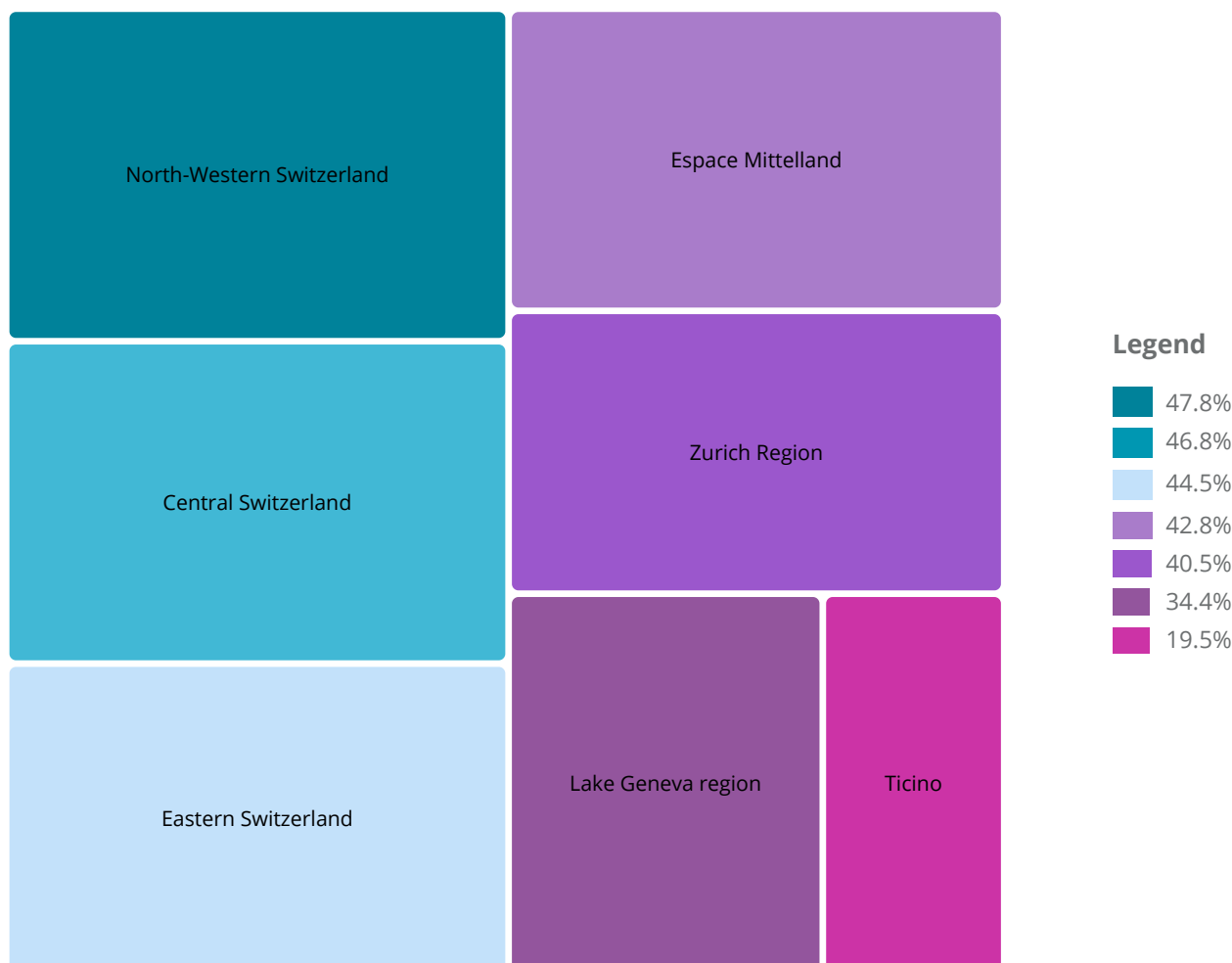
48.8% ↓ (-1.6% vs. Y-1)

Construction

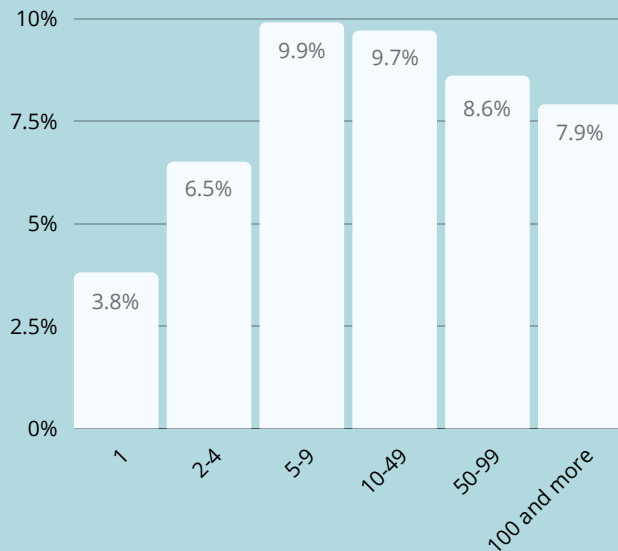
36.6% ↓ (-1.6% vs. Y-1)

