

Switzerland

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
75.0	69.2	73.8

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 Switzerland, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Zurich). The scores for Switzerland 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	0.0	100.0	50.0	100.0	100.0	100.0	75.0	75.0	100.0	50.0
Supportive frameworks score	75.0	66.7	66.7	50.0	66.7	66.7	100.0	33.3	66.7	100.0
Expert opinions score	37.5	100.0	75.0	62.5	100.0	100.0	50.0	75.0	100.0	37.5

In summary, the **WBL 2.0 legal frameworks score** for Switzerland (75.0 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 and laws affecting women's property and inheritance, Switzerland obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Switzerland is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Switzerland may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Switzerland (69.2 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 childcare and supportive frameworks affecting the size of a woman's pension, Switzerland obtains a perfect score (100.0

out of 100.0). As an example, one of the lowest scores for Switzerland is on the indicator measuring supportive frameworks related to women starting and running a business. To improve on the Entrepreneurship indicator, Switzerland may wish to consider establishing government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment and putting in place a national government plan or strategy with a focus on women's access to financial services.

The **WBL 2.0 expert opinions score** for Switzerland (73.8 out of 100.0) is higher than the global average (65.7) and lower 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 and expert opinions on women's property and inheritance, Switzerland obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Switzerland 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?	No	No applicable provisions could be located
Does the law address sexual harassment?	No	No applicable provisions could be located
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	Civil Code, Art. 162
Can a woman travel internationally in the same way as a man?	Yes	Law on Identity Documents, Arts. 1 and 2; Ordonnance on Identity Documents of February 16, 2010
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	Swiss Citizenship Act, Art. 1 and 21
Workplace		
Can a woman get a job in the same way as a man?	Yes	Civil Code, Art. 167
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	Federal Act on Gender Equality, Art. 3
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	Federal Constitution of the Swiss Confederation, Art. 8; Federal Act on Gender Equality, Art. 13a-i
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	Civil Code, Art. 159(3)
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Civil Code, Art. 159
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Arts. 111-116
Does a woman have the same rights to remarry as a man?	Yes	Civil Code, Arts. 111-116
Parenthood		



Is paid leave of at least 14 weeks available to mothers?	Yes	Federal Income Compensation Act, Sec. 16b, 16c and 16d
Are leave benefits for mothers paid solely by the government?	Yes	Federal Income Compensation Act, Sec. 16b
Is paid leave available to fathers?	Yes	Swiss Code of Obligations, Art. 329g-133
Is dismissal of pregnant workers prohibited?	Yes	Swiss Code of Obligations, Sec. 336c(1)(c)
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Ordinance for Childcare in the City of Zurich of 2008, Art. 5(1); Child and Youth Services Act of 2011, Sec. 5; Official Website of the City of Zurich
Does the law establish any form of support for families for childcare services?	Yes	Ordinance on Supplementary Family Childcare in the City of Zurich of 12 March 2008, Arts. 7-8; Zürich Child and Youth Services Act of 2011, Sec. 18; Federal Act on Financial Assistance for Childcare of 2002, Art. 2; Federal Act on Direct Federal Taxation, Art. 33(3); Federal Law on Harmonization of Cantonal and Municipal Direct Taxes, Art. 9(2)(m); Zurich Taxation Act, Sec. 31j; Government Council Resolution No. 1034/2022
Does the law establish any form of support for nonstate childcare providers?	Yes	Ordinance on Financial Assistance for Childcare of 25 April 2018, Art. 6; Federal Law on Financial Assistance for Supplementary Childcare for Families of 4 October 2002, Arts. 1, 2, 4 and 5; Ordinance for Childcare in the City of Zurich of 12 March 2008, Art. 9(2)(3)
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	No restrictions could be located
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota for corporate boards?	Yes	Code of Obligations, Art. 734f
Does the law include gender-sensitive procurement provisions for public procurement processes?	Yes	Federal Act on Public Procurement, Art. 12(1)
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil Code, Art. 201; Swiss Civil Code, Arts. 655, 655a and 656
Do sons and daughters have equal rights to inherit assets?	Yes	Civil Code, Art. 457
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 462
Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Arts. 181 and 196-220
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	No	Federal Act on Old Age and Survivors' Insurance, Art. 21
Are the ages at which a woman and a man can retire with partial pension benefits the same?	No	Federal Act on Old Age and Survivors' Insurance, Art. 40
Is the mandatory retirement age for a woman and a man the same?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Federal Act on Old Age and Survivors' Insurance, Arts. 29 bis and 29 ter

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Checklist Sexual Harassment in the Workplace; LAVI centers
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located

