

## Key figures for 2022

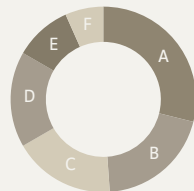
Our services and the quality of our work are continuously monitored and evaluated in anonymised form. The key figures below, which pertain to Switzerland in 2022, are based on information from 1'866 clients from 192 companies.



### COMPANIES THAT GAVE NOTICE OF TERMINATION

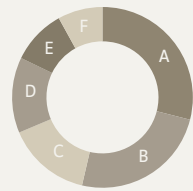
#### SECTORS AFFECTED

A Pharmaceuticals & life science ...	26%
B FMCG & retailing .....	19%
C Banks & insurance .....	18%
D Business services .....	15%
E Manufacturing .....	13%
F IT .....	9%



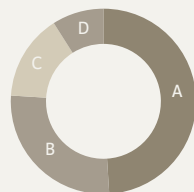
#### FUNCTIONS AFFECTED

A Staff & management support .....	29%
B Sales & marketing .....	25%
C Finance & controlling .....	15%
D Others .....	14%
E Research & development .....	10%
F IT & logistics .....	8%



#### REASONS FOR TERMINATION

A Reorganisation / M&A .....	49%
B Unsatisfactory performance .....	27%
C Staffing cuts .....	15%
D Personal reasons .....	9%



### EMPLOYEES AFFECTED (CLIENTS)

#### GENDER

Male .....	59%
Female .....	41%



#### AGE

<30 .....	5%
30-40 .....	22%
40-50 .....	34%
>50 .....	39%



#### LEVELS IN THE HIERARCHY

Executives .....	12%
Management .....	23%
Middle and lower management .....	27%
Skilled workers .....	38%





## SUCCESS IN FINDING NEW EMPLOYMENT:

### DURATION OF SEARCH according to age

<30 .....	3.4 months
30 – 40 .....	4.2 months
40 – 50 .....	5.8 months
>50 .....	6.1 months
Overall .....	5.2 months



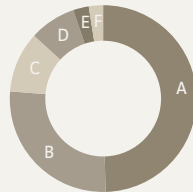
### DURATION OF SEARCH according to “strength” of client profile

“Easy” .....	3.2 months
“Moderate” .....	5.2 months
“Challenging” .....	7.3 months



### SUCCESS OF SEARCH CHANNELS

A Job postings .....	48%
B Personal network .....	27%
C Blind application .....	11%
D Social media .....	8%
E Self-employment .....	3%
F Headhunter/ recruitment agency .....	3%



### 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 .....	52%
Different sector .....	48%



### FUNCTION IN NEW EMPLOYMENT (functional mobility)

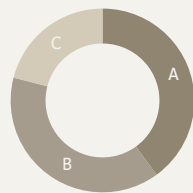
Similar function .....	76%
Different function .....	24%



## SALARY CHANGES:

### SALARY IN NEW EMPLOYMENT

A Higher salary .....	40%
B Similar salary .....	39%
C Lower salary .....	21%



### CHANGE IN SALARY DEPENDING ON STATUS

New appointments .....	+4%
After being unemployed .....	+2%
After direct recruitment .....	+13%



### CHANGE IN SALARY DEPENDING AGE

<30 .....	+9%
30-40 .....	+5%
40-50 .....	+3%
>50 .....	0%

