

# On the way to gender equality

Current situation and developments



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## 20 years of the Federal Office for Gender Equality (FOGE)

The present review shows the positive developments achieved in many areas over the past two decades for gender equality. More women than before are economically active, their level of education increasingly resembles that of men and they have gained entry to many political establishments. But there is still more to be achieved.

For twenty years, the FOGE together with various Federal Offices, cantonal and communal equality offices and numerous other partners, has been working to ensure the implementation in everyday life of the statutory objectives (see «20 Years FOGE: Milestones» on the website [www.equality-switzerland.ch](http://www.equality-switzerland.ch)).

During this time, the FOGE has become a centre of excellence for equality matters. From the beginning the promotion of equal opportunities in working life has been a main field of action. Since the coming into effect of the Equality Law of 1996, the FOGE supports for instance on average 35 projects and 11 advice centres every year for a total amount of 4.4 million francs.

The setting has changed since 1988 when the FOGE was brought into being by the Federal Council. The FOGE adapts its strategy continually in order to increase the effectiveness of its work. The current strategy concentrates on the two main areas of business: working life and family. The perspectives of both men and women shall be systematically taken into consideration.

The FOGE will continue in the future to work towards the eradication of pay discrimination, the increased responsibility of men for house and family work and such ambitious objectives as for example less violence in couples. To this end, the FOGE today employs some 9 full-time staff. In addition the FOGE will continue to cooperate with other organisations.

On this occasion special thanks go to the Federal Statistical Office (FSO) for the long standing good cooperation. The FSO supplies indicators and analyses on gender equality in order to portray the situation and the progress in Switzerland and puts them in an international context for comparison.

Patricia Schulz, Director

Federal Office for Gender Equality

## Gender equality from a statistical perspective

The principle of gender equality has been established in the Federal Constitution since 1981. The purpose of this legislation is to ensure equality, in particular within the family, education and working life. This also includes the right to the same pay for the same job. The Federal Office for Gender Equality (FOGE) was established in 1988. The equality law, which forbids in particular every form of discrimination in the area of work, has been statutory since July 1996. At a legal level, much has been achieved. Equality needs to be not only statutory but should also be a reality in everyday life. Despite progress, actual equality has not yet been achieved in many areas of life. Pay equality for example has not yet been realised and the division of paid and unpaid work is still characterised by gender differences. The following statistical information represents the current situation of gender equality and the progress achieved in recent years.

### Education

Education is one of the most important means by which gender equality can be achieved. People with a good education usually have more opportunities to shape their working world and environment and can cope more easily with new challenges in family, profession and politics. Furthermore, people with a better education usually have better paid jobs.

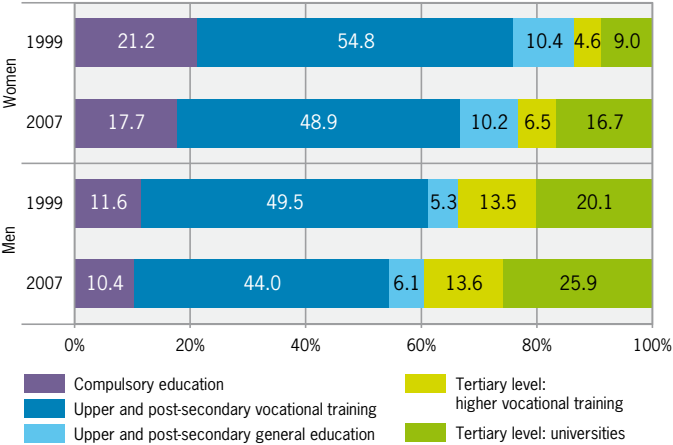
#### Differences in education

The proportion of women aged between 25 and 64 years with no post-compulsory education qualification is much higher than that of men of the same age. The gender difference is particularly great at tertiary level. However since 1999, a tendency towards higher levels of education for both men and women can be observed. At university level, the number of graduates is continually increasing, in particular for women, and the gap between men and women is getting smaller. The proportion of women with a higher vocational qualification has also increased slightly.

# Educational attainment of the resident population, 1999 and 2007

Persons aged 25 to 64 only

G 1



Source: Federal Statistical Office, SLFS

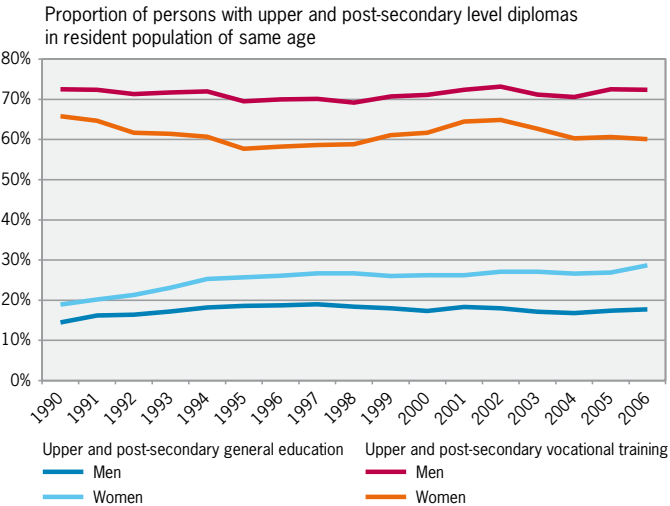
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## Educational qualification rates

Women are much more likely to have a qualification of general education at secondary level II than men (28.7% compared to 17.7%). In contrast, men are likelier than women to complete vocational training

## Educational qualification rate at upper and post-secondary level, 1990–2007

G 2



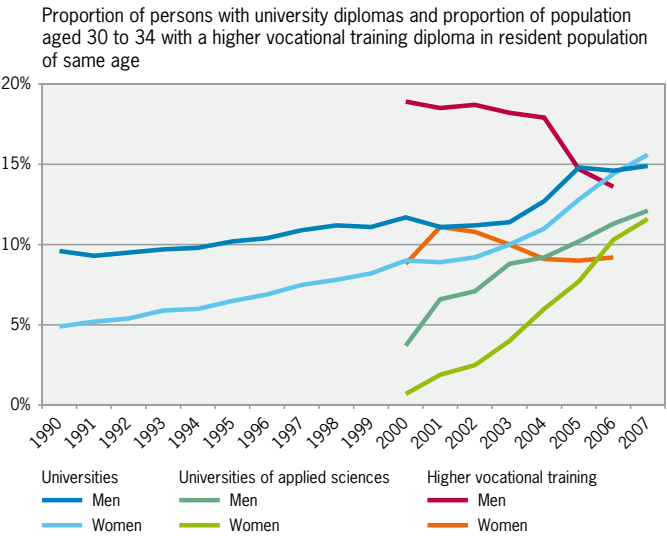
Source: Federal Statistical Office, SIUS, Pupil and student statistics, ESPOP

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and education at secondary level II (72.4% compared to 60.1%) and at tertiary level (13.6% compared to 9.2%). This gender gap has not changed much over the years. However, since 1990 the proportion of women with a general education at secondary level II has significantly increased by about 10 percentage points. In comparison the proportion of women with a vocational education has decreased by almost 6 percentage points.

At tertiary level, the following changes are worth noting: Over the years the number of female university graduates has increased, thus closing the gap. The number of women and men with a university diploma was about 15% in 2007; those with a diploma from a university of applied sciences about 12%.

**Educational qualification rate at tertiary level, 1990–2007** **G 3**



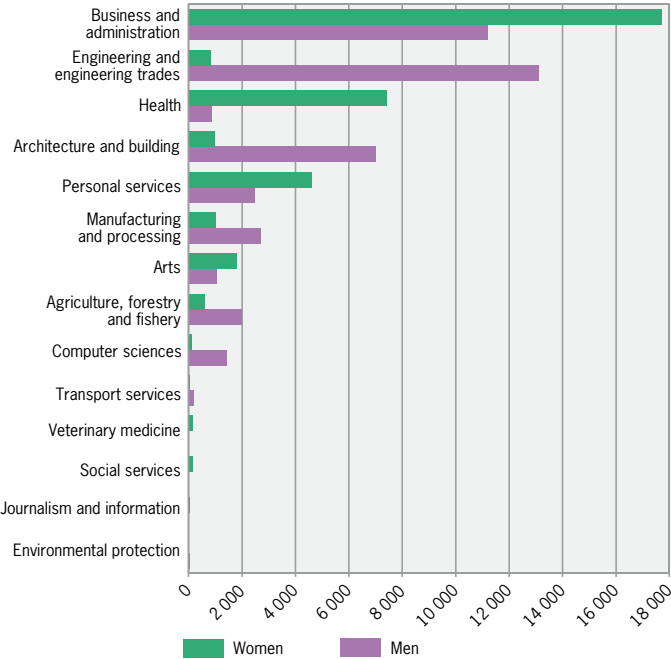
Source: Federal Statistical Office, SIUS, ESPOP, SLFS © FSO

**Women's jobs – men's jobs**

The choice of profession and subject studied are extremely gender specific. Vocational education and degree courses in the area of the economy are among the most popular overall. The proportion of women following multi-year vocational courses in business and administration is 61%. The proportion of female admissions to economic science degree courses falls however to 43% at universities of applied sciences and to 35% at universities.

