

Mobility: Immigration alert

January 2023



Switzerland

Updated occupation list released for 2023

Executive summary

The Swiss authorities recently published the updated annual list of occupations (“the list”) for which employers must report vacancies to the Swiss cantonal unemployment offices prior to publishing them on job search portals for hiring foreign nationals. The list went into effect on 1 January 2023 and will remain valid till 31 December 2023.

Background

Swiss employers are legally required to report vacancies in occupations with unemployment rates of 5% or higher to the cantonal unemployment offices. They can publish public advertisements to fill these vacancies at least five days after notifying the unemployment offices. The State Secretariat for Economic Affairs (SECO) publishes an updated list of such occupations annually.

Key developments

The [list](#) for 2023 went into effect on 1 January 2023. The number of occupations in the list has decreased from the 2021 and 2022 lists. Some occupations that have been removed from the previous list include professions related to marketing and sales, with the exception of event managers.

The reporting requirements for employers (e.g., the five-day waiting period, requirement to notify the unemployment offices if any candidate referred by them is selected for interviews) remain unchanged. In addition, no changes have been implemented to the exceptions to these reporting requirements (e.g., if the position is filled by a current employee of the company, or if the contract for the new candidate is valid for less than 14 days).

Employers may use the Arbeit Swiss [checklist](#) to confirm if they are required to report vacancies to the unemployment offices prior to publishing them on job search portals. Companies and their representatives who do not follow the reporting requirements may be subject to fines of up to CHF 40,000.

Impact on employers

Employers may take into account the list to assist with their workforce planning, so as to mitigate challenges in the hiring of foreign nationals, minimize business disruptions and remain compliant with the local reporting requirements.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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