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National Barometer on Equality 2018

Focus on equal pay

Bern, November 15, 2018

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Foreword

A large majority of working people in Switzerland do not believe that gender equality has been achieved. This is shown by the National Barometer on Equality produced by Lucerne School of Social Work and gfs bern, commissioned by the Swiss Conference of Gender Equality Delegates (SKG). 8 out of 10 working people believe there is general pay inequality to the disadvantage of women. Two fifth of the women surveyed have felt discriminated against in terms of salary. Most of the respondents think that measures to improve pay equality are necessary and sensible.

In 2016, the Swiss Conference of Gender Equality Delegates (SKG) commissioned a widely read study on the effects of part-time working on pension provision. In presenting the National Barometer on Equality, with a focus on equal pay, the SKG is addressing another important theme relating to equality: the entitlement to equal pay, which has been enshrined in the Federal Constitution for 37 years and in the Gender Equality Act for 22 years.

The prohibition on discrimination and the requirement for equal treatment are enshrined in the Federal Constitution and in the law. The Constitution states that equal treatment is required in the family, at work and in education. It also declares that women and men are entitled to equal pay for work of equal value. The Gender Equality Act (GEA) forbids discrimination on the grounds of gender in working life: from recruitment and salary, training and termination of employment through to sexual and sexist harassment in the workplace. So much for the law. But what do working people in Switzerland have to say? Before now, no representative survey existed. The National Barometer on Equality, a “pressure gauge”, is now enquiring into how Swiss working people perceive the current status of equality.

In summer 2018, Lucerne School of Social Work collaborated with gfs.bern to conduct a representative online survey of 1,852 working people aged between 18 and 65, to find out how they perceive equality and equal pay. The results of the SKG’s National Barometer 2018 are in line with results from other national and international surveys.

The perceptions of the respondents who participated in the National Barometer on Equality 2018 show:

- A large majority of respondents believe that the equal treatment of men and women in the family, in education and at work, as laid down in the Federal Constitution, has not been achieved.
- Women think that equality has been achieved to a lesser extent than men – in pay equality, but also in positions of leadership and in politics.
- 17% of women and nearly 2% of men reported having experienced sexual or sexist harassment in the workplace. A good 8 out of 10 working people believe there is general pay inequality to the disadvantage of women.
- A third of working people suspect pay discrimination in their current workplace. Nearly one woman in two suspects this. Suspected pay discrimination within the company increases with the size of the company (number of employees). This opinion is most frequently expressed by people in junior and middle management positions.
- 98% of women and 88% of men advocate measures to improve pay equality.
- Over half (57%) of working persons felt they had been discriminated against at work because of their gender. Women (71%) are considerably more likely than men (43%) to report experience of discrimination.

For many years now, equal pay has been an important topic for the specialist equality departments. 70 municipalities and cantons have signed the “Charter for Equal Pay in the Public Sector”, demonstrating a long-term commitment in this area. Pay discrimination is one of the most commonly alleged types of discrimination under the Gender Equality Act. The recently published study of cantonal case law relating to the Gender Equality Act showed that the Gender Equality Act is not being adequately applied by the courts and that decisions are very often made to the disadvantage of employees.

As a survey by the Equality and Human Rights Commission (EHRC) shows, pay inequality has a direct impact on how employees relate to their employers, on people's well-being and also on the quality of their work. A lack of equal treatment and a lack of measures to promote equality not only prove costly to women, but also harm society as a whole. It is therefore everyone's responsibility to comply with the requirement to treat people equally – and not just in relation to equal pay.

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National Barometer on Equality 2018

Focus on equal pay

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Key facts

In July and August 2018, a representative online survey was conducted in cooperation with gfs.bern ag to find out how persons aged between 18 and 65 working in Switzerland perceive equality and equal pay. The purpose of the survey was to establish whether and where the working persons perceived problems and which solutions they regard as appropriate.

- a) A large majority of working persons in Switzerland perceive the **equality of men and women**, as required by the Federal Constitution, **not** to have been achieved or to have been only **partially achieved**. Women perceive the current status of equality more negatively than men in all the areas included in the survey. These include the **family**, **education** and the **workplace**. The tendency is also evident as regards **leadership positions** and in **politics**.
- b) The least satisfactory implementation of gender equality is perceived to be in **leadership positions**, followed by the implementation of gender equality in the **workplace** in general. In these two areas, about 90% of working persons in Switzerland see equality as not achieved or only partially achieved.
- c) Over half (57%) of working persons in Switzerland felt they had been **discriminated against at work because of their gender**, with women reporting this considerably more frequently (71%) than men (43%).
Vorschlag sdu: Amongst women, 40% report having **experienced pay discrimination because of their gender**.
- d) 17% of women and nearly 2% of men reported having experienced **sexual harassment** in the workplace.
- e) Overall, over half of working persons do not know that the principle of “**Equal pay for work of equal value**” is **enshrined in the law**.
- f) At least eight out of ten working persons in Switzerland perceive **pay inequality to the disadvantage of women**. Vorschlag sdu: consider that there is **pay discrimination to the disadvantage of women**.
- g) A third of working persons in Switzerland suspect there is **pay discrimination in their company**. Suspected pay discrimination within the company increases with the number of employees. Overall, persons in junior and middle management are most likely to suspect pay discrimination within the company, and those in senior management least likely.
- h) Almost four out of ten working persons in Switzerland state that they know how much their colleagues are paid, with men saying so more frequently than women. A good half of working persons in Switzerland report that there is a **transparent salary system** in their company. Persons working in public administration, transport and agriculture are most likely to report that there is a transparent salary system in their organisation (63%–74%). 16% of working persons in Switzerland state that wage analyses have already been performed in their company.
- i) Overall, women are **less satisfied with their own salary** than men. One woman in three and one man in four in Switzerland does not believe that their own salary properly reflects the work they do. Persons in companies with a transparent salary system are more satisfied with their own salary, and more likely to

- think that their remuneration reflects the work they do. The positive effect of a transparent salary system on perception of the appropriateness of the salary is stronger for women than for men.
- j) Just under six out of ten men and five out of ten women have ever negotiated their salary. Women were less successful at **salary negotiation** than men.
 - k) Working persons in Switzerland are most likely to regard speaking directly to their line manager (71%) and asking for a pay rise (37%) as the appropriate **action** to take if they were to be **clearly affected by wage discrimination**. The option of taking the case to a court or tribunal was particularly unlikely (1%) to be considered.
 - l) Over 90% of working persons in Switzerland advocate **measures to improve pay equality**. The most frequent agreement was with **more information** for employees and employers (39%) and the **implementation of state controls** (34%).
 - m) More than eight out of ten of the working persons surveyed are in favour of stricter enforcement of the **Gender Equality Act in the area of equal pay**. At 94%, women are more likely to be in favour of stricter enforcement than men, although 73% of the latter are nevertheless in favour of it.

These trends from the National Barometer on Equality 2018 are also evident in other national and international surveys. Gender equality is also an increasingly important topic for young people, as the current Credit Suisse Youth Barometer shows (Credit Suisse, 2018). Agreement with a stricter application of the Gender Equality Act is already evident from an online survey of 300 women in French-speaking Switzerland (Qualinsight/Bilan, March 2018). Perceptions that equality has not been achieved and the very widespread suspicion that women receive less pay than men for equal work are also seen in the *overall* population of Europe (Special Eurobarometer 465, 2017).

1 Introduction

The requirement for the equal treatment of women and men in the family, in education and at work, as well as in terms of salary, is enshrined in the Constitution. The Gender Equality Act (GEA) forbids discrimination on the grounds of gender in working life: from recruitment and salary, training and termination of employment through to sexual and sexist harassment in the workplace. Women and men are to a large extent equal in the eyes of the law. Their perceptions of how equality is actually implemented have not previously been investigated for Switzerland as a whole. This was the reason for creating the National Barometer on Equality: as a measuring tool that examines the current status of equality from the perspective of the general population. The main focus was placed on pay equality.

This National Equality Barometer is a representative survey of the Swiss working population, and was conducted for the first time in 2018. Lucerne School of Social Work was commissioned to produce the Barometer in June 2018. 1,852 working persons (including self-employed) aged between 18 and 65 from all of Switzerland were asked about how they viewed equality and the elimination of pay inequality. The questionnaire contains mainly closed questions, as well as two open questions. The results are representative in terms of gender and large region.¹ The online survey was conducted by gfs.bern ag. Three questions from a current “Eurobarometer” on equality (Special Eurobarometer 465, 2017) were adapted for the survey to enable a comparison to be made with international data. Details of the way the survey was conducted, the sample, data controls and statistical data, as well as the questionnaire, are given in the Annex. The reported differences are significant unless otherwise stated in the report. Differences by age, region or educational level are generally not significant.

¹ Sampling error max. 2.3%.

2 Findings

The findings of the National Barometer on Gender Equality 2018, with a focus on equal pay, are presented below.

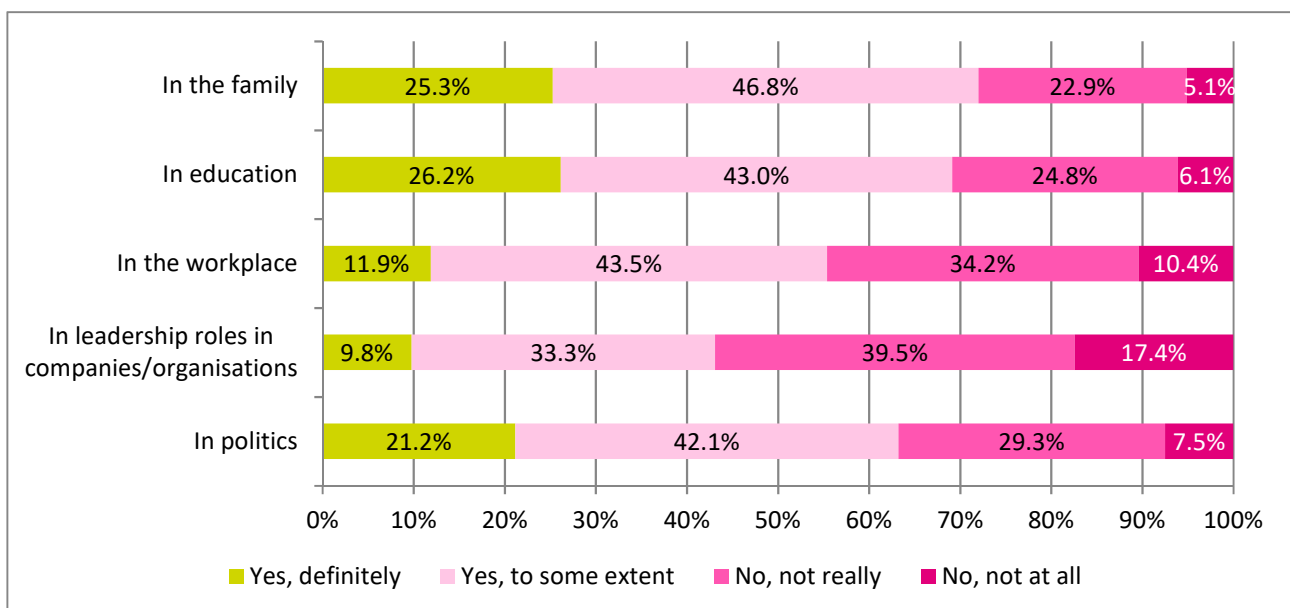
2.1 Perception of the implementation of gender equality

Federal Constitution, art. 8, para. 3

“Men and women have equal rights. The law shall ensure their equality, both in law and in practice, most particularly in the family, in education, and in the workplace. Men and women have the right to equal pay for work of equal value.”

