



## EDGE CERTIFICATION

Gender Equality in Switzerland

2015-2016

Market statistics and data





## Where does Switzerland stand in terms of Gender Equality?

According to the latest World Economic Forum Gender Gap Report, released in 2015, Switzerland is ranked 8th in terms of the WEF global gender gap index. Such a good result looks even better if compared to the previous year, when Switzerland was ranked 11th, and to the first year in which the report was issued, 2006, when Switzerland was ranked only 26th. The improvement in absolute terms in these last 9 years is also remarkable, from 0.700 to 0.785 – an increase of 12%.

Switzerland performs relatively well in terms of Education and Health scores (although it is ranked respectively 69th and 74th, these scores are very high in absolute value and make up the biggest part of the global gender gap index). The areas where Switzerland performs poorly are the Politics and Economy areas where the scores are quite low if compared with the remaining OECD countries. However, what makes Switzerland really stand out in the global WEF ranking is simply a good balance of scores across all indicators – i.e. Switzerland performs “well enough” in each of the area of analysis. Please refer to the World Economic Forum Gender Gap Report 2015 for [more details](#).

The picture changes dramatically if we look at a study, carried out by the Economist in 2015, which ranked 28 of the 34 OECD countries on workplace gender equality. This study proposes an indicator, the glass ceiling index, which excludes the areas where all OECD countries have a good performance (health and legal framework), taking instead into account higher education, participation to labor force, management positions held by women, maternity and paternity leaves, parliamentary posts held by women and some other indicators. The glass ceiling index reveals a more nuanced picture about Switzerland and its reality in terms of professional and economic empowerment for women. Here, Switzerland is ranked as the fourth worst place for women to work together with Japan, Turkey and South Korea. (Source: [The Economist](#)).

Please see next page for the OECD glass-ceiling index.



# OECD - The Glass-Ceiling Index

Indicator weights, %

## SWITZERLAND

Population (aged 25-64) with tertiary education, 2014 or latest, gender gap\*: -11.4% points

Labour-force participation rate, 2014, gender gap\*: -9.5% points

Gender wage gap†, 2014 or latest: 16.5%

Women in senior managerial positions, 2012 or latest: 33.2% of total

Women on company boards, 2015: 13.2% of total

Net child-care costs, 2012: 41.2% of average wage

Paid leave for mothers, 2015: 7.9 weeks in full-rate equivalent (for an average earner)

Paid leave for fathers, 2015: 0 weeks in full-rate equivalent (for an average earner)

GMAT exams taken by women, 2014-15: 28.6% of total

Women in parliament§, 2015: 32.0% of total

**Overall score: 40.6**  
(100=best)

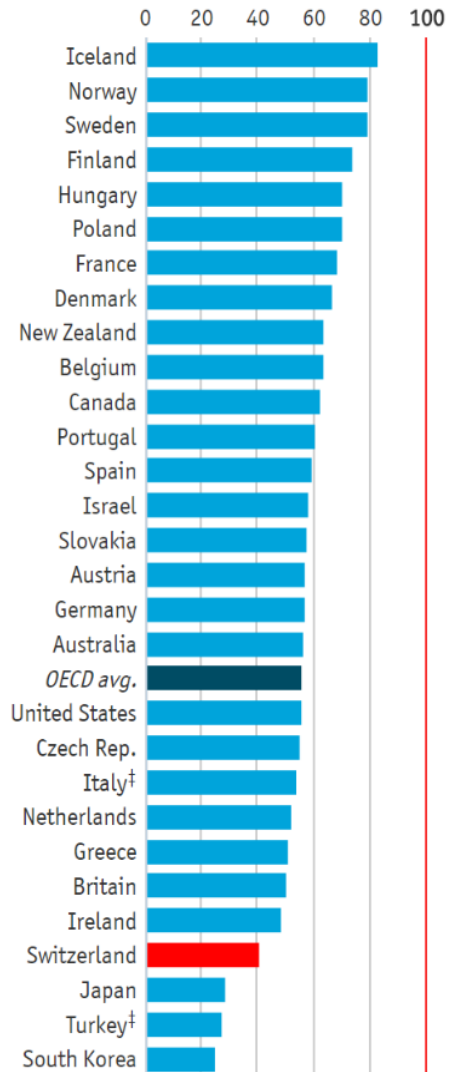
Close

Move the sliders to vary the weights. Lock up to three sliders by clicking the checkboxes.  
Rounding means the values may not always sum to 100.

