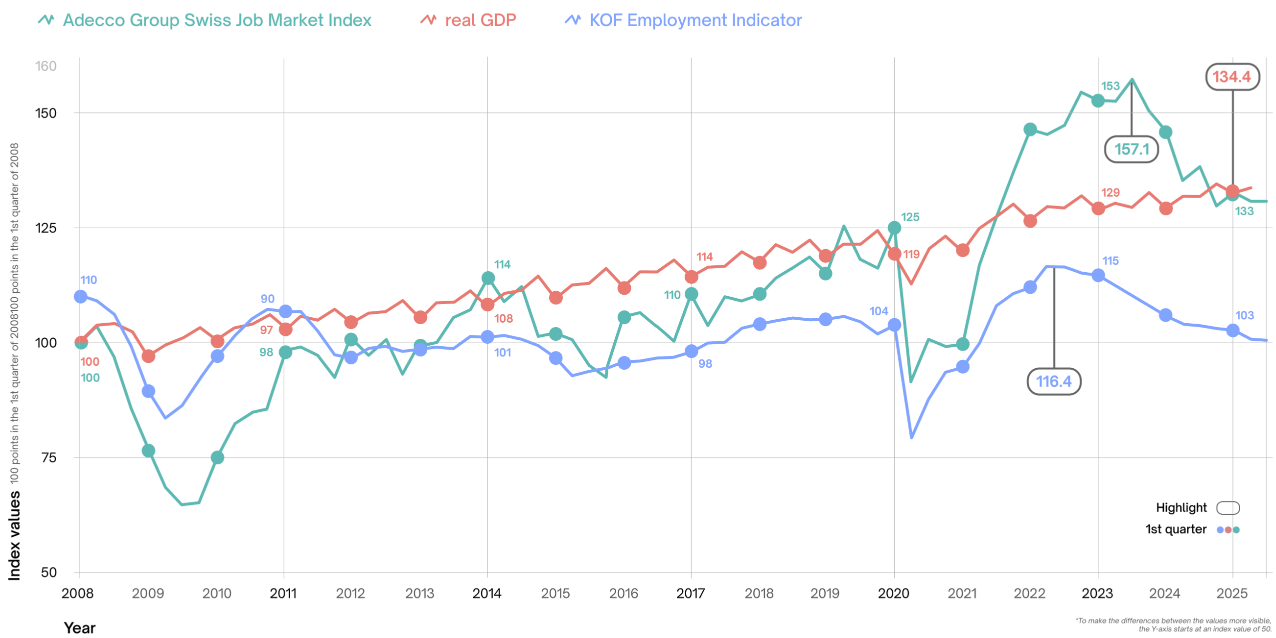
THE ADECCO GROUP

Adecco Group Swiss Job Index Q3 2025: Swiss job market stagnating, AI putting pressure on business administration professions

Zurich, 23 October 2025: The number of job vacancies only saw a slight drop in the third quarter of 2025, at -0.2% compared with the previous quarter. This drop therefore remains moderate despite a virtually stagnant economy. Office and administration professions are a particular point of focus. As well as being the largest professional group, these are also the areas most heavily affected by automation and generative AI. This is shown by the Adecco Group Swiss Job Market Index, a scientifically substantiated study conducted by the Adecco Group Switzerland and the Swiss Job Market Monitor of the University of Zurich.

Job index development vs. GDP vs. KOF



Sources: KOF Swiss Economic Institute (KOF Employment Indicator), State Secretariat for Economic Affairs (SECO; real GDP), Swiss Job Market Monitor (SMM; Adecco Group Swiss Job Market Index).
NB: An Adecco Group Swiss Job Market Index or GDP value over 100 indicates an increase and a value under 100 indicates a decrease compared with the base quarter of Q1 2008. A KOF Employment Indicator value over 100 means that more companies are planning to create rather than cut jobs. If the value is under 100, job cuts are predominantly planned.

The Swiss labour market stagnated in the third quarter of 2025. The Adecco Group Swiss Job Market Index showed a small 0.2% drop in the number of job vacancies compared with the previous quarter (Q2 2025). The index value was significantly below the same quarter of the previous year at -5.6% (Q3 2024). In addition, the [KOF Employment Indicator] showed that companies remained reticent about recruitment in light of the global economic situation.

Marcel Keller, Country President of Adecco Group Switzerland, commented:

'According to the KOF Economic Forecasts Report, the Swiss economy virtually ground to a standstill in the second quarter of 2025, burdened by declining exports and higher additional US tariffs. Despite this, the number of job vacancies only saw a small drop in the third quarter of 2025 (as shown in the Job Index) and the unemployment rate only rose slightly. This could be due to the stabilising effect of consumer behaviour and the introduction of short-time working.'

Automation and AI are intensifying structural change in office and administration professions

The current Swiss Job Index focuses in particular on office and administration professions. These represent the largest occupational group in Switzerland and are essential for key processes in companies and public administration. Also, these professions are particularly exposed to developments in the field of generative AI.

- **Office and administration professions under pressure:** These are some of the areas most heavily affected by generative AI. Routine tasks, such as data collection, standardised processes, text and information work, and so on, offer particularly high potential for automation. This means that demand for jobs is correspondingly dropping faster than average (-17.4% since 2023).

- **More nuanced picture in occupational sub-groups:** Jobs in business-related services (e.g. accounting and freight forwarding services, conference/event planning, employment and personnel recruitment, or real estate management and agents) are growing despite medium exposure thanks to complementary effects such as coordination or interface work. Although management, project and group roles in office and administration professions are less exposed, their job numbers are still dropping. Organisation, efficiency programmes and the economy all suggest non-technological driving forces are at play here. Public administration remains relatively stable.

- **A higher tertiary education does not necessarily provide protection against the impact of AI.** The practical and political worlds are correspondingly prioritising further training in data and process skills, increased information efforts on the topic of AI, and a redefinition of professional roles.

Overall, the results show that despite this professional group's high level of exposure to AI, human expertise remains in demand in business administration professions – especially in more complex areas of activity such as quality management or project coordination.

See the full report and detailed analysis: Job Index Q3 2025

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About the Adecco Group Swiss Job Market Index (Job Index)

In cooperation with the Swiss Job Market Monitor (SMM) at the Sociological Institute of the University of Zurich, the Adecco Group Switzerland publishes the Adecco Group Swiss Job Market Index (Job Index) in January, April, July and October. The Job Index provides Switzerland with a scientifically substantiated and comprehensive measure of the development of job offers on online job portals and company websites. It is based on representative quarterly surveys of job offers in the press, on online job portals and on company websites.

About the Adecco Group

The Adecco Group is the world's leading talent company. Our mission: to shape the future of work for everyone. With our three global divisions – Adecco, Akkodis and LHH – across more than 60 countries, we enable sustainable, lifelong employability, provide digital and engineering solutions for smart industry transformation, and help companies organise their workforce as efficiently as possible. The Adecco Group strives to lead by example and is committed to an inclusive culture, sustainable employability and resilient national economies and communities. The Adecco Group AG is headquartered in Zurich, Switzerland (ISIN: CH0012138605) and is listed on the SIX Swiss Exchange (ADEN).

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