



03

Work and Income

1227-1500

## Quality of employment in Switzerland



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## Introduction

For the majority of us, working life constitutes an essential part of our lives. Work has a considerable influence on the quality of life through the income it generates, the social contacts it allows us to make, the tensions and satisfaction we derive from it or indeed the dangers to which it may expose us.

By using a selection of indicators, this publication enables an assessment of the quality of employment in Switzerland and the way it has evolved over the past ten years. Here, the Federal Statistical Office has based itself on the manual developed by the group of experts on the measuring of the quality of employment and which was published in June 2015 by the UNECE (United Nations Economic Commission for Europe).<sup>1</sup> This topic, which is also of international importance, is covered by numerous existing official statistics sources.

On the basis of the indicators chosen, the development of the quality of employment in Switzerland has been marked by contrasting trends over the past ten years. In particular, a fall in the number of accidents at work and occupational illness can be observed as well as a trend towards more highly-qualified and better paid jobs. Flexibility at work and the decline of on-call work should also be mentioned. As far as social security is concerned, the share of persons in employment who contribute to the 2nd and 3rd pillars has increased slightly. Fixed-term employment contracts and underemployment, however, have increased over the past ten years. Time spent on the commute to work has risen, perceived job security has fallen slightly and atypical working hours (work in the evening, at night and on Sundays) have increased. The latter and other indicators may be seen as an advantage by some and as a disadvantage by others. Ultimately, readers can decide for themselves on the evolution in the quality of employment based on the selected indicators.

We hope you enjoy reading this publication.

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<sup>1</sup> [http://www.unece.org/fileadmin/DAM/stats/documents/ece/ces/2015/4\\_Add.2\\_Rev1\\_Guidelines\\_on\\_QoEmployment.pdf](http://www.unece.org/fileadmin/DAM/stats/documents/ece/ces/2015/4_Add.2_Rev1_Guidelines_on_QoEmployment.pdf)

## Safety at work

### Accidents at work and occupational illness

Source: Central Office for Statistics in Accident Insurance (SSUV)

Jobs in Switzerland became safer between 2004 and 2013: the number of non-fatal accidents at work fell by 10.1% to 6,527 per 100,000 full-time jobs.<sup>2</sup> The number of fatal occupational accidents also declined somewhat but is prone to slight variations (2004: 3.4; 2013: 2.7).

The number of persons suffering from an occupational illness also shows a marked decline over the same period. In 2004, 10.8 cases per 10,000 full-time jobs were concerned. In 2013 this figure was 7.5.

### Number of accidents at work and occupational illness



Source: SSUV

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<sup>2</sup> Estimate based on total wage liable for contributions per company and the average wage paid in each sector: full-time equivalents.

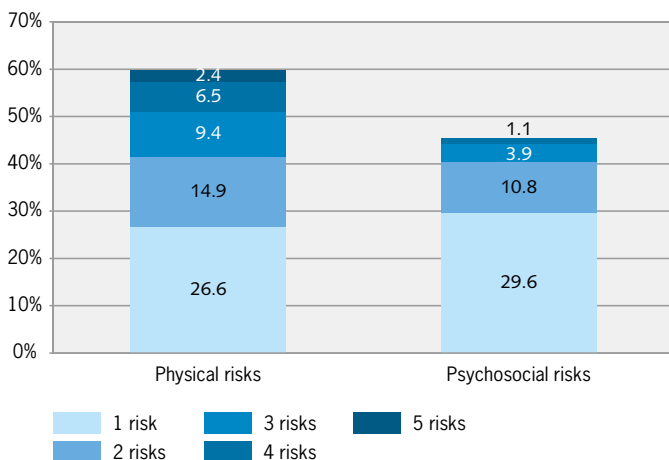
### Physical and psychosocial risks at work

Source: Swiss Labour Force Survey (SLFS), "Accidents at work and other work related health problems" module, FSO

In 2013, 59.8% of employed persons were exposed to risk factors that can adversely affect physical health at their place of work.<sup>3</sup> The risks most often cited are "activities involving strong visual concentration" (32.2%) as well as "difficult work postures, work movements" (28.0%). 30.6% of those affected are exposed to at least three risk factors affecting physical health.

45.4% of employed persons are confronted with psychosocial risk factors.<sup>4</sup> Those mentioned most often are "severe time pressure or heavy workload" (38.5%) as well as "severe emotional stress" (16.8%). 11.0% of those affected are exposed to at least three psychosocial risks.

### Percentage of physical and psychosocial risks at work, by number of risks as % of employed persons, 2013



Source: SLFS, "Accidents at work and other work related health problems" module

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<sup>3</sup> Difficult work postures, work movements; handling of heavy loads/persons; noise or vibration; chemicals, dusts, fumes, smoke or gases; activities involving strong visual concentration.

<sup>4</sup> Severe time pressure or heavy workload; violence or threat of violence; harassment or bullying; emotional stress, compassion fatigue.

## Income and benefits from employment

### Wages

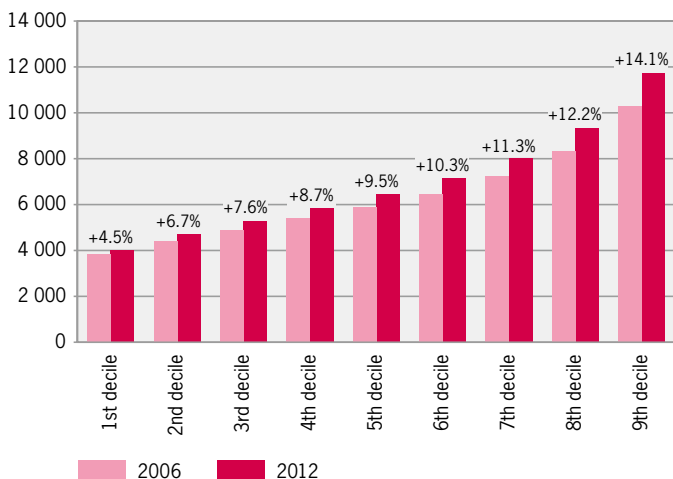
Source: Swiss Earnings Structure Survey (SESS), FSO

The standardised gross monthly median wage was CHF 6,439 in 2012.<sup>5</sup> This corresponds to an increase of +9.5% compared with 2006. Over the same time period the Swiss Consumer Price Index rose by 2.9%. The upper income brackets in particular benefited from the increase in wages: in the 9th decile<sup>6</sup> the standardised gross monthly wage rose by 14.1% to CHF 11,735 and in the 8th decile by 12.2% to CHF 9,340. In contrast, wages in the 1st decile rose by only 4.5% to CHF 4,015.