Figure 1 shows how the respondents assess the achievement of equality between men and women in various social spheres.

Figure 1: Do you think that gender equality has been achieved in Switzerland? (N=1811–1831)



A large majority of persons working in Switzerland perceive the equality of men and women, as required by the Federal Constitution, not to have been achieved or only partially achieved.

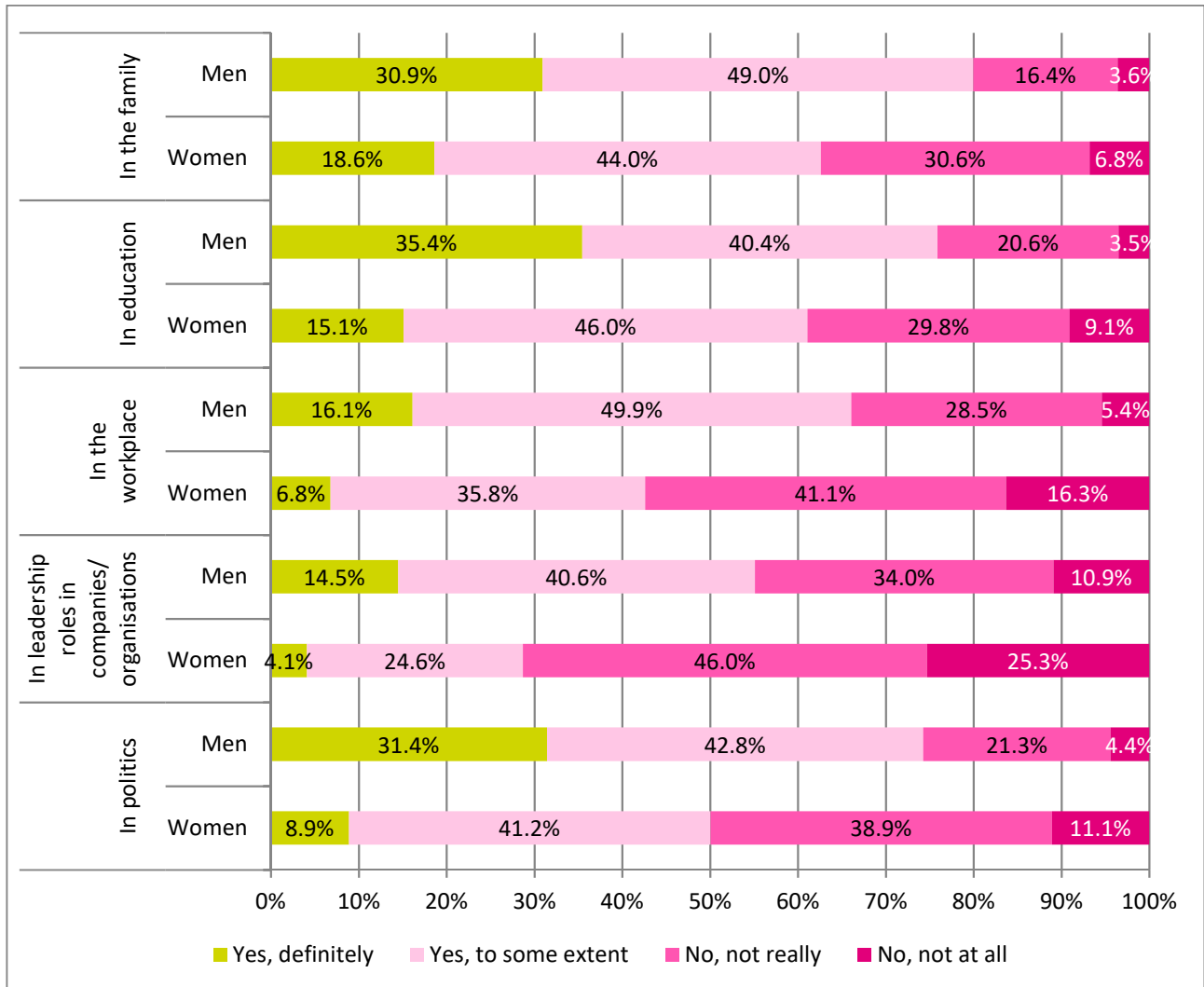
Overall, the current status of implementation of gender equality was perceived to be best in education and in the family. At least one person in four believes that equality has been completely achieved in these areas.

The least satisfactory implementation of gender equality is perceived to be in leadership positions in companies and organisations, followed by the implementation of gender equality in the workplace. In these two areas, about 90% of working persons in Switzerland see equality as not achieved or only partially achieved.

The Swiss working population perceives the implementation of equality in the workplace (CH: 12%, Europe: 11% “fully achieved”) and in leadership positions (CH: 10%, Europe: 9% “fully achieved) in much the same way as the population of other European countries (Eurobarometer 465, 2017, p. 5).

Figure 2 shows the above results broken down by gender.

Figure 2: Do you think that gender equality has been achieved in Switzerland? (by gender, N=1811–1831)



Women perceive the current status of equality more negatively than men in all areas included in the survey.

The biggest percentage difference between the two genders for the response category “Yes, definitely” is found in the area of politics (23%), and the smallest for the implementation of equality in the workplace (9%).²

There is only a small difference between the large regions as regards how the degree of equality achieved is perceived (see section 2.9).

² There are significant differences between women and men for all “Yes, definitely” responses.

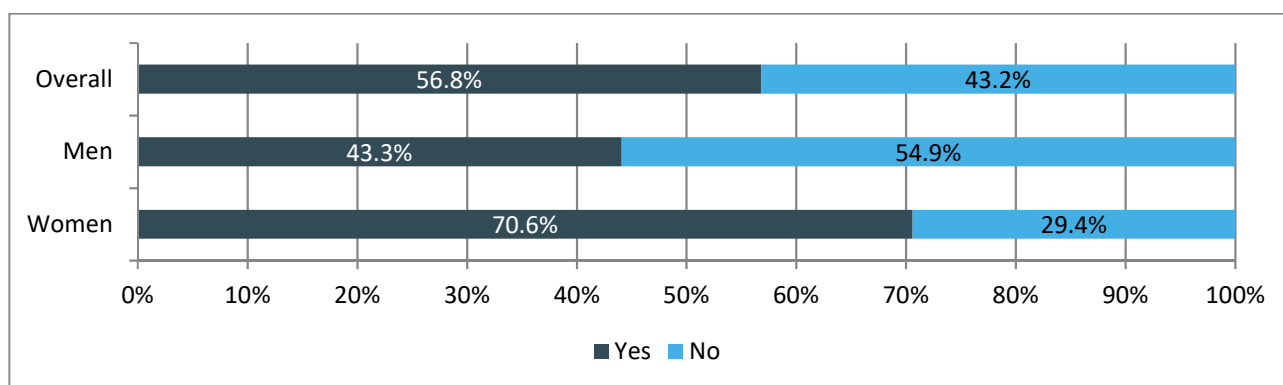
2.2 Individual experiences of discrimination in working life

The Gender Equality Act of 24 March 1995 forbids discrimination in hiring, discrimination in promotions, discriminatory dismissals, pay discrimination, discrimination in the allocation of tasks, the setting of working conditions, or in basic and continuing education and training, and sexual harassment.

The following chapter presents how many working people in Switzerland have experienced discrimination at work under the terms of the Gender Equality Act at least once, and what sort of discrimination it was.

Figure 3 shows how many working people in Switzerland have felt disadvantaged by reason of their gender.

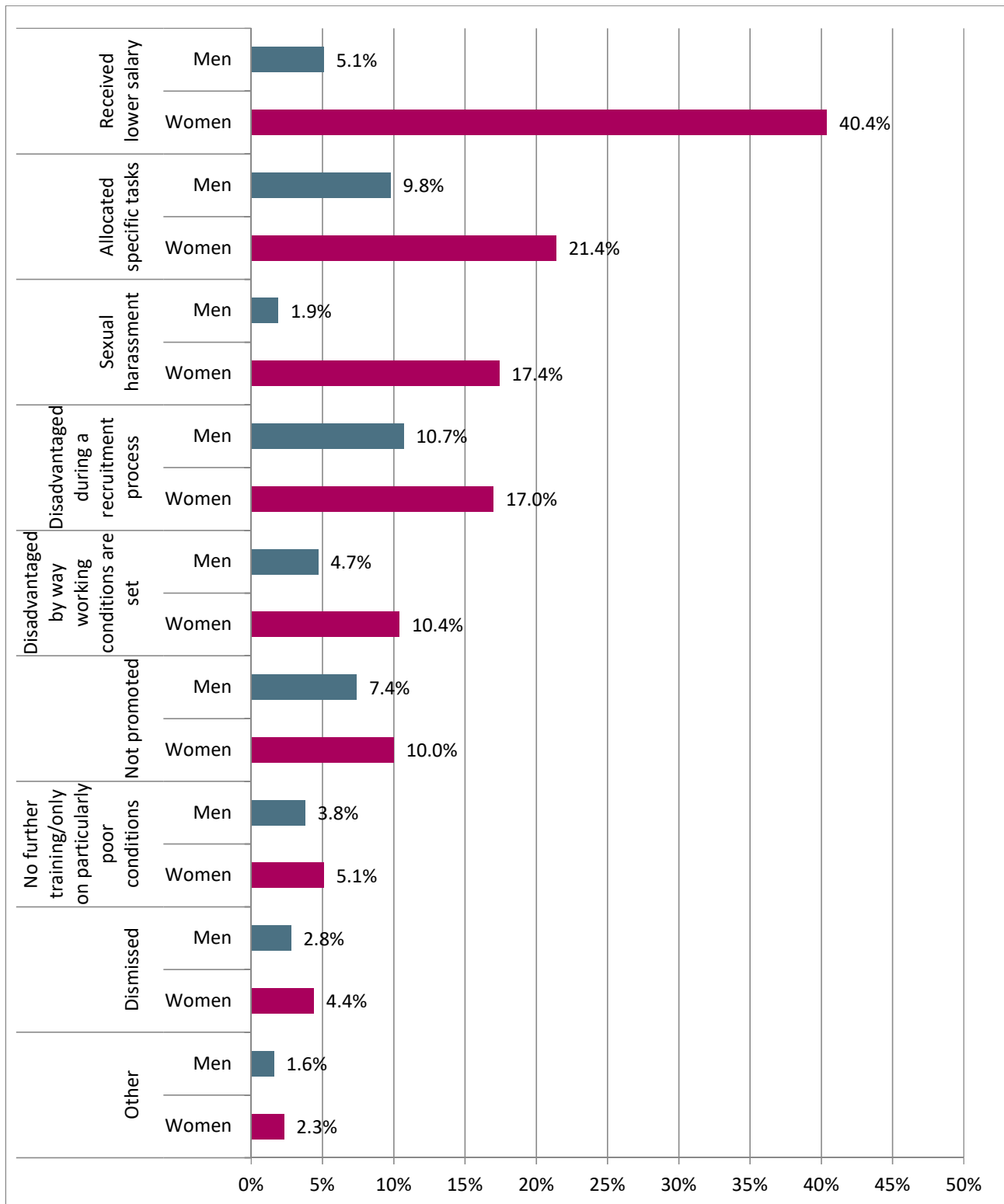
Figure 3: Thinking of your experiences at work: Have you ever felt disadvantaged because of your gender in the following situations? (N=1851)



Over half (57%) of working persons in Switzerland felt they had been discriminated against at work because of their gender. Women are considerably more likely to say so (71%) than men (43%).

