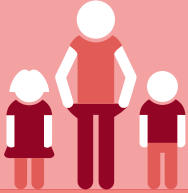
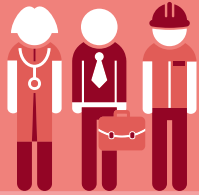
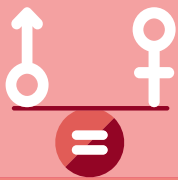


# 2019



## 20

Economic and  
social situation  
of the population

Neuchâtel 2019

## On the way to gender equality

Current situation and developments



Schweizerische Eidgenossenschaft  
Confédération suisse  
Confederazione Svizzera  
Confederaziun svizra

Swiss Confederation

Federal Department of Home Affairs FDHA  
Federal Statistical Office FSO

**Published by:** Federal Statistical Office (FSO)

**Information:** Katja Branger, FSO, tel. +41 58 463 63 03

**Editor:** Katja Branger, FSO

**Series:** Swiss Statistics

**Topic:** 20 Economic and social situation of the population

**Original text:** German

**Translation:** FSO language services

**Layout:** DIAM Section, Prepress/Print

**Graphics:** DEM Section and DIAM Section, Prepress/Print

**Maps:** DIAM Section, ThemaKart

**Online:** [www.statistics.admin.ch](http://www.statistics.admin.ch)

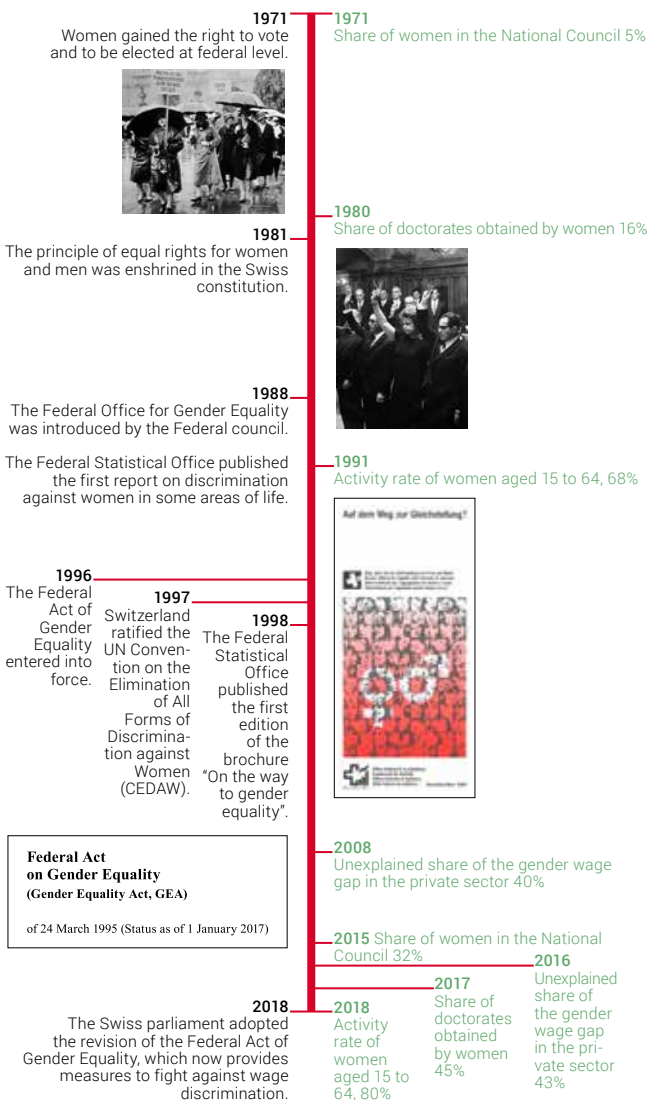
**Print:** [www.statistics.admin.ch](http://www.statistics.admin.ch)  
Federal Statistical Office, CH-2010 Neuchâtel,  
[order@bfs.admin.ch](mailto:order@bfs.admin.ch), tel. +41 58 463 60 60  
Printed in Switzerland

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**FSO number:** 619-1900

# Gender equality

Timeline





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## 1 Education and science

Education is an important mean by which gender equality can be achieved. People with a good education usually have more opportunities to shape their own life and to cope with new challenges in the family, their profession and in politics.

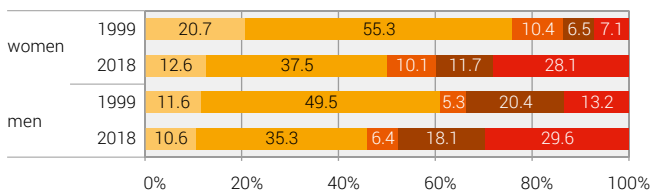
### 1.1 Educational attainment

Educational differences between the sexes have been narrowing over time. The proportion of women without post-compulsory education has decreased. Both the shares of women and of men with a university education have increased markedly. The proportion of women with a higher vocational training has also progressed. This trend towards gender parity to the point of a reversal of the situation with regard to the highest level of education completed is clearly shown among the 25 to 34 age group. More women than men in this age group are graduates of a higher education institution.

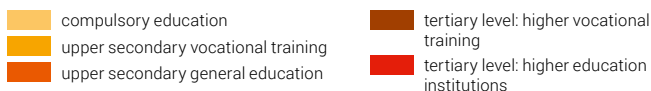
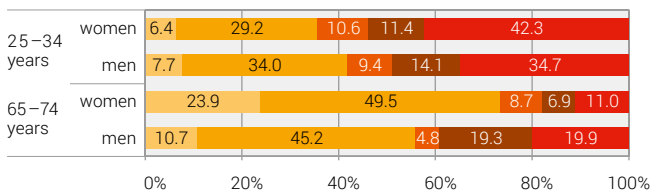
### Educational attainment of the permanent resident population

G1

#### Persons aged 25 to 64



#### 2018, by age



Source: FSO – SLFS

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## 1.2 Completed education

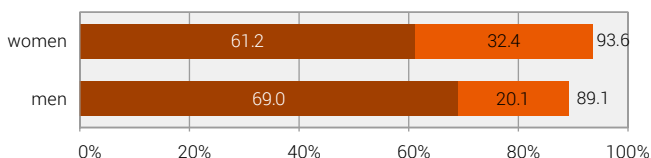
Long-term trends in educational attainment are also reflected in the education and qualifications of subsequent generations.

The upper secondary first qualification rate – meaning the percentage of young people who obtained a first qualification at upper secondary level after having completed compulsory education – shows that more women completed an initial post-compulsory education by the age of 25 than men (94% compared with 89%). The proportion of women who have completed general education is higher than that of men. However, the opposite is true for the qualification rate in vocational training.

### Upper secondary first qualification rate and baccalaureate rate, 2016

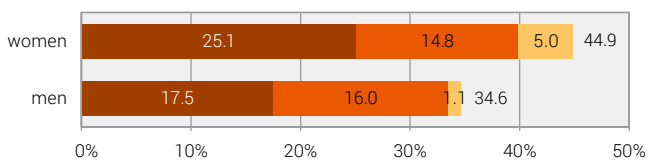
G2

Net average rate 2015–2017 until the age of 25 years, as % of the reference population of same age



First educational qualification

- upper secondary vocational training
- upper secondary general education



- baccalaureate
- federal vocational baccalaureate
- specialised baccalaureates

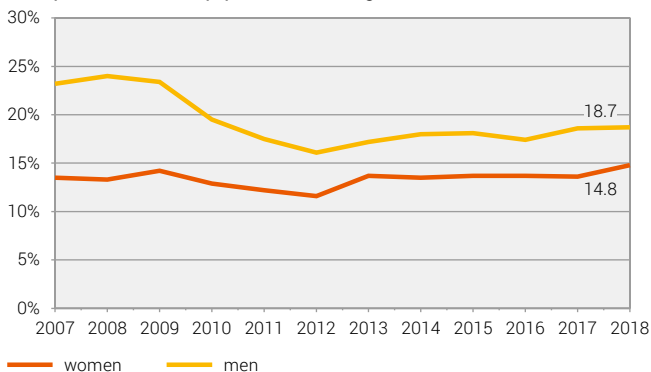
Source: FSO – LABB, as at 29.11.2018

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Also at tertiary level more men than women complete professional education and training. In recent years, women have caught up with and overtaken men in graduation rates from higher education institutions.