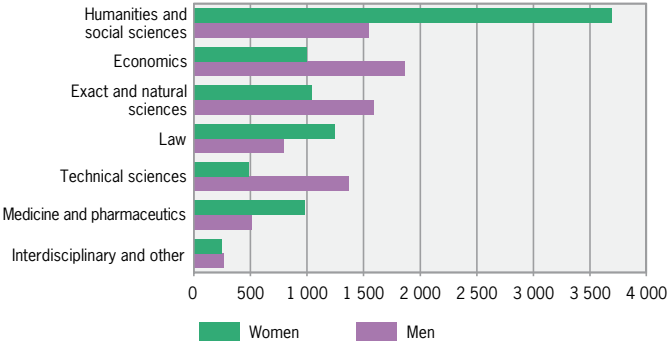
Young men are much more likely than young women to choose technical professions and degree courses such as engineering or architecture and construction, technical sciences and information

**Admissions to upper secondary vocational training  
(multi-year) according to subject area, 2006/07**
G 4



Source: Federal Statistical Office, Pupil and student statistics
© FSO

**Admissions to universities by fields of specialisation, 2007**
G 5



Source: Federal Statistical Office, SIUS
© FSO

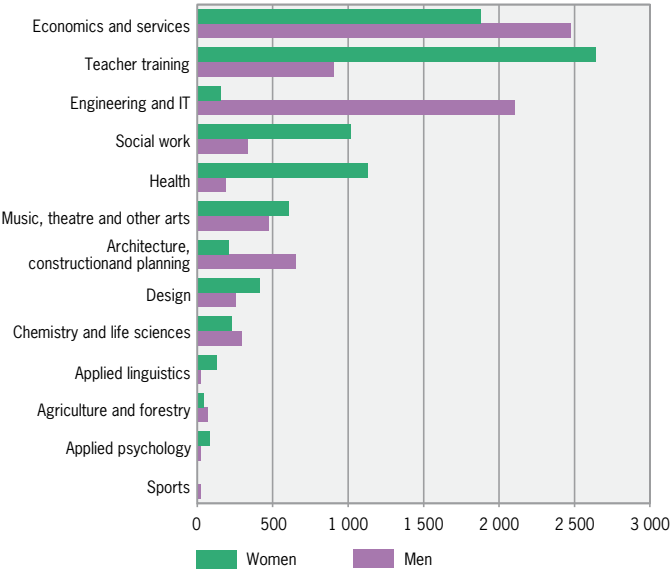


technology (IT); young women are much more present than young men in vocational training and degree courses in healthcare, humanities and social sciences, social work and teaching.

Since 1990, this significant gender specific career choice has hardly changed.

Admissions to universities of applied sciences  
by fields of specialisation, 2007

G 6

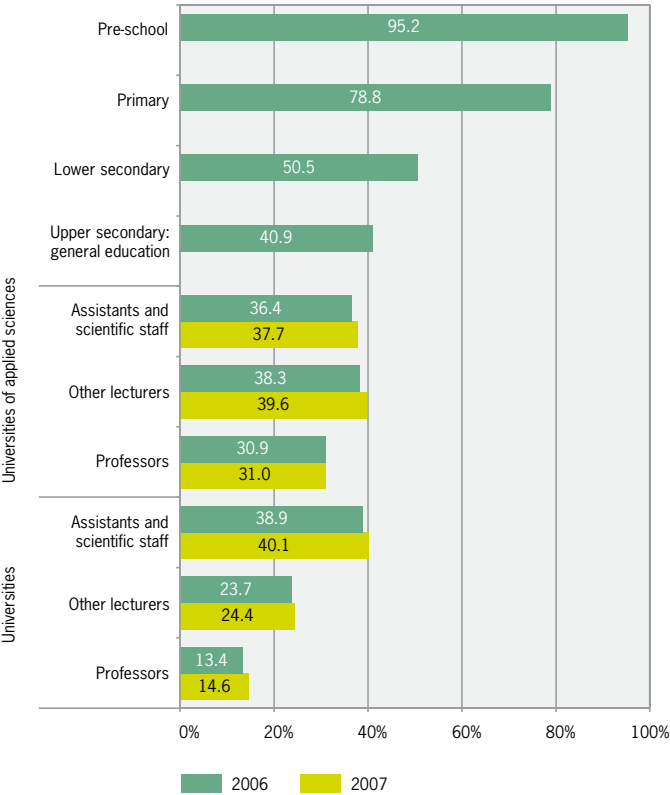


Source: Federal Statistical Office, SIUS

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Teachers

The higher the level of the school and the better paid the position is, the smaller the proportion of female teachers. Pre-school teaching is an almost exclusively female domain; at university the ratio is inversed. It should however be emphasised, that women are represented in greater numbers among university staff than they were in the past. For example, the proportion of female professors at university has more than doubled since 1995. However, in 2007 they still represented a minority of 14.6% (1995: 5.7%). Among other lecturers, the proportion has risen from 18.3% to 24.4% and among assistants and scientific staff from 27.1% to 40.1%.



Source: Federal Statistical Office, Statistics on teachers and SIUS

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## Employment

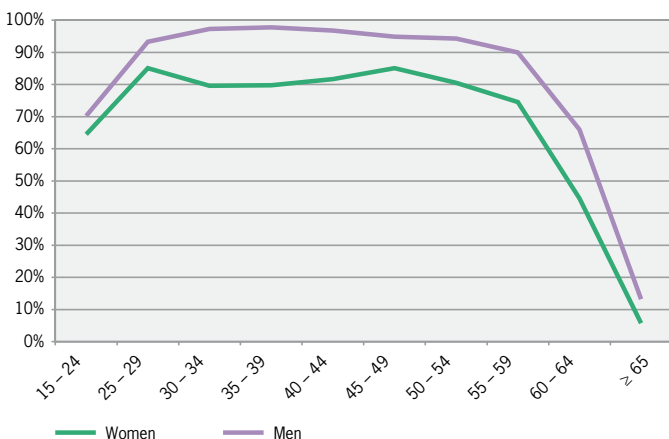
The economic activity of women differs in several aspects from that of men, for example with regard to the number of hours worked and professional position. Furthermore, the economic activity rate for women is lower than that of men and the unemployment rate higher. These differences must be considered within the wider context of the division of paid and unpaid work between men and women (see chapters *Reconciling work and family life* and *Unpaid work*). Certain typical characteristics of female employment, such as part-time work, have to do with the family situation of women, the type of households in which they live and the work they carry out at home, as they perform the majority of housework.

## Economic activity

The economic activity rate<sup>1</sup> is significantly higher for men than for women: 76% of the male population and 60% of the female population aged 15 and above are employed or looking for a job. The female economic activity rate is considerably lower for women aged about 25 until their early forties. The reason for this is that many women withdraw (temporarily) from employment to start a family and to devote themselves to bringing up their children.

### Economic activity rate by age group, 2007

G 8



Source: Federal Statistical Office, SLFS

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The economic activity rate of men has fallen since 1991, mainly in the age groups of 55 and older. This is explained by many men taking early retirement. In contrast, the economic activity rate for women has risen in almost all age groups, in particular in the 55–64 group. The economic activity rate of mothers with children younger than 15 years of age has also risen. These are mainly women who remain professionally active during and after bringing up children. The economic activity rate has fallen only among younger women (15–24 years) and older women ( $\geq 65$  years). This is probably due to the extension of the education period and also to the more widespread and frequent withdrawal from employment in old age.

