

Sweden

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
82.5	72.5	91.3

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women's economic empowerment in three areas: women's legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Sweden, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Stockholm). The scores for Sweden are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	50.0	100.0	50.0	100.0	100.0	100.0	75.0	50.0	100.0	100.0
Supportive frameworks score	75.0	66.7	66.7	100.0	33.3	100.0	100.0	66.7	66.7	50.0
Expert opinions score	75.0	100.0	87.5	75.0	100.0	100.0	100.0	100.0	100.0	75.0

In summary, the **WBL 2.0 legal frameworks score** for Sweden (82.5 out of 100.0) is higher than the global average (64.2) and lower than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, laws affecting women's property and inheritance and laws affecting the size of a woman's pension, Sweden obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Sweden is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Sweden may wish to consider putting in place legislation on domestic violence and introducing legislation on femicide.

The **WBL 2.0 supportive frameworks score** for Sweden (72.5 out of 100.0) is higher than the global average (39.5) and higher than the High income: OECD regional average (68.1). When it comes to supportive frameworks affecting women's pay, supportive frameworks affecting women's work after having children and supportive frameworks affecting childcare, Sweden obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Sweden is on the indicator

measuring supportive frameworks related to marriage. To improve on the Marriage indicator, Sweden may wish to consider making available a fast-track process or procedure for family law disputes and establishing specialized family courts.

The **WBL 2.0 expert opinions score** for Sweden (91.3 out of 100.0) is higher than the global average (65.7) and higher than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's work after having children, expert opinions on childcare, expert opinions on women starting and running a business and expert opinions on women's property and inheritance, Sweden obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Sweden is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	Yes	Marriage Code (1987: 230), Ch. 2, Sec. 1 and Ch. 5, Sec. 5; Criminal Code (1988:230), Ch. 4, Secs. 4c, 4d and 10
Does the law address sexual harassment?	Yes	Discrimination Act (2008:567), Ch. 1, Sec. 4, Ch. 2, Secs. 3 and 7, Ch. 3, Sec. 6, and Ch. 5, Secs. 1 and 2
Does the law address domestic violence?	No	No applicable provisions could be located
Does the law address femicide?	No	No applicable provisions could be located
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	Marriage Code, Ch. 1 Sec. 2 and Ch. 6 Sec. 6
Can a woman travel internationally in the same way as a man?	Yes	Passport Act, Sec. 4-6
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Act on Swedish Citizenship, Secs. 2 and 11-12
Workplace		
Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Discrimination Act, Ch. 1, Sec. 1 and Ch. 2, Sec. 1
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Discrimination Act, Ch. 3, Sec. 10
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Marriage Code, Ch. 1 Sec. 2 and Ch. 6 Sec. 1
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Marriage Code, Ch. 1 Sec. 2
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Marriage Code, Ch. 5
Does a woman have the same rights to remarry as a man?	Yes	Marriage Code, Ch. 5
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Social Insurance Act, Ch. 12, Sec. 41g
Are leave benefits for mothers paid solely by the government?	Yes	Social Insurance Act, Ch. 2, Secs. 3-4



Is paid leave available to fathers?	Yes	Social Insurance Act, Ch. 12, Sec. 41g; Ch. 13, Secs. 10 and 14
Is dismissal of pregnant workers prohibited?	Yes	Parental Leave Act, Secs. 16-17
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Education Act of 2011, Ch. 1, Sec. 1; Ch. 8, Secs. 3-5, 12 and 18
Does the law establish any form of support for families for childcare services?	Yes	Official Website of Stockholm City
Does the law establish any form of support for nonstate childcare providers?	Yes	Education Act of 2011, Ch. 8, Secs. 21-24
Does the law establish quality standards for the provision of center-based childcare services?	No	No applicable provisions could be located
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Companies Act, Ch. 2 Sec. 1; Discrimination Act, Ch. 2 Sec. 10
Does the law prohibit discrimination in access to credit based on gender?	Yes	Discrimination Act, Ch. 2 Sec. 12
Does the law prescribe a gender quota for corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Marriage Code, Ch. 1 Sec. 3 and Ch. 7 Sec. 5
Do sons and daughters have equal rights to inherit assets?	Yes	Inheritance Code, Ch. 2 Sec. 1
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Inheritance Code, Ch. 3 Sec.1
Does the law provide for the valuation of nonmonetary contributions?	Yes	Marriage Code, Ch. 7, Ch. 9 Sec. 1, and Ch. 10 Sec. 1
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	Social Insurance Act, Ch. 56, Sec. 3
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
Is the mandatory retirement age for a woman and a man the same?	Yes	Employment Protection Act, Secs. 32a and 33
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Social Insurance Act, Ch. 59, Sec. 13

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	National Strategy to Prevent and Combat Men's Violence Against Women (2017–2026); Discrimination Ombudsman: Guidelines and Routines Against Harassment, Sexual Harassment, and Retaliation; Swedish Prosecution Authority; Kvinnofridslinjen
Are special procedures in place for cases of sexual harassment?	Yes	Equality Ombudsman
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	The Swedish Gender Equality Agency
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located
Mobility		