## Completed professional education and training G3

30–34 year olds with completed professional education and training as a % of the permanent resident population of same age



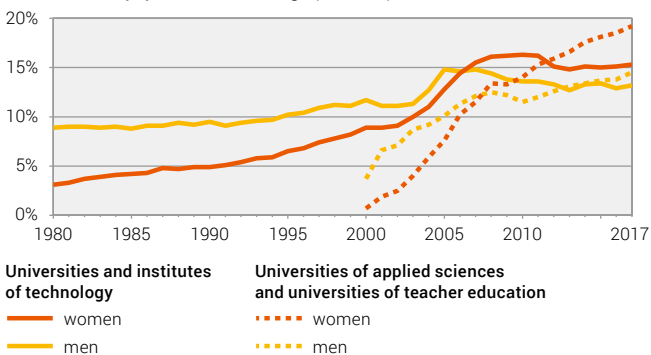
2010: break in the series

Source: FSO – SLFS

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## Qualification rate at higher education institutions G4

First qualification obtained at licentiate/diploma and bachelor level as a % of the resident population of same age (net rates)



2010: break in the series

Sources: FSO – SIUS, ESPOP, STATPOP

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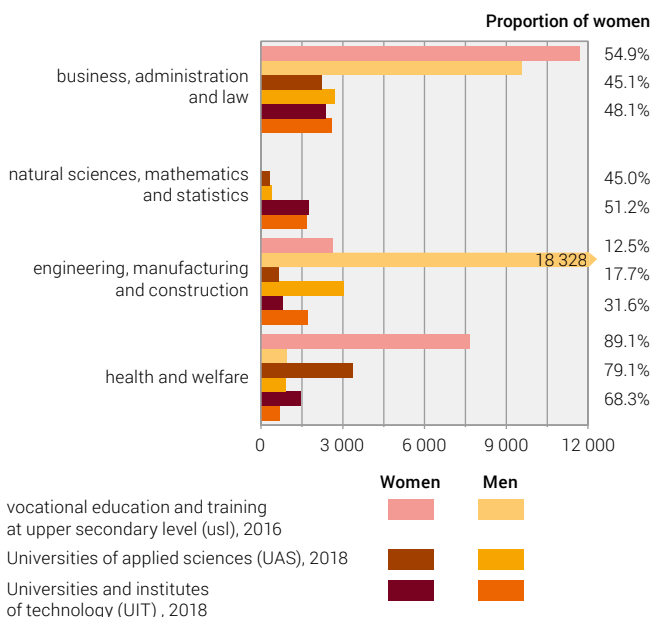


### 1.3 Career and study choices

Career and study choices are gender specific. Young men often choose technical careers and degree programmes such as engineering, manufacturing and construction, and are more likely to do so than young women. In contrast, young women often opt for vocational education and degree programmes in the area of health and welfare, and are more likely to do so than their male counterparts.

#### Vocational education and training<sup>1</sup> and admissions to higher education institutions by fields of education, 2016 and 2018

G 5

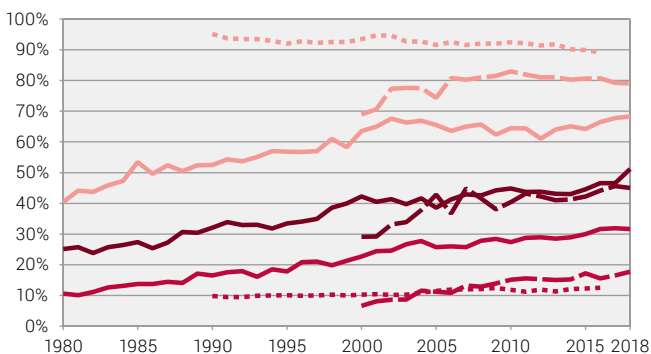


<sup>1</sup> students aged under 20 in first year of diploma training course lasting several years  
Fields of education according to ISCED 2013

The gender-specific nature of career and study choices is only changing slowly. It has become less rigid over the past two decades. Young women are more likely than in the past to choose male-dominated fields of study as for example natural sciences, mathematics and statistics as well as engineering, manufacturing and construction. Also young men are more likely than before to decide on a female-dominated training or programme such as those in the field of health and welfare at upper secondary level and in the field of education at higher education institutions.

## Share of women among the entries in selected ISCED fields of education

G6



### Health and welfare

..... usl      - - - UAS      — UIT

### Engineering, manufacturing and construction

..... usl      - - - UAS      — UIT

### Natural sciences, mathematics and statistics

- - - UAS      — UIT

ISCED: International Standard Classification of Education as defined by UNESCO (2013)

Sources: FSO – SDL, SIUS

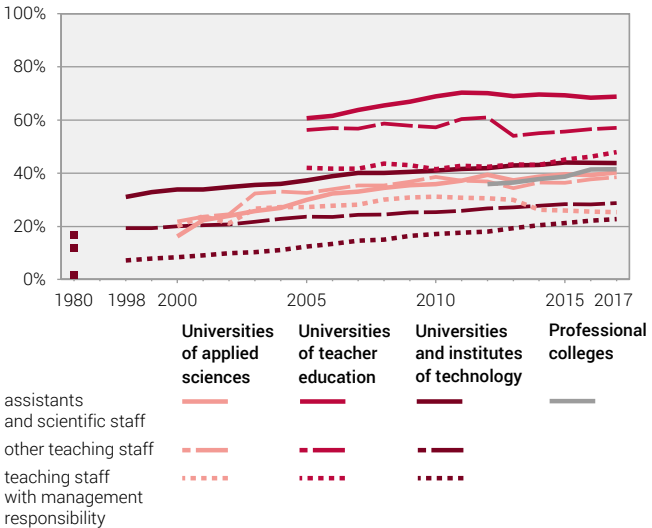
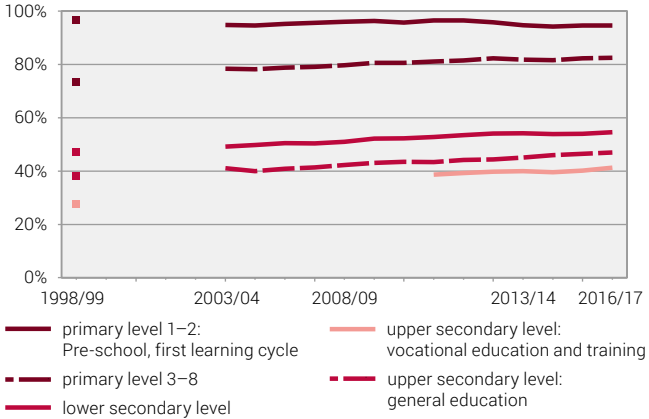
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## 1.4 Teaching staff

The higher the grade, the smaller the proportion of women among teachers. Teaching at primary level 1–2 is an almost exclusively female domain; at university the ratio is inverted. It should however be emphasised, that women are represented in greater numbers among university staff than they were in the past.

