


# Integrity statistics (2021)

Yverdon-les-Bains, 21 June 2022

**æquivalent** quality  
in employment

## Integrity statistics – Sample (2021)



<b>Scope</b>	3'879 dossiers in 2021
<b>Population</b>	49.0% Swiss / 51.0% other nationalities, 74.0% resident in Switzerland / 26.0% resident abroad, born between 1952 and 2004, 67.0% male / 33.0% female
<b>Industrie s</b>	Banking (predominant), Health Insurance, Trading, Information Technology, Technology, NGOs, Luxury, Security and Facility Management, Health, Education
<b>Screening reasons</b>	Recruitments and personnel dossiers updates
<b>Types of employees</b>	81.0% from internal employees and 19.0% via external company

# An increase in non-compliant dossiers in 2021 (7.5% vs 6.9% in 2020)

## Not compliant

- Verification result does not match the employee declaration
- Integrity indicator

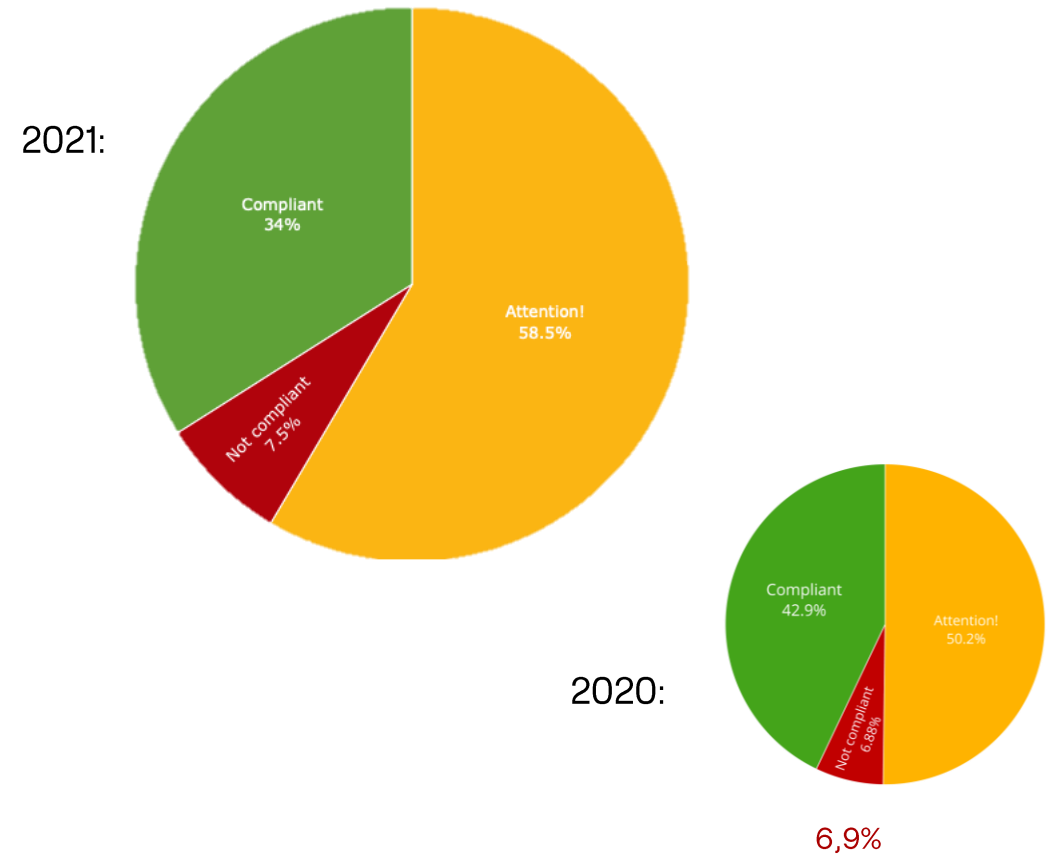
## Attention!

- Result matches the declaration only partially
- Candidate declares adverse element (e.g. financial situation, conflicts of interest)
- Verification was not allowed by the candidate
- Risk indicator

## Compliant

- Result matches employee declaration

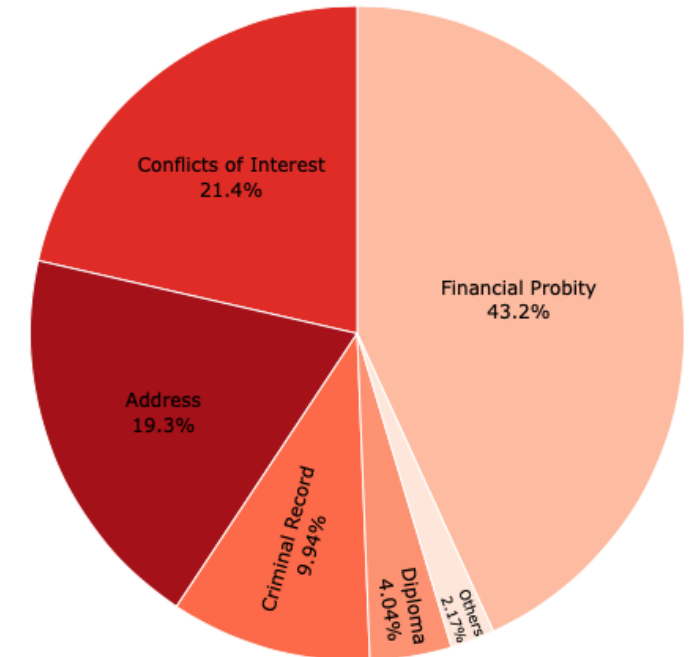
- 7.5% of dossiers contain a not-compliant element
- 58.5% of dossiers reveal attention points
- 34.0% of dossiers are fully compliant