Reset

Index for women and work

2015 or latest, 100=best possible score



Sources: OECD; European Commission; MSCI ESG Research; GMAC; ILO; Inter-Parliamentary Union; *The Economist*

\*Female minus male rate †Male minus female median wages, divided by male median wages ‡No data for child-care costs, median value given §Lower or single house \*\*Net earnings



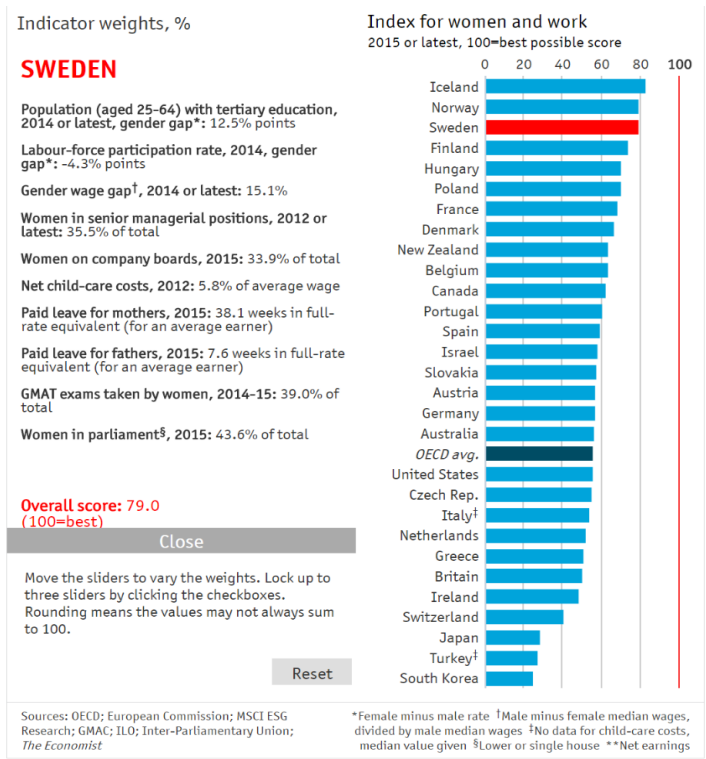
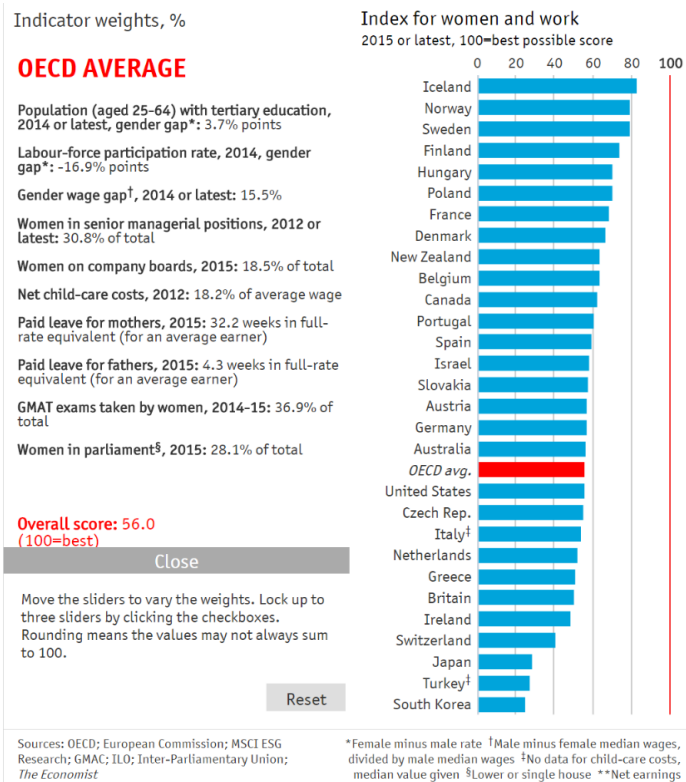
## Where does Switzerland stand as compared to the OECD average?

As the following plots show (source: [The Economist](#)), Switzerland is below the OECD average and below all of the Nordic countries – as an example, we report here the data for Sweden. Moreover, in the following areas Switzerland is significantly below the OECD average, in order of increasing criticality:

- **Women on company boards:** despite having a slightly-above-OECD average share of women in managerial positions, Switzerland is not able to put these women in the boardrooms, where they occupy only 13.2% of the seats (as opposed to an 18.5% OECD average or a remarkable 33.9% in Sweden).
- **Women in tertiary education:** contrary to most OECD countries, that show an imbalance of tertiary education in favor of women, in Switzerland the percentage of women with a tertiary education is 11.4% lower than the percentage of men (in Sweden, such a percentage is 12.5% higher).
- **Net costs of child-care:** in Switzerland, a notable 41.2% of the average wage is needed for child care, as opposed to only 18.2% in the OECD area or 5.8% in the virtuous Sweden. Switzerland displays indeed the third highest value in the OECD area, after UK and Ireland.
- **Paid leaves for mothers and fathers:** Switzerland has some of the shortest lengths of paid parental leaves amongst the OECD countries – 7.9 weeks for mothers and 0 for fathers. The OECD average is 32.2 weeks for mothers and 4.3 for fathers, with Sweden reaching 38.1 weeks for mothers and a generous 7.6 weeks for fathers.

