

Visit of the Special Rapporteur on the right to development in Switzerland

Labor market analysis

State Secretariat for Economic affairs

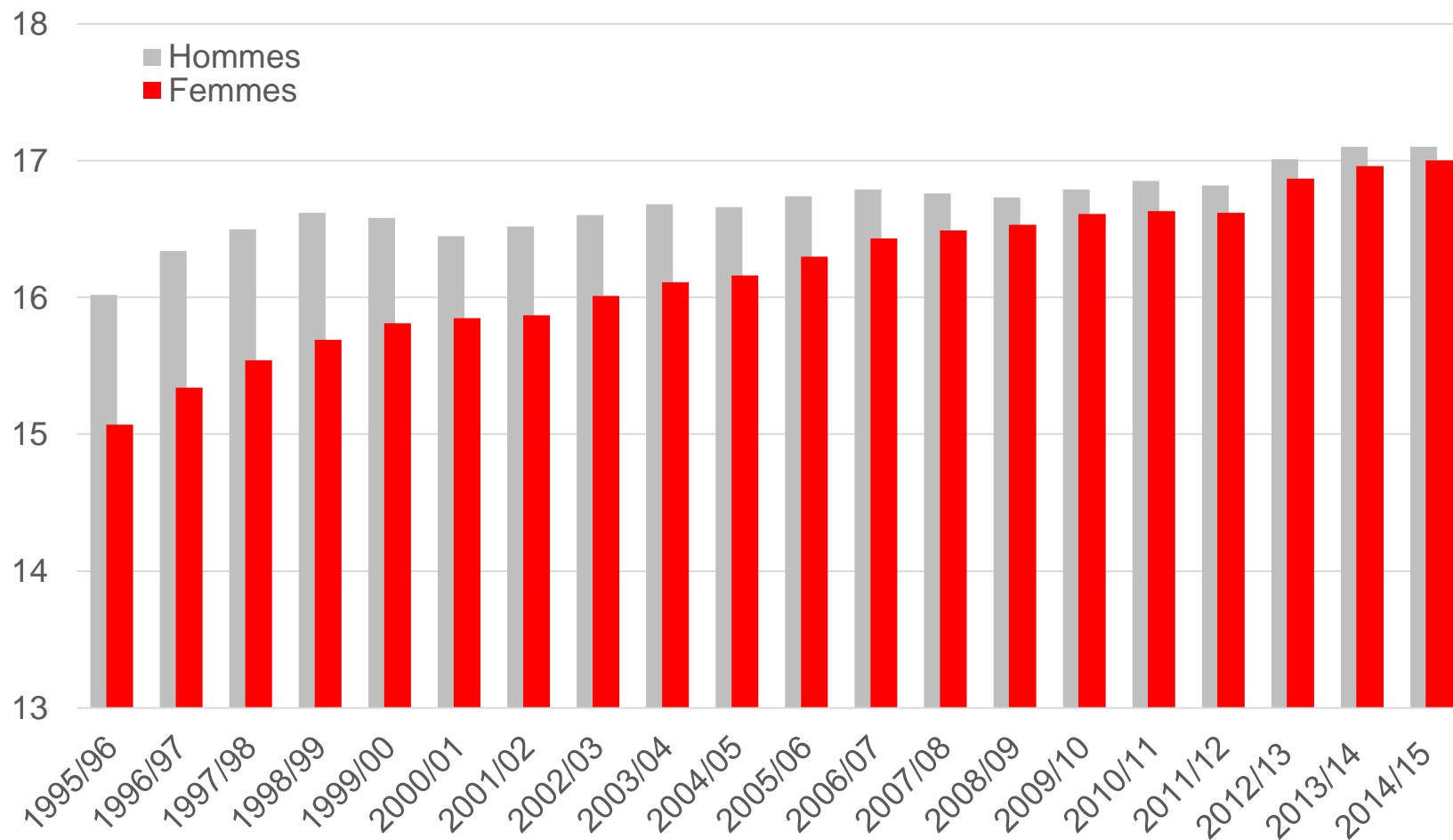
24 September 2019



Employability