## Proportion of female teachers by education level (public education)

G7



Sources: FSO – SSP, SHIS-PERS

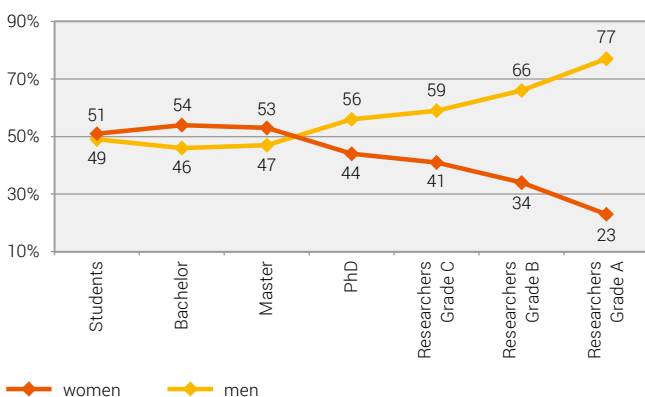
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## 1.5 Scientific career

The journey of women embarking on a scientific career can be compared to a leaky pipeline. Within higher education institutions, in particular, the number of women declines the higher up the academic career ladder one climbs. Despite the feminisation of the student population in the past years, men are in the majority from the doctorate stage on. In 2016, barely a quarter of researchers at the top of the academic ladder were women.

### Women and men in a scientific career, 2016

G8



Grade C: The first grade/post into which a newly qualified PhD graduate would normally be recruited.  
 Grade B: Researchers working in positions not as senior as top position (A), but more senior than newly qualified PhD holders (ISCED 6).

Grade A: The single highest grade/post at which research is normally conducted.

Source: FSO – SIUS

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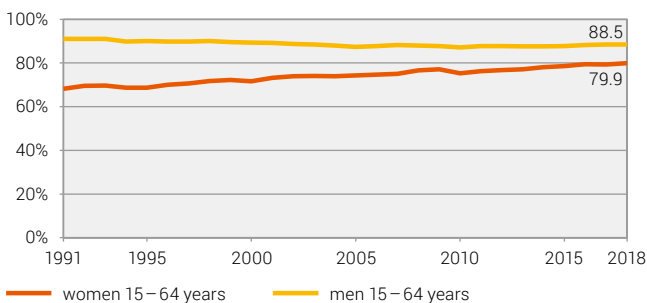
## 2 Paid employment

The knowledge and skills acquired from education can be put to use in paid employment. Although women have made considerable progress in education, their employment history still differs in various ways from that of men. The differences between women and men with respect to paid employment need to be considered also in the context of the distribution of paid and unpaid work between the sexes.

### 2.1 Labour market participation

The economic activity rate of women and men aged 15 to 64 are increasingly narrowing. Since the end of the 1990s, that of women increased, while that of men registered a slight decline until 2004 and then levelled off.

#### Economic activity rate

**G9**


Economic activity rate: persons in employment and ILO unemployed as a percentage of the reference population  
1991-2009: average of the second quarter / from 2010: annual average

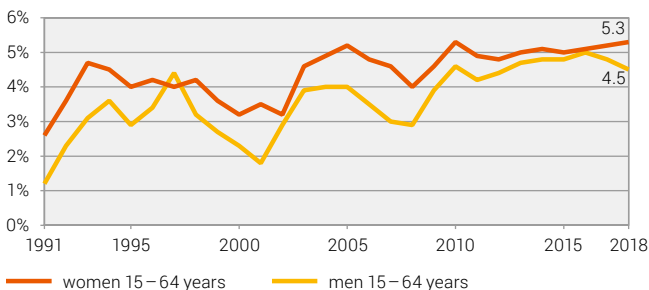
Source: FSO – SLFS

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The unemployment rate based on the ILO definition among women is higher than that among men. The rates for both genders grew much closer between 2011 and 2016 compared with the years before. But over the past two years the gap has widened once again.

## Unemployment rate as defined by ILO

G10



Unemployment rate as defined by ILO (definition of the International Labour Office): share of ILO unemployed on the economically active persons (employed and unemployed persons) in the permanent resident population of 15 years and over.

Unemployed persons as defined by ILO (definition of the International Labour Office): all persons, who were not employed during the reference week and were actively looking for work during the previous four weeks and were available for work.

1991–2009: average of the second quarter / from 2010: annual average

Source: FSO – SLFS

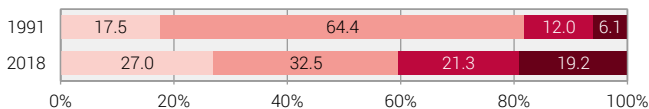
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In accordance with the increase in activity rates, the share of economically inactive persons among women fell from 32% in 1991 to 20% in 2018. The composition of this group has changed markedly. Although housewives still account for the largest group of economically inactive persons, only half as many, compared to the early 1990s, consider themselves as such. During the same period, the share of economically inactive persons among men increased from 9% to 12% and mainly consisted of persons in education and training.

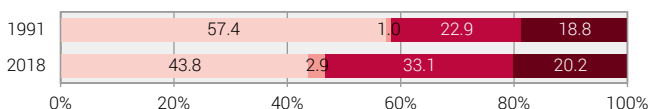
## Economically inactive persons by activity

G11

### Women 15–64 years



### Men 15–64 years



persons in education      pensioners  
 homemakers      other economically inactive persons

1991–2009: average of the second quarter / from 2010: annual average

Source: FSO – SLFS

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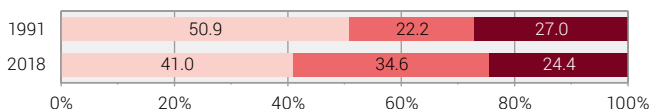
## 2.2 Part-time employment

59% of women in employment have a part-time job, compared with 18% of men. Consequently, part-time work is a typical characteristic of women's working life. In some circumstances, a part-time job can entail precarious working conditions, insufficient social security coverage (e.g. pension fund) and fewer opportunities for further education and training and for career advancement. On the other hand, part-time work does provide the opportunity to pursue other activities, such as training, caring for children, helping other people and doing housework. Since 1991, part-time work has increased among women and men in employment. There has only been a slight decrease for work-time percentages of less than 50% among women.

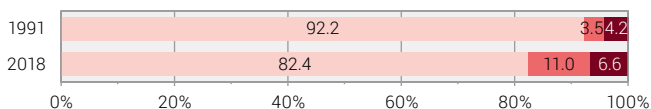
### Full/part-time employed

G12

#### Women



#### Men



full-time (90–100%)
  part-time 50–89%
  part-time <50%

1991–2009: average of the second quarter / from 2010: annual average

Source: FSO – SLFS

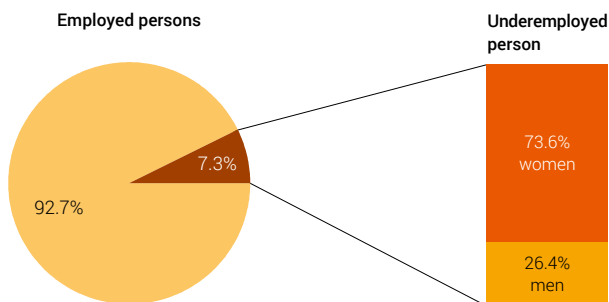
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## 2.3 Underemployment

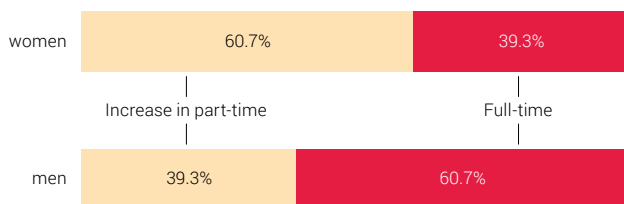
A majority of the underemployed persons, i.e. employed persons working part-time who would like to work more and would be able to do so within a short lapse of time, are women.

### Underemployment 2018

G13



#### Desired level of employment



Source: FSO – SLFS

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Since 2004, there has been a downward trend in the number of women who are underemployed. The demand for full-time employment has seen a clear increase among both women and men. In 2004, 30% of underemployed women would have liked a full-time position compared with 39% in 2018. Among men, the corresponding percentages were 47% and 61%.