# Undeclared prosecutions and related activities remain the most problematic elements in 2021

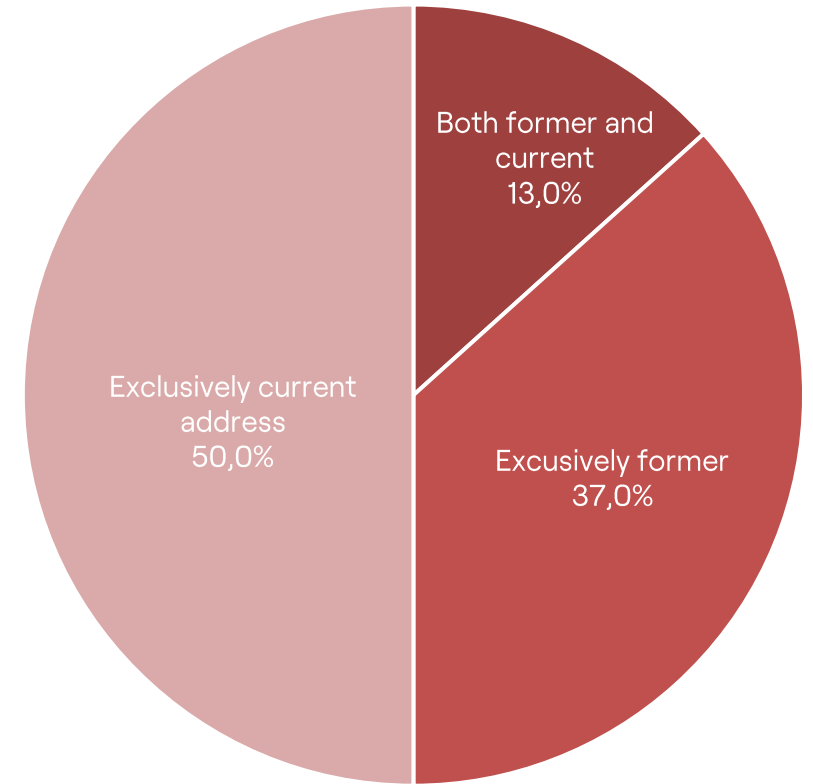
## Analysis points Non-compliant

- A large portion of non-compliance relates to financial integrity (43.2%).
- The second most frequent type of non-compliance (21.4%) is the concealment of ancillary activities and conflicts of interest.
- An incorrect declaration of address is also an important source of non-compliance (19.3%).
- With 13 confirmed cases in the sample, non-conformities related to diplomas represent 4.0% of cases in 2021.



## Survey 2022: 50.0% of unreported lawsuits are at old addresses

- **50,0%** of the applicants with non-compliance relating to their financial probity, have prosecutions at an old address.
  - **37,0%** of the files with a red light have prosecutions exclusively at an old address.
- the presence and total amount of prosecutions is not known if only the prosecutions at the current address of the person concerned are checked.



# Although false work certificate remain rare, 73% of work experiences on CVs contain inaccuracies

## Analysis points Attention!

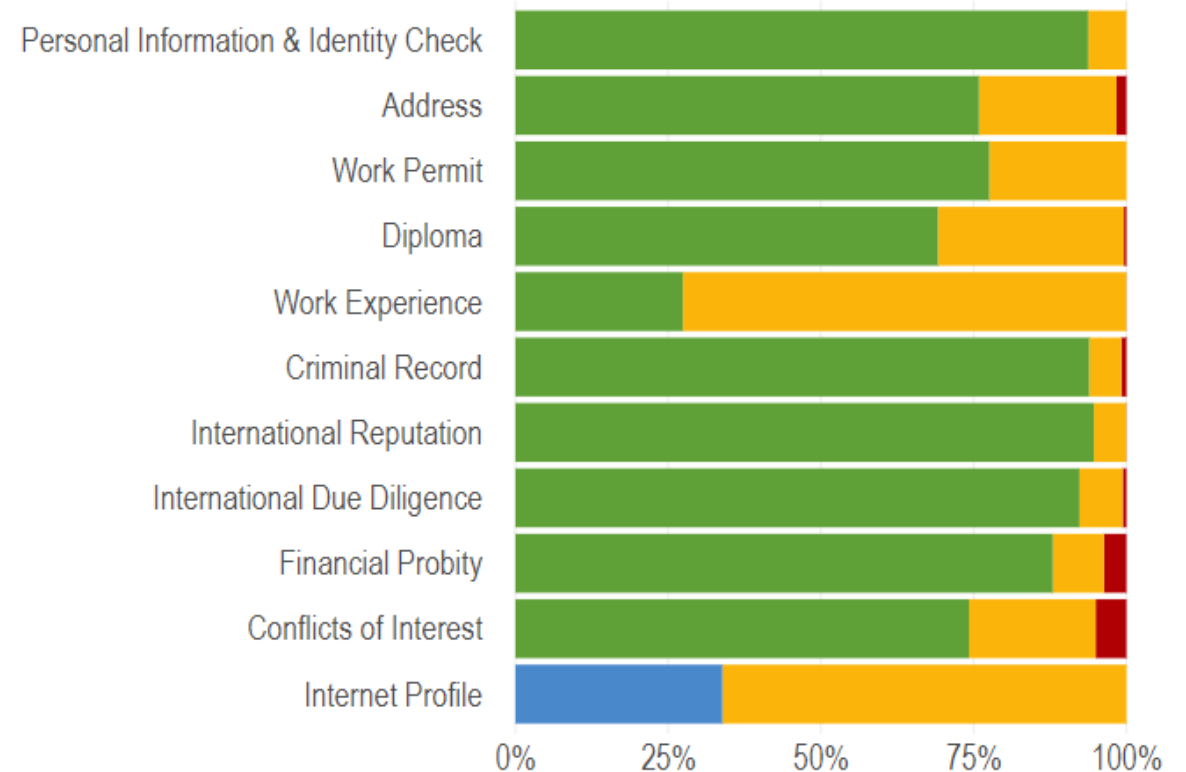
The elements of the CV contain most inaccuracies:

→ Work Experience (73,0%)

→ Diplomas (30,0%)

Internet profiles present a reputational risk in 66.1% of cases.