In 2012 the standardised gross monthly wage of the 9th decile was 2.9 times higher than that of the 1st decile. Six years earlier, the difference was slightly lower (factor of 2.7).

Low wages are described as those that are less than two-thirds of the Swiss median wage. In 2012, 12.1% of employees were paid low wages. This percentage hardly changed within six years (2006: 12.4%).

### Standardised gross monthly wage, divided into deciles, in CHF



Source: SESS

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<sup>5</sup> Full-time equivalents, based on  $4\frac{1}{3}$  weeks of 40 hours work.

<sup>6</sup> The deciles correspond to the 9 values that divide a population in ascending order into ten equal parts. The 5th decile corresponds to the central value (median).

## Income and benefits from employment

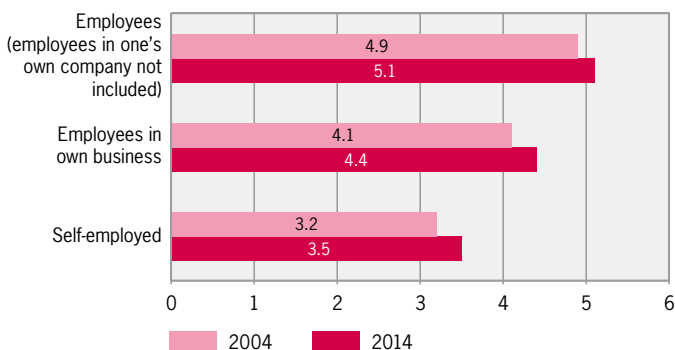
### Holidays

Source: Swiss Labour Force Survey (SLFS), FSO

In accordance with the Swiss Code of Obligations<sup>7</sup>, employees are entitled to at least 4 weeks' holiday per year and 5 weeks until the age of 20. Furthermore, many collective employment agreements stipulate 5 or more weeks' holiday from age 50.

The number of weeks' holiday per year for persons in full-time employment<sup>8</sup> rose between 2004 and 2014. Self-employed persons and employees in their own business enjoyed a greater increase (1.5 and 1.4 additional days' holiday per year respectively) than other employees (0.9 additional days' holiday). Employees, however, were entitled to one and a half weeks' more holiday than that taken by self-employed persons (2004: 4.9 weeks compared with 3.2; 2014: 5.1 compared with 3.5).

### Number of weeks' holiday per year (full-time employees)



Source: SLFS

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<sup>7</sup> Art. 329a, Para. I.

<sup>8</sup> 15 to 64-year-olds. Employees: Average number of weeks of paid holiday per year. Full-time employees working on open contracts or with a contract lasting longer than one year. Only full-time employees who have been working for the same company for at least one year.

Employees in own business: Average number of weeks' holiday taken per year. Full-time employees (90%–100%) who have been carrying out their activity for longer than one year.

Self-employed: Average number of weeks' holiday taken per year. Self-employed who have been carrying out their activity for longer than one year.



## Working time and work-life balance

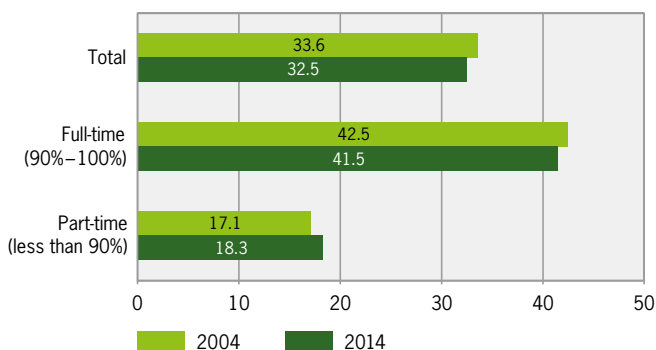
### Hours worked

Source: Work volume statistics (WV), FSO

Between 2004 and 2014 the weekly number of actual hours worked per job decreased by 1 hour and 5 minutes.<sup>9</sup> In 2014 the average number of hours worked was 32.5 hours compared with 33.6 hours ten years previously.

However, this figure is influenced by part-time employment, prevalent in Switzerland. If only full-time jobs (90%–100%) are taken into consideration, weekly working hours are considerably higher at 41.5 hours compared with 18.3 hours for part-time employees. Hours worked by full-time employees have fallen in comparison with ten years previously (minus 1 hour and 1 minute), whereas for part-time employees they have increased (plus 1 hour and 14 minutes).

### Actual hours worked by work-time percentage, in hours



Source: WV

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<sup>9</sup> Actual hours worked = normal working hours + overtime – absences.

## Working time and work-life balance

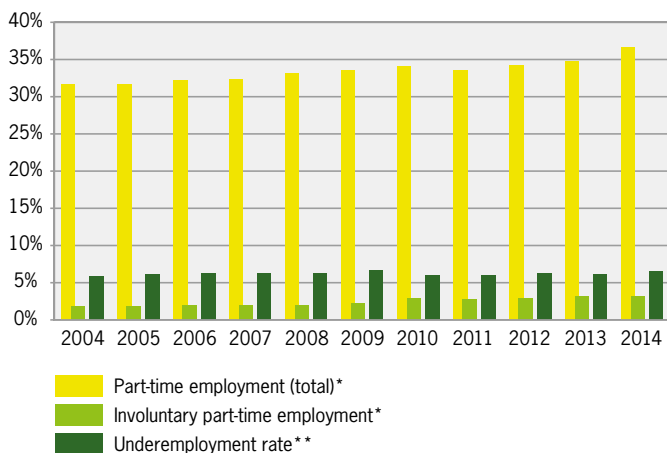
### Part-time work and underemployment

Source: Swiss Labour Force Survey (SLFS), FSO

In the 2nd quarter 2014, 36.7% of persons in employment were working part time.<sup>10</sup> In comparison with the 2nd quarter 2004, part-time employment increased by 5.0 percentage points. However, part-time employment is not always voluntary. In 2014, 3.2% of persons in employment were working part-time against their own wishes. This corresponds to roughly one part-time worker in eleven.