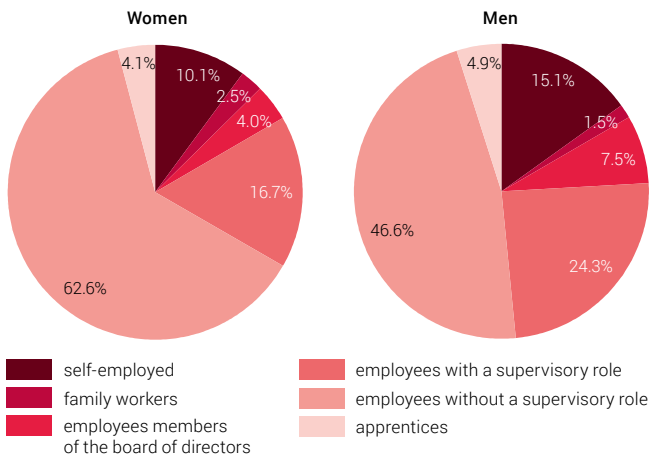
## 2.4 Occupational position

Women are more often employed in a position without a supervisory role whereas men are more often members of the board of directors or have a supervisory role. Women are also less often self-employed than men. Since 2011 no noticeable changes have occurred regarding the distribution of professional positions.



## Occupational position, 2018

G14



Source: FSO – SLFS

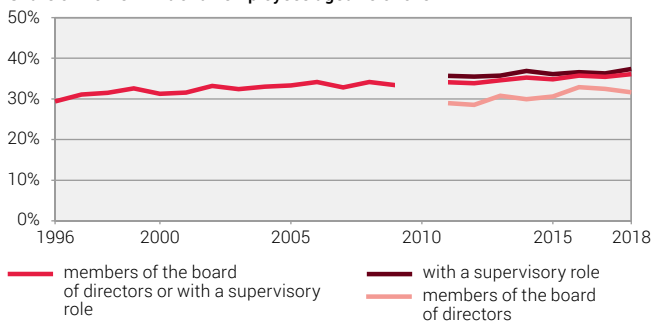
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The proportion of women in management has risen slightly since 1996 and for a few years now has constituted just over a third.

## Women in management

G15

## Share of women in % of all employees aged 15 or over



Break in the series due to the rewording of the question on occupational position. Although the rewording was introduced in 2010, it is only valid for the whole sample from 1st quarter 2011 onwards. For this reason the 2010 data are not published.

1996–2009: average of the second quarter / from 2010: annual average

Source: FSO – SLFS

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## 3 Wages

Specific features of female economic activity, such as, for example, lengthy interruptions for family reasons and the resultant fewer years of service and lack of professional experience impact on the wage differential between the sexes. In addition, the wage is dependent on personal factors such as education and on varying occupations and structural characteristics, e.g. on the level of responsibility in the workplace and the economic activity. The inequality between men and women in these areas can be clearly seen in differences in wage.

### 3.1 Wage gap since 1994

The standardised gross monthly wage (median)<sup>1</sup> of women in the total economy was CHF 6011 in 2016; that of men was CHF 6830. This represents a wage gap of 12.0%. Women earned 14.6% less than men in the private sector and 12.5% less than men in the public sector. The gap between women and men has shown a narrowing trend over the past two decades.

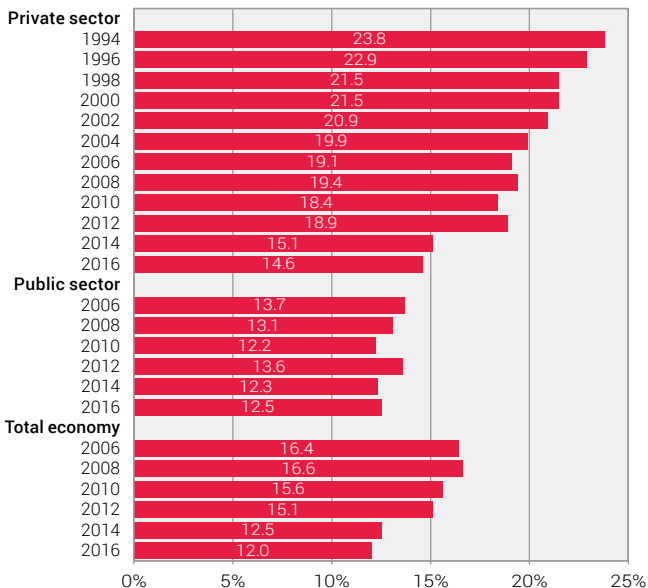
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<sup>1</sup> Gross monthly wages are standardised to 40 hours a week and  $4\frac{1}{3}$  weeks a month. The median divides the group under investigation into two: For half of the employees, the standardised wage is above the given median, for the other half below it.

## Gender wage gap

G16

Difference in relation to men's gross monthly wage (median)



Source: FSO – SESS

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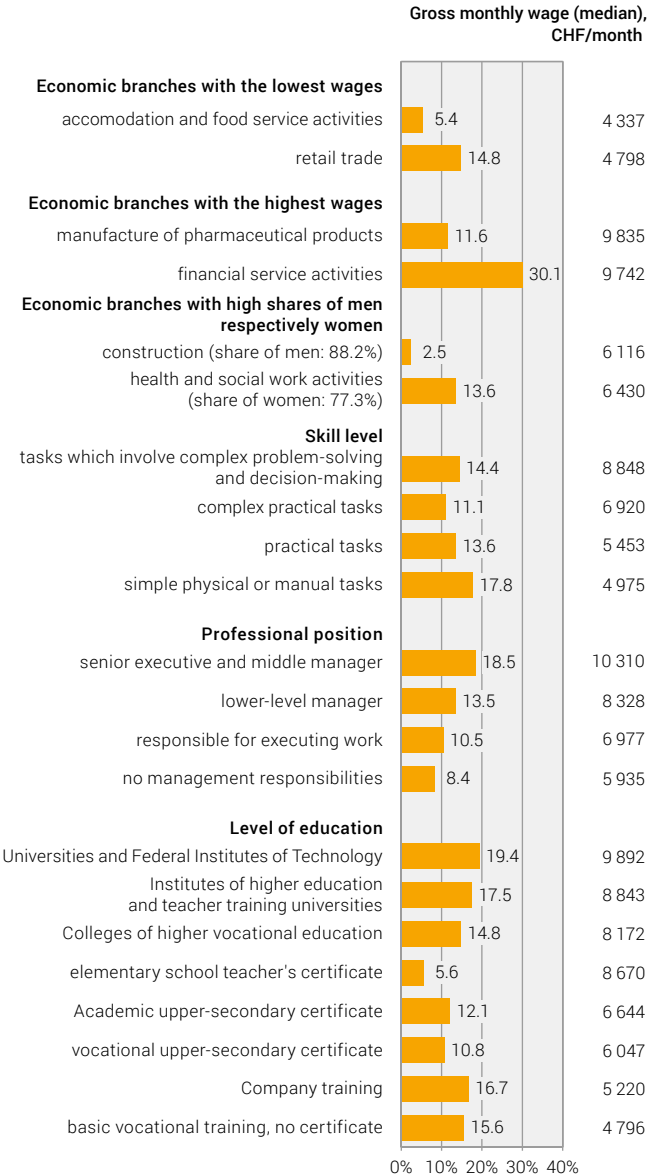
### 3.2 Wage gap by various characteristics

There are observable wage gaps between women and men across all branches of the economy and in general the higher the level of hierarchy, the greater the wage gap. Women's salaries are lower than men's even when they have the same education and the same skill level.

## Gender wage gap by various characteristics, 2016

Private and public sectors combined

G17



Source: FSO – SESS

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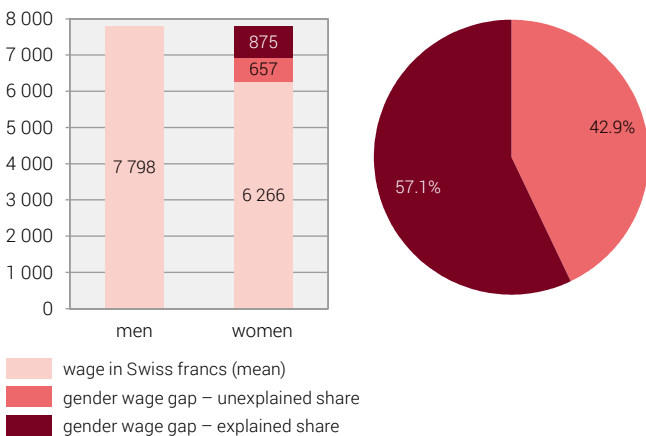
### 3.3 Explained and unexplained gender pay gap

The explained and unexplained share in gender pay gap are calculated in the context of in-depth studies on behalf of the Swiss Federal Statistical Office and are regularly published.<sup>2</sup> According to the analyses, based on the mean, the explained share in the gender pay gap in the private sector for 2016 was 57.1%. The remaining 42.9% could not be explained by the objective factors examined and are therefore considered as unexplained. In the public sector the unexplained wage gap was 34.8%.