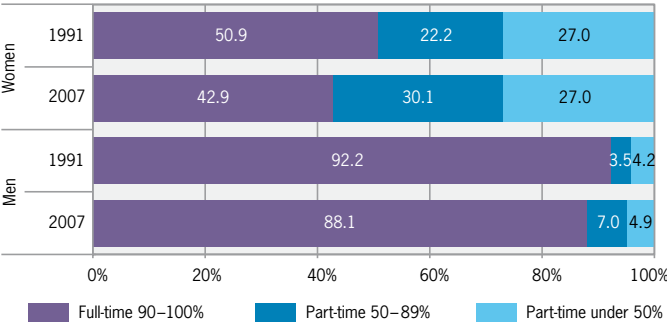
<sup>1</sup> The economic activity rate measures persons capable of gainful employment (employed and unemployed persons) as a percentage of the total resident population aged 15 and over.

The economic inactive population consists mainly of old-age pensioners (60% of inactive women and 74% of inactive men). Housewives (23%) and house-husbands (1%) and people in (further) education (12% of women and 18% of men) form only a small part of the economic inactive population.

### Part-time employment

Today, 57% of all working women, but only 12% of men work part-time. Part-time employment of less than 50% of usual full-time hours is much more common for women than men: among employed persons at least one in four women and one in twenty men work less than 50% of usual hours. Part-time work is therefore a typical feature of female employment. On the one hand, part-time employment implies insecure working conditions, poorer social security arrangements (e.g. pension funds) as well as fewer further education and career opportunities. On the other hand, it offers the possibility to take on other work in addition to one's gainful employment such as looking after children, voluntary work and housework.

Full-/part-time employed, 1991 and 2007 G 9



Source: Federal Statistical Office, SLFS © FSO

Since 1991, the amount of workers with a part-time job of 50–89% of usual full-time hours has increased, for working women as well as men. There hasn't been any substantial change in part-time employment of less than 50% of full-time. Only few women, in particular mothers, work less than 20% of usual hours. However, since 1991 there has been a significant drop in the number of mothers with small workloads, above all in favour of part-time work of 50% and more.

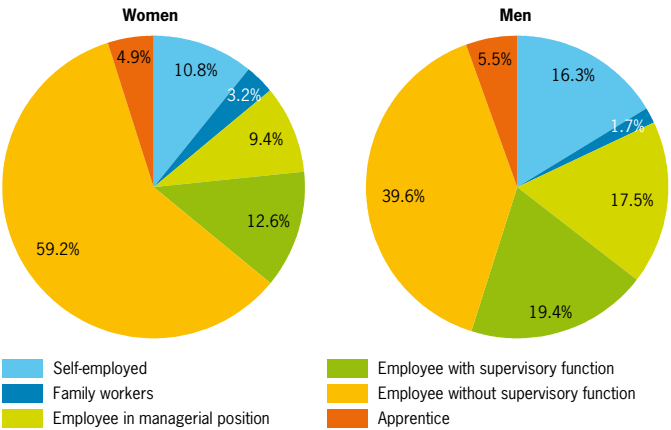
Among the 6.2% of underemployed persons, i.e. employed persons who wish to work more, three quarter are women. This indicates that part-time work is not always a satisfactory solution, especially for women.

**Professional position**

In general, women have a lower professional position than men. They are often employees with no managerial function. Men are much more likely to be self-employed or employed in business management or with a supervisory function than women. This inequality also exists between men and women with the same level of education. The main reasons for this are that women are less flexible due to their household and childcare responsibilities and often have less professional experience.

**Professional position, 2007**

**G 10**



Source: Federal Statistical Office, SLFS

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Since the mid-Nineties, the proportion of women working in family business decreased. In comparison, the proportion of women employees with supervisory functions has risen slightly, while the proportion of women in business management has remained stable. For men, no noticeable changes are reported regarding the division of professional positions. The fact remains that 6 out of 10 women, compared to 4 out of 10 men, work as employee with no supervisory function.

## Reconciling work and family life

Combining work and family life is a central element on the way to gender equality. It is a challenge which concerns the whole family. Whether out of financial necessity or because increasingly few women want to give up their professional life for the family, today it is a widespread reality that both parents work. Satisfactory compatibility between work and family life has not yet been achieved – neither for mothers nor fathers. The question as how to best reconcile family and career has considerably far-reaching consequences for mothers: As the main responsibility for bringing up and looking after children continues to be left to women, they are less flexible with regard to their employment.

### **Economic activity of mothers and fathers**

Today mothers, like all women, are increasingly economically active: The economic activity rate of mothers with children under 15 is now nearly the same as that of women without children (2007: 74% compared to 76%; 1991: 60% compared to 71%). However, they mainly work part-time and particularly if there are young children living in the household, they tend to have shorter working hours (less than 50%). The age of the youngest child and the family situation have a strong influence on the employment situation of the mother. If they have a child under 7, they are significantly less likely to work than when the youngest child is aged between 7 and 14. Single mothers are not only more likely to be employed than mothers with partners, but also work longer hours.

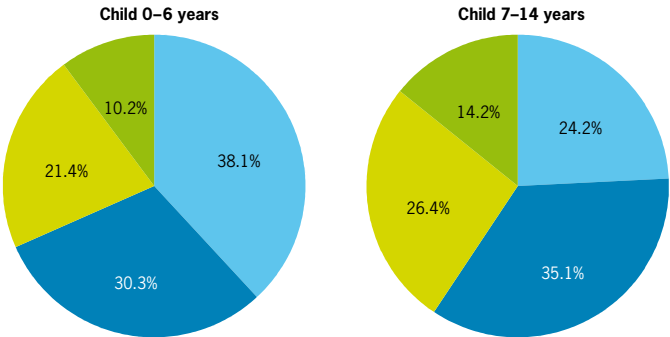
Fathers adjust their employment situation differently to their family situation than mothers: they are slightly more likely than men without children to have full-time employment. The proportion of full-time employed fathers has dropped slightly since 1991; the proportion of fathers in part-time employment with working hours of between 50 and 89% of full-time has accordingly risen.

The same tendency – a reduction in the number of full-time employment in favour of an increase in part-time workloads of between 50 and 89% – is also registered among mothers, although much more pronounced than for fathers. The number of mothers who work less than 50% has remained relatively stable.

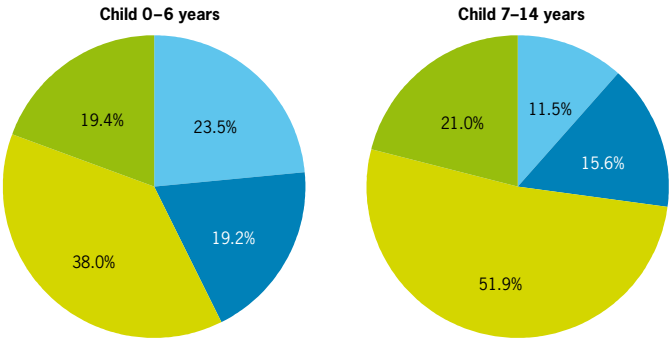
# Professional position of mothers by age of youngest child, 2007

G 11

Mothers with partner



Single mothers

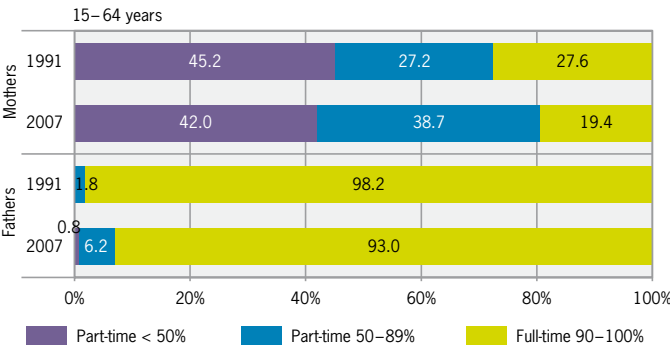


Source: Federal Statistical Office, SLFS

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# Working time of employed mothers and fathers of children under 15 years, 1991 and 2007

G 12



Source: Federal Statistical Office, SLFS

© FSO

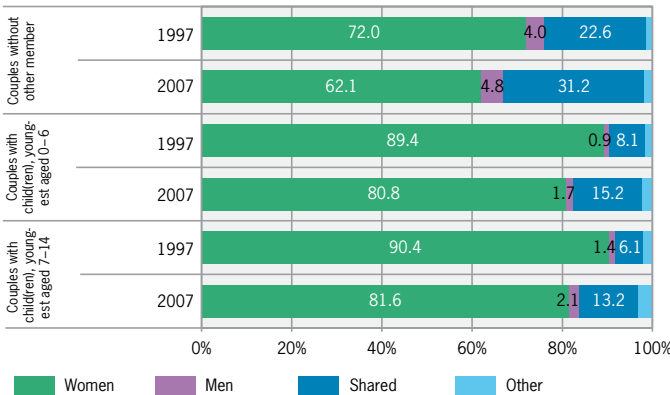
## Main responsibility for housework

Approximately 8 out of 10 women who live with a partner in households with children under 15, have sole responsibility for the housework; there is no noticeable difference depending on the age of the youngest child. This proportion is much higher in family households than in partner households without any other members. A sixth of middle-aged couple households share the housework; this is much less often than young couples who mostly do not yet have children and where the proportion of shared responsibility is about one-third. Shared responsibility for housework increases only at retirement age and amounts to a quarter of households.

