

## Manpower Employment Outlook Survey: results for Q1 2016

### Swiss employers forecast limited opportunities for payroll growth

*Geneva and Zurich, December 8, 2015* – **According to the Manpower Employment Outlook Survey, the employment outlook in Switzerland in Q1 2016 is marginally positive, with more than nine employers out of ten not foreseeing any change in their staffing levels. From a regional and sectoral perspective, planned recruitments are in general decline. However, the Manufacturing sector particularly stands out, with the strongest result of the ten sectors surveyed, and the most optimistic forecasts since Q3 2011.**

According to the results of the Manpower Employment Outlook Survey in Switzerland for the period from January to March 2016 (based on 750 employers interviewed between October 14 and 27, 2015), 3% are expecting to increase their staffing levels, 3% are anticipating a reduction, 91% are not planning any changes and 3% do not yet know. Adjusted to reflect seasonal variations, the Net Employment Outlook stands at +1%, an improvement of 1 percentage point quarter-over-quarter and 3 percentage points year-over-year.

“The sluggish development of hiring plans in our country probably reflects a wait-and-see attitude among employers, who are still awaiting a more sustained recovery. The relatively positive outlook in the eurozone countries seems to augur a return to growth momentum in the next few months, which will undoubtedly be good for the employment market in Switzerland,” says Patrick Maier, General Manager of Manpower Suisse.

#### Comparison by region

Of the seven regions polled, employers in two are reporting positive recruitment prospects for Q1 2016. Employers in Central Switzerland (+6%) are the most confident, followed by their counterparts in the Zürich region (+4%). These two regions record the strongest increase quarter-over-quarter (10 percentage points). By contrast, employers in Eastern Switzerland (-3%) are reporting the most pessimistic Net Employment Outlook for the next quarter, despite the fact that the region has the most solid increase year-over-year (9 percentage points). Quarter-over-quarter, the forecasts in Northwestern Switzerland (0%) and Ticino (-2%) show the most marked decline (10 percentage points), the latter also recording the strongest decline year-over-year (3 percentage points), along with the Lake Geneva region (-2%).

#### Comparison by industry sector

Employers in four of the ten sectors interviewed are expecting to increase their staffing levels during Q1 2016. Employers in the Manufacturing sector (+10%) are forecasting the most positive Net Employment Outlook for the period from January to March, and are reporting their most optimistic result since Q3 2011, along with the strongest year-over-year growth



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(25 percentage points). Meanwhile, employers in the Transport and Storage and Communication sector (-9%) report the least favorable hiring plans, as well as the most significant decline quarter-over-quarter (17 percentage points). However, employers in the Hotel and Catering sector (-1%) report the greatest quarter-over-quarter increase (13 percentage points). In contrast, employers in the Electricity, Gas and Water sector (-5%) report the most pronounced decline year-over-year (16 percentage points). The Finance, Insurance, Real Estate and Business Services sector (+9%) is reporting a positive outlook identical to Q1 2012.

### **Comparison by organization size**

Employers in the four organization categories polled are forecasting an increase in their staffing levels in Q1 2016. The strongest Net Employment Outlook is reported by medium businesses (+7%), which are also reporting the biggest quarter-over-quarter increase (7 percentage points). By contrast, large businesses (+2%) are reporting the biggest fall quarter-over-quarter (11 percentage points) and year-over-year (7 percentage points). Small businesses (+2%) are reporting the biggest quarter-over-quarter increase (4 percentage points), whilst micro-businesses (+1%) bring up the rear.

### **Outlook for the EMEA region (Europe, Middle East and Africa)**

Employers in twenty-two of the twenty-four countries interviewed in the EMEA region are forecasting an increase in staffing levels in Q1 2016. Quarter-over-quarter, hiring prospects are improving in fourteen countries and declining in seven, with employers in three of the countries reporting no change. Year-over-year, the outlook is picking up in twelve countries, deteriorating in eight and remaining stable in four. The most favorable forecasts are associated with Turkey (+19%), Slovakia (+13%) and Romania (+12%). Employers in Finland (-6%) and France (-1%) are reporting a negative outlook for the next quarter.

### **Global outlook**

Of the forty-two countries polled, thirty-nine anticipate an increase in their staffing levels in Q1 2016. Quarter-over-quarter, twenty-three countries are recording an increase, thirteen a decrease and six are reporting an unchanged result. Year-over-year, nineteen of them are picking up, whilst eighteen are faltering and five countries remain stable. The most dynamic employment outlooks are still found in the Asia-Pacific region, India (+42%), Taiwan (+29%), and Japan (+23%), followed by Turkey (+19%) and the United States (+17%). By contrast, employers in Brazil (-13%) are reporting their least optimistic outlook and the most negative result since the study was launched there in Q4 2009.

The complete results (plus reports and graphs) for the 42 countries and territories, including Switzerland, can be downloaded from the Research Center of the website [www.manpowergroup.com/meos](http://www.manpowergroup.com/meos).

You can compare and analyze the data with the help of the interactive Manpower Employment Outlook Survey Explorer tool:

<http://www.manpowergroupsolutions.com/DataExplorer/>



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**Note on the Net Employment Outlook**

The Net Employment Outlook for Switzerland is +1 % (seasonally adjusted data) for the fourth quarter of 2015. 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 41 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. 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.

**Note to editors**

Full results for each of the 42 countries and territories, plus tables and graphs, can be found at [www.manpowergroup.com](http://www.manpowergroup.com).

**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 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 nearly 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?”***



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**Manpower Suisse** offers its customers 55 years of experience in the hiring of permanent and temporary staff. Its network of 60 subsidiaries, 20,000 temporary staff, 2,000 permanent placements and over 5,000 clients in all sectors of industry make Manpower one of Switzerland's leading providers of workforce management solutions. More detailed information is available at [www.manpower.ch](http://www.manpower.ch).