

Key figures for 2020

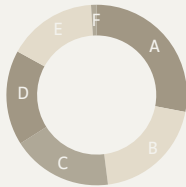
Our services and the quality of our work are continuously monitored and evaluated in anonymised form. The key figures below, which pertain to Switzerland in 2020, are based on information from 2'028 clients from 202 companies.



COMPANIES THAT GAVE NOTICE OF TERMINATION

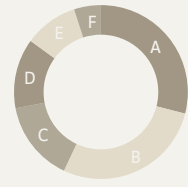
SECTORS AFFECTED

A FMCG & retailing	28%
B Business services	20%
C Banking & insurance	18%
D Manufacturing	17%
E Pharmaceuticals & life science ...	16%
F IT	1%



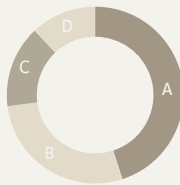
FUNCTIONS AFFECTED

A Sales & marketing	29%
B Staff and management support .	28%
C Finance & controlling	15%
D IT & logistics	13%
E Research & development	10%
F Others	5%



REASONS FOR TERMINATION

A Staffing cuts	45%
B Reorganisation / M&A	28%
C Unsatisfactory performance	15%
D Personal reasons	12%



EMPLOYEES AFFECTED (CLIENTS)

GENDER

Male	55%
Female	45%



AGE

<30	1%
30-40	24%
40-50	39%
>50	36%



LEVELS IN THE HIERARCHY

Executives	14%
Management	30%
Middle and lower management	26%
Skilled workers	30%





SUCCESS IN FINDING NEW EMPLOYMENT:

DURATION OF SEARCH according to age

<30	3.8 months
30 – 40	6.1 months
40 – 50	6.3 months
>50	8.3 months
Overall	6.9 months



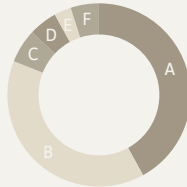
DURATION OF SEARCH according to “strength” of client profile

“Easy”	4.3 months
“Moderate”	6.9 months
“Challenging”	11.8 months



SUCCESS OF SEARCH CHANNELS

A Personal network	42%
B Job postings	39%
C Headhunter/ recruitment agency	6%
D Blind application	5%
E Self-employment	3%
F Social media	5%



NOTE ON THE “STRENGTH” OF A CLIENT PROFILE:

Success in finding new employment depends on four factors: i) age, ii) length of service, iii) function/expertise and iv) personal situation. That is, a client's profile becomes increasingly “challenging” if he or she is older, has worked for a longer time or has specific skills.

SECTOR MOBILITY AND FUNCTIONAL MOBILITY:

SECTOR OF NEW EMPLOYMENT (sector mobility)

Same sector	56%
Different sector	44%



FUNCTION IN NEW EMPLOYMENT (functional mobility)

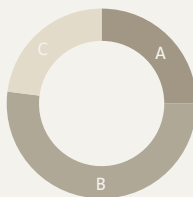
Similar function	78%
Different function	22%



SALARY CHANGES:

SALARY IN NEW EMPLOYMENT

A Higher salary	25%
B Similar salary	52%
C Lower salary	23%



CHANGE IN SALARY DEPENDING ON STATUS

New appointments	+2%
After being unemployed	-2%
After direct recruitment	+11%



CHANGE IN SALARY DEPENDING AGE

<30	5%
30-40	1%
40-50	3%
>50	-1%