Ancillary activities (declared and undeclared) are frequently a point of attention (21.0%).

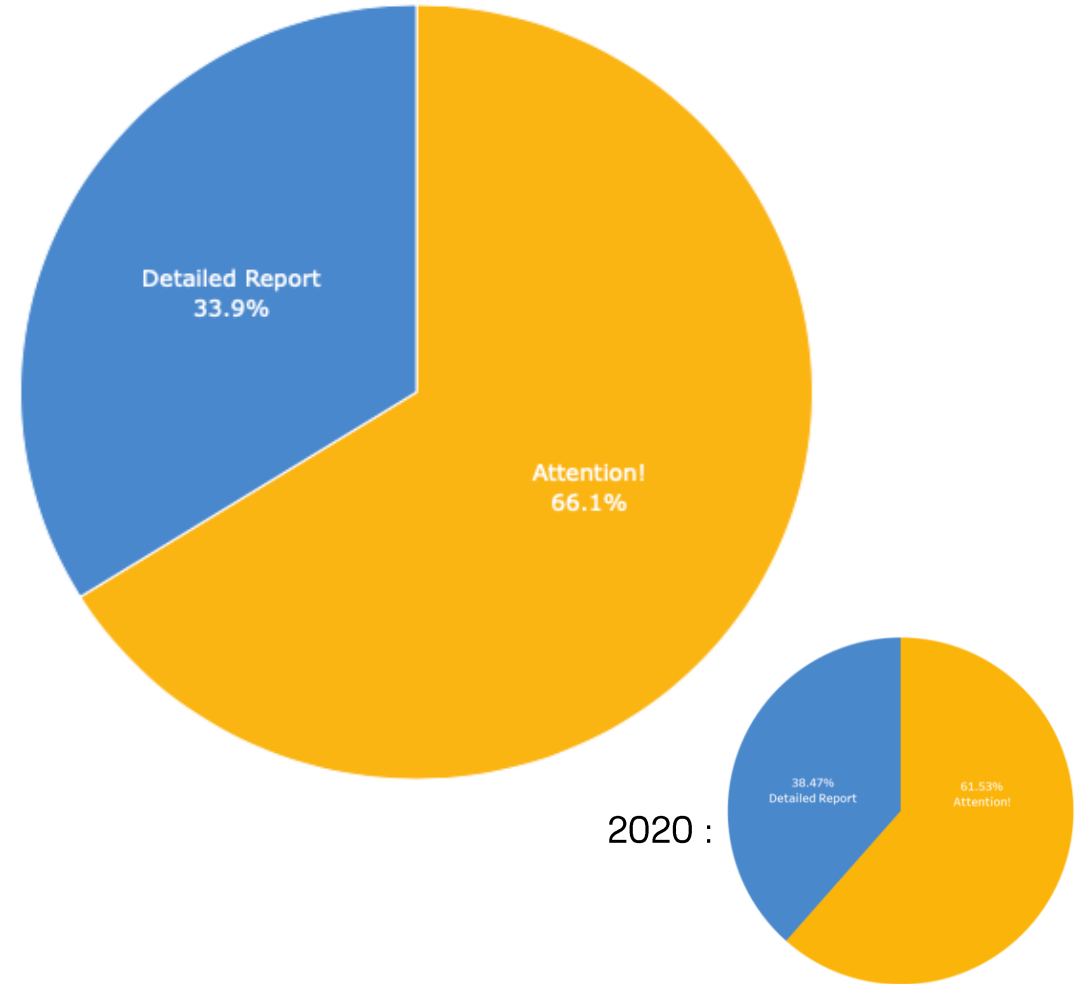


# Post-pandemic: candidates' online reputation still to be monitored

In 2021, 66.1% of internet profiles contained a potential reputational risk for an employer, Up for the fourth year in a row.

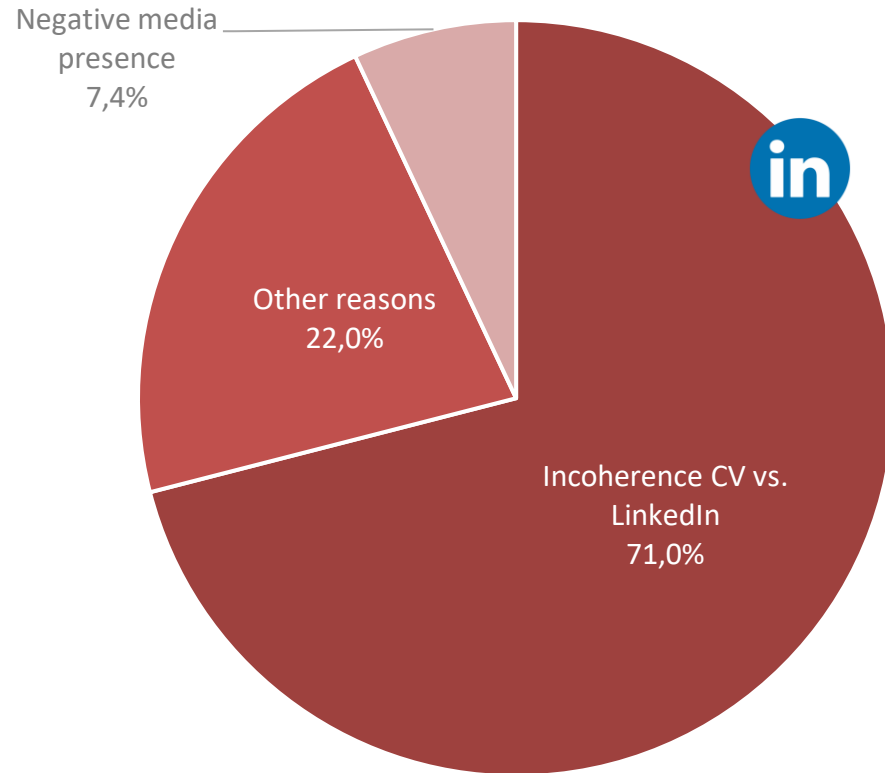
7 elements are checked during the e-reputation analysis\*:

- Inconsistencies with the CV
- Disclosure of confidential information
- Criticism of the employer
- Discriminatory remarks
- Controversial groups
- Disclosure of problematic content
- Negative media presence



\*Source / Quelle : HRD Focus Groups – Aequivalent / UniFr – Prof, Eric Davoine

# Survey 2022: only 29.0% of LinkedIn profiles (fully) match the CV

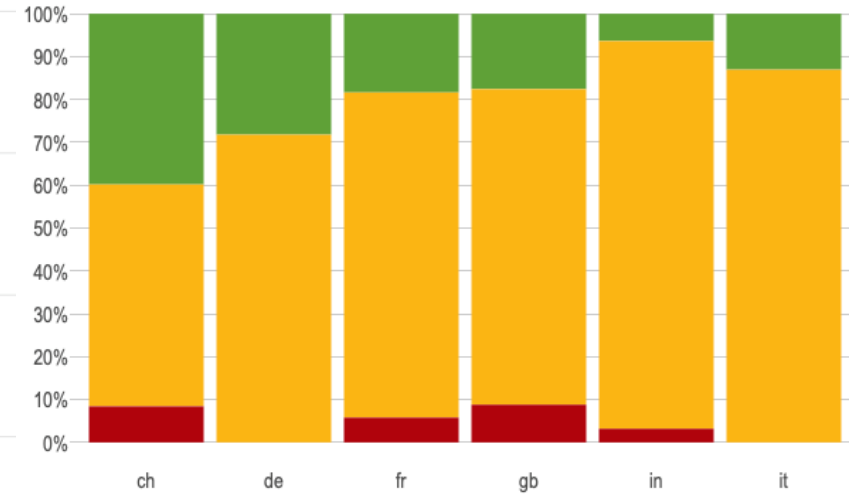
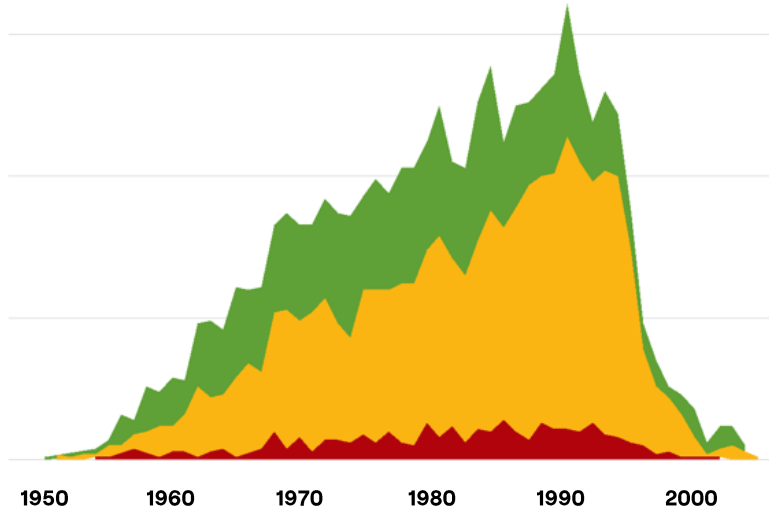
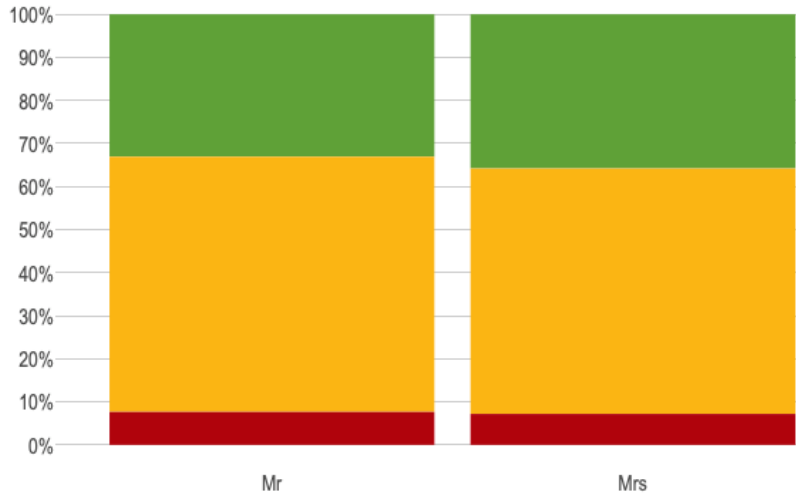


## Additional survey results in 2022 :

- 71.0% of CVs do not (fully) match the LinkedIn profile.
- 7.4% of the internet profiles checked reveal publications that are considered problematic in terms of reputation.



# In 2021, more non-compliance among men and young people



## Type

In 2021, women are more 'compliant' than men.

This trend has been reversed compared to previous years.

