

Waiting for a Downturn in the Staffing Services Sector

Staff shortages and economic concerns bear unusual fruit in the employment market: Businesses and workers alike are speaking plainly with staffing service providers.

Despite the ominous clouds on the economic horizon, the latest Swiss Staffingindex shows that staffing service providers are performing surprisingly well: In the third quarter, temporary workers managed to achieve an increase of 4.4 percent in the number of hours they worked compared with the previous year. In contrast, the permanent staffing sector saw a slight decline of 1.6 percent.

A High Level of Concern

“The exchanges with hiring companies could hardly be more contradictory at the moment,” reports Marius Osterfeld, Economist at swissstaffing. Supply shortages, energy costs, astronomical prices and geopolitical risks are the topics that customers express concerns about in discussions. Then, the same companies announce that they are converting temporary roles into permanent roles, while also requiring additional temporary workers. This is a clear indicator of full order books, staff shortages, and workload peaks. It therefore remains to be seen when exactly these concerns will impact business figures.

Workers Spoiled for Choice

The slight decline in the permanent staffing sector belies the reality of staff shortages in individual industries. Hospitals and care facilities in particular have been severely affected and are crying out for new staff. This means that nursing staff are in a position to choose where they want to work. In talks with staffing service providers, they speak openly about their needs: a company with a better reputation, a better team, a better work-life balance, a shorter commute, and higher wages. More and more nursing staff are choosing temporary positions – also so they can scope out a new employer without making a full commitment. In the long term, most nursing staff are still looking to be fully integrated into a team by means of a permanent role. For employers, this means that good employer branding in the region, flexibility, and good employment conditions are truly decisive in the fight for new talent.

What Must Workers Consider Now?

The favorable conditions in both the employment market and the wider economy give workers a sense of stability that allows them to make more daring choices. Reducing workloads or moving into self-employment is often the response. Marius Osterfeld, Economist at swissstaffing, advises workers to show courage, but not to forget social security and the continual need for further education in light of the

economic concerns. Especially when compared with full self-employment, temporary work can offer a satisfactory interim solution – thanks to unemployment insurance, pension provisions with a coordination deduction calculated based on the number of hours worked, and the training benefits required by the CBA on Staff Leasing.

→ **Further Information:**

The next page shows the index's key data and the development of the underlying index values. You can access more statistics by clicking on [this link](#).

Marius Osterfeld, Economist

Tel.: +41 (0)44 388 95 70 / +41 (0)79 930 45 25

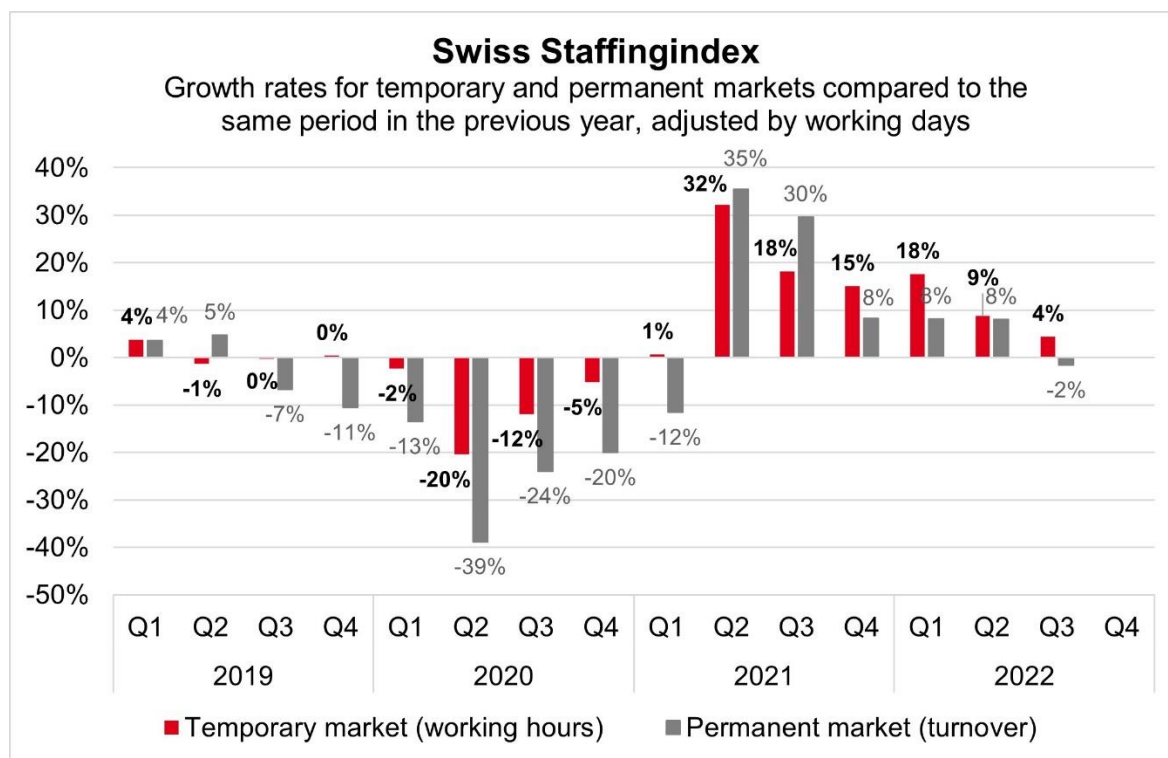
marius.osterfeld@swissstaffing.ch

Blandina Werren, Head of Communications

Tel.: +41 (0)44 388 95 35

blandina.werren@swissstaffing.ch

www.swissstaffing.ch



Swiss Staffing Index key data	
Staffing service providers included	400 companies
Temporary Market	
Working hours recorded per year	103 million
Market coverage of temporary market	Approx. 50 percent
Permanent Market	
Permanent position placements recorded per year	8,500
Market coverage of permanent market	Approx. 40 percent
Publication Schedule	
Frequency of publication	Monthly
Media release interval	Quarterly
Next provisional publication date	January 30, 2023

Source: swissstaffing, Q3/2022

Swiss Staffingindex: Temporary market (working hours), basis: Q1 2018

	2018	2019	2020	2021	2022
Q1	100.0	103.7	101.4	102.0	120.0
Q2	134.6	132.8	105.6	139.7	152.0
Q3	140.5	140.1	123.4	145.8	152.2
Q4	128.7	129.2	122.4	140.8	

Source: swissstaffing, Q3/2022

Swiss Staffingindex: Permanent market (turnover in CHF), basis: Q1 2018

	2018	2019	2020	2021	2022
Q1	100	103.5	89.6	79.2	85.6
Q2	105.7	110.7	67.7	91.7	99.1
Q3	97.4	90.9	69.2	89.6	88.2
Q4	92.3	82.6	66.0	71.5	

Source: swissstaffing, Q3/2022

swissstaffing is the center of excellence for staff leasing companies in Switzerland. As an employers' association, swissstaffing represents the interests of its 450 members in matters of policy, the economy and society. swissstaffing is a social partner of the CBA on Staff Leasing, the agreement covering more employees in Switzerland than any other.

Studies on temporary workers and staff leasing companies in Switzerland

The market research institute gfs-Zürich completes regular surveys on behalf of swissstaffing. The current studies can be found by clicking on [this link](#).