#### Explained and unexplained share in gender wage gap, 2016

Private sector, in francs per month

G 18



Results based on NOGA 2008

Source: FSO – SESS; calculation: B,S,S.Volkswirtschaftliche Beratung AG

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<sup>2</sup> Comparative analyses of women's and men's wages based on Earnings Structure Survey are available in German or French at [www.statistik.admin.ch](http://www.statistik.admin.ch) → Statistiken finden → 03 – Arbeit und Erwerb → Löhne, Erwerbseinkommen und Arbeitskosten → Lohnniveau – Schweiz → Lohnunterschied

### 3.4 Modest and high wages

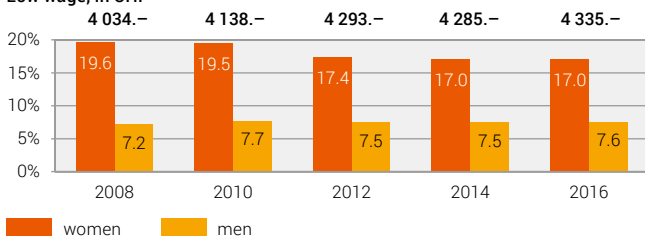
The proportion of persons earning a low wage varies significantly depending on gender. Far more women than men have to make do with low wages.

#### Employees with a low wage

Private and public sectors combined

G19

##### Low wage, in CHF



A low wage is a «low remunerated» wage inferior to two thirds of the standardized gross monthly wage (median). It is calculated on the basis of a full-time equivalent of 40 hours a week.

Source: FSO – SESS

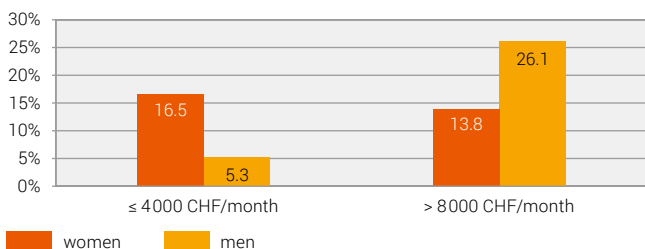
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The distribution of net wages shows also clearly the wage gap between women and men. In 2016, three times as many women in employment as men had a net monthly wage of CHF 4000 or less available. In contrast twice as many men than women obtained a net wage of more than CHF 8000 per month.

#### Full-time employees with a modest or high net wage, 2016

Private and public sectors combined

G20



Source: FSO – SESS

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## 4 Balancing work and family

Balancing work and family life is a challenge for both partners. Women today are increasingly better educated and mostly remain active in the labour market even after they have children. Fathers are increasingly involved in bringing up their children.

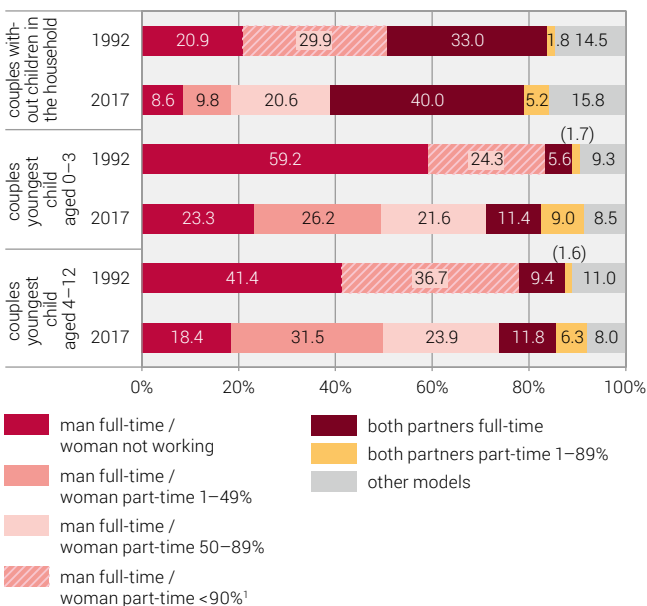
### 4.1 Employment models in couple households

The model in which the father is employed full-time and the mother part-time is the most frequently chosen one in family households, followed by the model with the father in full-time employment and the mother economically inactive. However, compared to the past, less women reduce their working hours or give up (temporarily) their job when they have children.

#### Employment models in couple households

Men 25–64 years, women 25–63 years

G21



<sup>1</sup> 1992 the difference between part-time work of <50% and part-time work of 50–89% was not made for all household members.

(figure): limited statistical reliability

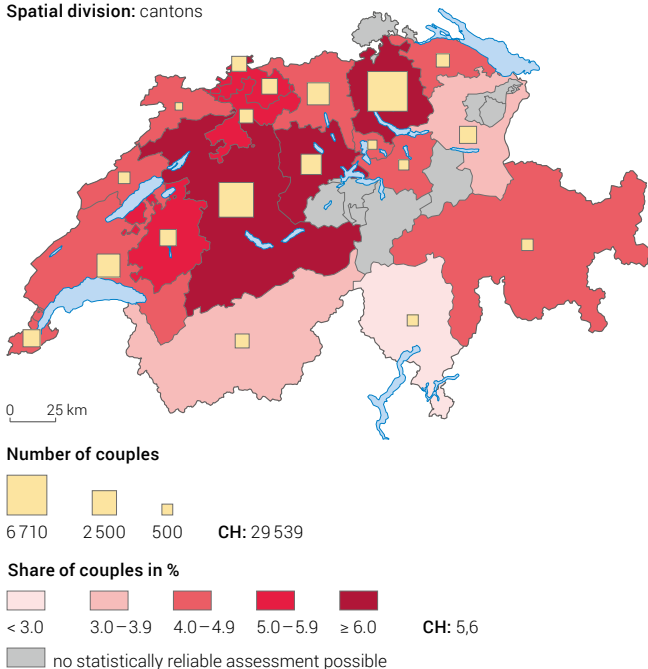
As the children grow older, a decline is seen in the number of households with mothers who are economically inactive and an increase in households with mothers with a higher worktime percentage (part-time at 50-89% or full-time). Mothers living alone with their children are not only more likely to be employed than mothers with a partner, but they also tend to have a higher work-time percentage.

Although their share has increased since 1992 because fathers work on a part-time basis slightly more often than in the past, only a minority of parents with their youngest child under 13 years old live according the model in which both partners work part-time. This practice is more commonplace in German-speaking Switzerland. In contrast, the model with both parents working full-time is more common in French-speaking Switzerland.

## Employment models in couples: both partners employed part-time, 2011–2015<sup>1</sup>

G 22

Spatial division: cantons



<sup>1</sup> Only couples with youngest child aged 0 to 12

Part time: work-time percentage 1–89%

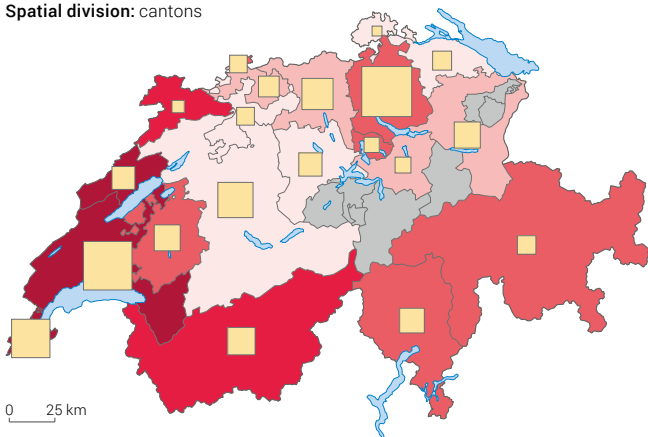
The results are based on five consecutive annual structural surveys.



