



## Press release

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### 06 Industry and services

Employment barometer in the 4th quarter 2025

## Slight increase in employment in 4th quarter 2025

**In the 4th quarter 2025, total employment (excluding agriculture) in Switzerland rose by 0.2% compared with the same quarter of the previous year (seasonally adjusted, +0.2% over previous quarter). Enterprises reported 4.3% fewer vacancies than a year earlier. There has been little change in the difficulty of recruiting skilled workers compared to the previous quarter, and the employment outlook remains positive. These are some of the latest findings from the Federal Statistical Office (FSO).**

Enterprises in Switzerland reported 5.544 million jobs in the 4th quarter 2025. This corresponds to an increase of 8600 jobs (+0.2%) year on year. Women made up 46.8% of the workforce. At the end of the 4th quarter 2025, 2.296 million jobs were part-time (women accounted for 69.4% of these jobs). In full-time equivalents, the total volume of employment was 4.327 million jobs (women accounted for 40.7%). This was 10 800 full-time equivalents more than the previous year (+0.3%).

Secondary sector employment (industry and construction) fell in the 4th quarter 2025 compared with the same quarter of the previous year, by 1100 jobs (-0.1%) to 1.129 million jobs. The tertiary sector (services) had 9700 (+0.2%) more jobs in the same period, with a total volume of 4.415 million jobs.

#### Upward short-term trend

Compared with previous quarter, seasonally-adjusted employee numbers in enterprises grew by 12 700 jobs (+0.2%) in the 4th quarter 2025. In the same quarter, there was a slight upward trend in the secondary sector, with 5600 additional jobs (+0.5%), while the tertiary sector saw an increase of 7800 jobs (+0.2%).

#### Number of vacancies declines

Enterprises reported a total of 86 000 vacancies in the 4th quarter 2025. Year on year, this was a decline of 3900 jobs (-4.3%). Both the secondary (-8.0%) and tertiary sectors (-3.2%) had fewer vacancies. Vacancies represented 1.5% of all jobs, 1.7% of secondary sector jobs and 1.5% of tertiary sector jobs.

## Fewer difficulties in finding skilled workers

Weighted by the number of employees, 36.2% of enterprises reported difficulties in recruiting qualified labour in the 4th quarter of 2025. In comparison with the previous quarter, this is a decrease of 0.1 percentage points. The situation has eased somewhat in both the secondary and tertiary sectors (−0.2 and −0.1 percentage points respectively).

## Somewhat optimistic employment outlook

The share of enterprises announcing an increase in the number of jobs in the short-term was 10.1% in the 4th quarter 2025 (9.8% in the previous quarter) and those planning to reduce their workforce represented 5.2% (5.4% in the previous quarter). The employment outlook indicator has risen compared to the previous quarter (1.03; +0.2%).

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## Methodological appendix

The employment barometer reflects changes in certain economic indicators of labour demand. The indicators are based on a quarterly sample survey of approximately 18 000 enterprises with a total of 65 000 secondary (industry and construction) and tertiary (services) sector businesses.

The **jobs** in all enterprises are divided into four employment categories. For people with more than one job, each job is counted separately. Jobs with a weekly working time of less than six hours (work-time percentage of less than 15%) are also included. Jobs in private households and those with reduced working hours are not included.

**Full-time equivalents** represent the total volume of all jobs converted into full-time jobs.

**Seasonal adjustment** neutralises the effects of seasonal factors in a time series. The entire time series is recalculated for each new quarter. As a result, the total of the adjusted sub-series differs from that of the adjusted overall series.

**Vacancies** are newly created, unoccupied or vacant positions that an enterprise intends to fill immediately or in the near future and for which active recruitment steps have been taken. Results from NOGA division 78 'Employment activities' (recruitment and placement agency activities) are not included. The percentage of vacancies is the ratio of vacancies to labour demand (occupied jobs + vacancies) i.e.:  $Percentage\ of\ vacancies = \frac{vacancies}{labour\ demand} \times 100$

**Difficulties in recruiting personnel:** At the end of the reporting quarter, enterprises indicate whether the personnel they were looking for were found easily, with difficulty or not found at all. The results are published in summarised or detailed form for each level of education and weighted either by the number of businesses or by their number of jobs.

**Employment outlook:** Enterprises indicate whether they are planning to maintain, increase or reduce their workforce in the next quarter. The employment outlook indicator is based on their answers on a scale of 0.5 (reduction) to 1.0 (status quo) to 1.5 (increase).

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## Access to results

This press release has been checked for conformity with the European Statistics Code of Practice, which ensures the independence, integrity and accountability of the national and community statistical offices. Privileged access is supervised and under embargo.

In accordance with the relevant laws, the Swiss National Bank (SNB) and the State Secretariat for Economic Affairs (SECO) received the employment statistics data five working days prior to the publication of this press release in order to fulfil their tasks. Those cantons and cities that have financed additional samples received the data five working days prior to publication, as did the Canton of Ticino. The text was sent to the press agencies with a 15-minute embargo.