In addition to involuntary part-time work, underemployment is a complementary indicator for measuring the shortage of work. The underemployment rate expresses the share of employed persons working part time who wish to work more hours and are available within three months for work with a higher work-time percentage. The underemployment rate rose by +0.7% percentage points to 6.5% over the ten year period under observation. Among the underemployed, 52.0% would like to increase their working hours while continuing to work part time, whereas the remaining 48.0% would prefer to work full time.

### Percentage of part-time employees (total and involuntary) and underemployment rate, in 2nd quarter, in %



\* 100% = employed persons

\*\* 100% = active persons

Source: SLFS

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<sup>10</sup> Work-time percentage less than 90%.

## Working time and work-life balance

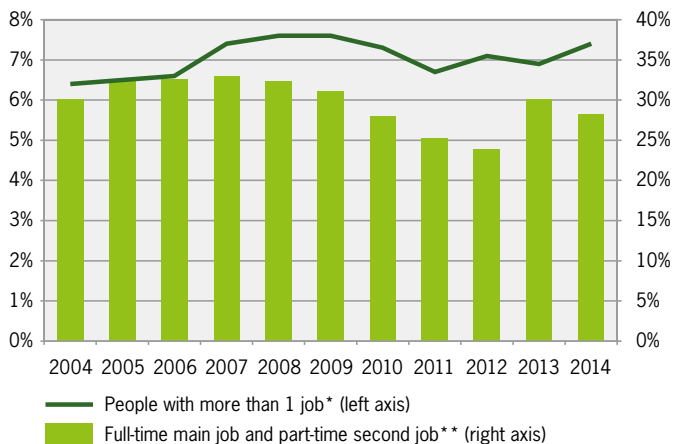
### Multiple employment

Source: Swiss Labour Force Survey (SLFS), FSO

Various reasons lead people to hold more than one job: perhaps because they cannot find a job offering the desired number of hours, out of financial necessity or due to personal interests. In the 2nd quarter 2014, 7.4% of persons in employment had more than one job (318,000 persons). In comparison with the 2nd quarter 2004, this corresponds to a slight increase of 1 percentage point. In 2008 and 2009, however, higher values were recorded (7.6%).

28.2% of persons in multiple employment combined a full-time main job with a part-time second job. The average total work-time percentage of this group of employed persons was 120%.

### Percentage of people with more than 1 job and percentage of people with more than 1 job with full-time main job, in 2nd quarter, in %



\* 100% = employed persons excl. apprentices

\*\* 100% = people with more than 1 job

Source: SLFS

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## Working time and work-life balance

### Atypical working hours

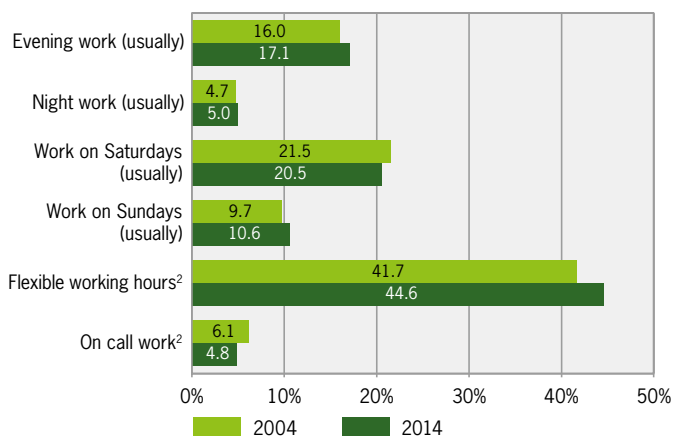
Source: Swiss Labour Force Survey (SLFS), FSO

The proportion of employed persons with atypical working hours (evening, night or weekend work; on call work)<sup>11</sup> changed little between 2004 and 2014. Working on Saturdays has declined slightly (–1.0 percentage points to 20.5%), whereas the other three types of atypical working hours have risen slightly. Working on Sundays rose from 9.7% to 10.6% and evening work from 16.0% to 17.1%. One person in twenty regularly works at night.

Work on call fell during the period under observation (–1.3 percentage points to 4.8%). 41.4% of these employees are guaranteed a minimum number of working hours.

Between 2004 and 2014 a move towards more flexible working times can be observed. The share of employees with flexible working times rose from 41.7% to 44.6%.

### Atypical and flexible working hours, work on call, as % of employed persons<sup>1</sup>



<sup>1</sup> 2004: Average 2nd quarter, 2014: Annual average

<sup>2</sup> Employees

Source: SLFS

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<sup>11</sup> Evening work: 7 pm to 12 pm; Night work: 12 pm to 6 am.

## Working time and work-life balance

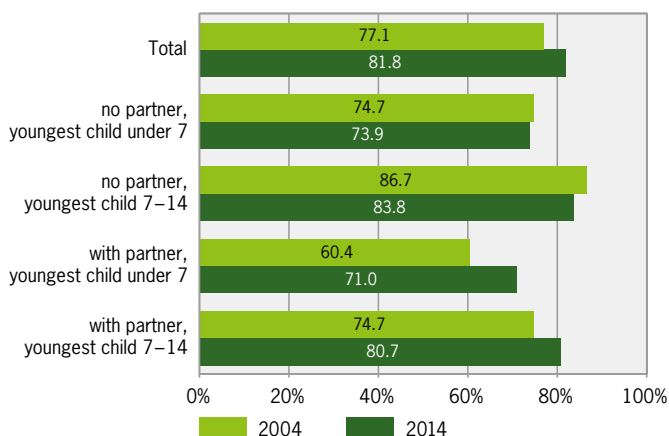
### Employment behaviour of mothers

Source: Swiss Labour Force Survey (SLFS), FSO

The employment rate of women in the 25 to 54 age group (with and without children) rose by 4.8 percentage points to 81.8% between 2004 and 2014. Single mothers whose youngest child is aged between 7 and 14 are most likely to be in employment; their employment rate, however, fell in the period under observation (from 86.7% to 83.8%). Conversely, the employment rate of mothers with a partner and the youngest child under 7 years of age rose a considerable 10.5 percentage points to 71.0%. This group of persons, however, has the lowest employment rate.