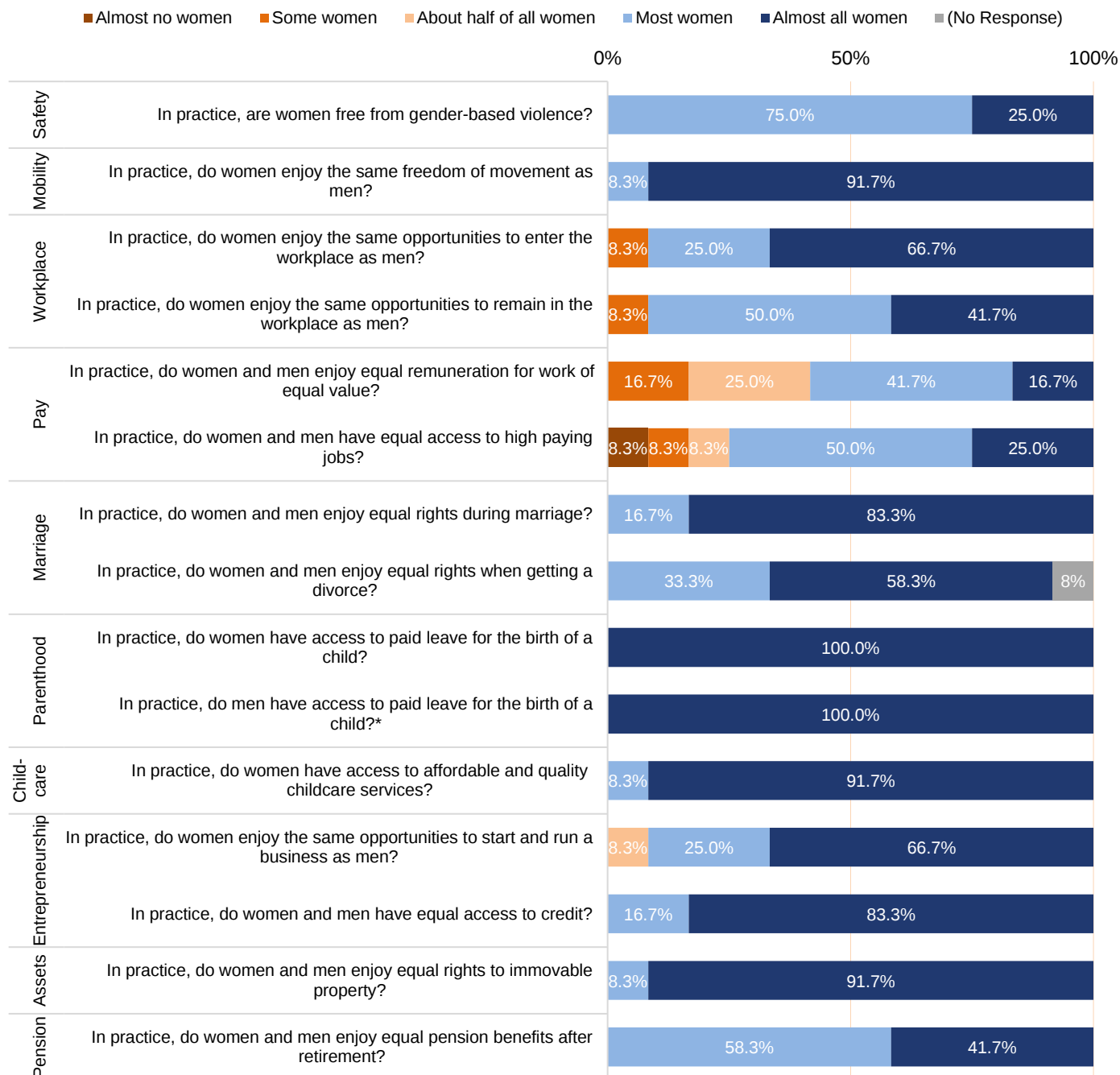




Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	Discrimination Act, Ch. 4
Has the government published guidelines on nondiscrimination based on gender in recruitment?	Yes	Equality Ombudsma: Recruitment and promotion Guide for Employers
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	Yes	Discrimination Act, Ch. 3, Secs. 3-4 and 8-10
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	Statistics Sweden: Women and men in Sweden 2022; Statistics Sweden: Average monthly salary by branch of industry, 2022
Marriage		
Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	Ministry of Justice
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	The Insurance Fund (Försäkringskassan) online portal
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	Yes	Parental Leave Act, Secs. 16-17
Have sex-disaggregated data on unpaid care work been published?	Yes	Statistics Sweden: A question about time-A study of time use among women and men 2021
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the City of Stockholm
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Official Website of Stockholm City ("Income Form - Fee for Preschool and Educational Care" and "Calculation Fee Tool")
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	Yes	Official Website of the City of Stockholm
Has the government published any reports on the quality of childcare services?	Yes	Official Website of the Swedish Schools Inspectorate; Official Website of the Swedish National Agency for Education
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	Statistics Sweden
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	Yes	Almi Services ;Almi Services; Almi Services ;No applicable provisions could be located
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Ordinance on Property Registers, Sec. 77
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	Yes	Swedish Land Survey (Lantmäteriet)
Pension		

Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Social Insurance Act, Ch. 113

WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.