## Age

Younger people have more attention points

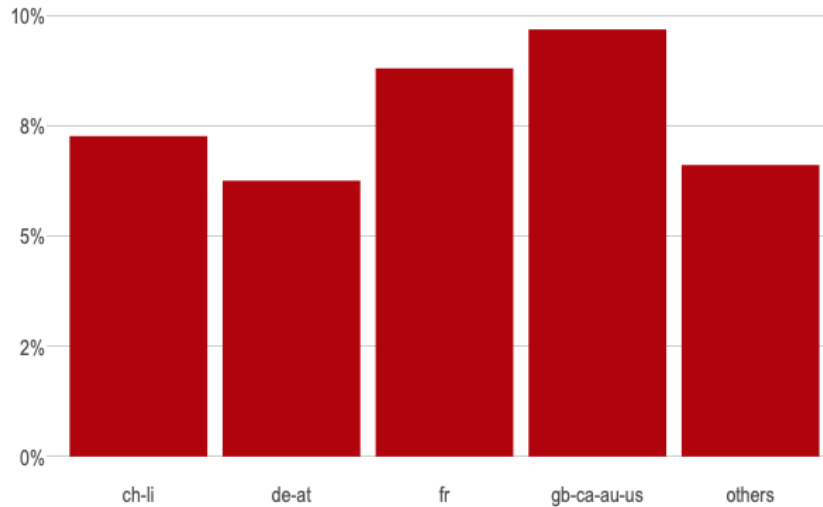
This trend is in line with 2020 and has even increased.

## Residence

People living in Switzerland are more often compliant.

This trend is consistent with 2020.

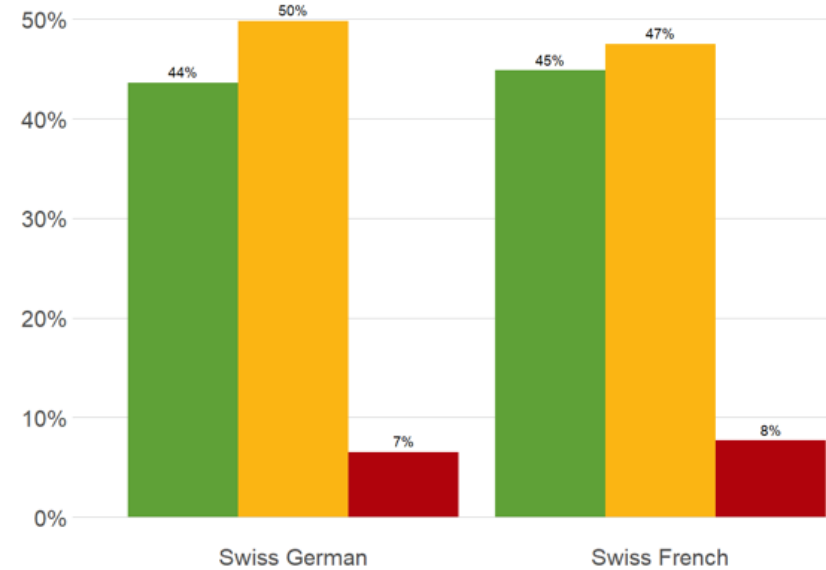
# In 2021, more non-compliance among Anglo-Saxons and French-speaking Swiss



## Nationality

- Swiss nationals are not the best in class, German seem the most transparent and the Anglo-Saxons the least.

- This trend has been confirmed since 2020.

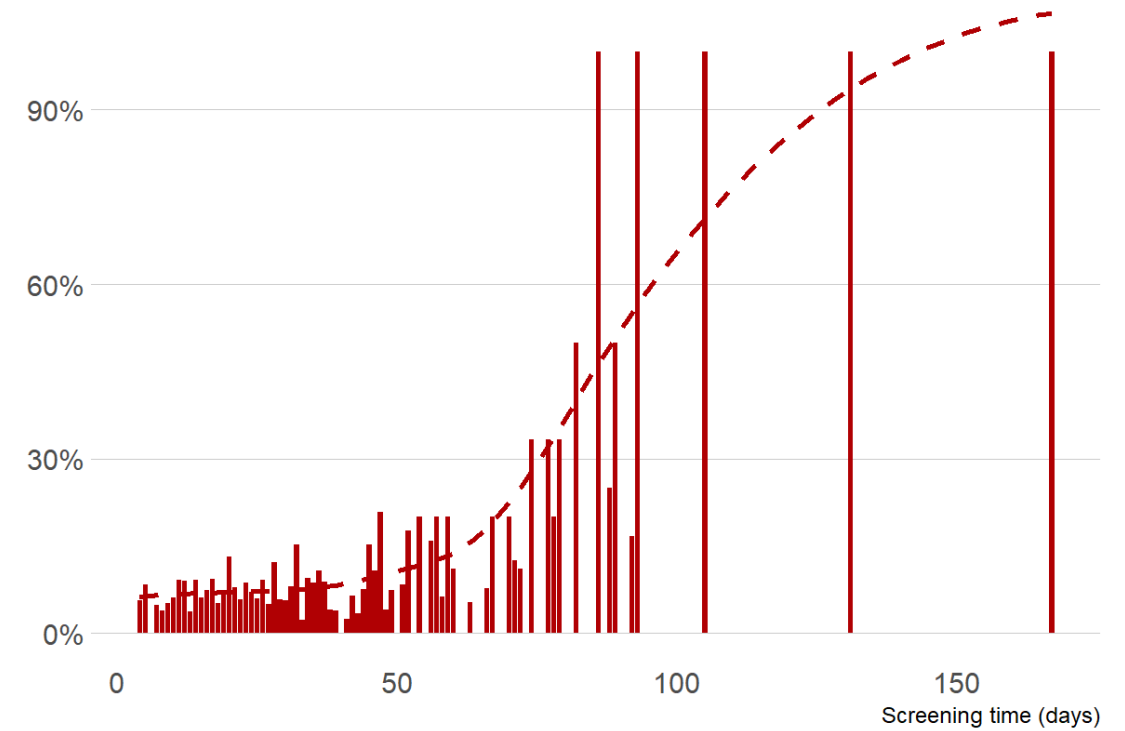
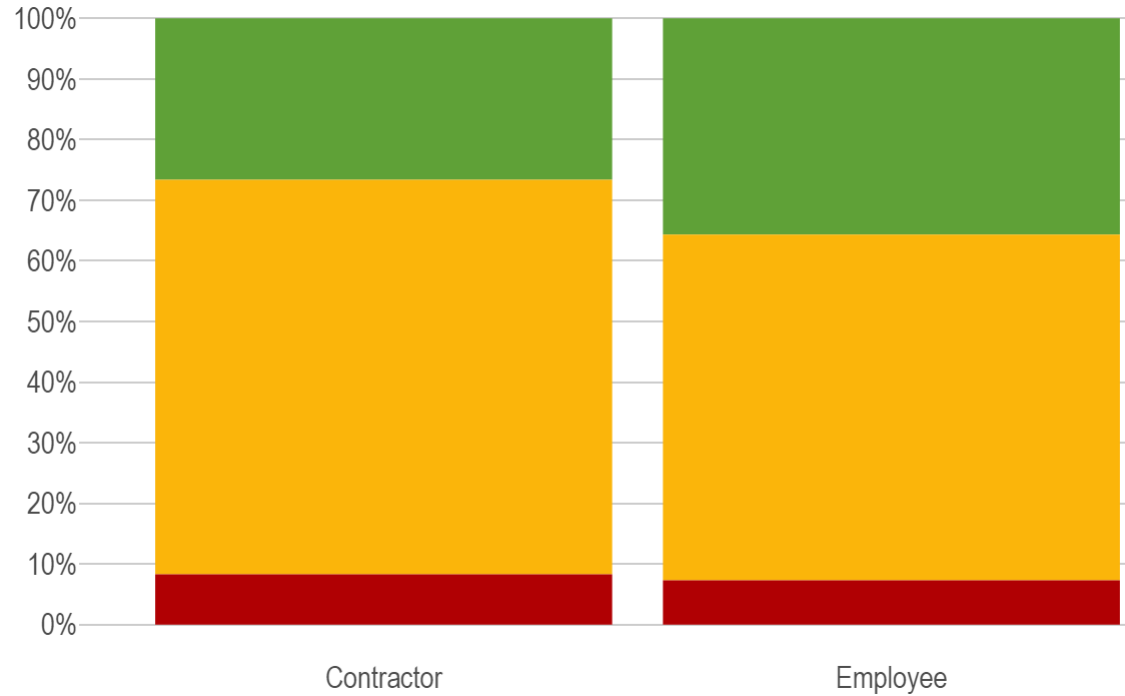


