

# Sweden

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>82.5</b>	<b>72.5</b>	<b>91.3</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Sweden, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Stockholm). The scores for Sweden are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	50.0	100.0	50.0	100.0	100.0	100.0	75.0	50.0	100.0	100.0
Supportive frameworks score	75.0	66.7	66.7	100.0	33.3	100.0	100.0	66.7	66.7	50.0
Expert opinions score	75.0	100.0	87.5	75.0	100.0	100.0	100.0	100.0	100.0	75.0

In summary, the **WBL 2.0 legal frameworks score** for Sweden (82.5 out of 100.0) is higher than the global average (64.2) and lower than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, laws affecting women’s pay, constraints related to marriage, laws affecting women’s work after having children, laws affecting women’s property and inheritance and laws affecting the size of a woman’s pension, Sweden obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Sweden is on the indicator measuring laws affecting women’s safety. To improve on the Safety indicator, Sweden may wish to consider putting in place legislation on domestic violence and introducing legislation on femicide.

The **WBL 2.0 supportive frameworks score** for Sweden (72.5 out of 100.0) is higher than the global average (39.5) and higher than the High income: OECD regional average (68.1). When it comes to supportive frameworks affecting women’s pay, supportive frameworks affecting women’s work after having children and supportive frameworks affecting childcare, Sweden obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Sweden is on the indicator

measuring supportive frameworks related to marriage. To improve on the Marriage indicator, Sweden may wish to consider making available a fast-track process or procedure for family law disputes and establishing specialized family courts.

The **WBL 2.0 expert opinions score** for Sweden (91.3 out of 100.0) is higher than the global average (65.7) and higher than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's work after having children, expert opinions on childcare, expert opinions on women starting and running a business and expert opinions on women's property and inheritance, Sweden obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Sweden is on the indicator measuring expert opinions on women's safety.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Is there legislation on domestic violence?	No	No applicable provisions could be located
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	Yes	Discrimination Act (2008:567), Ch. 1, Sec. 4, Ch. 2, Secs. 3 and 7, Ch. 3, Sec. 6, and Ch. 5, Secs. 1 and 2
Is there legislation on child marriage?	Yes	Marriage Code (1987: 230), Ch. 2, Sec. 1 and Ch. 5, Sec. 5; Criminal Code (1988:230), Ch. 4, Secs. 4c, 4d and 10
<b>Mobility</b>		
Can a woman travel internationally in the same way as a man?	Yes	Passport Act, Sec. 4-6
Can a woman choose where to live in the same way as a man?	Yes	Marriage Code, Ch. 1 Sec. 2 and Ch. 6 Sec. 6
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Act on Swedish Citizenship, Secs. 2 and 11-12
<b>Workplace</b>		
Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Discrimination Act, Ch. 1, Sec. 1 and Ch. 2, Sec. 1
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
<b>Pay</b>		
Does the law mandate equal remuneration for work of equal value?	Yes	Discrimination Act, Ch. 3, Sec. 10
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
<b>Marriage</b>		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Marriage Code, Ch. 1 Sec. 2
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Marriage Code, Ch. 1 Sec. 2 and Ch. 6 Sec. 1
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Marriage Code, Ch. 5
Does a woman have the same rights to remarry as a man?	Yes	Marriage Code, Ch. 5
<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	Yes	Social Insurance Act, Ch. 12, Sec. 41g
Are leave benefits for mothers paid solely by the government?	Yes	Social Insurance Act, Ch. 2, Secs. 3-4

Is there paid leave available to fathers?	Yes	Social Insurance Act, Ch. 12, Sec. 41g; Ch. 13, Secs. 10 and 14
Is dismissal of pregnant workers prohibited?	Yes	Parental Leave Act, Secs. 16-17
<b>Childcare</b>		
Does the law establish provision of childcare services in center-based settings?	Yes	Education Act of 2011, Ch. 1, Sec. 1; Ch. 8, Secs. 3-5, 12 and 18
Does the law establish any form of support to families for childcare services?	Yes	Official Website of Stockholm City
Does the law establish any form of support to non-state childcare providers?	Yes	Education Act of 2011, Ch. 8, Secs. 21-24
Does the law establish quality standards for the provision of childcare services in center-based settings?	No	No applicable provisions could be located
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Companies Act, Ch. 2 Sec. 1; Discrimination Act, Ch. 2 Sec. 10
Does the law prohibit discrimination in access to credit based on gender?	Yes	Discrimination Act, Ch. 2 Sec. 12
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Marriage Code, Ch. 1 Sec. 3 and Ch. 7 Sec. 5
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Inheritance Code, Ch. 2 Sec. 1
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Inheritance Code, Ch. 3 Sec.1
Does the law provide for the valuation of nonmonetary contributions?	Yes	Marriage Code, Ch. 7, Ch. 9 Sec. 1, and Ch. 10 Sec. 1
<b>Pension</b>		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Social Insurance Act, Ch. 56, Sec. 3
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	No applicable provisions could be located
Is the mandatory retirement age for men and women equal?	Yes	Employment Protection Act, Secs. 32a and 33
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Social Insurance Act, Ch. 59, Sec. 13

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	National Strategy to Prevent and Combat Men's Violence Against Women (2017–2026); Discrimination Ombudsman: Guidelines and Routines Against Harassment, Sexual Harassment, and Retaliation; Swedish Prosecution Authority; Kvinnofridslinjen
Are there special procedures for cases of sexual harassment?	Yes	Equality Ombudsman
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	The Swedish Gender Equality Agency
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
<b>Mobility</b>		