A clear change can be seen in all households between 1997 and 2007: Sole responsibility of the female partner for housework is declining in favour of shared responsibility.

### Main responsibility for housework in couples, 1997 and 2007

G 13



Source: Federal Statistical Office, SLFS

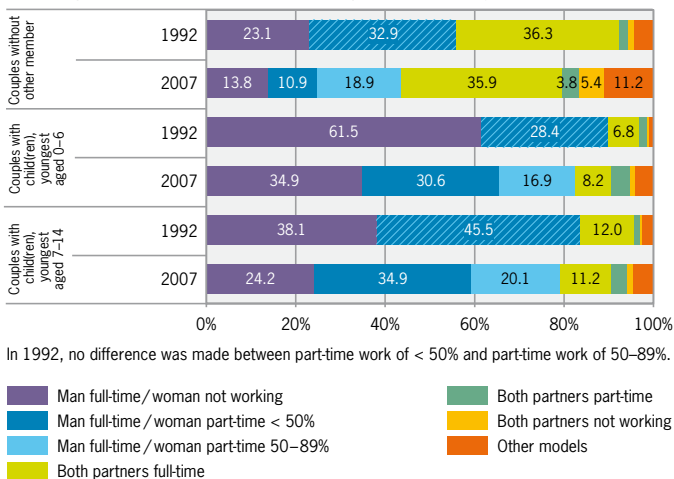
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## Employment models in couple households

In couple households in addition to house and family work, employment is also unequally divided; this is particularly true for family households. Usually, the woman reduces her working hours or gives up (temporarily) her job completely when they have children. In couple households with children the employment model with full-time employed father and part-time employed mother is most frequently chosen. As the children grow older, a fall is seen in the number of households with non-working mothers and an increase in households



Persons aged between 25 and normal retirement age, without unemployed



Source: Federal Statistical Office, SLFS

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with part-time or full-time working mothers. Both partners work part-time in about only 4% of couple households and no noticeable differences can be observed as to the presence and age of children.

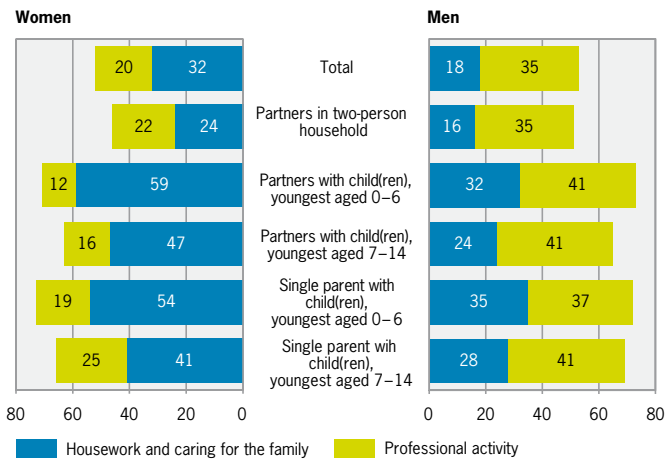
The *traditional breadwinner model* – full-time employed man and economically inactive woman – has been on the decline since 1992, in particular in family households with children under 7. The model *both partners economically inactive* has slightly increased in couple households without other persons, which is probably due to the increase in persons taking early retirement. The model *both partners part-time employed* and other models are more common these days than in the past, indicating a diversification of models. Over the years there has been no great change to the percentage of *both partners full-time employed* model.

## Employment, domestic and family workload

Mothers and fathers with children under 15 are often exposed to great time investment due to their job, housework and caring for the family, particularly parents of pre-school children. Although working and family roles are unequally divided in our society, the total amount of hours worked by men and women is the same in comparable family situations. However, men invest more time in paid work, women in unpaid work.

**Average number of hours spent on professional activity  
and on housework and caring for the family, 2007**
G 15

Only economically active persons aged 15 to retirement age, in hours per week.



Source: Federal Statistical Office, SLFS

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Since 1997 not much has changed regarding the unequal division of labour and women’s time expenditure. The remarkable increase in the amount of time invested by fathers in house and family work, in particular for fathers with partners and the youngest child under 7 should, however, be pointed out. In 1997, these fathers invested 24 hours a week and in 2007 32 hours. Together with their gainful employment, in 2007 men worked 73 hours a week (mothers: 71 hours). This steady increase in the past 10 years bears witness to increasing commitment on the part of fathers to house and family work; a relatively large amount of the time they invest is in the educational care of their children (playing with them and helping with homework).

### Unpaid work

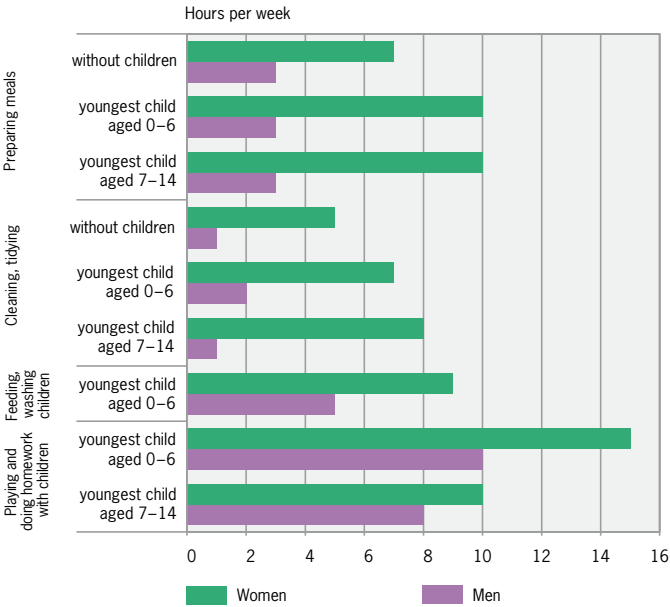
While unpaid work, such as housework, looking after the family, caring for persons needing assistance, honorary and voluntary activities for associations or organisations and helping friends and relatives, is essential for society, it is still held in low economic esteem. Participation by women and men in this area varies considerably depending on the type of unpaid work.

## Selected tasks in house and family work

Women spend more time than men on most household and family tasks (exceptions are administrative and handyman tasks). Caring for children, preparing meals and cleaning are the most time-consuming tasks. It is noticeable that fathers with partners participate mostly in looking after children. The extra time needed in a family for preparing meals and cleaning as well as looking after small children is provided by the mothers.

Average time spent on selected tasks  
in couple households, 2007

G 16



Source: Federal Statistical Office, SLFS

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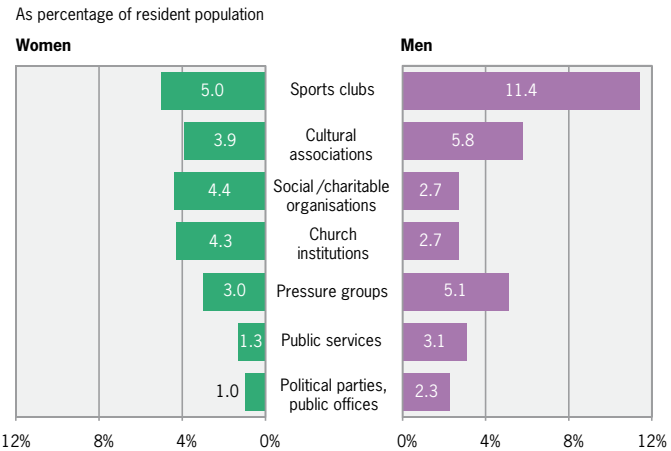
The increased participation of men in house and family work is reflected in these activities: For example, in a couple household with or without children men spend more time cooking (1997: 2 hours, 2007: 3 hours per week) and fathers play more with their children older than 6 (1997: 5 hours, 2007: 8 hours per week). Mothers also spent more time on educational childcare. The increase is smaller for the physical care of babies such as bathing and feeding and then only for the fathers. The amount of time fathers spend on cleaning has also risen slightly, although their contribution of 1.5 hours compared to that of mothers' at 7.5 hours, remains modest.