## CH-D et CH-F

- With 7.0% of non-compliant cases, Swiss Germans are not significantly different from their French-speaking counterparts (8.0%).

- In 2020, however, the Swiss Germans were significantly better.

# In 2021, no more non-conformities among external consultants



## Internal VS External

Internal employees are significantly (36.0%) more compliant than their external counterparts (27.0%).

This trend has been confirmed since 2020.

## Screening time

For employees who take more time to fill out their information, risk increases significantly.

This trend has been confirmed since 2020..

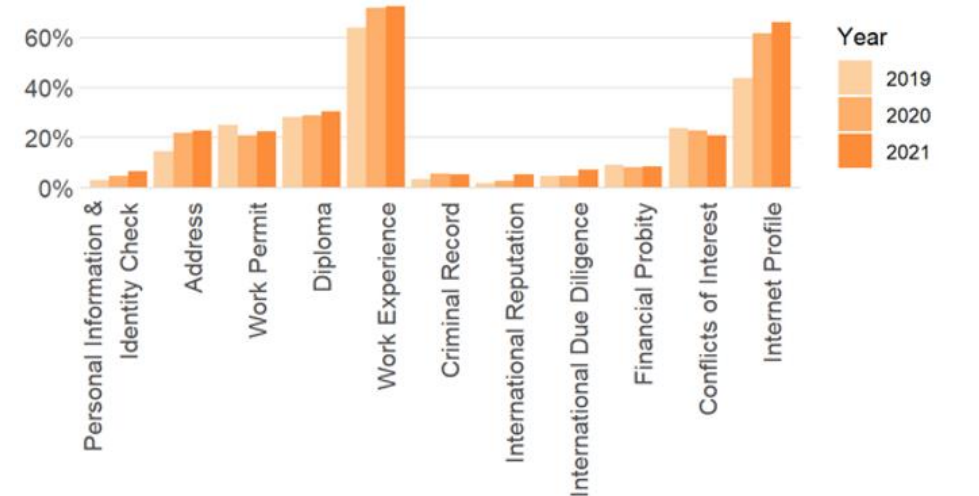
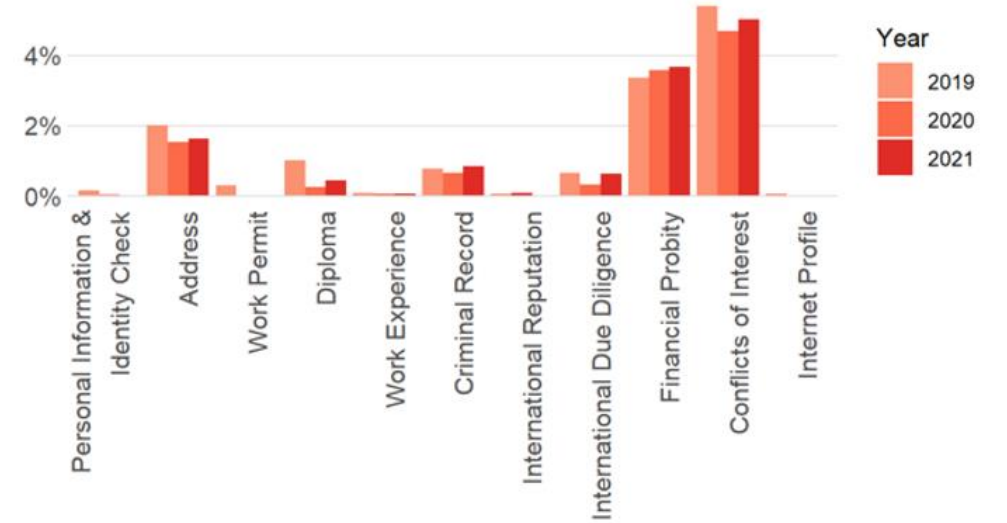
# Integrity statistics – Sample (2021)