Improvement in the level of education

Expectation of schooling by gender

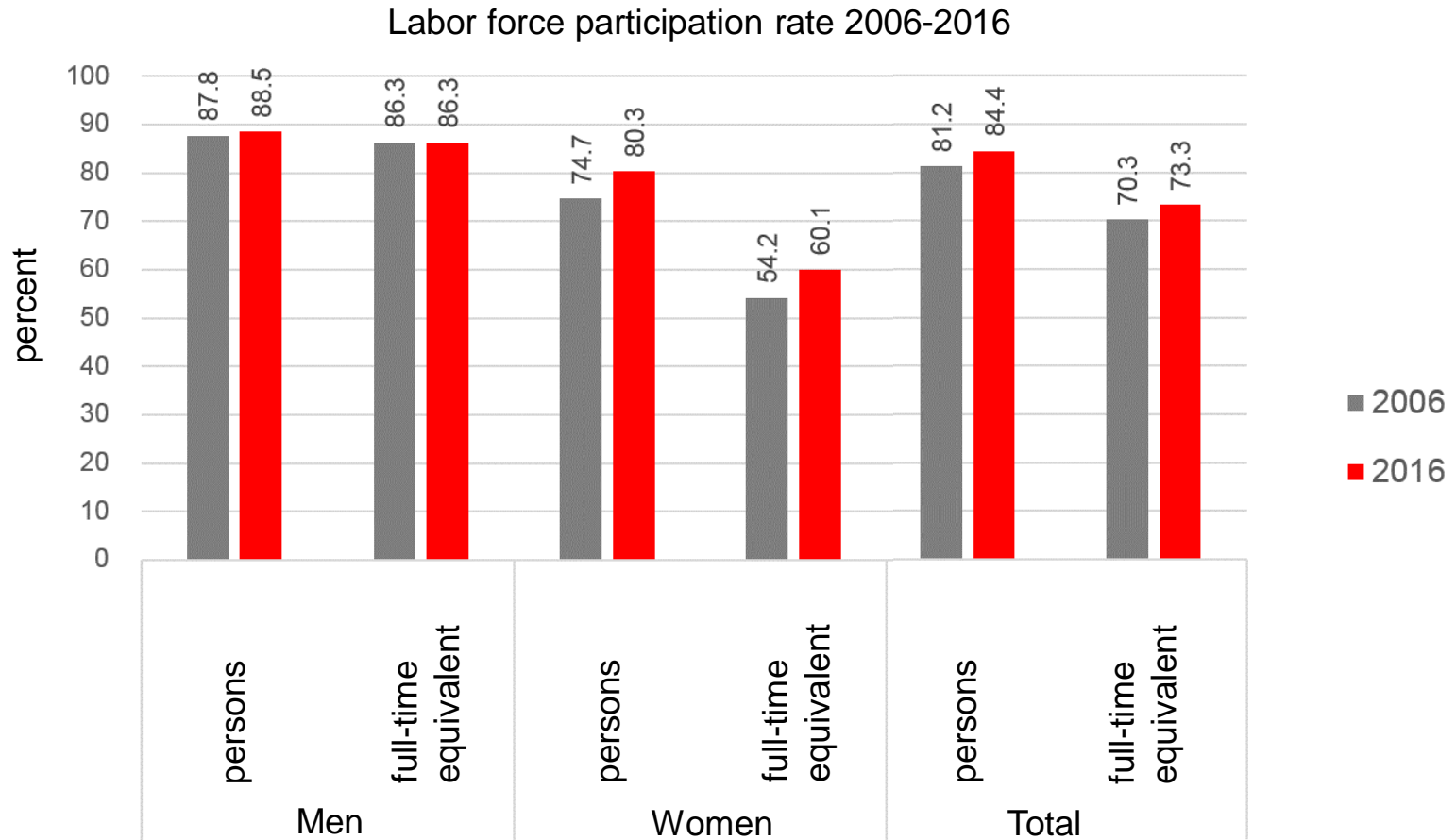


Source: Federal Statistical Office



Labor market participation