The difference between the employment rate of mothers with the youngest child under 7 years of age and that of fathers in the same situation is 24.8 percentage points (mothers: 71.2%; fathers: 95.9%). Ten years previously the gender gap was even greater at 34.3 percentage points.

### Employment rate of 25 to 54 year-old women by family situation<sup>1</sup>, in %



<sup>1</sup> 2004: Average 2nd quarter, 2014: Annual average

Source: SLFS

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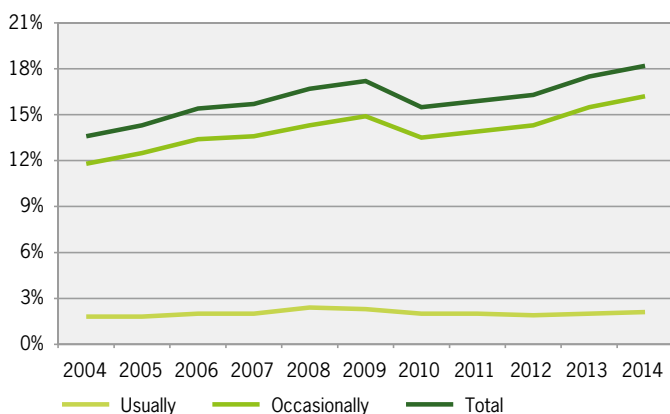
## Working time and work-life balance

### Working at home

Source: Swiss Labour Force Survey (SLFS), FSO

In 2014, 18.2% of employees worked from home.<sup>12</sup> 2.1% of employees normally work from home and 16.2% do so occasionally.<sup>13</sup> In comparison with 2004, a tendency towards more occasional working from home can be observed (+4.4 percentage points). Regular working from home, however, remains stable. Among self-employed persons, one in five work regularly from home.

### Employees who usually or occasionally work at home, as %<sup>1</sup>



<sup>1</sup> 2004–2009: Average 2nd quarter, 2010–2014: Annual averages

Source: SLFS

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<sup>12</sup> Excl. apprentices.

<sup>13</sup> “Normally” work from home: 50% or more of working hours worked at home. “Occasionally” work from home: Less than 50% of working hours worked at home but counted as overtime or normal working hours.

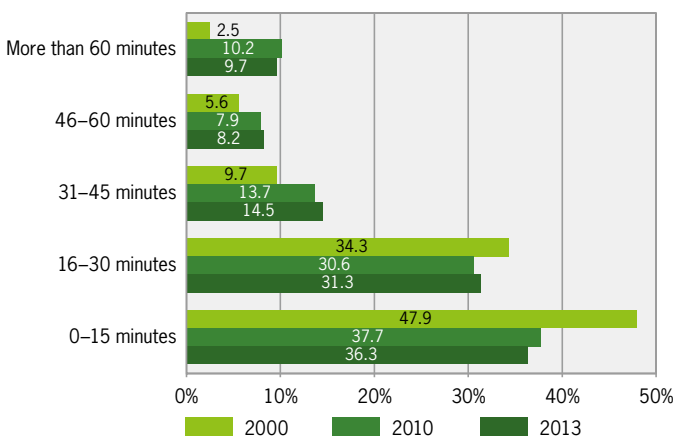
## Working time and work-life balance

### Length of commuting time

Sources: Federal Population Census (FPC) and Structural Survey (SS), FSO

Just over two-thirds of employed persons had a commute that took 0 to 30 minutes (0 to 15 minutes: 36.3%; 16 to 30 minutes: 31.3%). In contrast, 9.7% of employed persons spent more than 60 minutes on their commute. In comparison with 2000, the length of commuting time has increased. The share of commuters with a commuting time of 0 to 30 minutes has thus fallen by 14.6 percentage points and conversely, long commutes in particular, have gained in importance (more than 60 minutes: +7.2 percentage points).

### Length of commuting time among employed persons, distribution in %



Sources: FPC, SS

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### Loss of earnings in the event of maternity leave

In Switzerland, maternity benefits are anchored in law in the “Federal Act on Compensation for Loss of Earnings for Persons on Military Service or Maternity Leave”<sup>14</sup> which came into force on 1 July 2005. Maternity benefits are paid in the form of daily allowances and correspond to 80% of the average income from employment. Employed women are legally entitled to 14 weeks maternity leave.

### Work flexibility for family reasons

Source: Swiss Labour Force Survey (SLFS), “Work-life balance” module, FSO

Being able to adapt working hours to fit in with childcare responsibilities can contribute to a better work-life balance. In 2012, 69.2% of employed persons with regular childcare responsibilities were able to move the start and finish of their working hours by at least an hour for family reasons.<sup>15</sup> Just over half of employed persons with childcare responsibilities were able to organise their working hours so that they were able to take whole days off for family reasons without having to use any days’ holiday in order to do so (56.3%).<sup>16</sup>

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<sup>14</sup> Loss of Earnings Compensation Act LECA, CC no. 834.1.

<sup>15</sup> Survey question: “Is it possible for you to modify the time you start and/or finish work every day by at least one hour for family reasons?” With children under 15 years of age living in household.

<sup>16</sup> Survey question: “Is it possible for you to organise your work schedule to take off whole days for family reasons without taking them off your holidays?” The question does not refer to a child being ill. Such events are governed by the Employment Act. “On presentation of a doctor’s note, the employer is bound to grant employees with family obligations leave of up to three days in order to care for sick children”. Cf. Federal Act of 13 March 1964 on Employment in Business, Trade and Industry (EmpA), Art. 36, para 3. This lack of precision can influence answers, especially since not all employees are aware of this legal provision.



## Working time and work-life balance

### **Interference of work with personal life**

Source: Statistics on Income and Living Conditions (SILC), FSO

With regard to the interference of work with personal life, on average employed persons considered this to be 4.0 out of 10 in 2013, which corresponds to a low level of interference.<sup>17</sup>

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<sup>17</sup> Scale of 0 to 10. 0 = no interference whatsoever, 10 = very considerable interference of work with personal life.