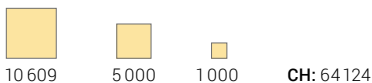
## Employment models in couples: both partners employed full-time, 2011–2015<sup>1</sup>

G 23

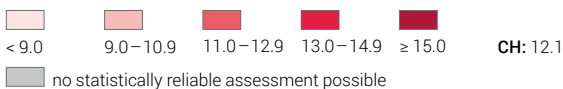
Spatial division: cantons



### Number of couples



### Share of couples in %



<sup>1</sup> Only couples with youngest child aged 0 to 12

Full-time: work-time percentage 90–100%

The results are based on five consecutive annual structural surveys.

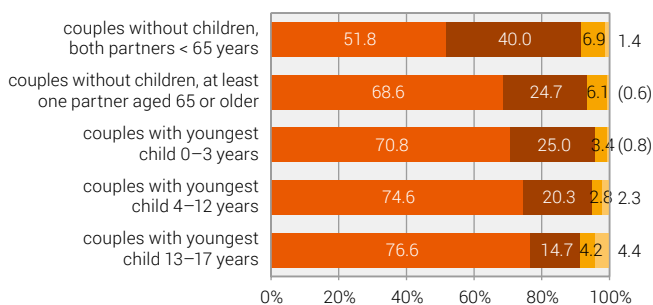
## 4.2 Sharing of domestic work

In the majority of cases, the domestic work is carried out mainly by the woman. Both partners participate in domestic work most often when they are under 65 and have no children. In families with young children domestic work is carried out slightly more often by both partners than in families with older children. In addition to age, a tertiary education and the employment models of “both partners working full-time” and “both partners working part-time” are other factors that favour the shared division of domestic work.

### Sharing of domestic work in couple households, 2013

Both partners aged 15–80

G24



#### Domestic work mainly carried out by:



(Figure): extrapolation based on fewer than 30 observations. Results should be interpreted with great caution.

Source: FSO – FGS

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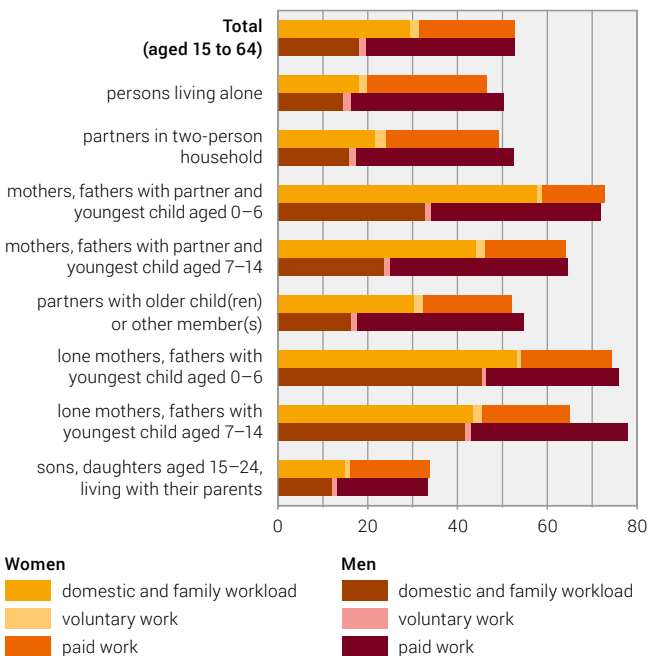
### 4.3 Total workload

Although professional and family roles are unequally divided in our society, the total amount of hours worked by men and women is by and large the same in comparable family situations. Compared with 2010, women spend 1.3 hours more on paid work and men 1.7 hours more on domestic and family work.

#### Time spent on paid work, on domestic and family workload and on voluntary work, 2016

Permanent resident population aged 15 to 64, in hours per week

G25



Source: FSO – SLFS

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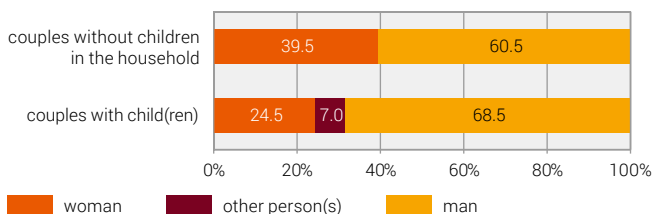
## 4.4 Contribution to household earnings

The individual contributions made by the woman and the man to the household's earnings are the result of the different activity rate and remuneration of each partner. The imbalance varies in severity depending on the family situation. In couples without children the woman provides a greater part of the total earnings than in couples with children.

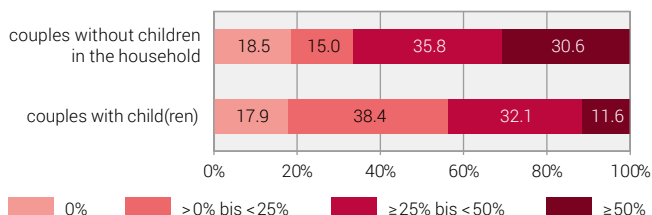
### Contribution to household earnings, 2016

G 26

#### Percentage of earnings of all household members



#### Share of households by woman's contribution



Income from employment of all persons in the household excluding child allowances or daily allowances (in the case of unemployment, sickness or for other reasons)

A «child» is considered to be any person between the ages of 0 and 24 who lives in the same household with at least one parent.

Source: FSO – SILC

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In almost one out of five couples, the woman earns no income. Among couples without children, three out of ten women contribute at least half of the income derived from work. This share is around one in ten when one or more children are present in the household.

## 5 Unpaid work

An activity is classed as unpaid work if it is a productive activity that has no remuneration and could in theory be carried out by a third person for payment: domestic and family workload, honorary activities and work for voluntary organisations (formal voluntary work) and helping friends and family, who do not live in the same household (informal voluntary work).

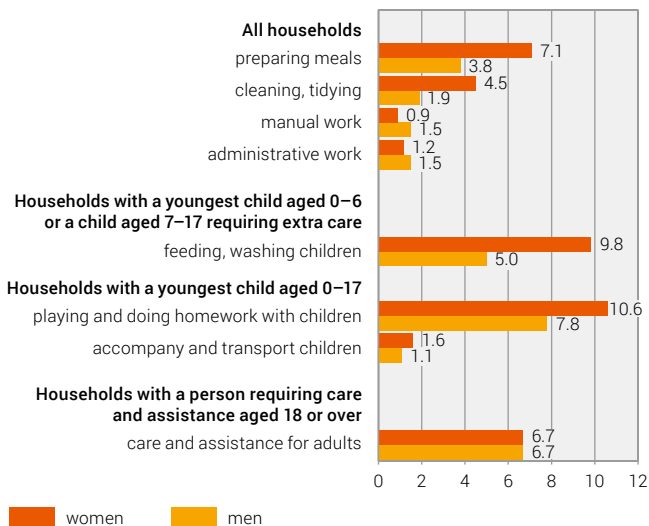
### 5.1 Selected housework and family tasks

Women spend more time than men on most household and family tasks. Exceptions are administrative tasks and household repairs. Looking after and caring for children, preparing meals and cleaning are the most time-consuming tasks.

