

# Global Immigration alert

December 2025

## Switzerland

### Updated vacancy reporting requirement for employers

#### Executive summary

On 2 December 2025, the Swiss Federal Department of Economic Affairs, Education and Research published the updated list of professions in connection with which employers must report a vacancy to the local unemployment office prior to publicly advertising the vacancy. The updated list will go into effect on 1 January 2026 and reflect the annual adjustment based on unemployment rates at a national level.

#### Background

Based on the Foreign Nationals and Integration Act, in general, 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 job portals. During these five days, the regional unemployment office will communicate all suitable candidates registered with any unemployment office to the employer. The employer may hire other individuals only if no referred candidate is deemed suitable for the vacancy, and they may employ foreign nationals only if they are unable to find suitable “domestic employees” (i.e., Swiss nationals, holders of settlement permits or work and residence authorization, temporarily admitted individuals, holders of temporary protection status who are authorized to work) or nationals of countries with which Switzerland has an agreement on the free movement of workers. Certain employers are exempt from this reporting requirement; however, the applicability of an exemption must always be assessed based on the specific circumstances of the case.

#### Key developments

All professions that were subject to the reporting obligation in 2025 remain on the list. For 2026, several additional

professions have been added due to an increase in the corresponding unemployment rates. The list for 2026 includes a total of 34 occupation types, up from 24 in 2025. New professions have been added to the list, including chemists, graphic designers, economists and specialists in the humanities. As in previous years, marketing and sales managers remain on the list as well as receptionists and call center operators. The full list can be found [here](#).

Employers that do not comply with the vacancy reporting requirements may be subject to fines of up to CHF 40,000 (approx. USD 49,970) in case of major violations and up to CHF 20,000 (approx. USD 24,985) in case of minor violations.

#### Impact on employers

Employers may use the [Check-Up 2026](#) tool (which identifies professions that are subject to vacancy reporting) when hiring foreign workers. They may also consider reviewing and updating their internal processes as needed to comply with the revised regulatory 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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