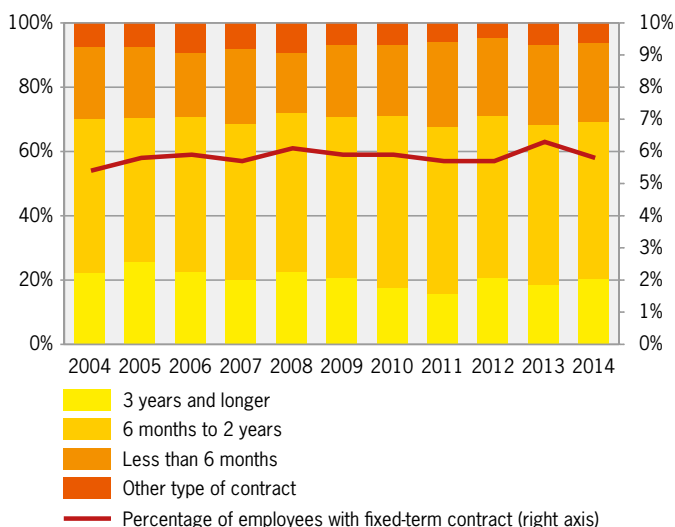
## Security of employment and social protection

### Temporary employment

Source: Swiss Labour Force Survey (SLFS), FSO

In the 2nd quarter 2014, the percentage of employees with temporary contracts was 5.8%,<sup>18</sup> which represents an increase of 0.4 percentage points compared with the 2nd quarter 2004. In 2014, 24.4% of the 192,000 of fixed-term employees were working on a contract due to expire within six months. A further 49.2% were on a contract lasting from six months to two years. Some employees on a fixed-term contract are in a so-called “triangular employment relationship”: they found their job through a private employment agency which also pays their salary. Such temporary employees are at greater risk of losing their job, are often paid lower wages and are exposed to unfavourable working conditions. In 2014, 0.8% of employees with permanent residence in Switzerland were in a triangular employment relationship.

### Percentage of employees<sup>1</sup> with fixed-term employment contracts and distribution by duration of employment contract, in 2nd quarter, in %



<sup>1</sup> Excl. apprentices; 25 years and older

Source: SLFS

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<sup>18</sup> 25-year olds and older.

### Length of service

Source: Swiss Labour Force Survey (SLFS), FSO

The majority of persons in employment<sup>19</sup> remain faithful to their employer for quite a long time: in 2014, 60.7% of employed persons had been working for 5 years or more in the same establishment (2004: 58.5%); 27.3% had a length of service of 1 to 5 years (2004: 31.7%) and the remaining 11.8% had worked in the same enterprise for a maximum of one year (2004: 9.7%).

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<sup>19</sup> 25-year olds and older.

### **Self-employed persons without employees**

Source: Swiss Labour Force Survey (SLFS), FSO

Self-employed persons without employees can be exposed to increased financial risk as well as precarious working conditions, particularly at the beginning of their self-employed activity. In the 2nd quarter 2014, 7.8% of persons in employment were self-employed without employees (total self-employment rate: 16.7%). Consequently, approximately one in two self-employed persons works alone (46.7%). This percentage has remained stable over the past ten years: in the 2nd quarter 2004, 48.1% of all self-employed persons had no other employee.

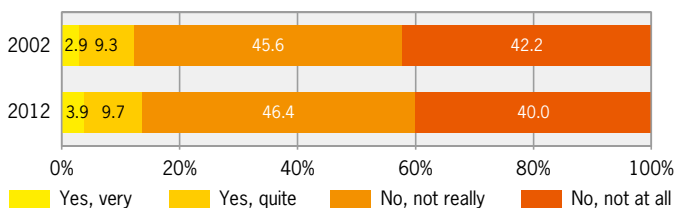
## Security of employment and social protection

### Perceived job security

Source: Swiss Health Survey (SHS), FSO

The majority of persons in employment feel that their job is secure. In 2012, 40.0% were not at all afraid and a further 46.4% were not very afraid of losing their job. Almost half of respondents said that if they were to lose their job, they would find a similar job very or quite easily.<sup>20</sup>

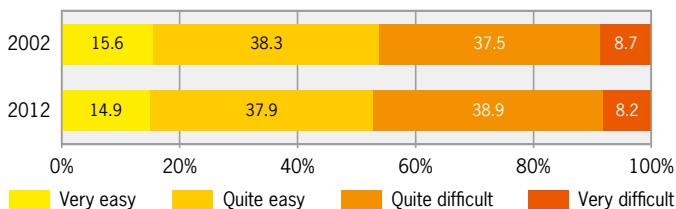
### Afraid of losing job, as % of employees



Source: SHS

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### In event of losing job, difficulty in finding similar job, as % of employees



Source: SHS

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<sup>20</sup> Survey question: "Are you afraid of losing your current job?" and "If you were to lose your current job/apprenticeship: how easy would it be for you to find a similar position?"

### Social benefits Unemployment

In Switzerland, salaried women in employment aged 18 to 63 and salaried men in employment aged 18 to 64 are insured on a compulsory basis against unemployment. Should a person in employment lose his or her job and fulfil certain conditions, he or she is entitled to a daily allowance. Self-employed persons, however, are generally not insured against unemployment.

### Social benefits: Old-age provision

Source: Household Budget Survey (HBS), FSO

The old-age provision in Switzerland is based on a three-pillar system. The **1st pillar** includes, amongst other provisions, the old-age and survivors insurance (AHV/AVS), to which contributions are compulsory for all 18 to 63/64 year olds in employment. It aims to cover basic needs in old age.

Occupational pension plans come under the **2nd pillar**. In the event of old age, disability or death this acts as a complement to the first pillar. In principle, contributions are compulsory for employees who earn more than a stipulated minimum annual wage (2015: CHF 21,150). It is optional for self-employed persons. The purpose of the occupational pension plan is to enable persons to continue with the same standard of living after the onset of old age, death or disability.

In 2013, 88.9% of employees<sup>21</sup> and 21.6% of self-employed<sup>22</sup> persons paid contributions to the 2nd pillar. In 2006, these percentages were 87.8% and 13.7%<sup>22</sup> respectively.

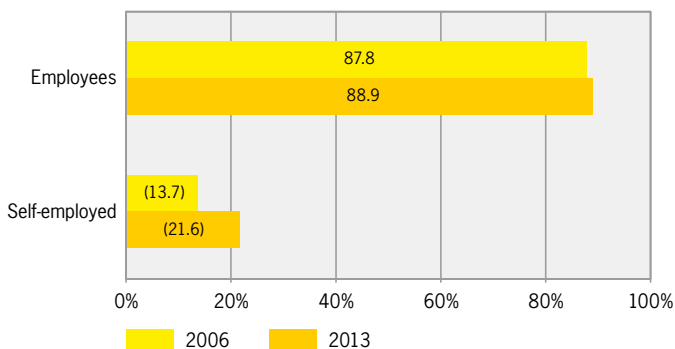
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<sup>21</sup> Employed population aged between 25 and normal retirement age in accordance with AHV/AVS.