# Voluntary work

Men commit themselves more than women to organised voluntary work (28% compared to 20%). By far the most voluntary and honorary work is done for sports clubs. Women are more involved in social/charitable and church associations and men more in cultural associations and pressure groups (e.g. professional or environmental protection associations, etc.) as well as political office or public service (e.g. first-aid and security services, fire brigade etc.).

Participation in organised voluntary work, 2007

G 17



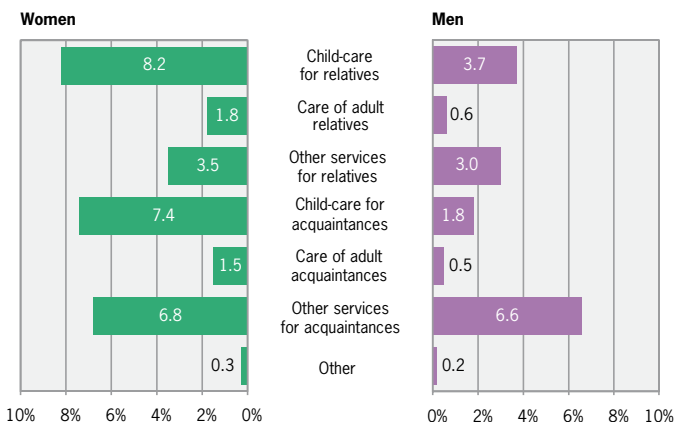
Source: Federal Statistical Office, SLFS

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In contrast to the situation with honorary and voluntary activities for associations or organisations, in informal voluntary work women take on unpaid assistance to relatives and acquaintances much more often than men (26% of women compared to 15% of men). Women mostly look after friends' and relatives' children. Men mostly perform other services for friends and neighbours.

Between 2000 and 2004, the participation rates of informal voluntary work remained relatively stable; between 2004 and 2007 however, these rates fell (women: from 29% to 26%; men: from 17% to 15%). Since 1997, organised voluntary work has clearly fallen only for men: from 32% to 28%.

As percentage of resident population



Source: Federal Statistical Office, SLFS

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## Wages

Specific features of female economic activity, such as lengthy interruptions for family reasons and the resultant fewer years of service and lack of professional experience, impact considerably on the wages differential between the sexes. In addition, wage is dependant on several factors such as education, professional position and the required level of skills for the position. The inequality between men and women in these areas can be clearly seen in differences in wage.

A survey commissioned by the Federal Statistical Office and the Federal Office for Gender Equality (FOGE) showed that approximately 60% of the wage gap between men and women can be explained by objective factors. Approximately 40% of the wage gap cannot be explained by objective factors and must be seen as wage discrimination.<sup>2</sup>

<sup>2</sup> The analysis comparing women's and men's wages based on Swiss earnings structure survey 1998 to 2006, Büro BASS and University of Bern, 2008 is available in German as electronic publication at the site [www.gleichstellung-schweiz.ch](http://www.gleichstellung-schweiz.ch) > Gleichstellung im Erwerbsleben > Lohngleichheit.

## **Wage gaps in the private and public sectors**

On average, women's wages are much lower than men's. The standardised gross monthly wage (median)<sup>3</sup> of women in the private sector was 4875 francs in 2006 and that of men 6023 francs. This represents a wage gap of 19.1%. Wages for both men and women have risen since 1994. The wage gap between men and women is gradually getting smaller. In 1994 it was 23.8%.

The standardised monthly gross wage (median) of women in the federal public sector was 6090 francs in 2006; that of men was 6989 which represents a gap of 12.9%. This gender wage gap is much smaller as in the private sector and tending to decrease between 1994 and 2004 (from 13% to 9.6%). From 2004 to 2006, it has however, been on the increase.

In the cantonal public sector the gap is similar to that in the private sector. In 2006, the standardised gross monthly wage (median) was 6595 for women and 8124 for men. The wage gap is 18.8%. Since 1998 (22.5%) the gap was gradually narrowing, but between 2004 and 2006 it has hardly changed.

## **Wage gaps in selected economic branches**

Wage levels vary considerably between sectors; the wage gap between men and women exists however in all branches of the economy. In the branches with the lowest wages, the wage gap between men and women lies between 8% and 28%. The restaurant and hotel industry, with 58% female employees has the lowest wage gap. In the manufacture of leather and leather products branch, with a similar proportion of female employees (57%) the wage gap is the highest, however. There is also a large gender wage gap in the branches with the highest wages where women earn between 26% and 35% less than men and are under-represented, forming only between 35% and 41% of employees. Interestingly, in the construction branch where the female proportion of employees is only 10%, the wage gap is narrow (7%). In the retail and repair branch, women are significantly over-represented (68%) and the wage gap is 20%.

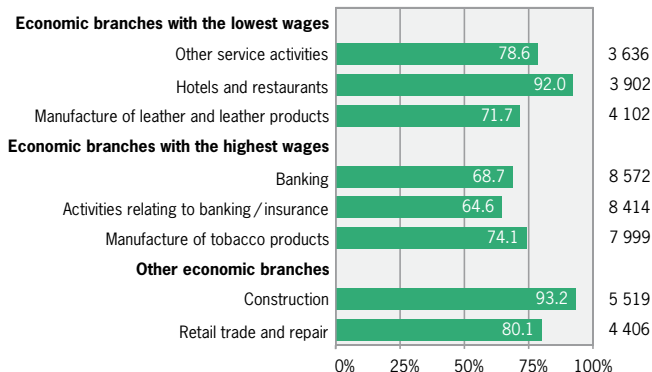
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<sup>3</sup> Gross monthly wages are standardised to 40 hours a week and 4 1/3 weeks a month. This conversion makes it possible to compare the earnings of full and part-time employees.

The median divides the group under investigation into two: for half of the employees, the standardised wage is above the given median, for the other half below it.

By selected economic branches  
of the private sector

Gross monthly wage (median),  
in francs



Source: Federal Statistical Office, SESS

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## Wage gaps according to other criteria

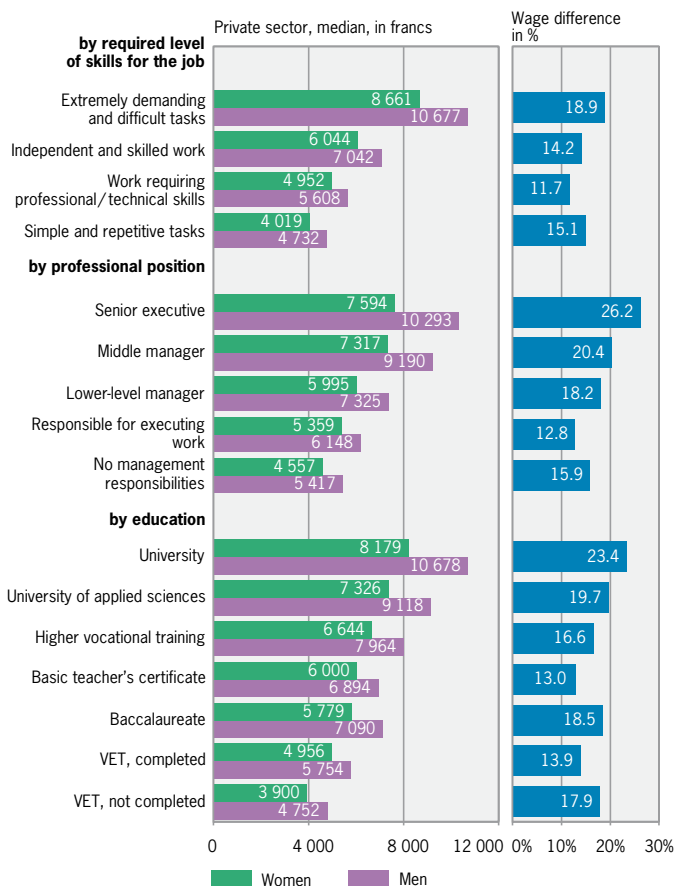
Women are less well-paid than men, regardless of the required level of skills for the job. Depending on the demands of the job, the wage gap lies between 12% and 19%. Even where women have the same level of education and professional position as men, their standardised monthly gross wage in private industry is still lower than that of their male counterparts. Depending on their level of education women earn between 13% (basic teacher's certificate) and 23% (university degree) less than men. Depending on their professional position, women's wages are between 13% (lowest management) and 26% (upper and highest management) lower than men's.

