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## Discrimination in Figures

# It's still the men who call the shots!

In important sectors of the everyday Swiss scene, one still finds many inequalities to the disadvantage of women which clearly persist because of their sex.

## Education

■ Almost twice as many women as men have not completed any supplementary course of education after the compulsory primary school.

■ The period of apprenticeship in the typical women's occupations is shorter than that for men's.

■ Only one third of the university licentiate degrees go to women and only one fifth of the doctorates.

■ Only 2% of the professors at our universities are women.

## Gainful employment

■ Of women who work only 5% have leading positions: for men, the proportion is 17%.

■ Even if they have had the same vocational training as the men, women have a far smaller chance of exercising a leading function. Thus only 1% of the women with a

commercial diploma have managerial positions. For men with identical qualifications, the proportion is 14%.

■ The interruptions to a women's career caused by her need to fulfil family responsibilities tend to hinder her rise to higher posts. Thus between 40-49, only 5% of the women who are gainfully employed hold leading positions. For men in the same age bracket, the proportion is 22%.

## Earnings

■ Seen as a whole, women earn on an average some 30% less than men.

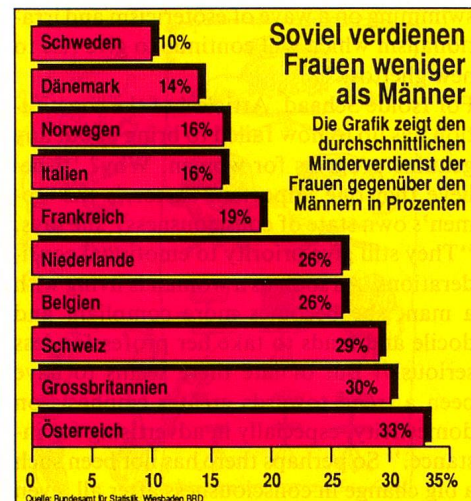
■ Even in comparable positions, the difference in earnings amounts to about 20%.

■ The difference in earnings which can be attributed entirely to discrimination has been estimated as ranging from 7% to 16%.

## Social Insurance

■ Benefits payable are in the main related to the recipient's earnings from gainful employment. Thus the unpaid work of the woman in household chores and care of her family is inadequately insured.

■ "Old age" pensions (AHV), amounting



How much less do women earn than men?

to less than Sfr. 1,000.- per month, are paid to a higher proportion (36%) of women than is the case with men (25%).

## The Family

■ Housework is still generally seen as the sphere of work for women. They spend overall six times as much time on such chores as men.

■ The women who work full-time are subjected to a double burden. For their duties in the household they spend four times as much time as do men who have full-time jobs.

## Politics

■ In the Swiss Parliament women members amount to only 14% of the total.

■ In the cantonal parliaments, the overall proportion of women is only 12%.

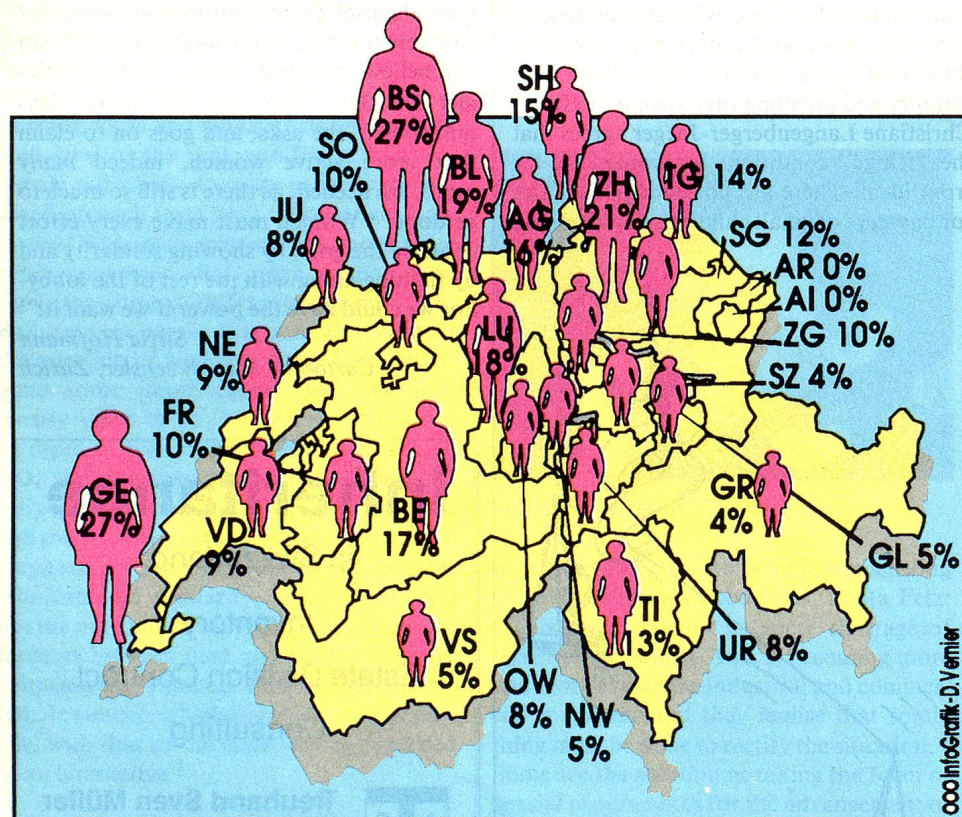
■ In Swiss towns and cities, representation by women reaches an average level of 18% in the legislative assemblies but of only 8% in the executive bodies.

Source: Federal Office for Statistics, Berne

(This survey has been based on approximate data indicators, and should thus be seen only as a rough assessment of the proportions involved.)

## The NHS Annual: its theme this year is women's rights

The annual publication of the New Helvetic Society (NHS) for 1989/90 is devoted to the "Position of Women in Switzerland". It deals with the past, the present and future of the various spheres of life concerning women. All the articles in question have been written by women writers. Copies (price: about Sfr. 29.-) can be obtained from the Secretariat for the Swiss Abroad, Alpenstrasse 26, CH-3000 Berne 16.



The extent to which women are members of the cantonal parliaments still shows considerable variations.