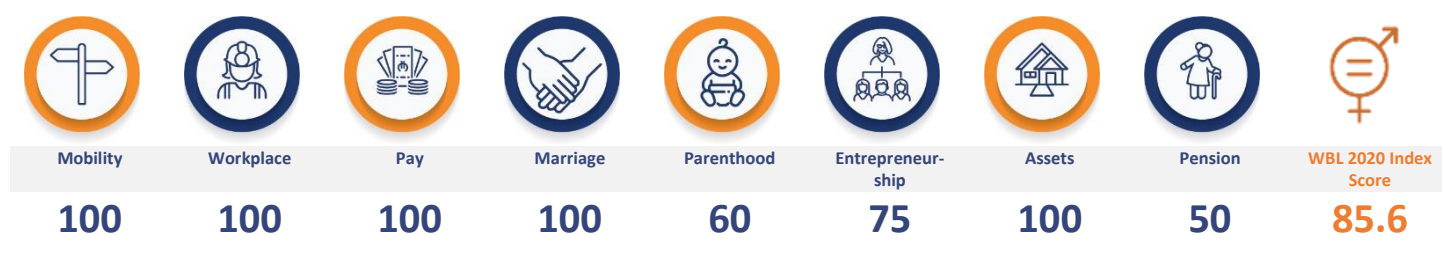


# Switzerland

*Women, Business and the Law 2020* presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Zurich). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Switzerland scores 85.6 out of 100**. The overall score for Switzerland is lower than the regional average observed across High income (OECD) countries (94.7).

## Switzerland - Scores for Women, Business and the Law 2020



### Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women’s decisions to work, laws affecting women’s pay, constraints related to marriage, and gender differences in property and inheritance, Switzerland gets a perfect score.

### Areas for Improvement

However, when it comes to laws affecting women's work after having children, constraints on women's starting and running a business, and laws affecting the size of a women's pension, Switzerland could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Switzerland is on the indicator related to laws affecting the size of a women’s pension (the WBL2020 Pension Indicator). To improve on the Pension Indicator, Switzerland may wish to consider equalizing the ages at which men and women can retire with full pension benefits, and equalizing the ages at which men and women can retire with partial pension benefits.

### Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Code Civil Suisse, Art. 162
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Loi sur les Documents d'Identité, Arts. 1 et 2; Ordonnance du DFJP sur les Documents d'Identité des Ressortissants Suisses
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	Code Civil Suisse, Art. 167
	Does the law prohibit discrimination in employment based on gender?	Yes	Federal Act on Gender Equality, Art. 3
	Is there legislation on sexual harassment in employment?	Yes	Gender Equality Act, Arts. 4 and 5(3); Federal Act on the Amendment of the Swiss Civil Code (Part Five: The Code of Obligations), Art. 328C(1)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Gender Equality Act, Art. 5(3)
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Federal Constitution of the Swiss Confederation, Art. 8
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Code Civil Suisse, Art. 159(3)
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Swiss Criminal Code, Arts. 123, 126 and 180; Violence Protection Act (GSG, LS 351); Federal Law on the Improvement of the Protection of Victims of Violence
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Federal Regulations for Income Compensation Act, Sec. 16d
	Does the government pay 100% of maternity leave benefits?	Yes	Federal Income Compensation Act, Sec. 16b
	Is there paid paternity leave?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Code of Obligations, Sec. 336c(1)(c)
Entrepren.	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Code Civil Suisse, Art. 201
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Code Civil Suisse, Art. 457
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Code Civil Suisse, Art. 462
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Code Civil Suisse, Art. 201
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Code Civil Suisse, Arts. 181 et 196-220
Pension	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Federal Act on Old Age and Survivors' Insurance, Art. 21 Men: Federal Act on Old Age and Survivors' Insurance, Art. 21
	Are the ages at which men and women can retire with partial pension benefits equal?	No	Women: Federal Act on Old Age and Survivors' Insurance, Art. 40 Men: Federal Act on Old Age and Survivors' Insurance, Art. 40
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Federal Act on Old Age and Survivors' Insurance, Arts. 29 bis and 29 ter