#### Time spent on some housework and family tasks, 2016

Hours per week

G27



Source: FSO – SLFS

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## 5.2 Voluntary work

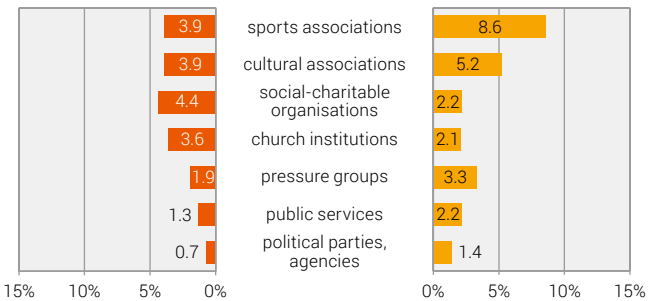
Men commit themselves more than women to organised voluntary work (22% compared with 17%) and assume far more management responsibilities in this area. Basic tasks are carried out almost equally by women and men. The participation rate of women in informal voluntary work is, however, greater than that of men (35% compared with 28%).

### Involvement in voluntary work, 2016

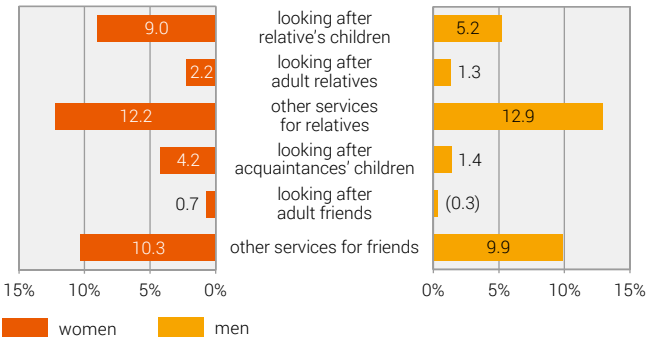
In percent of the resident population aged 15 and older

G28

#### Formal voluntary work



#### Informal voluntary work



(figure): The result is based on fewer than 50 observations in the sample and should therefore be interpreted with great caution.

## 6 Precarious life situations

A precarious financial situation in old age or even earlier, poverty and experiences of violence are threatening life situations that affect women and men in different ways. A few individual aspects will be examined below in further detail.

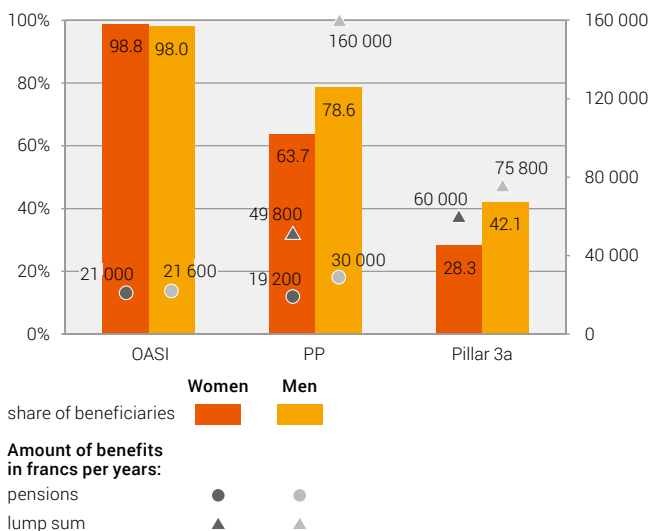
### 6.1 Old age provision

The old age provision system of Switzerland is also known as the “three-pillar system” and is comprised of the old age and survivors’ insurance (OASI), the occupational pension plan (PP) and the third (3a) pillar (private savings). In part due to their non-linear professional paths, women face poorer old age provision than men. Although, according to the system, only small differences exist between women and men with regard to the amount of OASI pensions they receive, benefits from occupational pension plans (PP) vary greatly between the sexes.

#### Share of beneficiaries from the three pillars of the old age provision system and amount of benefits, 2015

Pensioners up to 5 years after official retirement age

G29



Only payment of benefits that occurred in the context of retirement.

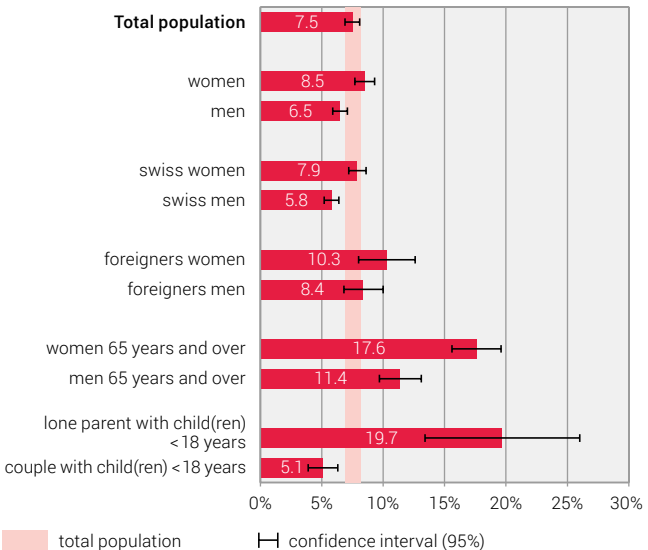
Definition of pensioners: People who have reached official retirement age and who receive a benefit from at least one of the pillars of the old age provision system.

## 6.2 Poverty

In addition to insufficient old-age provision, poverty is also often the result of the gender-specific division of labour, which leads women to work shorter hours and to interrupt their employment. Separations and divorces must also be seen as the cause of a difficult material and social situation: in certain cases those affected can no longer maintain the minimum standard of living.

### Poverty rates, 2016

G30



The poverty rate is based on income and does not take into account any financial assets.

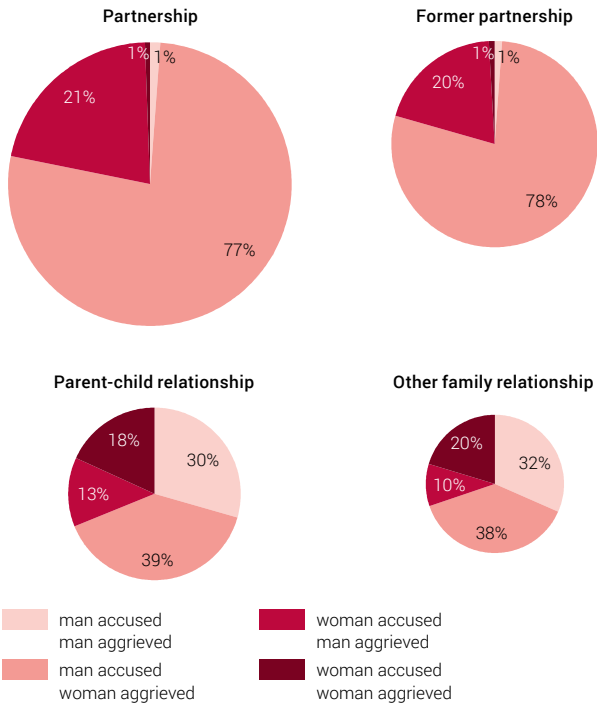


## 6.3 Violence

Violence affects both men and women but in different ways and to a varying extent. Men are more likely than women to appear in police statistics for violent crime, both on the side of the accused party as on the side of the aggrieved. In domestic crimes, however, women are more often reported as the aggrieved party while men are more frequently the accused.

### Domestic violence: distribution of victims and defendants by sex and relationship, 2017

G31



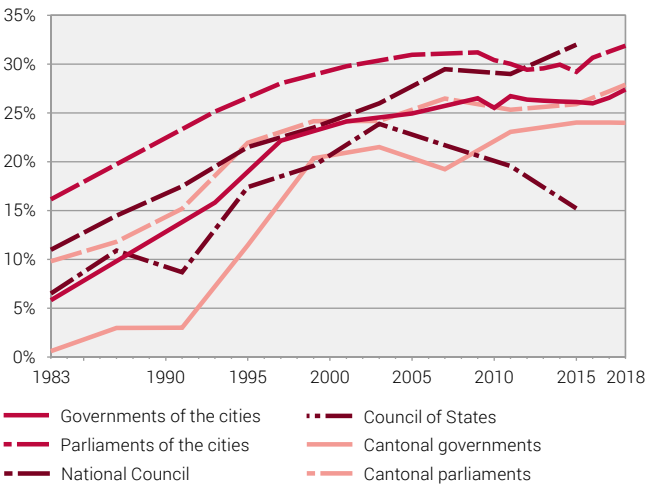
The areas are proportionate to the absolute number of cases: offences of domestic violence reported by the police occurred in a partnership 4948, former partnership 2619, parent-child relationship 1831 and other family relationship 1175.