The forms of discrimination forbidden by the Gender Equality Act vary in prevalence, as figure 4 illustrates.

Figure 4: Thinking of your experiences at work: Have you ever felt disadvantaged because of your gender in the following situations? (by gender, multiple answers possible, N=1850–1852)



40% of women report having experienced pay discrimination because of their gender.

Women are most likely to say they have been discriminated against in terms of salary (40%), followed by allocation of tasks (21%), as well as through sexual harassment and during the hiring process (17% respectively). Men are

most likely to say that they have been discriminated against during the hiring process (11%), the allocation of tasks (10%) and in relation to promotion (7%). When by the far the most frequent response, i.e. pay discrimination towards women, is examined more closely, the following findings are revealed:

In terms of *sector*, women working in “public administration, defence, compulsory social security and education” report having experienced pay discrimination less often (28%) than women in other sectors (average 42%).

Women in the Central (51%) and Eastern Switzerland (49%) *large regions* report having experienced pay discrimination more frequently than women in Ticino (26%), the Lake Geneva region (35%) and the Espace Mittelland region (36%).

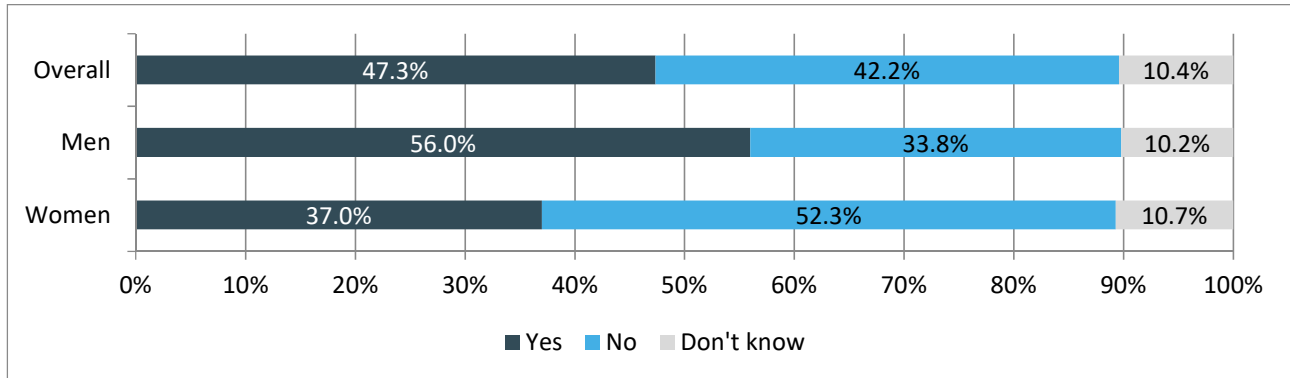
Women working *part-time* between 51% and 90% of full-time report pay discrimination more frequently (48%) than those employed full-time (39%) and those working up to 20% of full-time (23%).

As regards *size of company* and *position in the company*, there are no significant differences in terms of experience of pay discrimination. Female apprentices and trainees are the only group to perceive pay discrimination less frequently than women in other professional positions.

2.3 Perceptions of equal pay and pay discrimination

Figure 5 shows the extent to which working people in Switzerland are aware of the fact that equal pay between men and women is enshrined in the law.

Figure 5: What do you think: Is the principle of “Equal pay for equal work and work of equal value” enshrined in the law of Switzerland? (N=1849)



Overall, over half of working persons do not know that the principle of “Equal pay for work of equal value” is enshrined in the law.

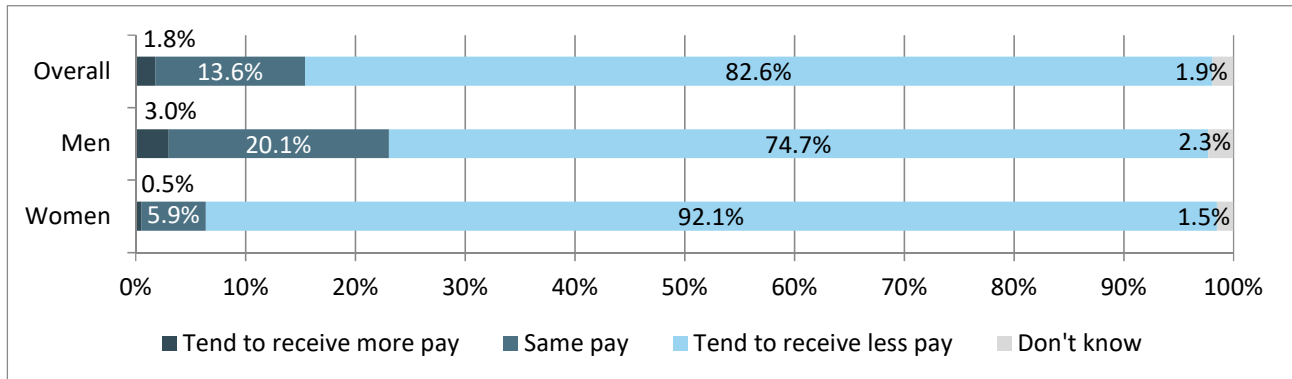
If these responses are examined separately by *gender*, the following difference emerges: 56% of men and 37% of women said that the principle of equal pay is enshrined in the law.

Although these responses were from the working population in Switzerland, knowledge of the fact that the principle of “Equal pay for equal work” is enshrined in law is somewhat higher in Switzerland than in the rest of Europe. A survey of the general adult population in EU member states showed that an average of 26% of respondents said equal pay is required by law (Eurobarometer 465, 2017, p. 8). This is despite the fact that equal pay is required by law in all the countries included in the Eurobarometer.

2.3.1 Equal pay in general

Figure 6 shows how working people in Switzerland perceive equal pay between men and women generally.

Figure 6: What do you think: Do women in Switzerland tend to receive more, less or the same pay compared with men for equal work or work of equal value? (N=1850)



At least eight out of ten working persons in Switzerland perceive general pay inequality to the disadvantage of women.

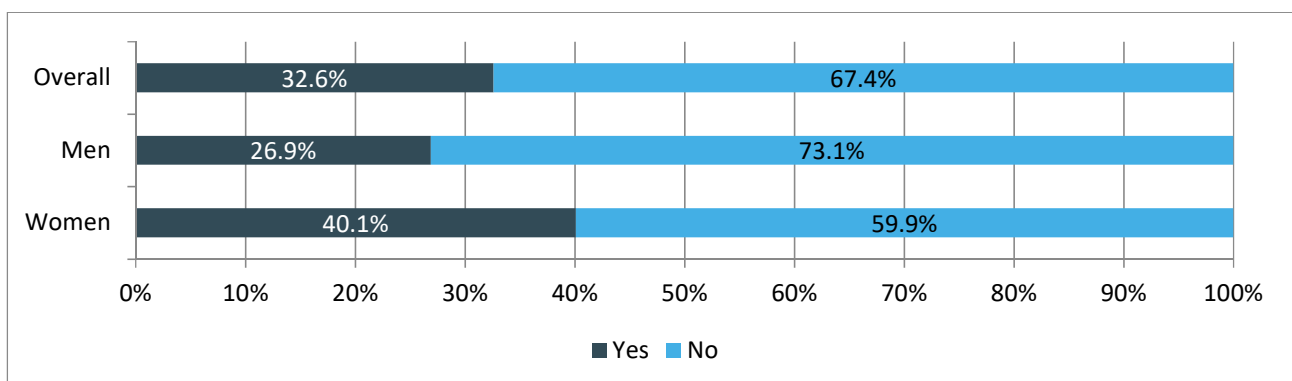
Women (92%) are more likely than **men** (75%) to believe that there is pay inequality to the disadvantage of women.

Persons with no formal *educational qualifications* are more likely to suppose that equal pay between men and women has been achieved. Differences according to *age* are also evident: Persons between 40 and 49 are more likely to think that equal pay has been achieved (17%) than younger people (13%) and in particular older people (11%).

2.3.2 Pay discrimination in the company

Figure 7 shows how many working persons suspect pay discrimination within their own company.

Figure 7: Thinking of your company: Have you ever suspected that there is pay discrimination where you work? (N=1851)



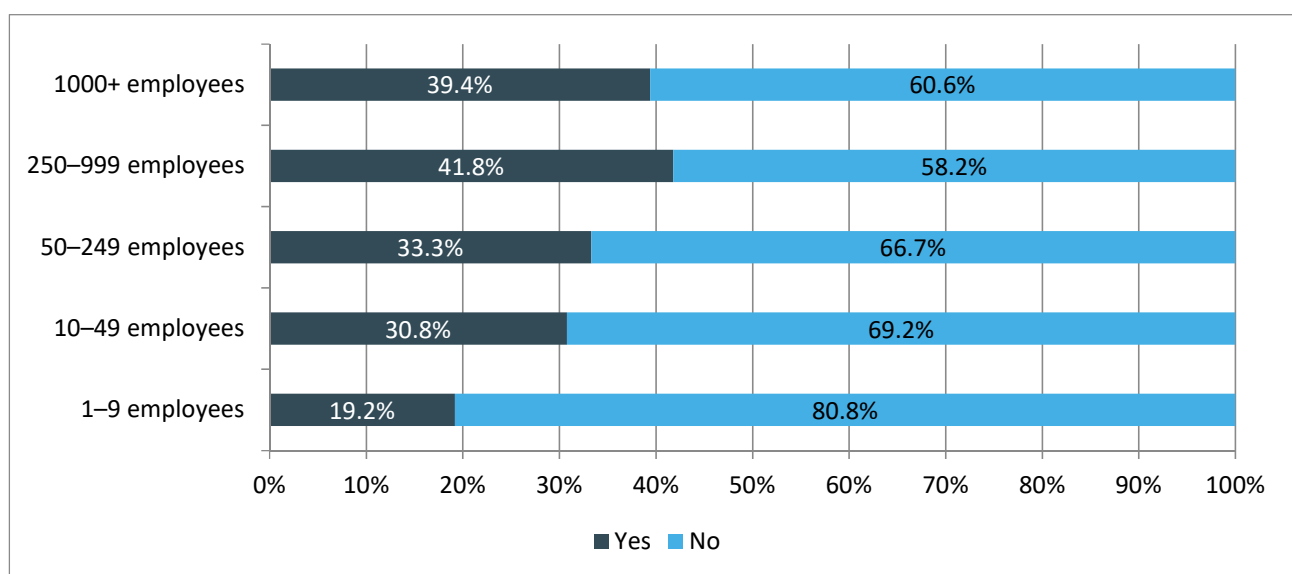
A third of working persons in Switzerland suspect there is pay discrimination in their company.

When the figures are broken down by *gender*, it is seen that women are more likely to suspect pay discrimination in their own organisation (40%) than men (27%).

In the individual *sectors*, there are differences of perception according to gender: Women are most likely to suspect pay discrimination in the *construction* sector (58%), and men are most likely to suspect it in the *accommodation and food service activities* sector (50%)³. Pay discrimination within the company was second and third most likely to be suspected by both genders in the *manufacturing* sector (women 58%, men 37%) and the *information and communication activities* sector (women 55%, men 33%). Pay discrimination within the company was least often suspected in the areas of *public administration, defence, compulsory social security and education* (women 30%, men 15%) and *professional, scientific and technical activities* (women 33%, men 16%).

