



Global Immigration alert

December 2024

Switzerland

Updated vacancy reporting requirements for 2025

Executive summary

On 28 November 2024, the Swiss Federal Department of Economic Affairs, Education and Research published an updated list of professions where, in case of any vacancy, employers must report it to local unemployment offices prior to advertising it on non-government job portals. The updated list will go into effect on 1 January 2025.

Background

Based on the Foreign Nationals and Integration Act, Swiss employers must report vacancies in occupations with an unemployment rate of 5% or more to the regional unemployment office at least five working days prior to publishing them on non-government job portals. During these five days, the regional unemployment office will refer suitable candidates registered with any unemployment office to the employer. The employer may hire other candidates only if no referred applicant qualifies for the position. They may hire foreign nationals if they cannot find qualified candidates in the local workforce (i.e., Swiss nationals, individuals with settlement permits or work and residence authorization, temporarily admitted persons, and those with temporary protection status who are authorized to work) or nationals of countries with which Switzerland has a free movement agreement.

Key developments

The number of occupations subject to the reporting requirement will increase again in 2025 compared to previous years. The list for 2025 will include 23 occupation types, up from 14 in 2024. A primary factor for this increase is the rise in the average unemployment rate during the reference period (October 2023 to September 2024) by 0.3 percentage points. The full list of occupations for which vacancies need to be reported is available [here](#). The most notable change in the list for 2025 is the inclusion of executives and managers in sales and marketing.

Impact on employers

Employers may consult the new list prior to hiring foreign nationals in 2025, especially in sales and marketing jobs, and amend their internal policies as required to ensure compliance. Employers that do not comply with the vacancy reporting requirements may be subject to fines of up to CHF 40,000 (approx. USD 45,200) in case of major violations and up to CHF 20,000 (approx. USD 22,600) in case of minor violations.

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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