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

Visit of the Special Rapporteur on the right to development in Switzerland: Labor market analysis
Bernhard Weber and Dragan Ilić, Economic Policy Directorate, Labor Market Analysis and Social Policy
## Labor market participation

### Evolution of women’s and men’s labor market participation

#### Labor force participation rate 2006-2016

<table>
<thead>
<tr>
<th></th>
<th>Persons</th>
<th>Full-time Equivalent</th>
<th>Persons</th>
<th>Full-time Equivalent</th>
<th>Persons</th>
<th>Full-time Equivalent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>87.8</td>
<td>88.5</td>
<td>86.3</td>
<td>86.3</td>
<td>74.7</td>
<td>80.3</td>
</tr>
<tr>
<td>Women</td>
<td>54.2</td>
<td>60.1</td>
<td>81.2</td>
<td>84.4</td>
<td>70.3</td>
<td>73.3</td>
</tr>
</tbody>
</table>

Source: Federal Statistical Office

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Bernhard Weber and Dragan Ilić, Economic Policy Directorate, Labor Market Analysis and Social Policy
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)
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