A correlation between suspected pay discrimination and the *size of the company* is also evident (Figure 8).

Figure 8: Thinking of your company: Have you ever suspected that there is pay discrimination where you work? (by size of company, N=1574)

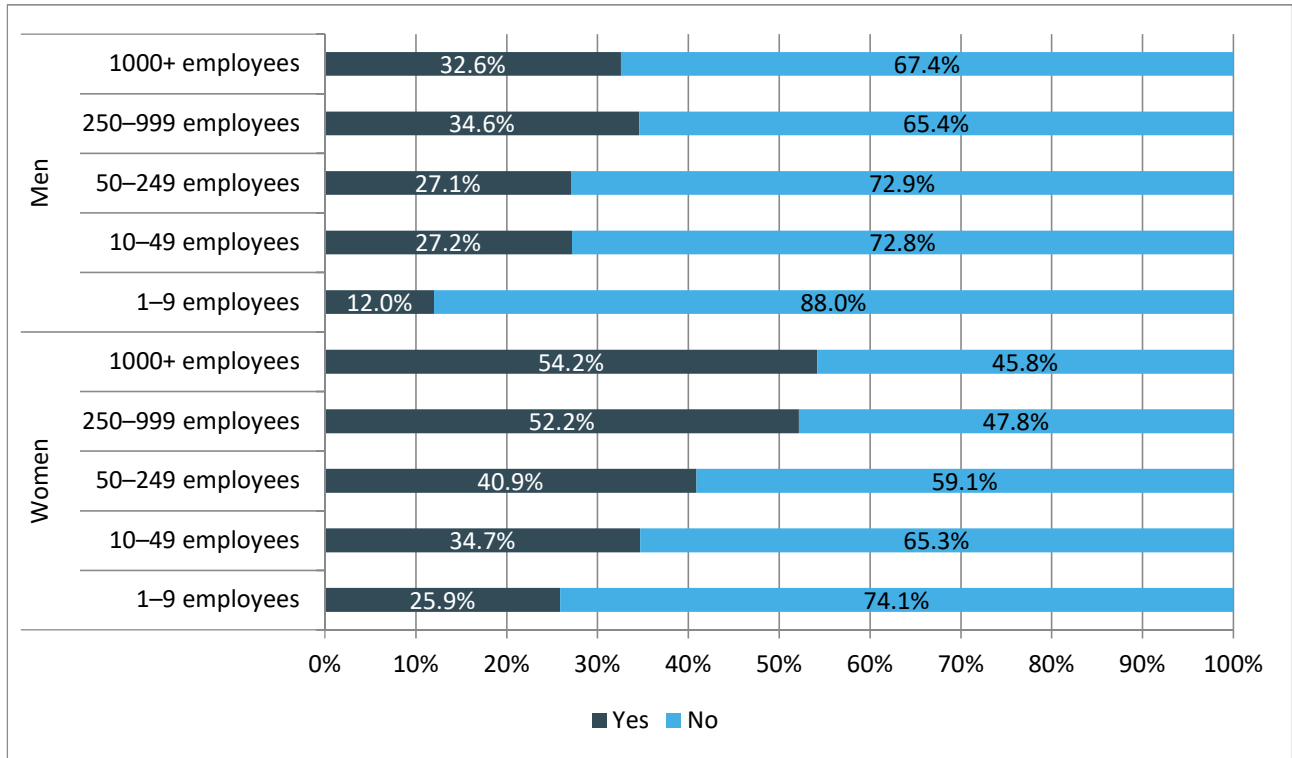


As the size of the company increases, the respondents are more likely to suspect pay discrimination within the organisation: in small companies with less than 10 employees 19% of respondents suspect this, in medium companies (10-249 employees) the proportion is around 30%, and in companies with at least 250 employees it is around 40%.

³ However, the sample is very small: only 13 men are included.

When suspicion of pay discrimination depending on *size of company* is further examined *according to gender*, the following picture emerges (Figure 9).

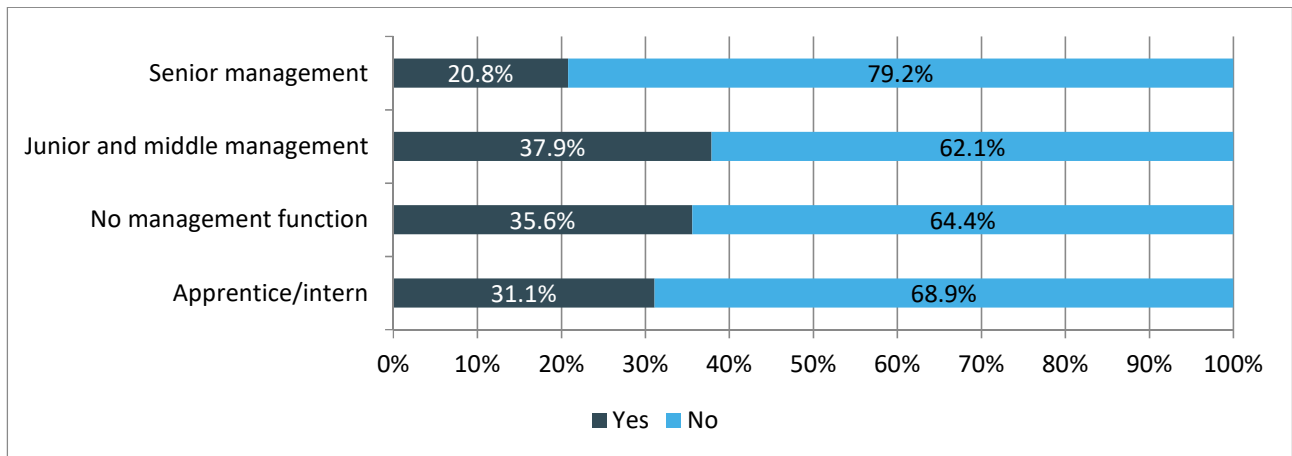
Figure 9: Thinking of your company: Have you ever suspected that there is pay discrimination where you work? (by size of company and gender, N=1574)



The bigger the company, the more frequently pay discrimination is suspected by women (1000+ employees 54%). Men in big companies are also more likely to think that there is pay discrimination in the company. The largest proportion of suspected pay discrimination in men is found in the second-biggest companies (250-999 employees 35%).

Figure 10 shows suspected pay discrimination in the respondent's own company according to their *position in the company*.

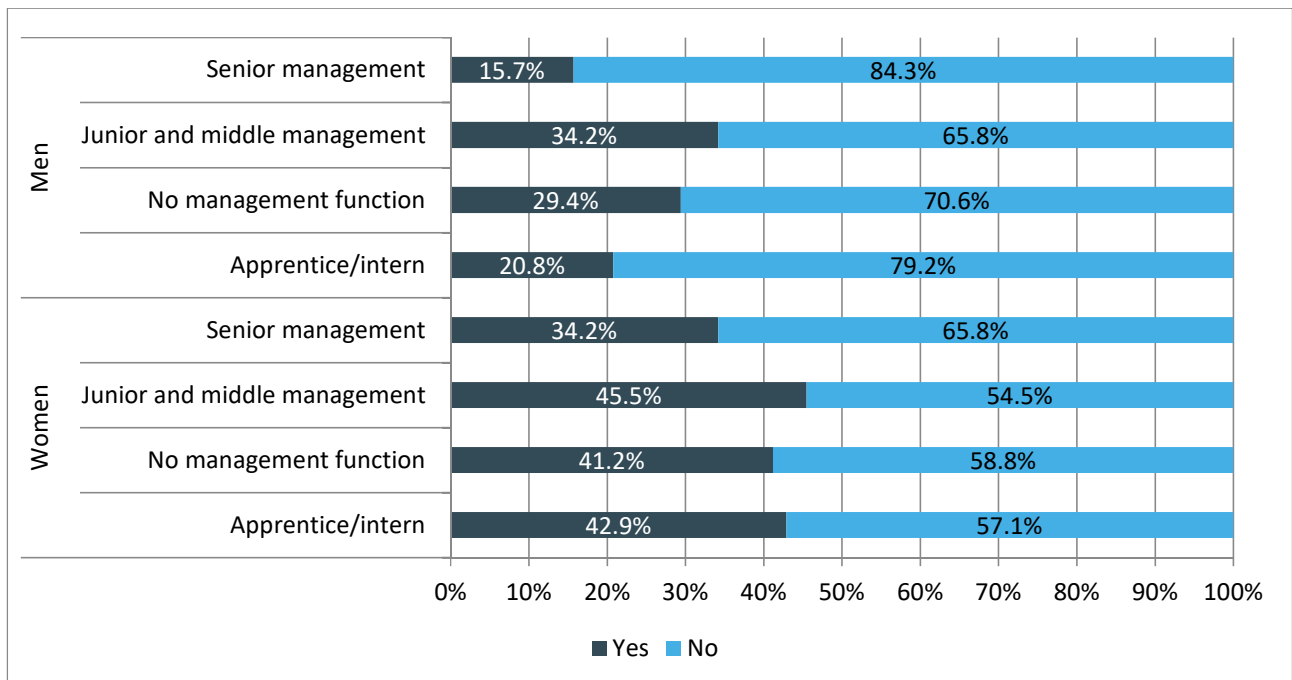
Figure 10: Thinking of your company: Have you ever suspected that there is pay discrimination where you work? (by position in company, N=1426)



The proportion of people who say they suspect pay discrimination in their own company also varies according to their *position in the company*. It is noticeable that pay discrimination within the company is most frequently suspected by persons in junior and middle management and least frequently by persons in senior management.

When experience of pay discrimination depending on *professional position* is further examined according to *gender*, the following picture emerges (figure 11):

Figure 11: Thinking of your company: Have you ever suspected that there is pay discrimination where you work? (by gender and position in company, N=1426)



Men are most likely to suspect pay discrimination within the company when in junior and middle management (34%), followed by men who are not in a management position (29%). Men in senior management (16%) are least likely to say there is pay discrimination within the company. Women in senior management are also least likely (34%) to suspect pay discrimination within the company.

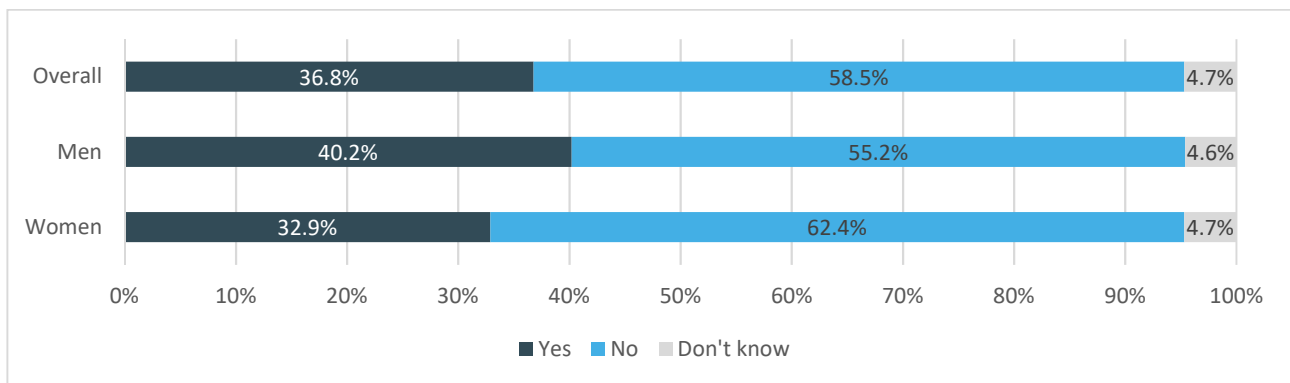
Irrespective of their position in the company, women are likely to suspect pay discrimination within the company to a similar extent, whereas men's perceptions vary considerably more strongly according to their position.