## Low wages

Low wages are equivalent to two thirds of the standardised monthly gross wage. The proportion of people with a low wage, that is who earn less than 3783 francs gross per month with a 40 hour week, depends greatly on gender. In 2006, a total of 5.6% of male employees, compared to 18.5% of female employees in both private and public (federal) sectors combined, had to contend with low wages.

1.6% of men in full-time employment, compared to 6.8% of women in full-time employment, earn net monthly wages<sup>4</sup> of up to 3000 francs.

<sup>4</sup> The non-standardised net monthly wage is the actually paid salary (excl. social security, incl. remuneration of overtime).



Source: Federal Statistical Office, SESS

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## Poverty

Poverty and welfare dependence are often the result of the gender-specific division of labour and consequently of the limited employment scope and breaks in employment of women, in particular in the case of a divorce, but also in old age. The responsibility for children as a single parent is a risk factor which, predominantly for women, can lead to poverty and welfare dependence.



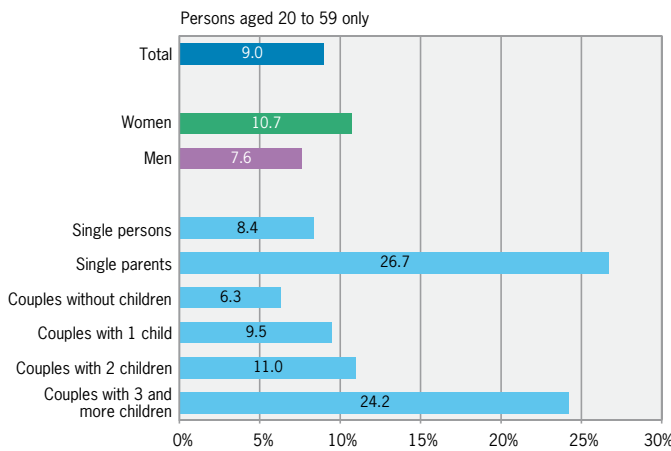
## Poverty of working-age people

The poverty rate<sup>5</sup> of the population aged 20-59 has been hovering between 7.2% and 9.1% since 2000. In 2006, it was 9.0%, i.e. approximately every 11<sup>th</sup> person of working-age is poor. Women are more likely to be poor than men. The age-group 30–39 is the most hit by poverty, in particular women. This is an age-group in which single parents experience the greatest financial difficulty. Separations cause greater existential needs, as two separate households have to be run; at the same time employment possibilities are limited due to childcare. Large families are also more subject to poverty.

Further factors which contribute to poverty and which apply to both

Poverty rate by population group, 2006

G 21



Source: Federal Statistical Office, SLFS

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men and women are being of foreign nationality, a lack of post-compulsory education as well as certain socio-professional factors such as short-term employment and self-employment, in particular those without employees.

<sup>5</sup> Poverty rate: proportion of poor people as percentage of the population aged 20–59. Poor people are defined as those living in a household whose income, after deduction of social insurance contributions and taxes, is below the poverty line. The poverty line is based on guidelines from the Swiss Conference for Social Welfare (SKOS). In 2006 it was 2200 francs per month for a single person, 3800 francs for a single parent with 2 children and 4650 francs for a married couple with 2 children.

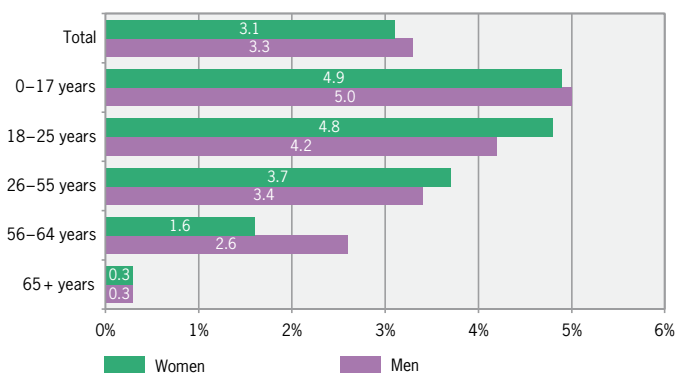
## Social welfare

In 2006, the social welfare rate<sup>6</sup> was 3.3%. This means that of the whole resident population of Switzerland, 33 out of 1000 people received social welfare. The social welfare rate is highest among children, young people and young adults up to the age of 25. In comparison to other adults receiving social welfare, women are slightly more represented among young adults (18–25 year olds). Risk factors for young men and women are insufficient education and the ensuing unemployment. Economic inactivity because of continuing education or child care duties is a specific risk factor for young women in the 18–25 age group. They are therefore less able to leave social welfare due to an improvement in their employment situation than men of the same age.

Single parents, a group which mainly consists of women, are also particularly at risk here. Of all private households on social welfare a fifth are single parent households, whereas their proportion of all households in Switzerland is only about 5%. The reasons for this are the same as for the over-proportional representation of single parents in poverty figures: higher costs due to children and separation as well as limited possibilities for employment because of child care. Moreover, advance alimony payments also fall under social welfare.

### Social assistance rate by population group, 2006

G 22



Source: Federal Statistical Office, Statistics on Social Welfare Receivers

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<sup>6</sup> The social welfare rate measures the proportion of people on social welfare as percentage of permanent resident population or of a specific socio-demographic group.

Whereas men and women are more or less evenly represented among persons aged 26 to 55 receiving social welfare, men are over-represented in the older population of 56–64 years old (60.3%). They more commonly depend on financial contributions from social welfare for a long time, i.e. longer than a year. An end to dependence on social welfare is usually mainly achieved when the existence minimum can be covered by other social benefits (i.e. social insurance). In contrast, for the age group 25–55 the most common way to end dependence on social welfare is an improvement of the employment situation (35.4%).

## Domestic violence

Real equality is only conceivable in non-violent relationships. However, domestic violence is a common problem, also in Switzerland. Numerous amendments to the law recognise that acts of violence are a problem within marriage and partnership and that those concerned need special protection<sup>7</sup>.

Figures can provide only limited information as to the true extent of events when illegal or socially unacceptable acts such as domestic violence are concerned. There are a number of unreported cases, the size of which cannot be determined with any certainty.

Whereas men are most likely to fall victim to physical violence in the public sphere, for women the greatest risk of experiencing violence is within an existing family, marital or cohabitational relationship or one that has finished. A representative survey carried out in 2003 of 1975 women aged between 18 and 70 showed that 39.4%, i.e. 2 out of 5 women, had been victims of physical or sexual violence at least once in their adult life.<sup>8</sup>

The special survey on homicides 2000–2004 showed that women are much more likely to be victims of homicide than suspects. Women constituted 40% of victims and 12% of suspects. If only the persons killed are taken into account, the proportion of women among victims rises to 50%. In solved cases the relationship to the suspect could be established for each victim. 85% of all female victims knew the suspected person. For men this figure is 60%. A particularly high percentage of female victims were in a domestic

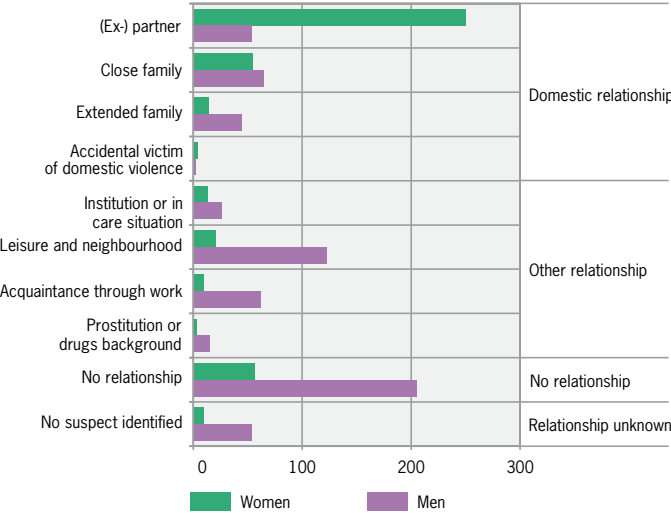
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<sup>7</sup> Please see information leaflet on domestic violence in Swiss legislation from the Office for the Prevention of Violence: [www.equality-switzerland.ch](http://www.equality-switzerland.ch) > Equality at home > FGG > Hintergründe kennen.

