

The labor market: Temporary work helps integrate the unemployed into the labor market and provides social security for flexible workers

A new study shows that temporary work is simultaneously both a safety net and a lifeline for many workers. It provides both highly skilled and low-skilled workers an opportunity to determine their own careers.

For many jobseekers, temporary work is a pathway to a permanent job. Approximately one third use temporary work as a permanent, flexible form of work. Recruitment agencies are an important port of call for both groups. These are the findings of a new study by swissstaffing and gfs-zürich, which surveyed more than 6,000 temporary workers across Switzerland. These temporary workers usually rate the work of staffing service providers as Good or Very Good.

Today, many workers are redefining their personal requirements. This is due to labor shortages, demographic developments and societal change. Others are faced with the threat of job losses at their workplace caused by competitive pressure, digitalization and changing job profiles. Temporary work can be a springboard for permanent employment in this situation. The advantages of temporary work compared to unemployment are clear: it allows individuals to gather career experience, gain new expertise, and secure financial and social security. As swissstaffing's new white paper demonstrates, the staffing service provider network and low entry barriers for temporary work are the key to success. This form of work acts as an integration driver: 42% of those surveyed have already found a permanent job a good year after beginning a period of temporary work, and 84% are now integrated into the labor market.

It is people without formal training that particularly benefit from the opportunity to be recruited into a permanent role directly by the hiring company. Finally, the high level of satisfaction with staffing service providers (more than 80%) evidences the success of the temporary work model. The survey shows that the relationship of trust with the staff leasing advisor, as well as the advisor's empathy and competence, are decisive factors.

The staff leasing sector facilitates a long-term working model for flexible workers

Approximately one third of temporary workers are not explicitly seeking out permanent employment, but rather a long-term, flexible model of work. Temporary work allows them to find a balance between employment and other aspects of life, such as education, family commitments and leisure. The distinction between full-time and part-time employment is important for these temporary workers. There is a shortage of skilled workers in the former (healthcare, construction, IT) and a shortage of workers in the latter

(catering, retail and healthcare). The results of the survey show that those seeking flexibility are moving away from permanent employment into more flexible work. The comprehensive social security provided by staff leasing has made this possible for many.

Regulations do not consider the interests of temporary workers

The study demonstrates clearly that many of those surveyed are actively choosing temporary work. Any effort to restrict flexwork, particularly from the political sphere, is not in their best interest. Temporary work does not lead to the precarization of working relations. Rather, in many cases, temporary employment is a bridge that guides people from unemployment into permanent employment. As swissstaffing's white paper shows, it also allows those who do want to work flexibly the opportunity to work within a framework secured by law and social partnership.

The study

Between October 10 and November 20, 2022, the institute gfs-zürich surveyed 6,012 temporary workers that worked on a temporary basis in Switzerland in 2021 online on behalf of swissstaffing. Messages were sent out to a total of 72,325 employees at twelve staffing companies, both big and small: Adecco, Careerplus, Coople, dasteam ag, Global Personal, Hays, Helvetic Payroll, Interima, Kelly Services, Manpower, Michael Page, and Work Selection. The response rate was 8.3%. The observations were weighted by survey response per company. The survey was conducted in German, French, Italian, English, Spanish and Portuguese.

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The full **White Paper “Safety Nets and Lifelines”** is available for download at

www.swissstaffing.ch/whitepaper.

swissstaffing is the center of excellence for staff leasing companies in Switzerland. As an employers' association, swissstaffing represents the interests of its 470 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](#).