<sup>22</sup> Extrapolation based on fewer than 50 observations. The results should be interpreted with great caution.

## Security of employment and social protection

### Employed persons contributing to the 2nd pillar, in %



(Figure): Extrapolation based on fewer than 50 observations. The results should be interpreted with great caution.

Source: HBS

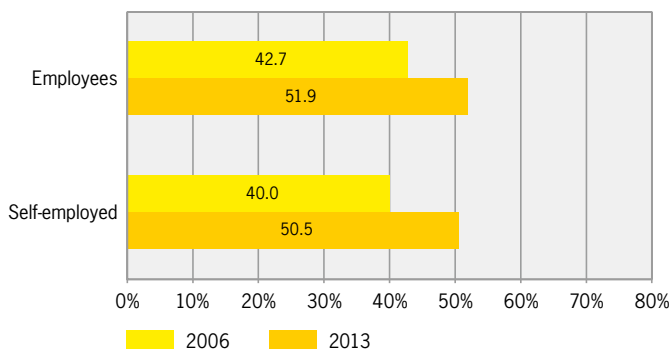
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## Security of employment and social protection

Voluntary contributions can be paid into the **3rd pillar** (private pension) to complement the 2nd pillar occupation pension plan. This is divided into fixed and flexible pension plans (Pillars 3a and 3b). Access to the fixed pension plan is usually blocked until the start of retirement.<sup>23</sup> Pension plan holders can decide the amount of the contributions themselves, up to a maximum amount. With flexible pension plans, the insured person can have access to the amount saved at any time, as the 3b pillar is not tied to a specific period of time.

In 2013, 50.5% of self-employed persons and 51.9% of employees paid contributions to the 3a pillar.<sup>24</sup> This corresponds to an increase of +10.5 and +9.2 percentage points compared with 2006.

### Employed persons contributing to the 3a pillar, in %



Source: HBS

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<sup>23</sup> Main exceptions: Becoming self-employed, buying own property, emigration.

<sup>24</sup> Employed population aged between 25 and normal retirement age in accordance with AHV/AVS.



### Collective agreements and minimum wages

Source: Survey on collective agreements in Switzerland (EGS), FSO

In 2012, 592 collective employment agreements (CEA) with normative provisions were registered in Switzerland.<sup>25</sup> 1,742,100 employees were subject to a CEA, 88.2% of whom were bound to a collective agreement with minimum wages. In comparison with 2003, the number of employees bound by such a contract has risen by roughly a quarter.

### Trade unions

Source: Confederation of Swiss Trade Unions

In 2013, 746,126 people belonged to trade union. In relation to the number of jobs with a work-time percentage of at least 50%, this corresponds to a membership rate of 20.2%. Ten years previously, this value was 24.9%.

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<sup>25</sup> CEA with normative provisions: Provisions on the conclusion, nature and termination of employment relationships between the employers and individual employees.

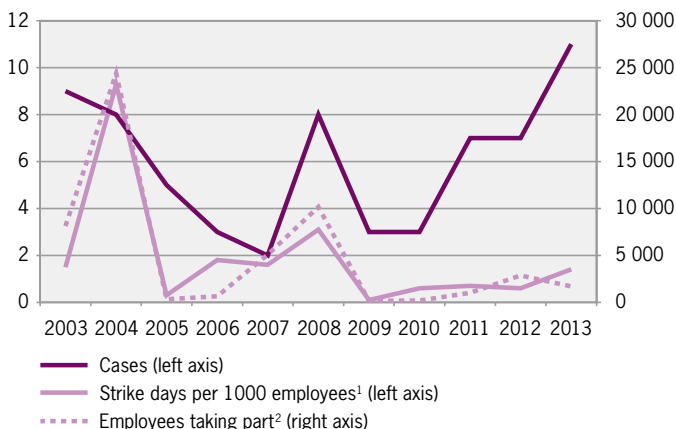
### Strikes and lockouts

Source: Survey on collective labour disputes (KASE), FSO

Strikes and lockouts are legally recognised in Switzerland.<sup>26</sup> But in comparison with other countries, the right to strike is seldom exercised. In Switzerland, strikes tend to take place within companies rather than within whole sectors.

Having fallen between 2003 and 2007, the number of strikes increased from 2010. These tended to be short, so that the number of strike days per 1000 employees remained stable. This was in contrast to the years 2004 and 2008, when an above-average number of employees were involved in strikes.

### Strikes and lockouts



<sup>1</sup> Employees: up to 2009 according to the Employment Statistics (ES). From 2010 estimates based on the ES and the Swiss Labour Force Survey (SLFS), excl. self-employed, employees working in own company and family members working in family business.

<sup>2</sup> Maximum

Source: KASE

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<sup>26</sup> Federal constitution, Art. 28 on freedom of association.

## Qualifications and continuing education and training

### Qualifications

Source: Swiss Labour Force Survey (SLFS), FSO

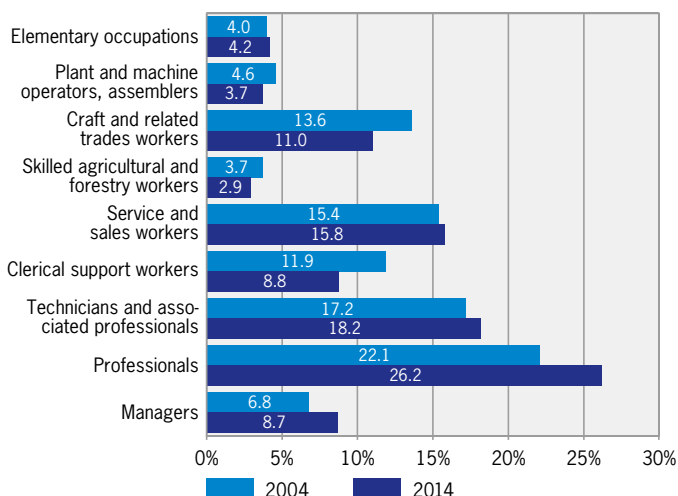
Within the past ten years more highly qualified occupations have steadily gained in importance (management, academic professions, technicians and equivalent occupations): whereas in the 2nd quarter 2004, 46.2% of employed persons worked in more highly qualified occupations, in the 2nd quarter 2014 this figure was 53.1%.