2.4 Measures implemented to reduce pay inequality in the respondent's own company

This section shows to what extent requirements and measures to promote equal pay within the company are widespread in the Swiss workplace, according to the working persons surveyed.

Figure 12 shows how many working persons in Switzerland know how much their colleagues at the same company are paid.

Figure 12: Thinking of your company: Do you know how much your immediate colleagues are paid? (by gender, N=1852)

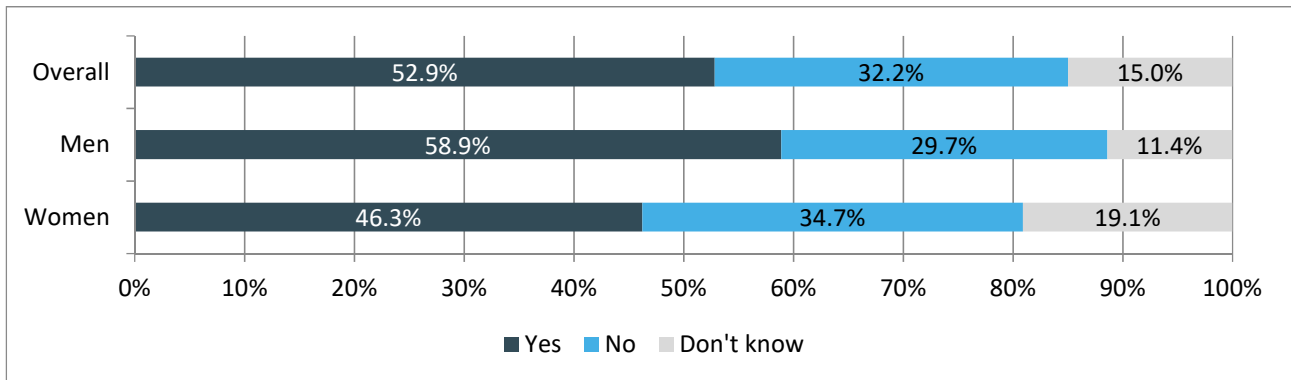


Almost four out of ten working persons in Switzerland state that they know how much their colleagues are paid. Men (40%) are more likely than women (33%) to say they know how much their colleagues are paid.

In terms of *size of company*, it is evident that employees are more likely to know how much the other employees are paid in small companies with up to nine employees (56%) than in larger companies (between 30% and 33%).

In comparison with the European Union, where only 22% on average say they know how much their colleagues are paid, the findings from the present survey (37%) may be regarded as high (Eurobarometer 465, 2017, p. 11).

Figure 13 shows how many working persons in Switzerland regard the salary system in their organisation as transparent.

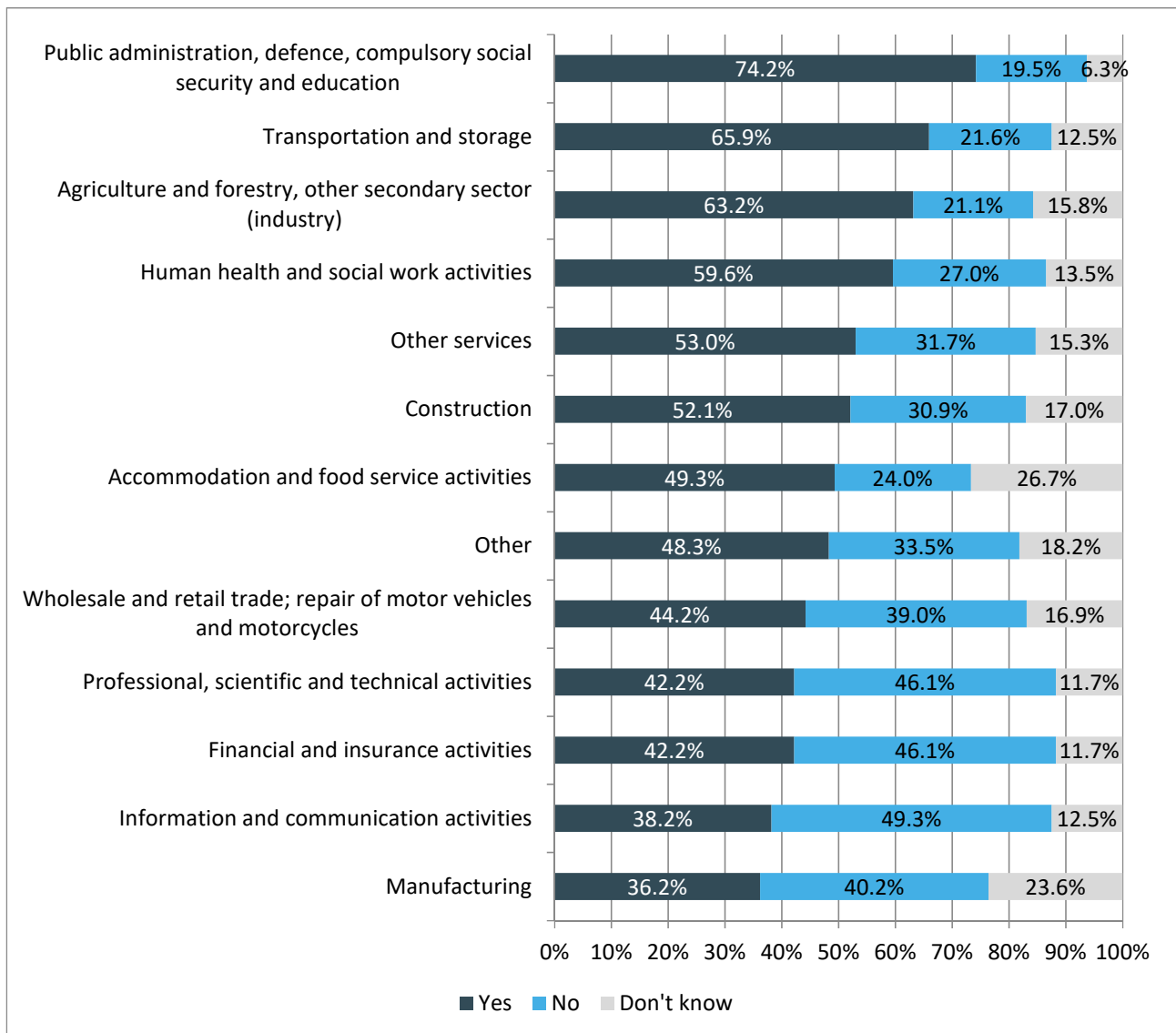
Figure 13: Thinking of your company: Does your company have a comprehensible salary system? (N=1852)

At least half of working persons in Switzerland report that there is a transparent salary system in their company. Men (59%) are more likely than women (46%) to say there is a transparent salary system in their company.

In terms of *size of company*, it is evident that employees of small companies are most likely (65%) to say there is a transparent salary system.

Figure 14 illustrates that there are some substantial differences in the prevalence of transparent salary systems within the various *sectors*.

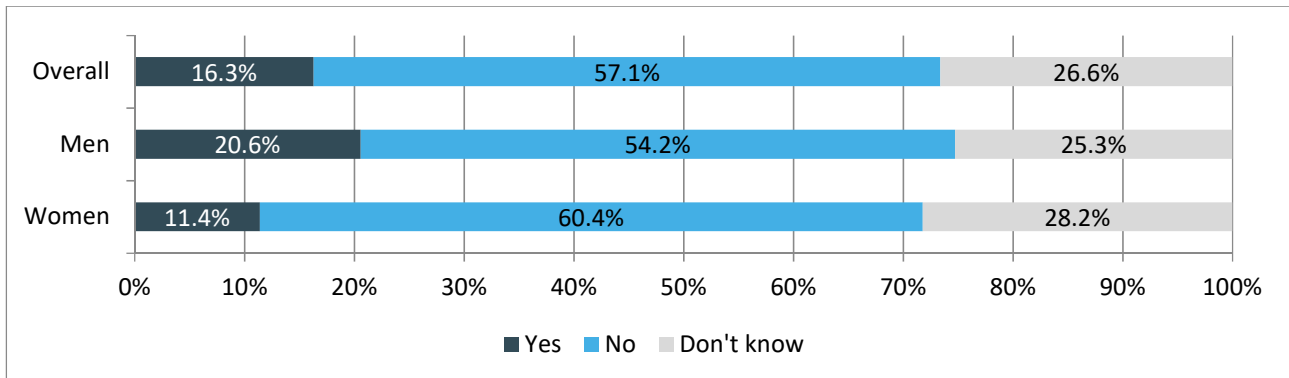
Figure 14: Thinking of your company: Does your company have a comprehensible salary system? (by sector, N=1848)



Persons working in public administration, transport and agriculture/other industry (63%–74%) are most likely to report that there is a transparent salary system in their organisation. Those employed in the information and communication activities and manufacturing sectors (36–38%) are least likely to say that their company has such a system.

Figure 15 shows the proportion of working persons who state that wage analyses have already been performed in their company.

Figure 15: Has your company ever performed wage analyses? (N=1852)



16% of working persons in Switzerland state that wage analyses have already been performed in their company. Men (21%) are more likely than women (11%) to say that wage analyses have already been performed in their company.⁴

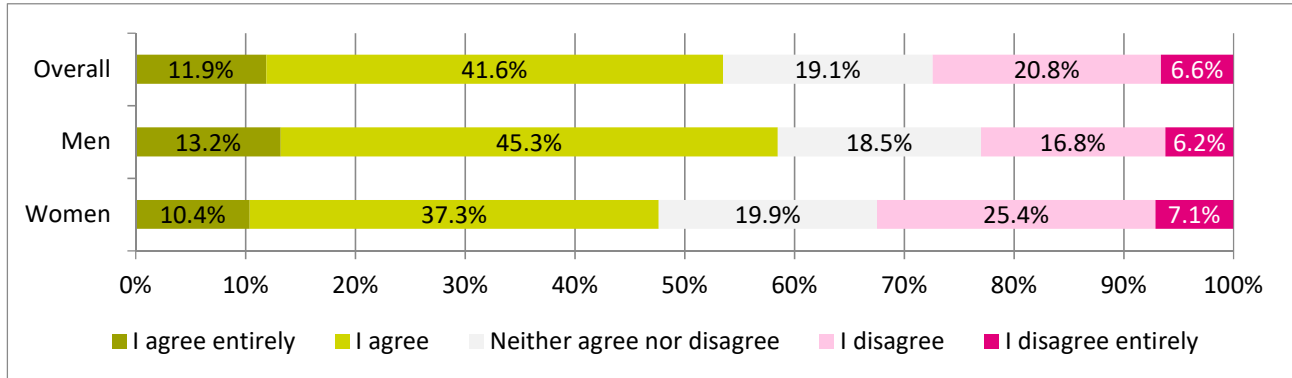
In terms of *size of company*, it is evident that employees of small companies (up to 9 and 10–49 employees) are least likely to report that wage analyses have been performed.

⁴ The gender difference is significant.

2.5 Salary satisfaction and salary negotiation

How satisfied are the respondents with their own pay and have they ever negotiated their salary? Figure 16 shows the results for the corresponding questions.