## Integrity indicators

- Concealment of ancillary activities and potential conflicts of interest remains the number one integrity concern.
- Concealment of financial problems is slightly increasing.
- With 13 confirmed cases in the sample, non-compliances related to diplomas and professional qualifications remain relevant and are even increasing.

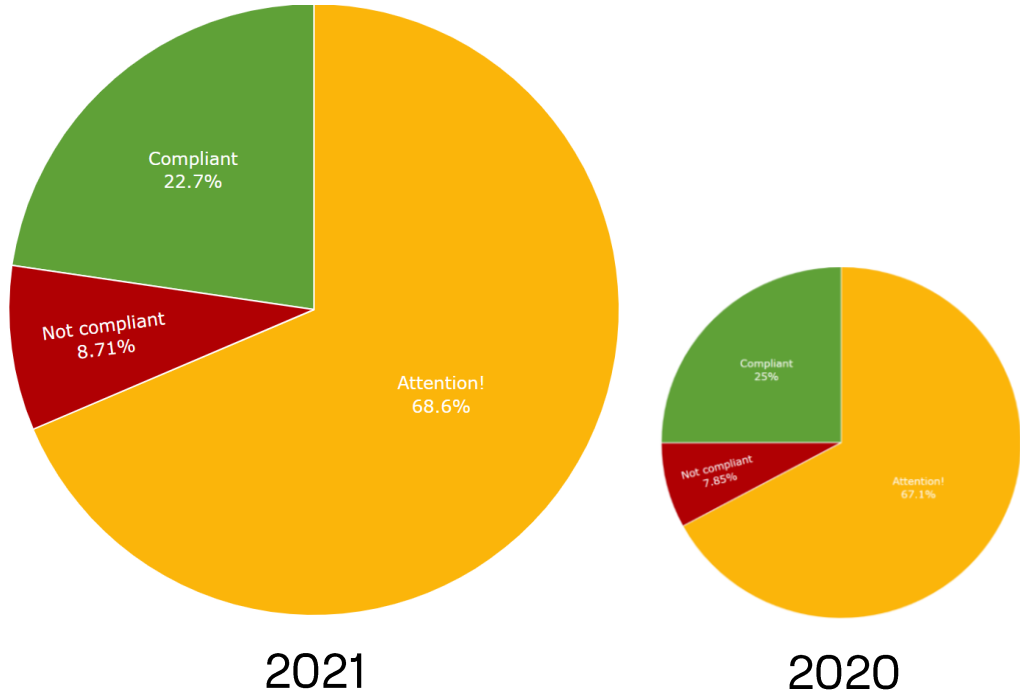
## Risk indicators

- Inaccuracies in CVs ('work experience') remain considerably high.
- Trend towards more elements of reputational risk in internet and social networking presences.