## 7 Politics

The representation of women in political institutions is not equal across all levels. In 2019, at the federal level, it is 15.2% in the Council of States, 32.0% in the National Council and 42.9% in the Federal Council (3 out of 7 Federal Councillors). On average, women have one fourth of the seats in the cantonal governments and in the executive authorities of the cities, with their share ranging between zero (AR, TI and LU) and 60.0% (TG). Female representation in the cantonal parliaments is slightly higher and is 27.9% overall. It ranges from 14.0% (SZ) to 37.8% (BL) Women account for 31.3% of the legislative powers in towns and cities. Following a clear progression in the 1980s and in particular in the 1990s, the momentum has decreased. The increase has only been maintained in the National Council.

### Development of the share of women in political institutions

G32



Source: FSO – Election Statistics

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## 8 Attitudes

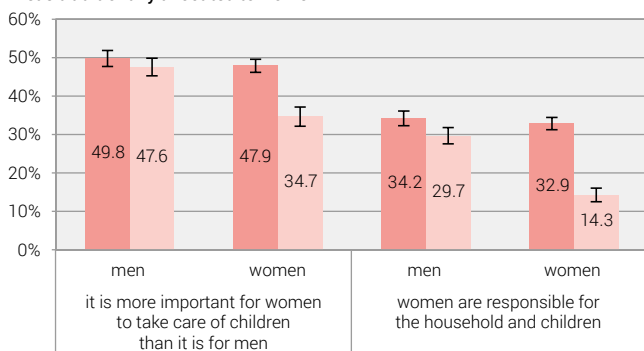
While traditional role models have been slightly toned down, they still have a strong impact on the population's attitudes. Men, and regardless of gender, those whose highest level of education completed is compulsory education or upper secondary school tend to adhere more strongly to traditional role models. The link between attitudes and qualifications is stronger among women than it is among men.

### Share of women and men who support traditional role models, 2013

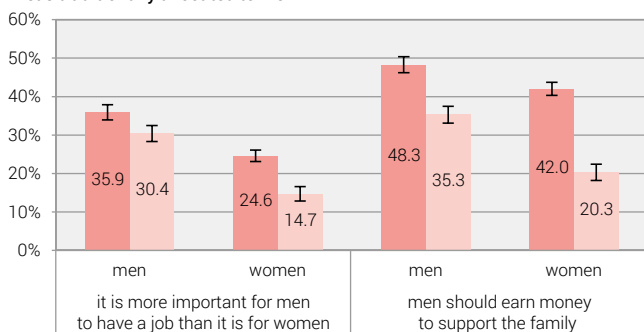
Persons aged 25–80

G33

#### Areas traditionally allocated to women



#### Areas traditionally allocated to men



■ compulsory education / upper secondary school

■ tertiary level

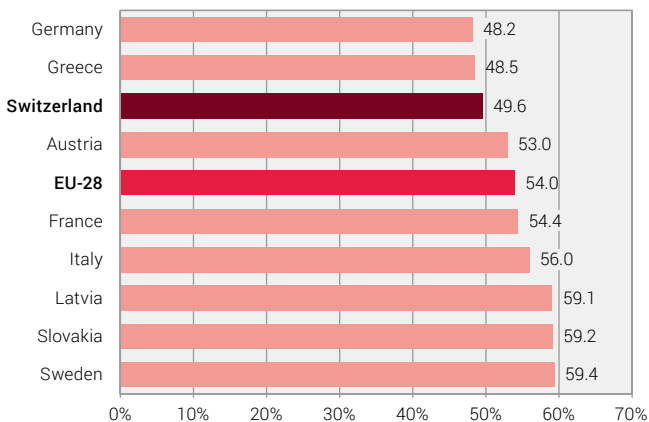
confidence interval (95%)

Note: The other persons mainly say that there is no difference between women and men.

## 9 European comparison

### Share of women among tertiary level students<sup>1</sup>, 2016

G34



<sup>1</sup> ISCED-2011 grades 5–8

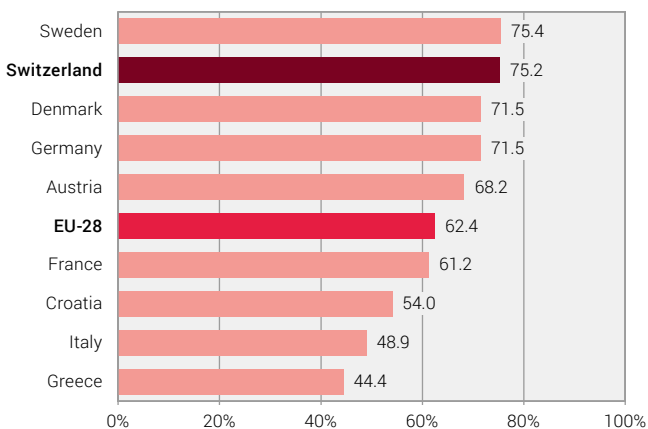
Source: Eurostat, as at 15.3.2019

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### Employment rate of women, 2017

As % of women of working age (15–64 years)

G35

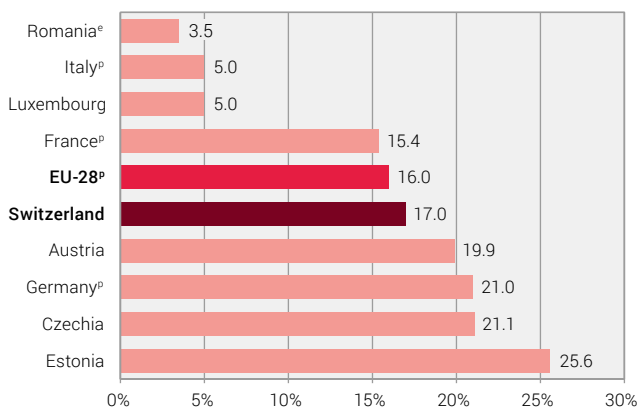


Source: Eurostat, as at 11.3.2019

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## Gender pay gap in industry, construction and services<sup>1</sup>, 2017

G36



<sup>1</sup> The pay gap without adjustments refers to the difference between the average gross hourly wage of men and that of women as a % of men's wages. The population includes all employees regardless of age and weekly work hours.

<sup>e</sup> estimated

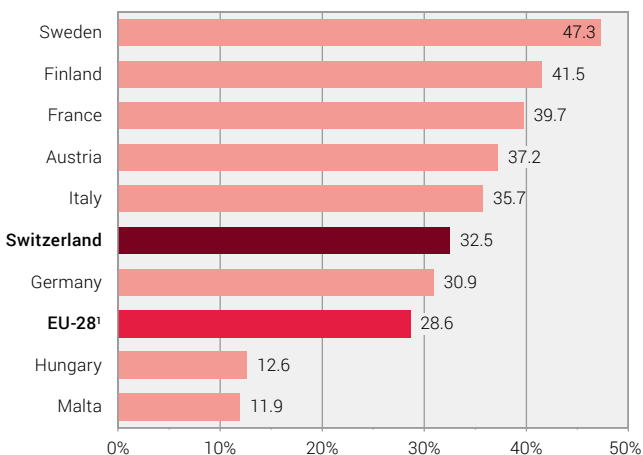
<sup>p</sup> provisional figure

Source: Eurostat, as at 7.3.2019

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## Representation of women in national parliaments, 2019

G37



<sup>1</sup> The figure for the EU-28 corresponds to the average of the percentages of all member countries.

Source: Inter-Parliamentary Union (IPU), as at 1.1.2019

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