Evolution of women's and men's labor market participation



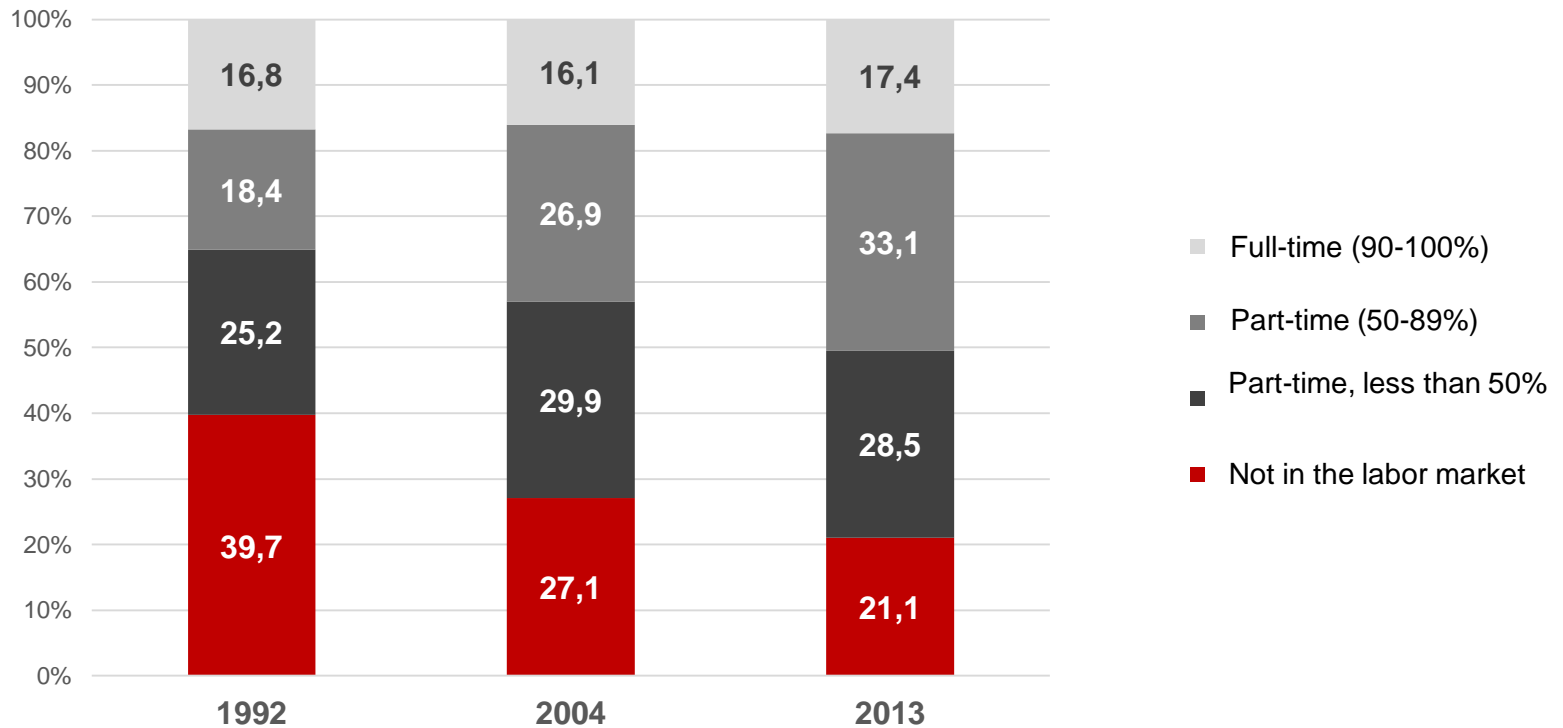
Source: Federal Statistical Office



Labor market participation

Evolution of women's workloads