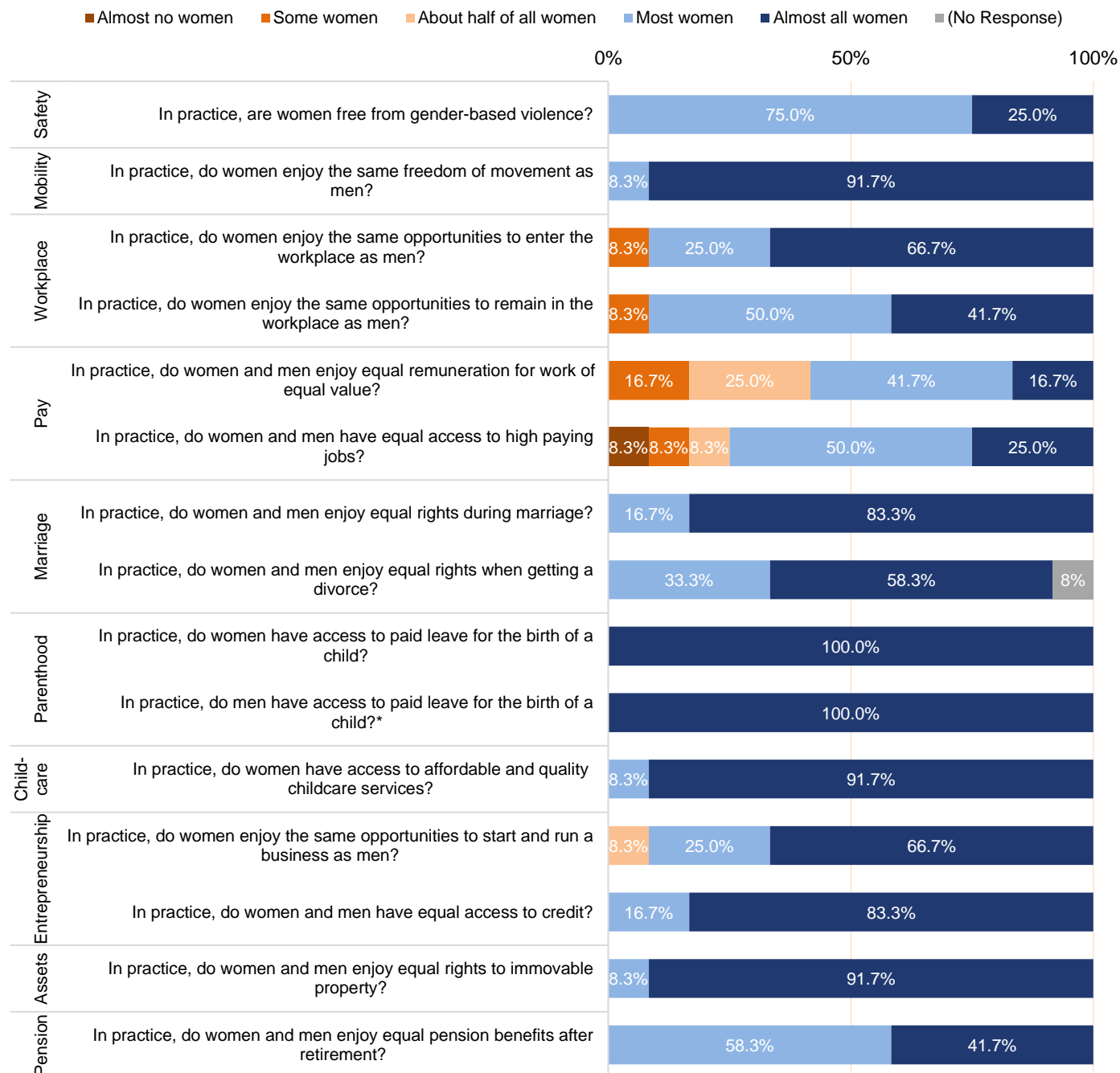
Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
<b>Workplace</b>		
Has the government published guidelines on non-discrimination based on gender in recruitment?	Yes	Equality Ombudsmen: Recruitment and promotion Guide for Employers
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Discrimination Act, Ch. 4
<b>Pay</b>		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	Yes	Discrimination Act, Ch. 3, Secs. 3-4 and 8-10
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Statistics Sweden: Women and men in Sweden 2022; Statistics Sweden: Average monthly salary by branch of industry, 2022
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	Ministry of Justice
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	Yes	The Insurance Fund (Försäkringskassan) online portal
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	Yes	Parental Leave Act, Secs. 16-17
Has sex-disaggregated data on unpaid care work been published?	Yes	Statistics Sweden: A question about time-A study of time use among women and men 2021
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the City of Stockholm
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Official Website of Stockholm City ("Income Form - Fee for Preschool and Educational Care" and "Calculation Fee Tool")
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	Yes	Official Website of the City of Stockholm
Has the government published any reports on quality of childcare services within the last 3 years?	Yes	Official Website of the Swedish Schools Inspectorate; Official Website of the Swedish National Agency for Education
<b>Entrepreneurship</b>		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	Yes	Statistics Sweden
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	Yes	Almi Services ;Almi Services; Almi Services ;No applicable provisions could be located
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
<b>Assets</b>		
Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Ordinance on Property Registers, Sec. 77
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	Yes	Swedish Land Survey (Lantmäteriet)
<b>Pension</b>		



Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Social Insurance Act, Ch. 113

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## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.