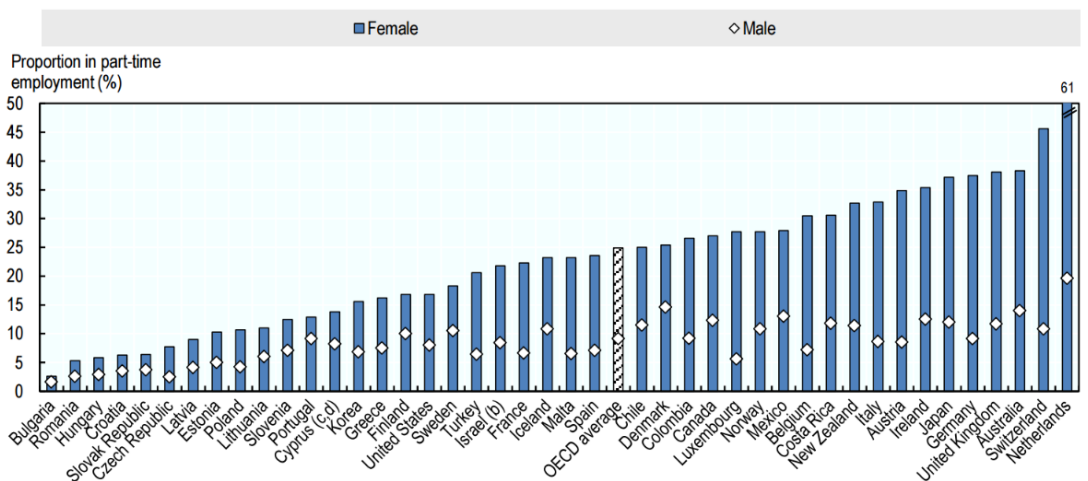


# OECD - The Glass-Ceiling Index



## Where does Switzerland stand in terms of full-time and part-time employment?

The modest performance with respect to child-care costs and paid leaves for mothers and fathers is reflected in other indicators such as the rate of part-time employment and the pay gap between men and women. Switzerland has the second highest percentage of part-time employed women, after the Netherlands, in the OECD area – 45% according to OECD data (see plot below), but this figure raises to 58.7% when considering the Swiss Federal Statistical Office (FSO) data. Such a value is considerably high, especially if compared with the share of men being employed part-time, around 10% according to the OECD data (plot below) and 16% according to the Swiss FSO data.



a) Part-time employment as a proportion of total employment. 'Part-time' here refers to persons who usually work less than 30 hours per week in their main job. For the United States, data reflect part-time employees among dependent employees only. For Japan and Korea, part-time employment is based on actual rather than usual weekly working hours.

b) See note b) in Chart LMF1.6.A

c) See note c) in Chart LMF1.6.A

d) See note d) in Chart LMF1.6.A

Source: [OECD Employment Database](#)

## Where does Switzerland stand in terms of the gross gender pay gap?

When it comes to pay gaps in Switzerland, the latest reports of the Swiss Federal Statistical Office (FSO) show worryingly increasing values, in favor of men, together with a large part of the gap not being explainable by objective factors. In particular, when breaking down the gross monthly wages by professional position, the data show an *increasing wage gap* with increasing level of responsibility (see table below). The increasing trend takes place not only in absolute terms (as already shown in the Swiss FSO table), but also in relative terms: women earn 12%, 11%, 15% and 22% less than men in operational, junior, middle and high managerial roles, respectively. The very same trend has been detected for gross monthly wages broken down by age groups, with women earning less and less than men with increasing age (source: [Swiss FSO table](#)).