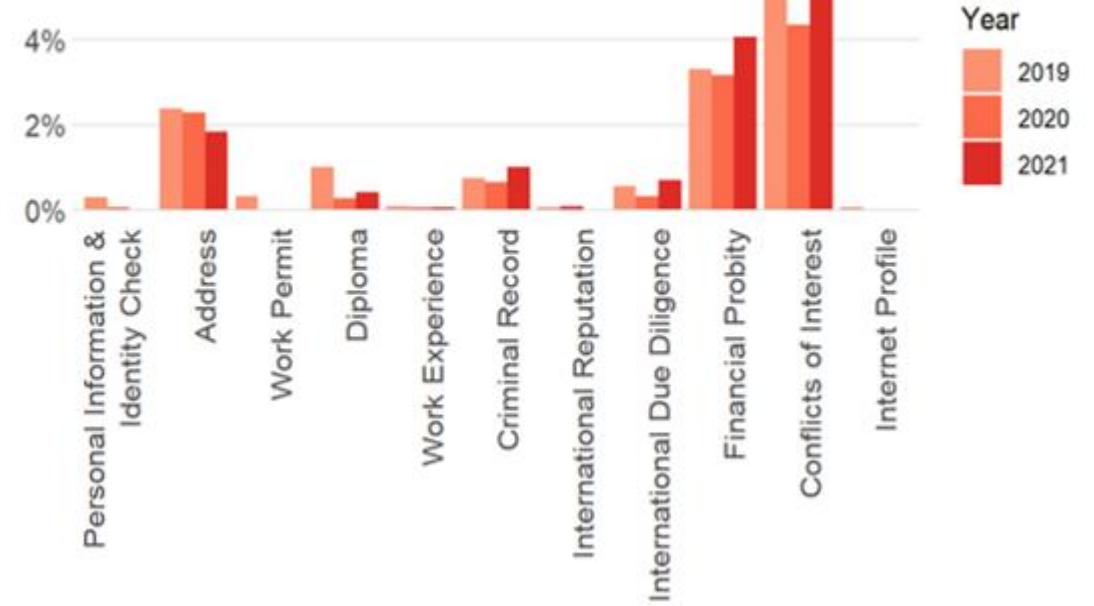


# Integrity statistics - Focus on Pre-employment, increase in non-compliance

## → Focus on Pre-employment



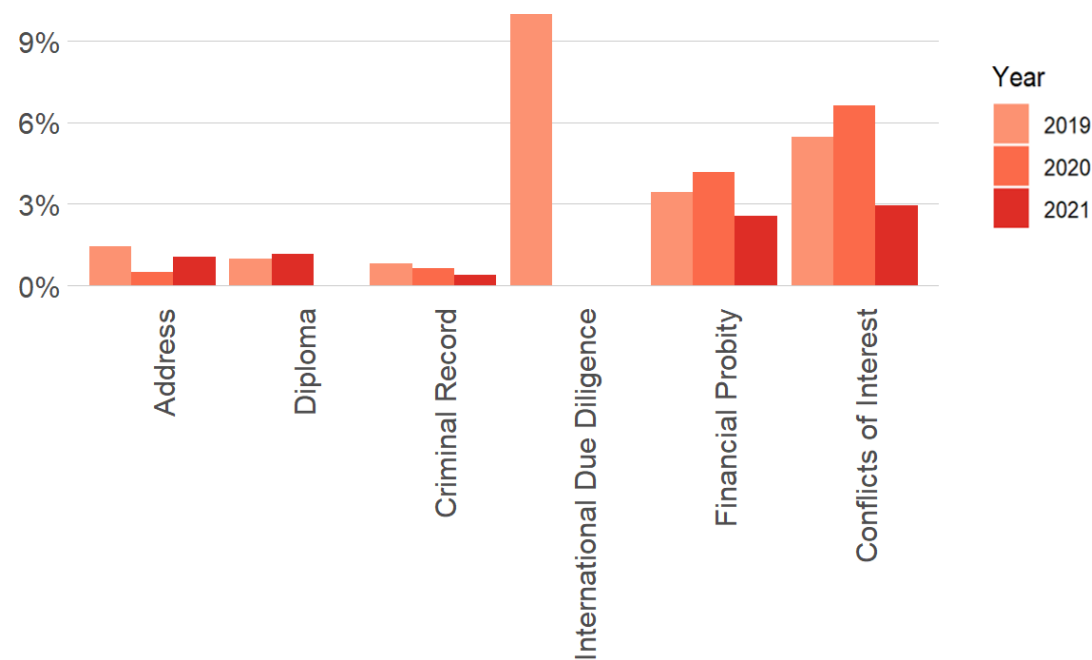
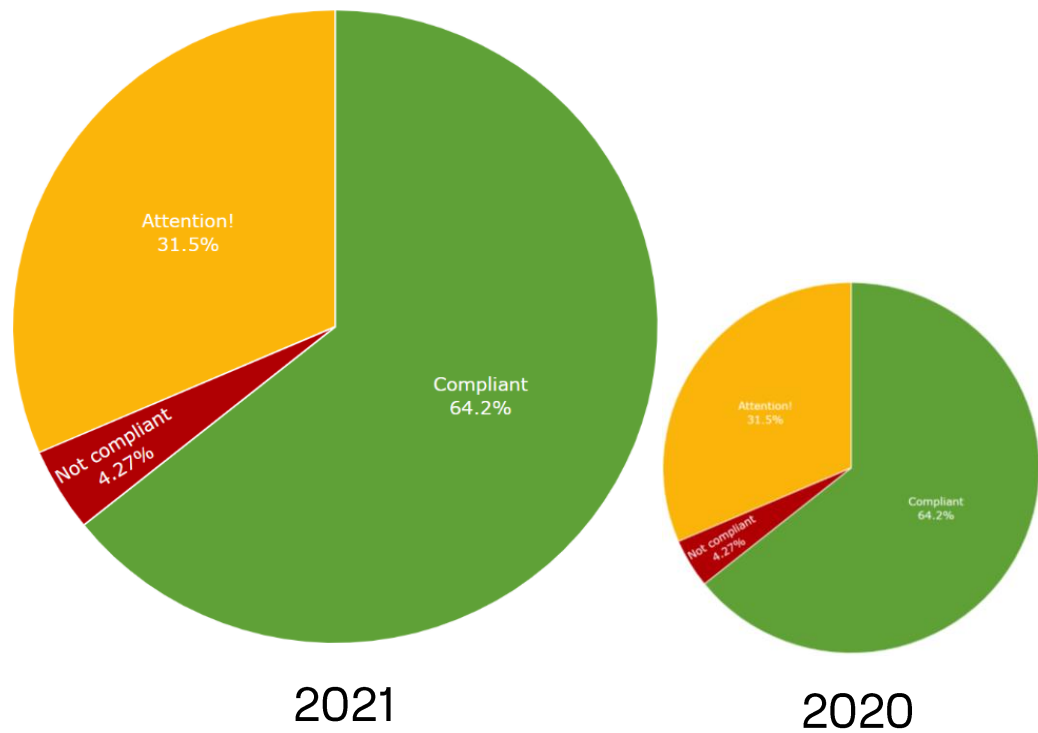
Overall, the percentage of non-compliance for future employees (8.7%) is up from the previous year (7.8%).



As with the general analysis, a closer look at the non-compliance of future employees shows an increase in conflicts of interest over the past year.

# “In-employment” verification: a potential trend towards more transparency towards the current employer

## → Focus on In-employment

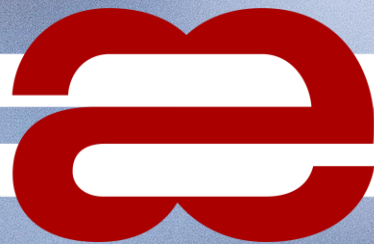


\*2019 groups 2015, 2016, 2017 and 2018

From an overall point of view, the percentage of non-compliance for existing employees (4.3%) is lower than the previous year (5.7%).

In contrast to the general analysis, a closer look at the non-compliance of existing employees shows a decrease in conflicts of interest over the past year.

Thank you for your attention.



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