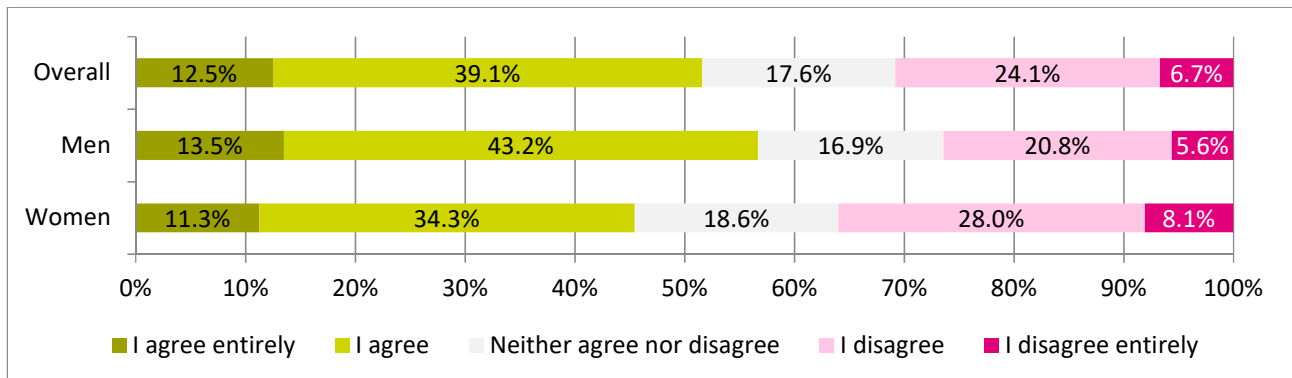
Figure 16: How far do you agree with the statement “I am satisfied with my salary”? (N=1837)



Overall, women are less satisfied with their own salary than men.

Figure 17 shows the extent to which the salary received is perceived as properly reflecting the work done.

Figure 17: How far do you agree with the statement “My salary properly reflects how well I perform my work”? (N=1824)



At least one working woman in three and one man in four in Switzerland does not believe that their own salary properly reflects the work they do.

Overall, 31% of working persons in Switzerland think that their salary does not properly reflect the work they do. This figure is higher for women (36%) than men (26%).

Analyses of the *correlation between transparent salary systems and the perception of one’s own salary* show that transparent salary systems have an influence on how one’s own salary is perceived:

Figure 18: Correlation between transparent salary system and satisfaction with salary

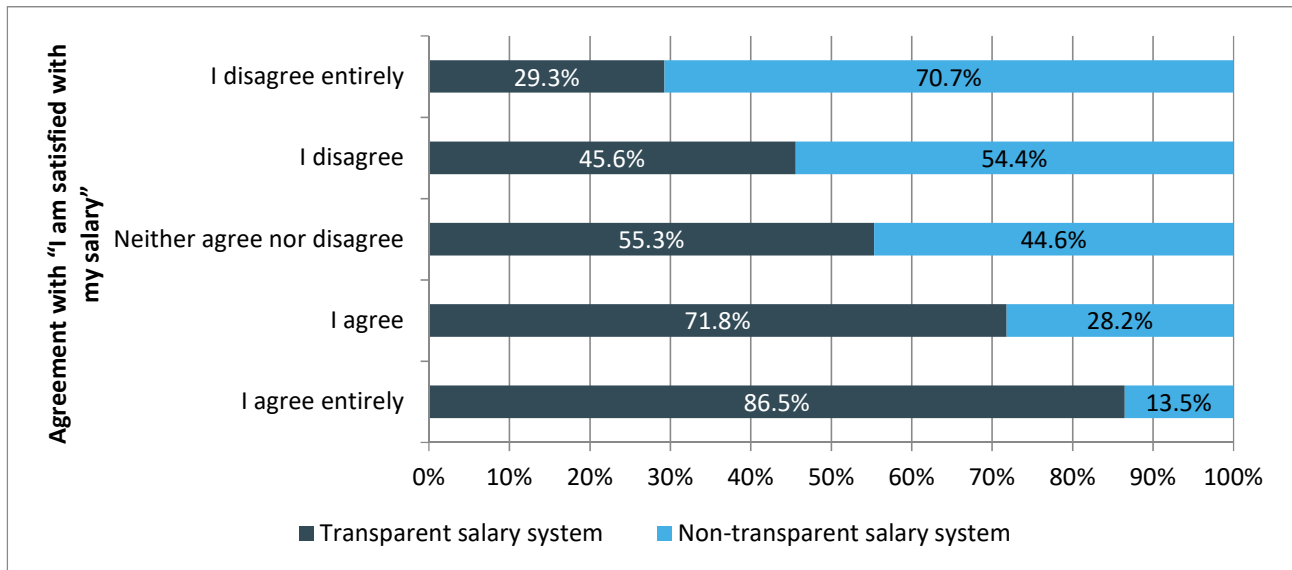
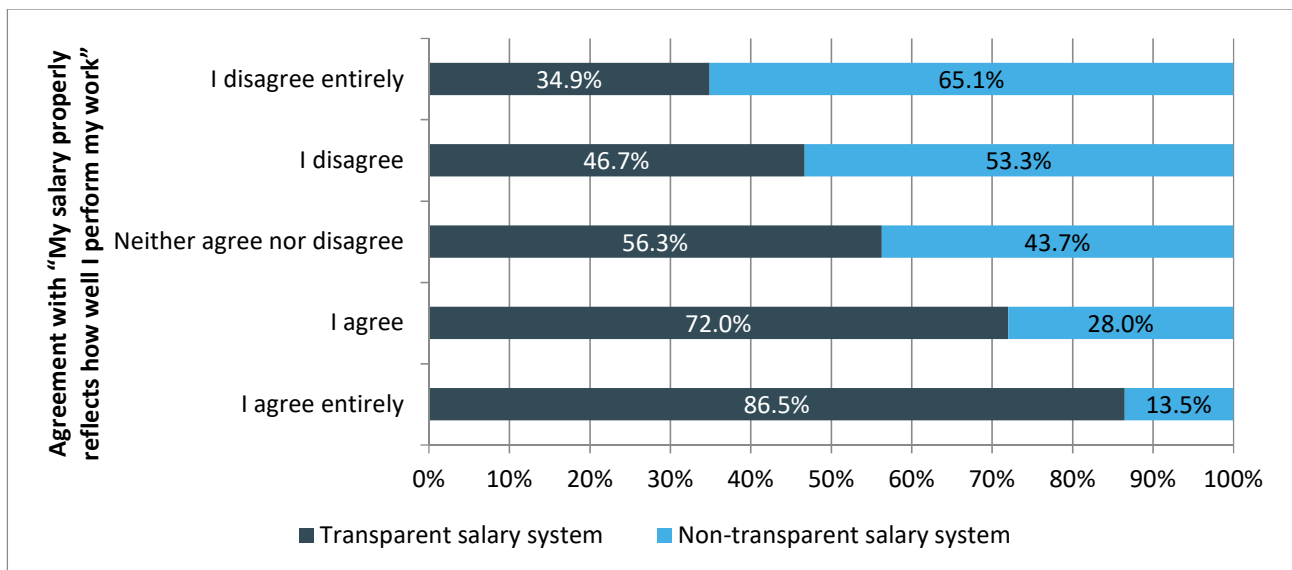


Figure 19: Correlation between transparent salary system and opinion that the salary properly reflects the work done (N=1576, 262 "Don't know")

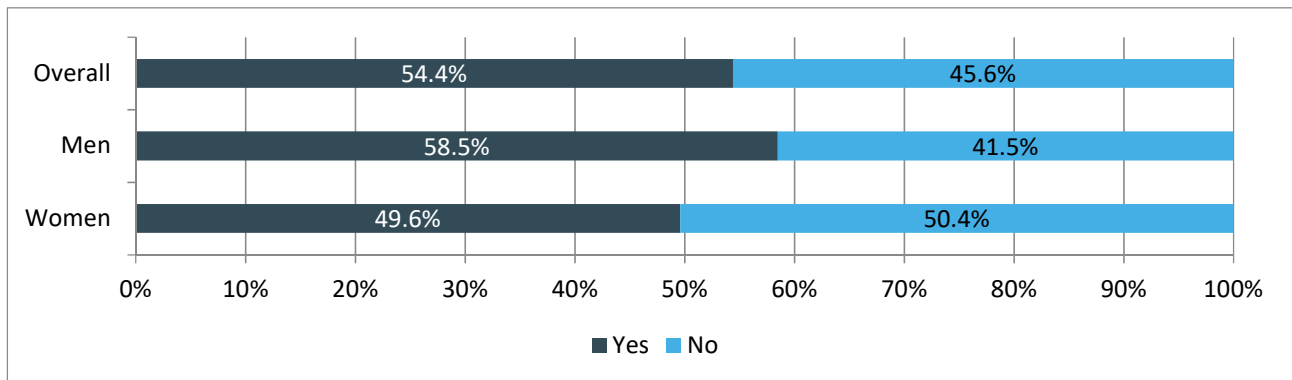


Persons in companies with a transparent salary system are more satisfied with their own salary, and more likely to think that their remuneration reflects the work they do. The positive effect of a transparent salary system on the perception of the appropriateness of the salary is even stronger for women than for men.

Of those employed people who are completely satisfied with their salary, 87% said there was a transparent salary system at their company. Of those who are not at all satisfied with their salary, 29% work in a company with a transparent salary system.

Figure 20 shows how many working people in Switzerland have ever negotiated their salary.

Figure 20: Have you ever negotiated your salary? (N=1813)

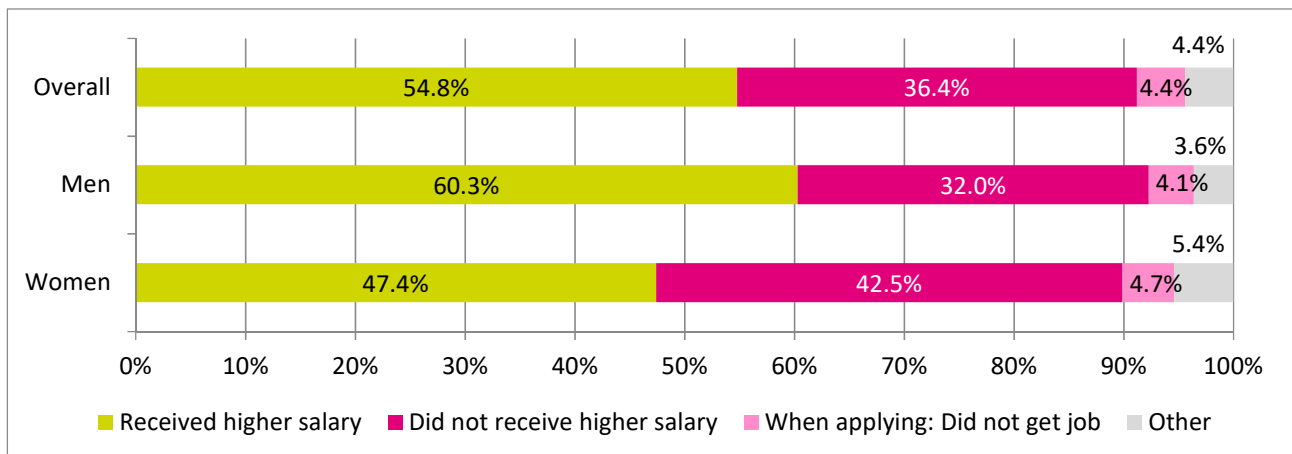


Just under six out of ten men and five out of ten women have ever negotiated their salary.

