

## THE LARGE SURVEY ABOUT THE SWISS EMPLOYMENT MARKET 2019

Zurich, 28 August 2019 – von Rundstedt conducted a large survey on the Swiss labor market between April and August 2019 in cooperation with HR Today. The aim of the survey was to get an assessment of the employers on different labor market trends and the increasing polarization between winners and losers in the Swiss labor market. 1'575 (!) HR managers and executives participated. The results differ according to sectors, language regions and company sizes. There are some exciting insights.

After analyzing the data, the following conclusions could be drawn:

1. Attracting employees

Good working climate, exciting tasks and flexibility are crucial - salary and home office are overestimated.

2. Search strategy

Job advertisements in high, but still strongly recruited via personal networks.

3. Application platforms

Application platforms promote efficiency, but damage the quality of recruitment.

4. Career and branch change

Career change is difficult due to zero gap behavior and industry beliefs of employer.

5. Internal mobility

Employers are increasingly relying on internal mobility instead of Hire & Fire, but only few successful beginnings are known yet.

6. Individualisation of employment relationships

Despite the need, employers are reluctant to individualise employment relationships and conditions.

7. Employability of employees

Employers are willing to invest in the employability of employees - but concrete concepts and approaches are missing.

8. Focus on employee development

Employers invest heavily in professional agility and trainings - but very little in the personal agility and the basic skills of the digital age.

9. Employees over 50

Employers see the age trap and show sensitivity to the problems of employees over 50. They want to protect employees over 50 in the company and additionally support them - concrete ideas and concepts are barely available though.

10. Informal references

There is a moral dilemma – they are not morally endorsed, but mostly used.

11. Regulatory intervention in labor immigration

Employers see regulatory intervention in labor immigration as ineffective or even counterproductive.

12. Agility & Health

Growing agility in organizations has a negative impact on workers' health.

The detailed results of the entire study can be found on the project webpage <http://research.hrtoday.ch>

We will also present the results in the von Rundstedt Job Market Conference in Zurich on 12 September 2019, where a number of job market experts will discuss them. We expect 150-200 guests. If you would like to participate in the conference (free of charge), please contact [provenzano@rundstedt.ch](mailto:provenzano@rundstedt.ch)

For further information on the numbers and their background, as well as on possible explanations and contexts, please contact Dr. Pascal Scheiwiler, CEO of von Rundstedt.

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#### **About von Rundstedt**

von Rundstedt was founded in 1985 and is today the leading outplacement provider in Germany, Austria and Switzerland. von Rundstedt operates at 9 locations throughout Switzerland (Basel, Berne, Geneva, Lausanne, Lugano, Lucerne, St. Gallen, Zug and Zurich). von Rundstedt cooperates with companies of all industries in the case of redundancies and dismissals and supports employees affected by redundancies in their professional reorientation. von Rundstedt manages around 1,500 employees each year and currently works with around 250 corporate clients. Further information can be found on [www.rundstedt.ch](http://www.rundstedt.ch).