

Key figures for 2023.

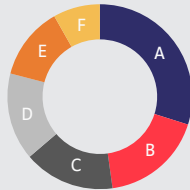
The performance and quality of our counselling services are regularly recorded and evaluated on an anonymous basis. These key figures are based on information from 2,182 employees affected by termination and from 223 companies from various sectors - valid for Switzerland for the year 2023.



COMPANIES THAT GAVE NOTICE OF TERMINATION

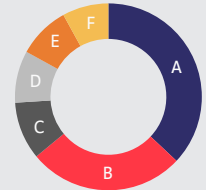
SECTORS AFFECTED

A Pharmaceuticals & life science	30%
B Business services	18%
C FMCG & retailing	16%
D Banks & insurance	15%
E Manufacturing	13%
F IT	8%



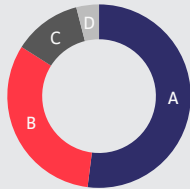
FUNCTIONS AFFECTED

A Staff & management support	37%
B Sales & marketing	27%
C IT & logistics	10%
D Finance & controlling	9%
E Other	9%
F Research & development	8%



REASONS FOR TERMINATION

A Reorganisation / M&A	52%
B Staffing cuts	32%
C Unsatisfactory performance	12%
D Personal reasons	4%



EMPLOYEES AFFECTED (CLIENTS)

GENDER

Male	60%
Female	40%



AGE

<30	2%
30-40	18%
40-50	41%
>50	39%



LEVELS IN THE HIERARCHY

Executives	17%
Management	34%
Middle and lower management	27%
Skilled workers	22%





SUCCESS IN FINDING NEW EMPLOYMENT

DURATION OF SEARCH according to age

<30	3.1 months
30 – 40	5.6 months
40 – 50	6.0 months
>50	6.6 months
Overall	6.1 months



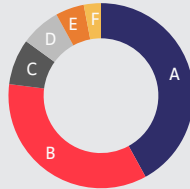
DURATION OF SEARCH according to “strength” of client profile

“Easy”	3.1 months
“Moderate”	6.1 months
“Challenging”	9.1 months



SUCCESS OF SEARCH CHANNELS

A Job postings	42%
B Personal network	35%
C Headhunter/recruitment agency	8%
D Social media	7%
E Blind application	5%
F Self-employment	3%



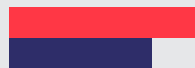
NOTE ON THE “STRENGTH” OF A CLIENT PROFILE:

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	57%
Different sector	43%



FUNCTION IN NEW EMPLOYMENT (functional mobility)

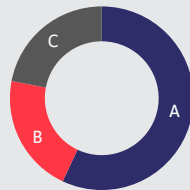
Similar function	73%
Different function	27%



SALARY CHANGES

SALARY IN NEW EMPLOYMENT

A Higher salary	57%
B Similar salary	21%
C Lower salary	22%



CHANGE IN SALARY DEPENDING ON STATUS

New appointments	+5%
After being unemployed	+3%
After direct recruitment	+14%



CHANGE IN SALARY DEPENDING AGE

<30	+13%
30-40	+7%
40-50	+4%
>50	-8%