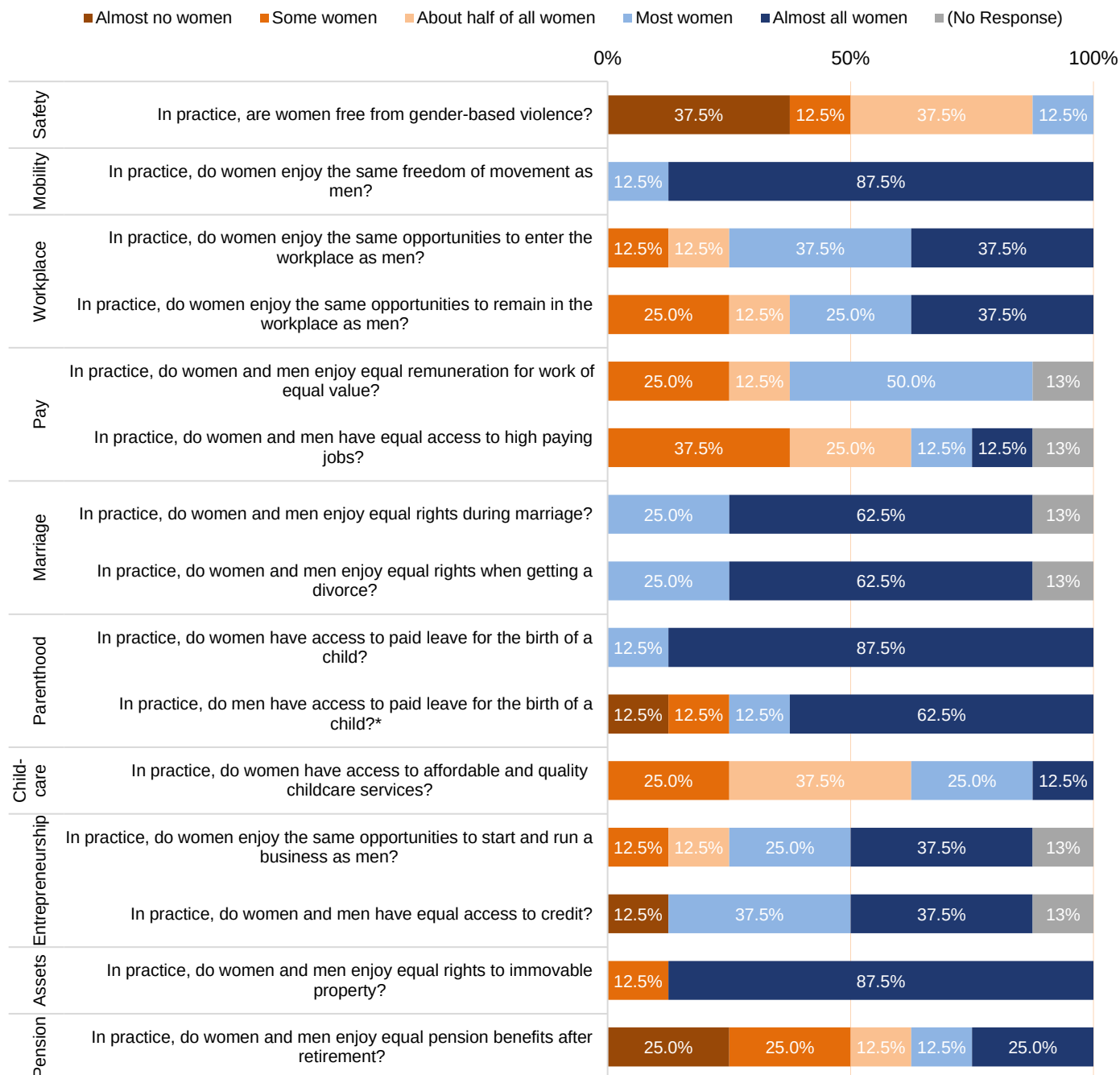


WOMEN, BUSINESS AND THE LAW 2024

Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	Federal Office for Gender Equality
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	Yes	Federal Office of Gender Equality Budget
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	Federal Act on Gender Equality, Arts. 5 and 16. 1
Has the government published guidelines on nondiscrimination based on gender in recruitment?	Yes	The Federal Office for Gender Equality: Equal Pay Platform
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	Swiss Federal Act on Gender Equality, 2020
Have sex-disaggregated data on employment in different industries or sectors been published?	No	Insufficient evidence located
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Civil Procedure Code, Art. 271; Civil Code, Art. 111
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	Legal Aid
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Information Centre OASI/DI: Application for Maternity Allowance
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Have sex-disaggregated data on unpaid care work been published?	Yes	Federal Statistical Office: Swiss Labour Force Survey (SLFS), module "Unpaid work"
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Map of Zurich; Official Website City of Zürich
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Official Website of the City of Zurich; Ordinance for Childcare in the City of Zurich of 12 March 2008, Art. 8ter(4)
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	Yes	Ordinance for Childcare in the City of Zurich of 12 March 2008, Arts. 18-19; Official Website of the Federal Social Insurance Office
Has the government published any reports on the quality of childcare services?	Yes	Report on the Situation of Family and Supplementary Education Care in the Canton of Zürich of 2020; Report on Securing the Pedagogical Care Quality in Childcare Facilities in the City of Zürich of 2019
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	Federal Statistical Office; SME Portal for small and medium-sized enterprises, Entrepreneurship in Switzerland: Business activity by women
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence 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	Swiss Civil Code, Arts. 200, 653 and 656
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	Yes	Government website: "Easy answers about life in Switzerland"
Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
Pension		
Are incentives in place to increase women's retirement benefits?	Yes	Federal Constitution of the Swiss Confederation, Art. 111
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Federal Act on the General Part of Social Insurance Law, Art. 52

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.