



OECD Employment Outlook 2014

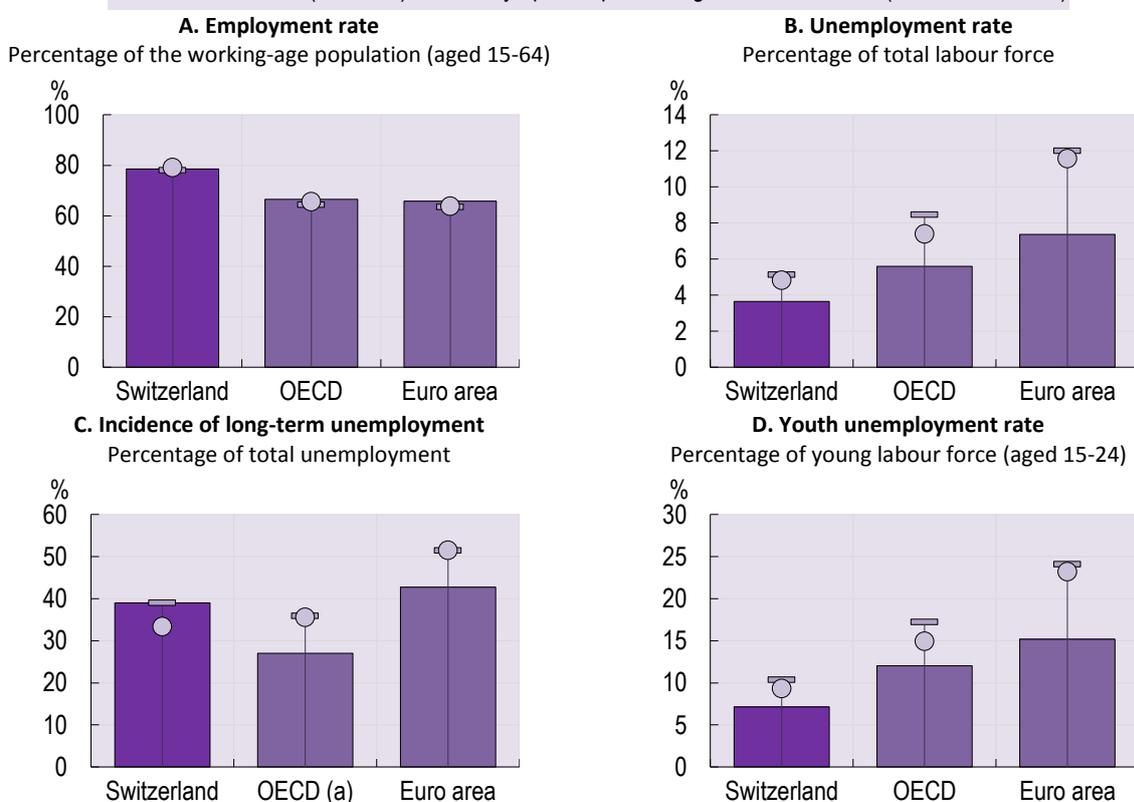
The 2014 edition of the OECD Employment Outlook reviews recent labour market trends and short-term prospects in OECD and key emerging economies. It zooms in on how the crisis has affected earnings, provides country comparisons of job quality, examines the causes and consequences of non-regular employment, and estimates the impact of qualifications and skills on labour market outcomes.

For further information: www.oecd.org/employment/outlook

DOI: http://dx.doi.org/10.1787/empl_outlook-2014-en

Labour Market Developments in Switzerland

■ Start of the crisis (Q4 2007) = Country-specific peak/trough ○ Current value (Q2 2014 or latest)



a) OECD is the weighted average of 33 OECD countries excluding Chile.

Source: OECD calculations based on quarterly national Labour Force Surveys and *OECD Short-Term Labour Market Statistics* (database), (<http://dx.doi.org/10.1787/data-00046-en>).

The Swiss labour market is performing well

Switzerland has high employment rates and low unemployment. The overall employment rate remained stable since the start of the crisis and stands at 79% (first quarter of 2014), the second highest in the OECD after Iceland, well above the OECD average of 65.6%. As for unemployment, among OECD countries only Japan, Korea, and Norway have lower unemployment rates. But

even though Switzerland was not hit as hard by the economic crisis than most other countries, the unemployment rate of 4.8% (first quarter of 2014) is still 1.2 percentage points above the pre-crisis level. Long-term unemployment rates slightly fell since the start of the crisis, but still a third of the unemployed have been out of work for 12 months or more. This may reflect that more difficult-to-place jobseekers with more complex labour market problems are not

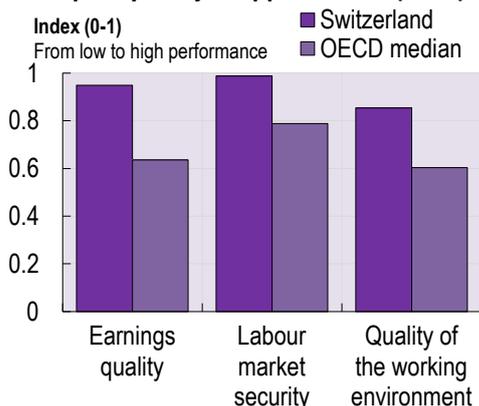
considered as central Public Employment Service clients any longer. As in other OECD countries, young people are more likely to experience unemployment than prime-age adults. The youth (15-24) unemployment rate (9.3% in the first quarter of 2014) has shown some recent improvement, but is still over 2 percentage points above the pre-crisis rate. As highlighted in the *Employment Outlook 2014*, work experience is an important influence on early labour market outcomes, and combining work and study is common in Switzerland with its long tradition of apprenticeships.

Job-quality is high in Switzerland

A focus on purely quantitative labour market aspects, however, neglects job quality. People spend most of their day and a significant part of their life at work. Therefore, job quality is a key determinant of well-being. The 2014 *OECD Employment Outlook* paints a broad picture of job quality across OECD countries. This is based on three dimensions that are considered as essential aspects of good-quality jobs: earnings quality (the level of earnings and degree of inequality); labour market security (risk of job loss and income support available); and quality of the working environment (work demands and conditions, and the resources and support available to cope with these demands).

job quality. Switzerland does well in terms of the index of earnings quality as average earnings are among the highest across the OECD and earnings inequality is comparably low, although not as low as in the Nordic countries and Belgium. For labour market security Switzerland is in second place after Norway due to a low probability of unemployment by OECD-standards and a welfare system that provides unemployed workers and their families with an effective income safety net. Switzerland also ranks high on the index of the quality of the working environment – an index of job strain reflecting the incidence of stressful jobs combined with the resources available to deal with job demands. Swiss workers are more likely than in many other OECD countries to report they have the resources needed to accomplish their duties (i.e. work autonomy, learning opportunities and good workplace relationships).

Job quality and job opportunities (2010)



Source: *OECD Employment Outlook 2014*.

Switzerland is among the highest ranking OECD countries across all three dimensions of

OECD Employment Outlook 2014 is available to journalists on the **password-protected** website or on request from the Media Relations Division. For further comment on Switzerland, journalists are invited to contact Mark Keese (+33 1 45 24 8794; mark.keese@oecd.org) or Kristine Langenbucher (+33 1 45 24 1837; kristine.langenbucher@oecd.org) from the OECD Employment Analysis and Policy Division.