### Overqualification in employment

Source: Swiss Labour Force Survey (SLFS), FSO

In 2014, an estimated 14.2% of salaried employees<sup>27</sup> who had completed tertiary level education were overqualified for their job. These people were holding a job for which tertiary level education was not necessary. From the 2010 to 2014 period, this percentage remained relatively stable.

### Employed persons by major occupational groups<sup>1</sup>, in 2nd quarter, in %



<sup>1</sup> International Standard Classification of Occupations (ISCO-08)

Source: SLFS

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<sup>27</sup> 15 to 64-year-olds, excl. apprentices.

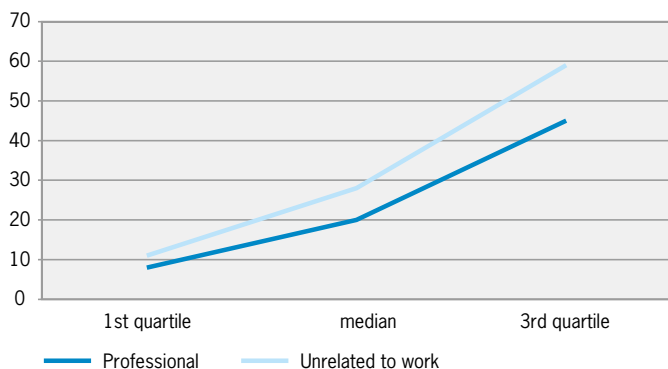
## Qualifications and continuing education and training

### Continuing education and training

Source: Swiss Adult Education Survey (AES), FSO

In 2011, 60.7% of employed persons<sup>28</sup> had taken part in non-formal professional continuing education and training (continuing education and training unrelated to work: 26.6%). The mean length of professional continuing education and training was 20 hours; that of continuing education and training unrelated to work was 28 hours.

### Length of non-formal education and training attended by purpose of participation, 2011<sup>1</sup>, in hours



<sup>1</sup> Continuing education and training within the past 12 months

Source: AES

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<sup>28</sup> 25 to 64-year-olds. The latest figures on professional education and training come from the Swiss Adult Education Survey (AES) 2011. The AES is conducted every five years. Non-formal education and training covers educational activities within a pupil-teacher relationship, which is not part of the normal education system (courses, conferences, seminars, private lessons, training at work).

## Employment-related relationships and work motivation

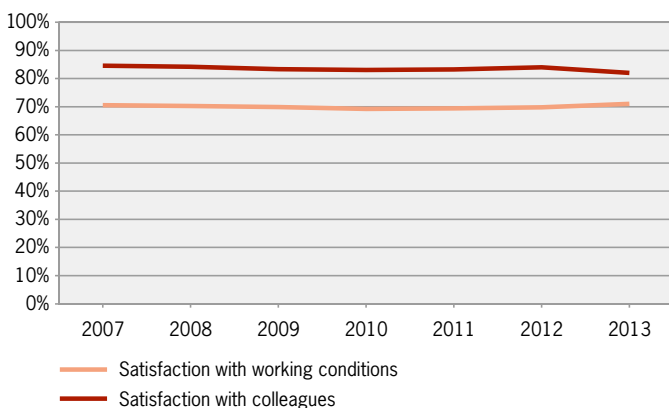
### Satisfaction with colleagues and working conditions

Source: Statistics on Income and Living Conditions (SILC), FSO

In 2013, 82.0% of employed persons were very satisfied with their relationship with colleagues.<sup>29</sup> In comparison with six years previously, satisfaction with the atmosphere at work had fallen slightly. In 2007 this figure was 84.6%.

Also with regard to working conditions, employed persons in Switzerland are mostly satisfied: in 2013, 71.0% of employed persons indicated a satisfaction level of 8 to 10 on a scale of 0 (absolutely dissatisfied) to 10 (completely satisfied). In 2007 this proportion was 70.6%.

### High level of satisfaction with colleagues and working conditions, as %<sup>1</sup>



<sup>1</sup> Percentage of employed persons aged 16 and over with values in the 8–10 range on a scale from 0 (not at all satisfied) to 10 (completely satisfied)

Source: SILC

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<sup>29</sup> Values in the 8–10 range on a scale from 0 (not at all satisfied) to 10 (completely satisfied).

## Employment-related relationships and work motivation

### Violence in the workplace

Source: Swiss Health Survey (SHS), FSO

Roughly one person in ten experienced violence in the workplace in 2012.<sup>30</sup> This included physical and verbal violence, bullying, threats and sexual harassment. 64.4% of these people had been affected by one type of violence, whereas 20.1% suffered from two and 15.5% from three or more types of violence.

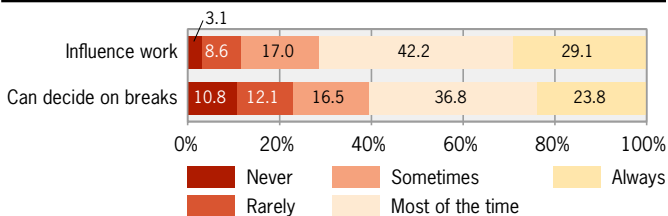
Almost all affected persons had experienced a form of psychological violence (97.6%). Much fewer persons are exposed to physical violence or sexual harassment (8.9% and 3.8% respectively).<sup>31</sup>

### Work involvement

Source: Swiss Health Survey (SHS), FSO

In 2012, the majority of employed persons in Switzerland had relatively good opportunities to influence their work and to decide when to take breaks. 71.3% of employed persons said they could “almost always” or “always” have a say in how they carry out their work. 60.6% can decide when to take breaks.

### Work involvement, as %, 2012



Source: SHS

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<sup>30</sup> The Swiss Health Survey is conducted every 5 years and will next be conducted in 2017.

<sup>31</sup> The total is more than 100% as 35.6% of victims of violence indicated more than one form of violence.

### Gender equality

Sources: Swiss Labour Forces Survey (SLFS), Swiss Earnings Structure Survey (ESS), Survey on Income and Living Conditions (SILC) and Swiss Health Survey (SHS).