with at least one child less than 25 years old in the household



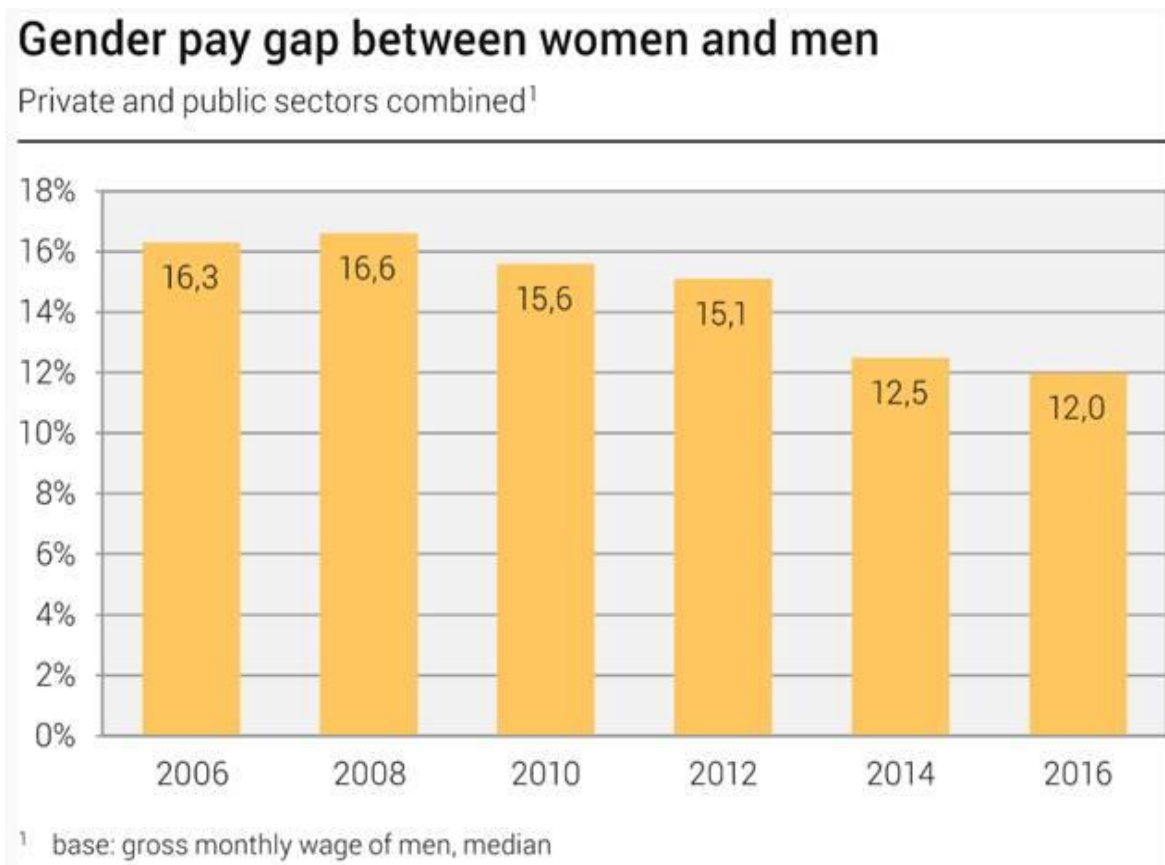
Source: Federal Statistical Office (Swiss Labor Force Survey)



Labor market participation

Evolution of the gender pay gap (2018)