Overall, more than half of the working population in Switzerland have ever negotiated their salary, with men more likely to do so than women.

Figure 21 below shows how many people were successful in negotiating their salary.

Figure 21: What was the outcome of the negotiations? (N=961)



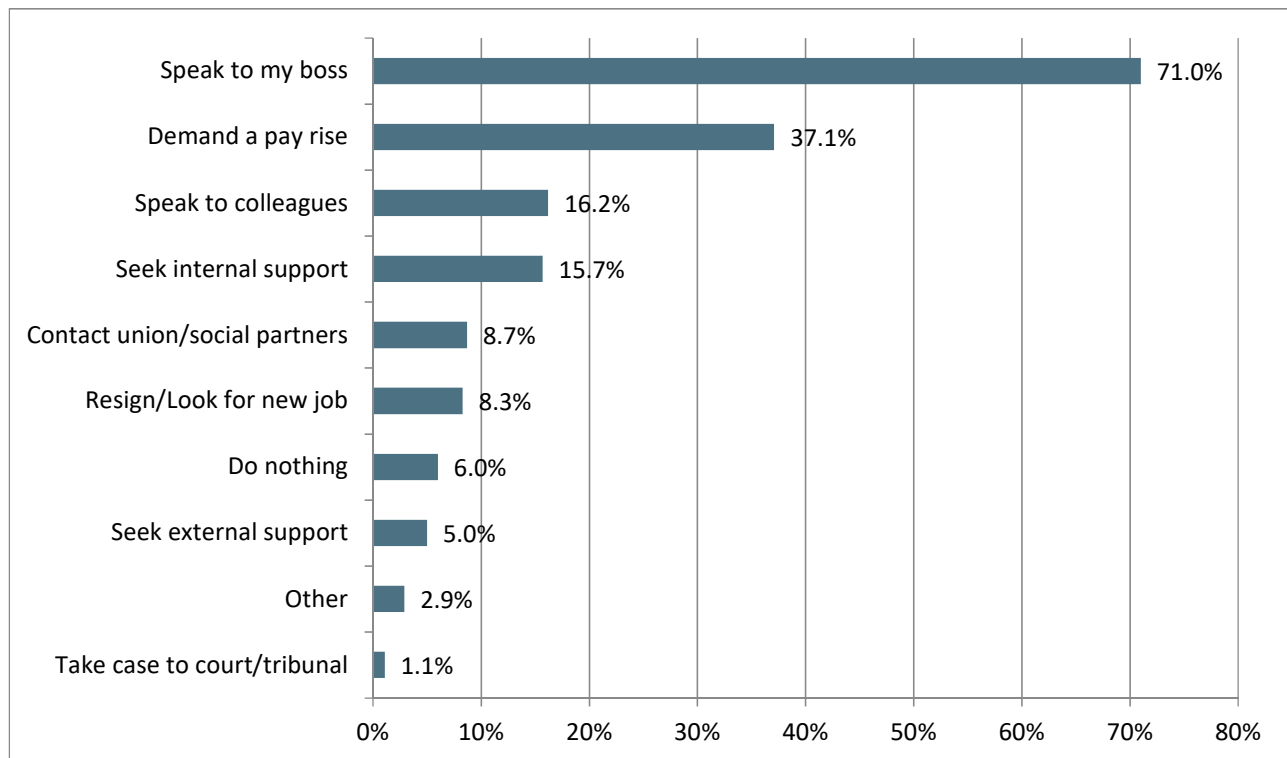
Women were less successful at salary negotiation than men.

The salary was increased in 60% of cases for men, and in 47% of cases for women. 4.7% of the women and about 4.1% of the men did not succeed in the negotiation of the salary ~~negotiated the salary unsuccessfully~~ during the application process. There was no gender difference in the case of people who negotiated the salary and then did not get the job.

2.6 Individual options for taking action on wage discrimination

Another important topic in the survey asked what options working people in Switzerland considered possible for taking action on wage discrimination and salary inequality. Below, the individual options for taking action are covered first (figure 20).

Figure 22: Assuming you realise that you earn less than other employees in the same or equivalent function: What would you do? (multiple answers possible, N=1852)

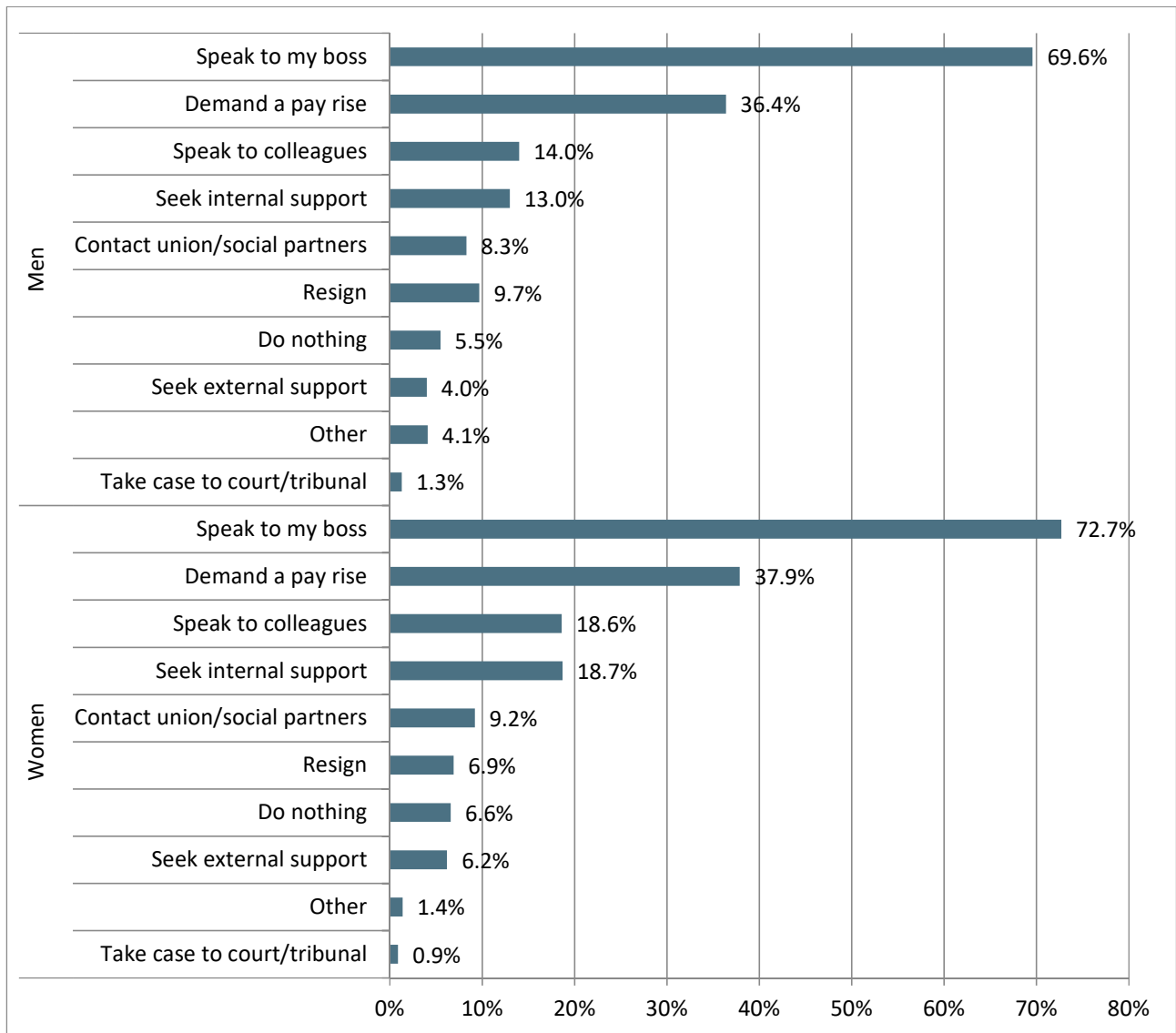


Working persons in Switzerland are most likely to regard speaking directly to their line manager (71%) and asking for a pay rise (37%) as the appropriate action to take if they were clearly affected by wage discrimination. The option of taking the case to a court or tribunal was particularly unlikely (1.1%) to be considered.

In the “Other” category (2.9%), respondents mentioned additional options for action. These were split more or less equally between “self-improvement” (perform better at work, undertake additional training) and a review of individual reasons for different salaries.

Figure 23 shows agreement with individual options for taking action, broken down by gender.

Figure 23: Assuming you realise that you earn less than other employees in the same or equivalent situation: What would you do? (by gender, multiple answers possible, N=1851)



Women and men consider similar courses of action when they perceive wage discrimination. Women are somewhat more likely than men to seek internal or external support or talk to colleagues. Men are somewhat more likely to consider resigning.

2.7 Measures for equal pay between women and men

In order to identify the importance ascribed by working people in Switzerland to the improvement of equal pay, and what measures are considered in this respect, the questionnaire proceeded in two steps: First, an open question was asked about what could be done in general to combat pay inequality. Next, respondents were asked whether they agreed with concrete measures that are being debated in the public domain.

2.7.1 Open question on improving equal pay between women and men

Almost two thirds of respondents (64%) took the opportunity to answer the question about what could be done “generally” to combat pay inequality. In all, 11% of respondents were explicitly against taking action.

The responses covered a wide range of suggestions. They refer to possible interventions in relation to the law, collective bargaining agreements, and within companies, as well as topics indirectly associated with pay inequality such as how career and family can be combined. The most frequently mentioned measures related to salary transparency, legal solutions and the introduction of transparent salary systems. Next came a group of suggestions proposing equal salaries for both genders, whether for the same job or for the same training, experience and performance. Some respondents see potential in a broad “culture change”, covering such different approaches as upgrading the value of typical “women’s work” and the work carried out by women, raising the awareness of men and line managers, a gender-sensitive education and training system, and strengthening and empowering women. Some respondents would also like to see the implementation of measures not directly connected with pay, such as flexible working hours, external childcare and parental leave.

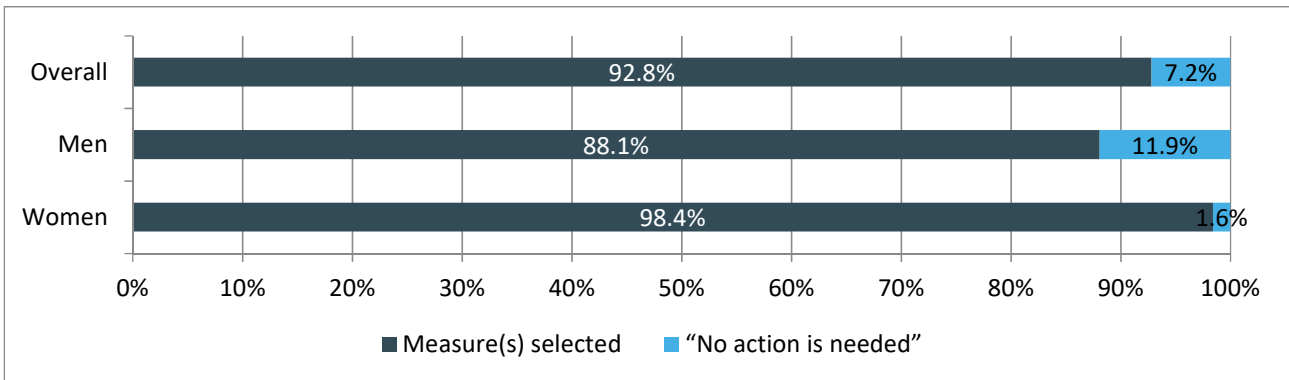
A small group of those surveyed (11% of all respondents) gave various reasons for opposing action or expressed the opinion that there are no unjustified differences in pay and that there is therefore no need for action. At least 80% of this group were men. They recommend doing nothing or see equal pay as the responsibility of the individual. More rarely, they express opposition to government measures, often with reference to economic freedom.