<sup>8</sup> Killias, Martin et al. 2004. Violence experienced by women in Switzerland over their lifespan. Results of the International Violence against Women Survey (IVAWS), Berne. For further figures and statistics on domestic violence please see the information leaflet with figures on domestic violence from the Office for the Prevention of Violence: [www.equality-switzerland.ch](http://www.equality-switzerland.ch) > Equality at home > FGG > Hintergründe kennen.

relationship with the suspected person (74%). In the case of women, 57% of suspected persons were the former or present partner. For male victims the crime most often took place within another relationship (35%), or was carried out by an unknown person (31%).

**Homicide victims according to victim-offender relationship, 2000 to 2004**
G 23



Source: Federal Statistical Office, Special survey on homicides
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On average 25 women aged over 14 were killed every year as a result of domestic violence, that is 2 women every month. The corresponding average for men is 10 victims a year.

The consequences of domestic violence are serious: victims have to cope not only with physical and psychological health problems. They are also often confronted with social and financial problems. Children are also often affected by violence within the partnership.

In 2007, 73% of all consultations at victim counselling centres were made by female victims. 85% could be ascribed to male perpetrators and in 53% of cases a family relationship existed between the victim and the suspect. The assistance given to women by counselling centres is very often protection and lodging, social and psychological assistance, as well as help of a material and financial nature.

## Politics

Women account for the majority (53%) of people entitled to vote. Their representation on the path to becoming members of political institutions, however, gets steadily weaker. They account for about 35% of candidates and for only 29.5% of those elected (figures from the 2007 National Council elections).

### Women's representation in the Executive

	Women	Men	Proportion of women
<b>Confederation</b>			
Federal Council	3	4	42.9%
<b>Canton</b>			
Cantonal governments	31	125	19.9%

Source: Federal Statistical Office, POLSTA

The first woman was elected to the Federal Council in 1984. After a gap between 1989 and 1993 when no woman occupied a place in the Federal Council, a woman managed to be elected to government again in 1993. Since then one or two of the seven Federal Council members have been women. After the latest elections in 2007, 3 women are now Federal Councillors.

The proportion of women in cantonal governments is 19.9%. The cantonal governments of Zurich and St. Gallen have the highest proportion of women (3 out of 7). In contrast, there are no women in the cantonal governments of Schwyz, Aargau, Geneva, Appenzell Inner-rhoden and Valais.

### Women's representation in the Legislature

	Women	Men	Proportion of women
<b>Confederation</b>			
National Council	59	141	29.5%
Council of States	10	36	21.7%
<b>Canton</b>			
Cantonal parliaments	705	1973	26.3%

Source: Federal Statistical Office , POLSTA

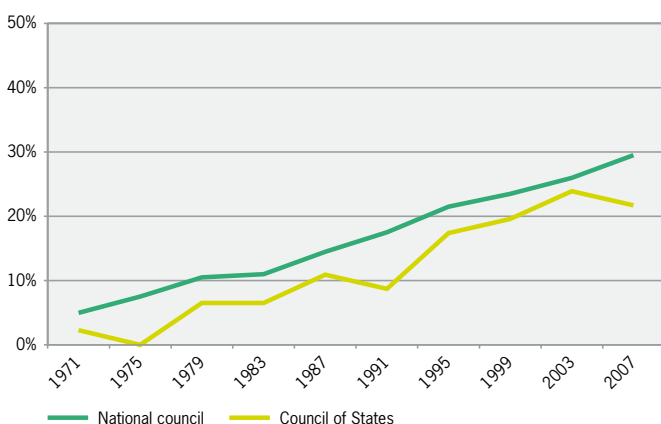
The proportion of women in the Council of States is 21.7% following the 2007 elections. In 1971, the same year women obtained the right to vote, a woman was elected for the first time to the small chamber; until the early nineties the trend was however rather slow to take off (proportion of women about 9%). In 1995, a significant increase to 17% has taken place; in 2003, the highest ever level of 24% was reached.

29.5% of the 200 National Council Members are women. Their numbers have risen steadily since the first National Council elections where women were permitted: from 10 women in 1971 to 35 in 1991 and to 59 in 2007.

In cantonal parliaments the proportion of women is 26.3%. The cantons of Basel-Stadt and Aargau have the highest proportion of women (both 36%), followed by Zug and Basel-Landschaft (both 34%), Zurich (32%), Bern and Geneva (both 31%). The lowest proportion is in the cantons Ticino and Glarus (both 11%).

### Proportion of women in the National council and in the Council of States, 1971–2007

G 24



Source: Federal Statistical Office / Institute for political science, POLSTA

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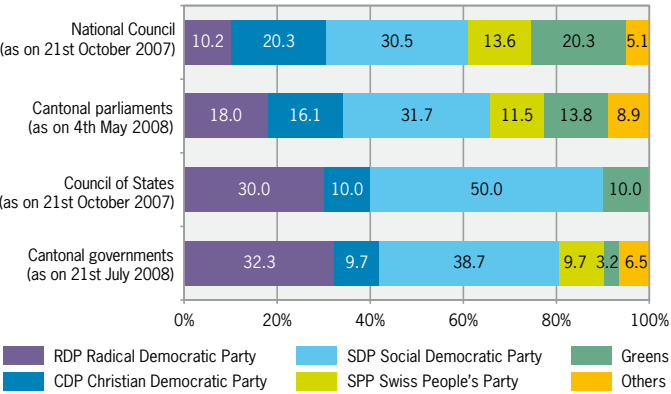
### Women in political institutions by party

Great differences exist between the parties as far as female representation is concerned. In the cantonal governments and in the Council of States, both of which are normally elected by the majority vote system, most of the women elected belong to the RDP or SDP parties.

However, in the National Council and cantonal parliaments which are elected according to a proportional representations system, there is a clear polarisation in women’s representation between the conservative and liberal parties (RDP, CDP, SPP) on the one hand, and the Red/Green parties (SDP, Greens) on the other. In the National Council, 51%, and in the cantonal parliaments 45% of all women elected belong to the SDP or the Greens, although these parties have only 1/3 of the seats in the National Council and 1/4 of the seats in the cantonal parliaments.

Women in political institutions by party

G 25



Source: Federal Statistical Office / Institute for political science, POLSTA

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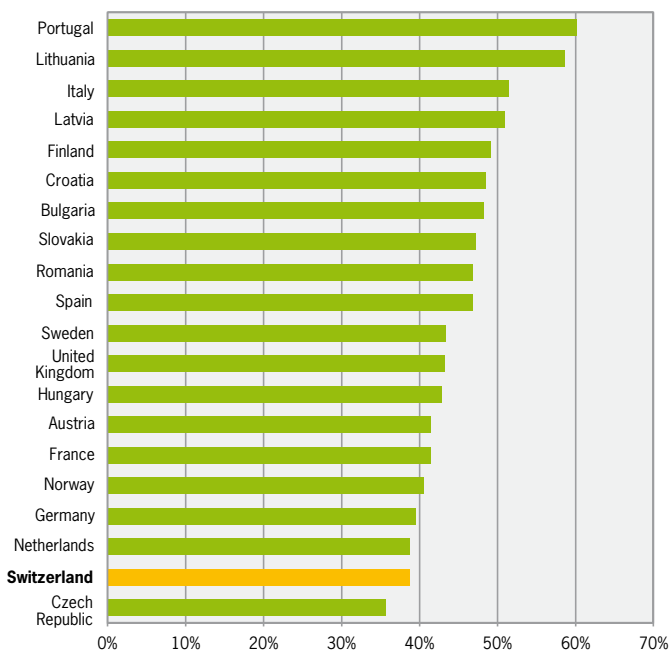
### International comparison

In international comparison, Switzerland shows a mixed picture in respect of gender equality. Depending on the topic, Switzerland performs well or less well compared with other European countries. As far as doctorate degrees and the proportion of female professors at university are concerned, Switzerland does not compare well. It should however be mentioned, that in the last ten years the proportion of female professors has risen significantly. Switzerland has one of the highest female economic activity rates in Europe, which is however obtained by a high proportion of women in part-time employment. Although part-time employment can contribute to making it easier to combine career and family, it can also be an indication of the difficulty in Switzerland for job-family compatibility due to the lack of childcare on offer. Furthermore, part-time work is

often associated with insecure working conditions, insufficient social security as well as limited opportunities for further education and career advancement. The gender wage gap is relatively high in Switzerland. None of the countries represented has yet achieved gender equality in national parliament. At around 30% in 2007 the proportion of women in Swiss Parliament lies in the upper middle area of European countries.