difference in gross monthly wage



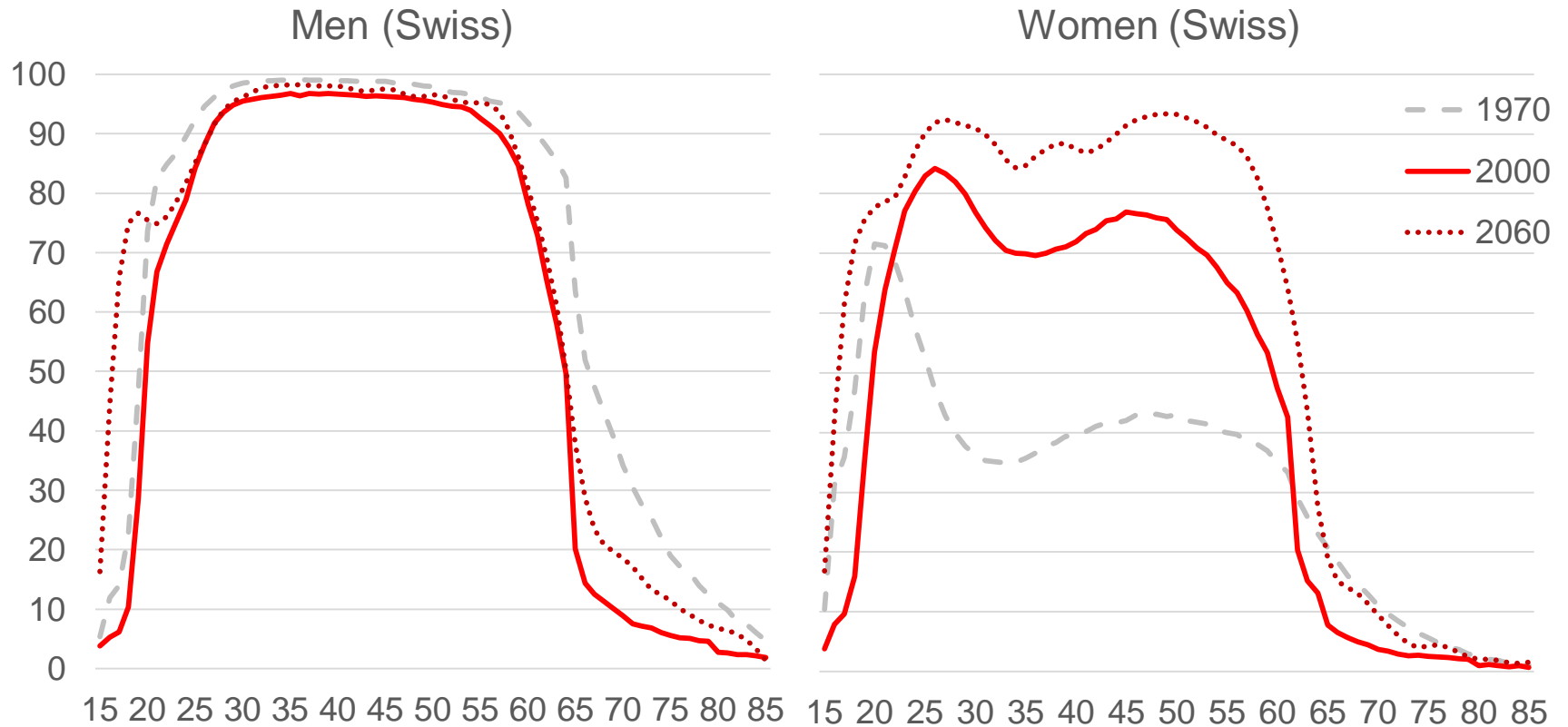
Source: Federal Statistical Office (Swiss Earnings Structure Survey)



Labor market participation

Long-term evolution and forecast

Labor market participation rate by age as a percentage of the population



Source: OECD Economic Surveys: Switzerland (2013)



Labor market policy

- Underuse of women's knowledge and skills
- Deployment is one of the four pillars of Switzerland's «Skilled Workers Policy»
- Reduction of barriers to returning to the labor market or to increasing the workload



Labor market policy

- Labor conditions that are conducive to the conciliation of family and work: Flexibility such as telework, choice of working hours and location
- Development of childcare solutions for preschool and school-age children, adapted to parents' needs
- Removal of negative incentives in the tax system and in childcare tariffs
- Annual financial assistance for projects to promote equality in the labor market (Federal Office for Gender Equality)



Measures and perspectives

- Federal Act on Financial Aid for Child-Care outside the Family
- Additional CHF 100 million over the next five years for subsidies to reduce childcare costs and foster the restructuring of childcare services to meet the needs of parents
- Higher tax deduction for childcare expenses, with a maximum deduction of CHF 25 000 per year and child at the federal level
- Two weeks of paternity leave
- Planned elimination of the «marriage penalty» at the federal level



Measures and perspectives

- Planned reform of company law that includes gender guidelines for large companies
- Measures by the Federal Council to ensure the representation of women in the federal government and for entities close to the Confederation
- Charter for equal pay in the public sector
- Modification of the Federal Act on Gender Equality: Controls for equal pay
- Planned paid care leave for parents of severely ill children