This chapter describes in brief a few of the indicators relating to gender equality. A more detailed table with indicators for other variables such as nationality and age can be downloaded from the following link: [www.bfs.admin.ch](http://www.bfs.admin.ch) → Topics → Work and income → Employment and workweek → Indicators → Employed persons → Quality of employment

Although from a subjective point of view men and women are equally satisfied with conditions at work and their colleagues, there are significant differences between the sexes in some of the areas observed in connection with quality of employment.

**Wages:** In 2012, the standardised gross monthly wage (median) was CHF 6840 for men and CHF 5808 for women. According to an analysis commissioned by the Federal Statistical Office<sup>32</sup>, roughly 60% of the difference in average wages in the private sector is due to criteria which can be explained.<sup>33</sup> However, between 2006 and 2012, the gross median wage of women rose somewhat more than that of men (+10.8% compared with +9.3%). Women are twice as likely as men to be paid low wages (17.4% compared with 7.5%). However, the share of women receiving low wages declined by 1.8 percentage points, whereas that of men saw a slight increase (+0.5 percentage points).

**Activity level:** Women are four times as likely as men to work part-time and have greater difficulty in finding a work-time percentage which meets their wishes. Their underemployment rate is 10.2% compared with 3.3% for men. 9.6% of employed women have more than 1 job (men: 5.5%).

**Atypical working hours:** Men are more likely to carry out night work whereas women often work in the evening and on Saturdays and Sundays. Women are also more likely to work on call (6.1% compared with 3.7%).

<sup>32</sup> [www.bfs.admin.ch](http://www.bfs.admin.ch) → News → Press Releases → Swiss Earnings Structure Survey 2012 (21.08.2015).

<sup>33</sup> Based on different characteristics between men and women such as education, number of years' service, age, professional situation, level of qualifications required, occupation, sector, etc.

**Flexible working hours:** About half of men benefit from flexible working hours (women: 37.6%); men are also more likely to have the possibility of moving the start and end of their working hours by at least one hour due to childcare responsibilities. Women are more likely to be able to take a whole day off work for the same reason.

**Risks in the workplace:** A greater proportion of men indicate being exposed to physical and psychosocial risk factors in the workplace than do women. But women are more likely than men to experience actual violence in the workplace (10.1% compared with 9.1% of men).<sup>34</sup>

**Qualifications:** The proportion of women in more highly qualified jobs has risen over the past 10 years by 8.7 percentage points to 52.3% and is now at almost the same level as that of men. However, women are considerably more likely to be overqualified for their job than men.

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<sup>34</sup> Physical and verbal violence, bullying and sexual harassment.



# Equality at work

Indicator	Year	Women	Men	Change in percentage points		
					Women	Men
Physical risk factors at work <sup>1</sup>	2013	55.8%	63.2%	–	–	–
Psychosocial risk factors at work <sup>1</sup>	2013	42.8%	47.6%	–	–	–
Standardised gross monthly median wage	2012	5808 CHF	6840 CHF	2006–2012	10.8%	9.3%
Low wages: less than 2/3 of median wage	2012	17.4%	7.5%	2006–2012	–1.8	0.5
Underemployment rate	2014	10.2%	3.3%	2004–2014	0.2	1.0
Evening work <sup>2</sup>	2014	17.8%	16.4%	2004–2014	0.8	1.2
Night work <sup>2</sup>	2014	4.2%	5.7%	2004–2014	0.1	0.5
Work on Saturday <sup>2</sup>	2014	22.3%	18.8%	2004–2014	–0.5	–1.6
Work on Sunday <sup>2</sup>	2014	11.3%	9.9%	2004–2014	1.1	0.6
Flexible working hours <sup>3</sup>	2014	37.6%	51.1%	2004–2014	3.4	2.9
On call work	2014	6.1%	3.7%	2004–2014	–1.9	–0.8
Work flexibility for family reasons:						
Can move start and end of work by at least 1 hour	2012	64.7%	73.7%	–	–	–
Take whole day off	2012	59.3%	53.2%	–	–	–
Temporary employment	2014	6.4%	5.4%	2004–2014	0.6	0.3
Highly qualified <sup>4</sup>	2014	52.3%	53.8%	2004–2014	8.7	5.4
Over-qualified <sup>5</sup>	2014	16.8%	12.1%	2010–2014	1.3	0.2
Experienced violence at work in past 12 months	2012	10.1%	9.1%	–	–	–
Influence work <sup>6</sup>	2012	69.0%	73.1%	–	–	–
Can decide on breaks <sup>6</sup>	2012	55.4%	64.8%	–	–	–

<sup>1</sup> Employees exposed to at least one physical or psychosocial risk. Data only available for 2013.

<sup>2</sup> Employees who “usually” work evening, nights, Saturdays and Sundays.

<sup>3</sup> Weekly/monthly working hours with/without core hours, annual working hours, no formal specifications, other model.

<sup>4</sup> Persons employed in following major groups: Management, professionals, technicians and associated professionals.

<sup>5</sup> Employees with tertiary education in jobs for which such a qualification is unnecessary.

<sup>6</sup> Answer categories “most of the time” and “always”.

Sources: SLFS, ESS, SHS

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## References and further information

Information on the topic “Work and income” (FSO):

[www.bfs.admin.ch](http://www.bfs.admin.ch) → Topics → Work and income

Work and income definitions (FSO):

[www.bfs.admin.ch](http://www.bfs.admin.ch) → Topics → Work and income → Statistical sources and concepts → Definitions

United Nations Economic Commission for Europe (2015), Handbook on Measuring Quality of Employment. A Statistical Framework, Prepared by the Expert Group on Measuring Quality of Employment. Link: [http://www.unece.org/fileadmin/DAM/stats/documents/ece/ces/2015/4\\_Add.2\\_Rev1\\_Guidelines\\_on\\_QoEmployment.pdf](http://www.unece.org/fileadmin/DAM/stats/documents/ece/ces/2015/4_Add.2_Rev1_Guidelines_on_QoEmployment.pdf)

Rüegger, S. und Ackermann, E. (2014), Zur Mitgliederentwicklung der Gewerkschaften im Jahr 2013. Schweizerischer Gewerkschaftsbund (SGB), Dossier Nr. 105, September 2014