Proportion of female graduates on advanced research programmes, in 2005–2006

G 26



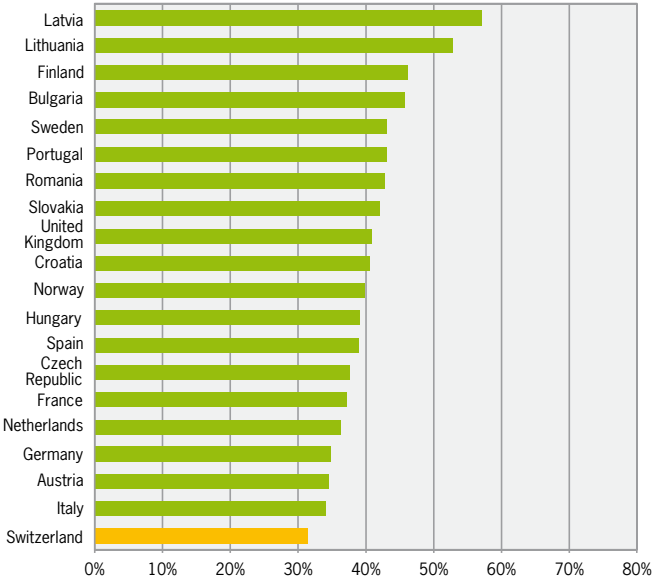
Source: UNECE Gender Statistics Database

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### Proportion of female teachers at tertiary level, in 2005–2006

G 27

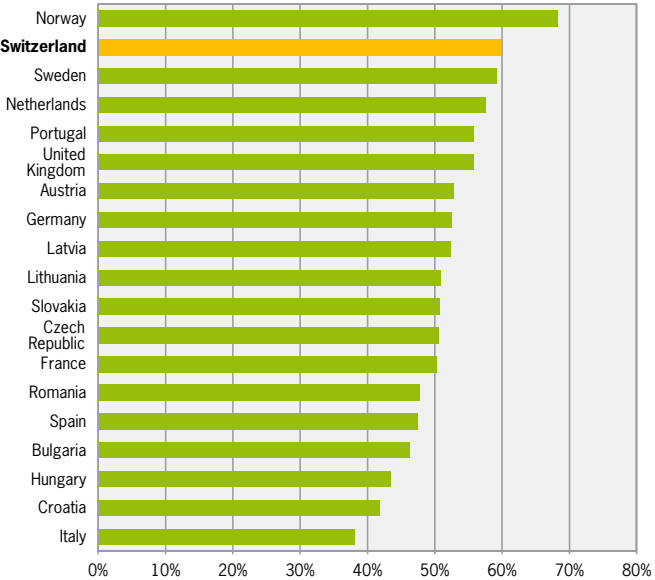


Source: UNECE Gender Statistics Database

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### Economic activity rate of women aged 15+, in 2006

G 28



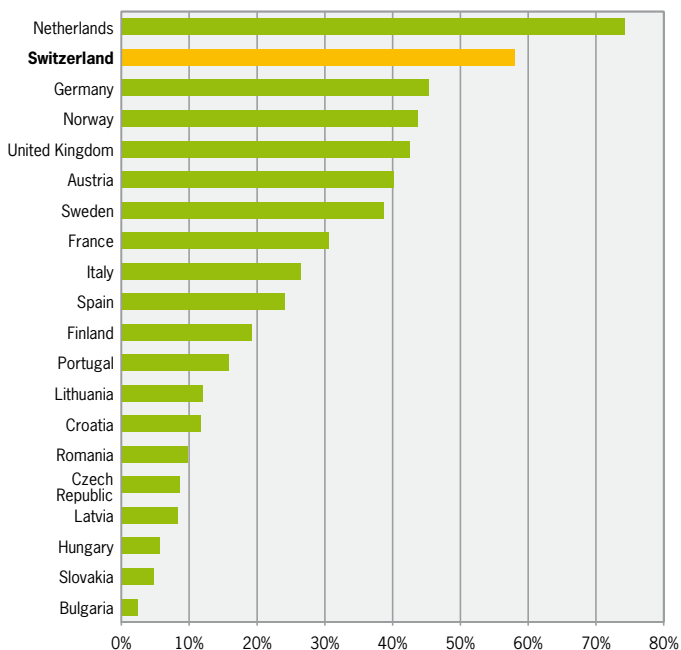
Source: UNECE Gender Statistics Database

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## Women in part-time employment, in 2006

As % of employed women

G 29

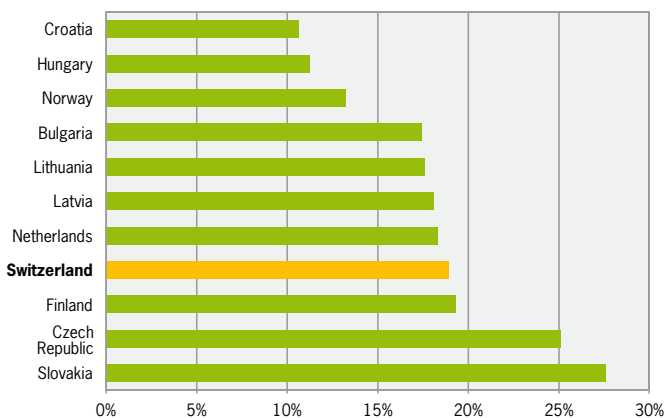


Source: UNECE Gender Statistics Database

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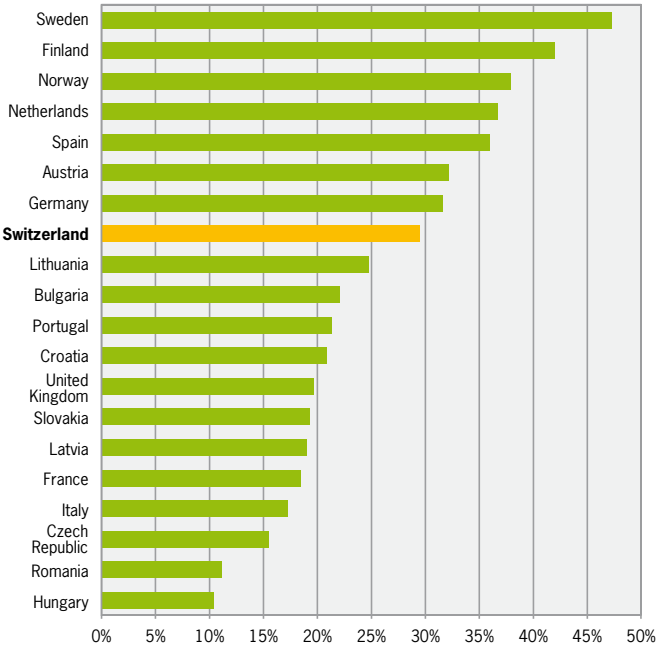
## Gender pay gap, in 2004–2006

G 30



Source: UNECE Gender Statistics Database

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Source: UNECE Gender Statistics Database

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## Further statistical information

partially available in English

[www.statistics.admin.ch](http://www.statistics.admin.ch) > Topics

or

[www.statistik.admin.ch](http://www.statistik.admin.ch) > Themen

<b>Education:</b>	15 – Bildung, Wissenschaft
<b>Employment:</b>	Employment and income
<b>Wages:</b>	> Wages and income from employment
<b>Reconciling work and family life:</b>	20 – Wirtschaftliche und soziale Situation der Bevölkerung > Gleichstellung von Frau und Mann
<b>Unpaid work:</b>	> Unbezahlte Arbeit
<b>Poverty:</b>	> Lebensstandard, soziale Situation und Armut
<b>Social welfare:</b>	13 – Soziale Sicherheit > Bedarfsabhängige Leistungen > Sozialhilfe
<b>Domestic violence:</b>	19 – Kriminalität, Strafrecht > Kriminalität, Strafvollzug > Verzeigungen > Analysen > Tötungsdelikte
<b>Politics:</b>	17 – Politik > Wahlen
<b>International comparison:</b>	<a href="http://www.unece.org">www.unece.org</a> > Statistics > Data online > Gender Statistics



## Rectification page 30

### **Leporello «On the way to gender equality. Current situation and developments»**

The statement «The last two cantons have never had a female government member» applies only to the canton of Valais (situation at the end of February 2009). For this reason the sentence was omitted.

Version of March 5<sup>th</sup> 2009.