### Gross monthly wage by professional position and gender, 2014

Middle value (Median), in Swiss francs - private sector

	Professional position				
	Total	1+2	3	4	5
Women	5'548	8'221	7'185	6'190	5'180
Men	6'536	10'553	8'452	6'942	5'910
Total	6'189	9'990	8'019	6'711	5'657

Professional position :

1+2 = Top, upper and middle management

3 = Lower management

4 = Lowest management level

5 = No management function

Source: Swiss Earnings Structure Survey

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### Results up to 2012

#### Explained and unexplained share in gender pay gap

Results based on NOGA 2008 (new standard)

	2008	2010	2012
Percentage of gap that can be explained:			
Due to explainable factors	60.4%	62.4%	59.1%
Percentage of gap that can be explained:			
No explainable reasons for gap	39.6%	37.6%	40.9%

Private sector

Source: Swiss Earnings Structure Survey, Calculation Department of Quantitative Economics, University of Fribourg, Büro BASS



## Where does Switzerland stand in terms of the unexplained gender pay gap?

The picture does not improve when considering the pay (i.e. wages plus bonuses and cash benefits). Also in this case, Switzerland shows a significant gap in pay between men and women; in particular, the fraction of the pay gap which cannot be explained by objective factors such as the employee's education or experience (the so-called unexplained gender pay gap) exhibits a growing trend in the last years (see table above) and has reached a remarkable 40.9% in 2012. The Swiss FSO data also show that the gender pay gap greatly varies by industry, reaching its maximum value of 34% (over 4,000 Swiss Francs per month) in financial and insurance activities – the fraction of this gap which remains unexplained amounts to over 1,000 Swiss Francs (more than 25%). The detailed figures are reported in the table below (source: [Swiss FSO](#)).

### Gender pay gap and unexplained share in gender pay gap by economic branch

Private sector, Switzerland 2012

Economic division (NOGA08)	Economic branch	Gender pay gap (mean)		Unexplained share in gender pay gap	
		in %	in CHF	in %	in CHF
	Totale settore privato	21.3	1 659	40.9	678
	<b>SECTOR 2 PRODUCTION</b>				
08-09	Mining and quarrying	4.3	282	55.5	156
10-12	Manufacture of food products and tobacco	19.1	1 270	59.9	761
13-15	Manufacture of textiles and apparel	30.3	1 921	49.6	952
19-21	Manufacture of chemicals and pharmaceutical products	14.1	1 492	44.9	670
26-30/33	Manuf. of machinery and equipment	25.6	1 989	48.8	972
35	Energy supply	16.3	1 401	12.4	174
	<b>SECTOR 3 SERVICES</b>				
47	Retail trade	19.5	1 154	58.5	675
49-53	Transportation and storage	12.2	847	50.9	431
55-56	Accommodation and food service activities	11	548	37.7	206
58-63	Information and communication	23.7	2 286	36.2	826
64-66	Financial and insurance activities	34	4 198	25.9	1 089
68	Real estate activities	22.9	2 005	23.3	467
69-75	Professional, scientific and technical activities	27.9	2 851	25	713
85	Education	18.6	1 602	35.8	574
86-88	Human health and social work activities	18.6	1 431	23.3	333
90-93	Arts, entertainment and recreation	18.5	1 346	35.7	481
94-96	Other service activities	25.7	2 036	29.4	598





## Moving Forward

In conclusion, Switzerland constitutes a generally positive and enabling environment for women, however with a lot of potential for improvement in several areas. Within this context, EDGE Certified Foundation believes that the most critical issues are a stubborn gender pay gap influenced partially by the vast predominance of women in part-time work, expensive child care and severely insufficient parental leaves. In addition, particular attention needs to be focused on the importance of tertiary education for women and their participation in managerial roles and in company boards.

Incentivizing employers to proactively manage gender pay equity, to adopt systematic and structured approaches to hiring, promoting and retaining a gender-balanced pool of talents at every level in the organization, to implement effective flexible workplace practices and to proactively encourage men to make use of them are amongst the most effective interventions which would lead to Switzerland becoming a better place in terms of workplace gender equality.

### Sources:

- ✓ Global Gender Gap Report 2015, World Economic Forum
- ✓ OECD Employment Data
- ✓ The glass ceiling index, The Economist
- ✓ Wages and income from employment, Swiss Federal Statistical Office (FSO)
- ✓ [Equal pay self-test tool](#): Logib, Swiss Federal Office for Gender Equality (FOGE)



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EDGE is the leading global assessment methodology and business certification standard for gender equality. Launched at the World Economic Forum in 2011, EDGE has been designed to help companies not only create an optimal workplace for women and men, but also benefit from it. EDGE stands for Economic Dividends for Gender Equality and is distinguished by its rigor and focus on business impact.

EDGE assessment methodology was developed by the EDGE Certified Foundation, which continues to act as the guardian of EDGE methodology and certification standards. Its commercial arm, EDGE Strategy, works directly with companies to prepare them for EDGE Certification. EDGE Certification has received the endorsement of business, government and academic leaders from around the world.