Hard to fill positions per region

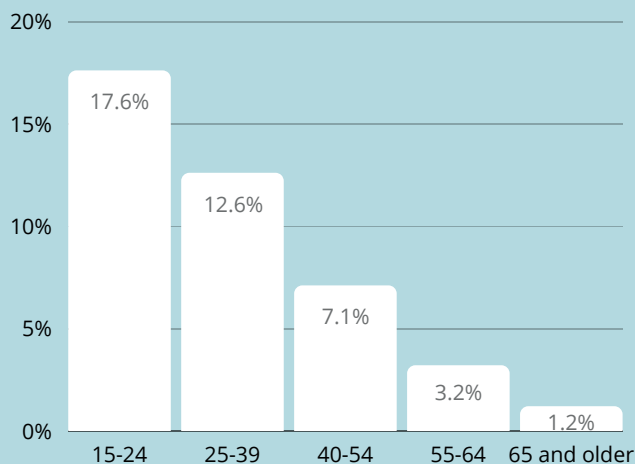
*In Q2 2023, Switzerland registered 124,700 job openings. The number decreased by 2,900 since Q2 2022, but that was the highest number recorded by the Federal Statistical Office since they start collecting data in 2003. The vacancies spanned sectors as varied as manufacturing, health, commerce, hotels and restaurants, construction, and information technology where is proving particularly difficult to secure.



Net turnover rate per company size

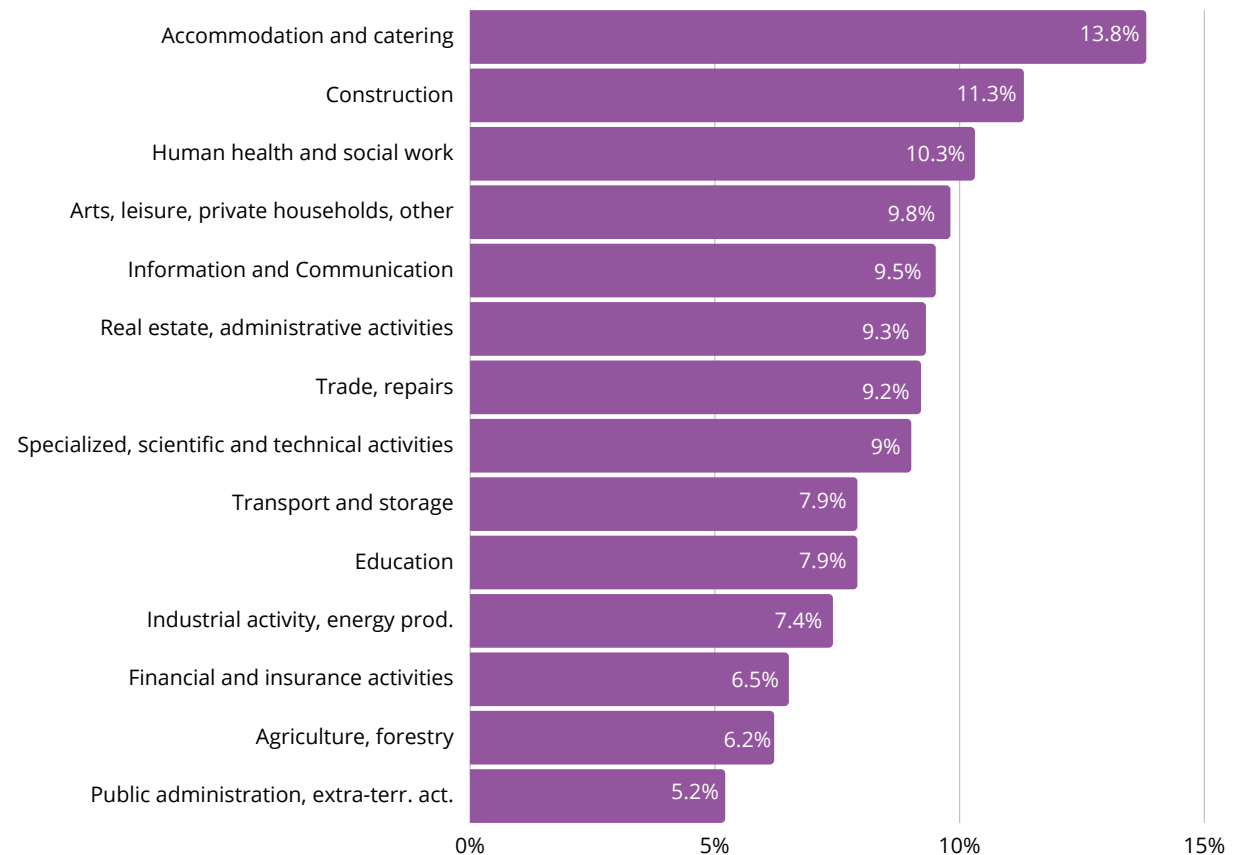


Net turnover rate per age group



Net turnover rate per industry

There are three different Sectors in Switzerland: The primary sector (agriculture, forestry & fishing), the secondary sector (industry, manufacturing, construction, civil engineering & mining) and the tertiary sector (service industries). The highest turnover rate is in the tertiary sector with 9%, followed by the secondary sector (8.8%). Compared with the other sectors the primary sector has by far the lowest turnover rate with 6.2%.



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