The large number and variety of the answers to the open question lead one to conclude that pay inequality is established as a relevant topic in the minds of working people in Switzerland, quite independently of the survey.

2.7.2 Publicly debated measures to promote equal pay

The last part of the questionnaire asked respondents whether they agreed with eight concrete instruments that are often publicly debated. Each instrument could be selected as a sensible measure (Figure 24). Alternatively, the option “No action is needed” could be chosen.

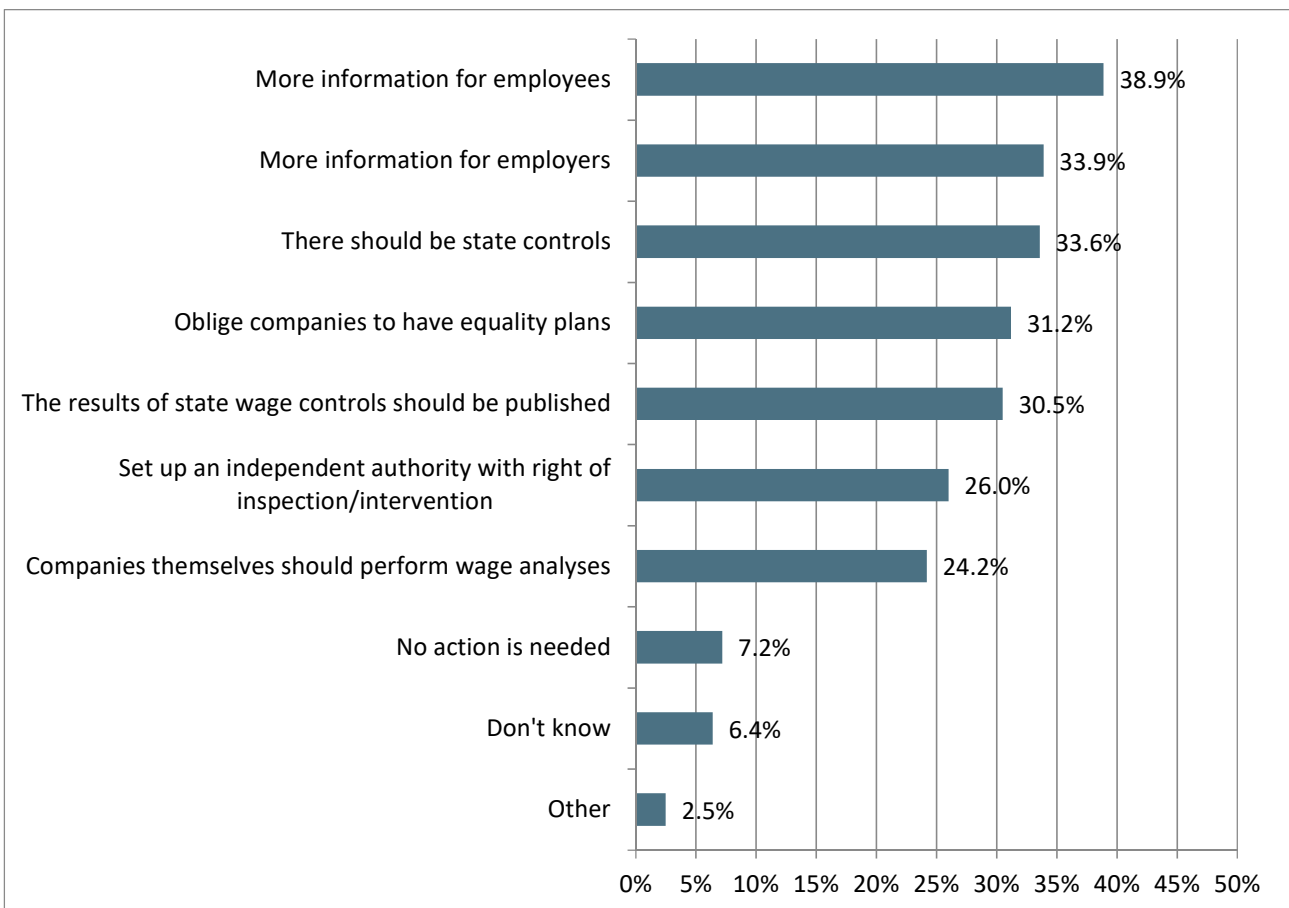
Figure 24: What measures do you think would be useful in order to achieve equal pay? (N=1852)



93% of working persons in Switzerland advocate measures to improve pay equality.

In all, 7.2% of working people surveyed said there was no need for action. However, the gender difference is striking: one man in eight, but only one woman in 50, thinks that measures to promote pay equality are unnecessary. All other respondents agree with at least one of the measures mentioned.

Figure 25: What measures do you think would be useful in order to achieve equal pay? (multiple answers possible, N=1852)



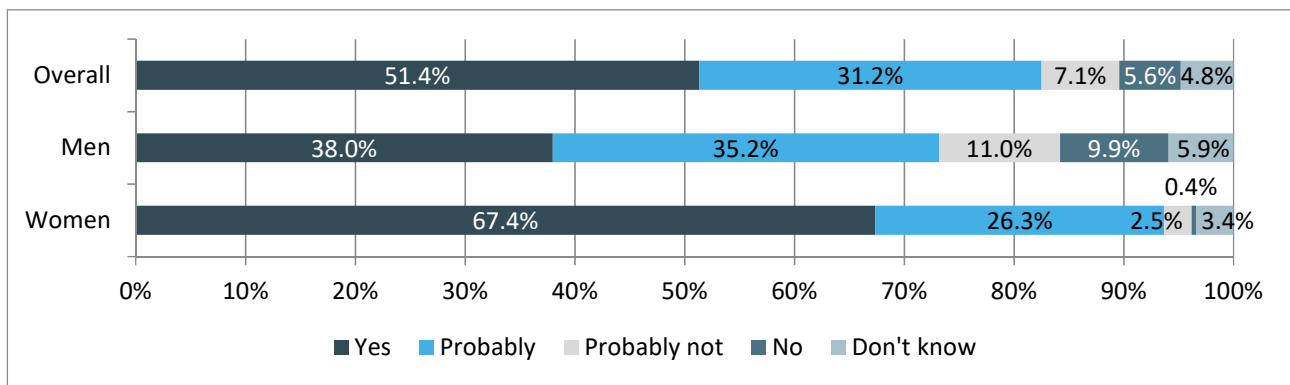
As measures to achieve equal pay, “more information for employees” (39%), followed by “more information for employers” and the implementation of state controls (both 34%), elicited the greatest agreement.

Among women, state controls were the second most frequently cited measure regarded as sensible (43%). 24% think that salary analyses carried out by companies themselves are sensible, and this was the second least frequently selected measure overall.

2.8 Implementation of the Gender Equality Act

The question on whether the Gender Equality Act needs to be enforced more rigorously (figures 26 and 27) was targeted directly at the legal regulations. In March 2018, a representative online survey of 300 women in French-speaking Switzerland (Qualinsight/Bilan, 2018) found that 97% of those questioned were in favour of more rigorous implementation. The results of the present nationwide survey of women and men point in the same direction. Figure 26 shows the results regarding stricter implementation of the Gender Equality Act, broken down by *gender*.

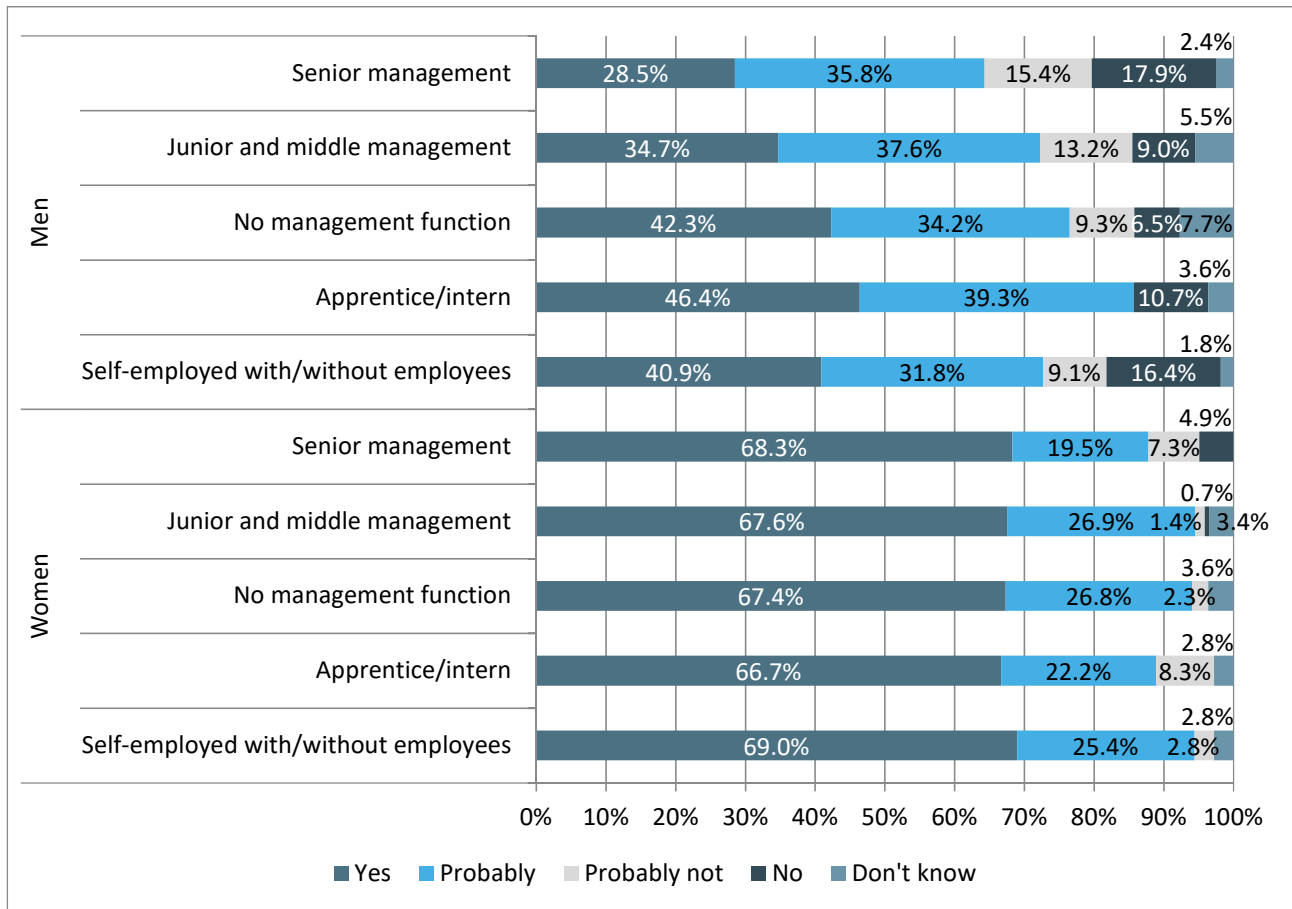
Figure 26: Should the Gender Equality Act be enforced more strictly as regards salaries? (by gender, N=1852)



More than 8 out of 10 of the working persons surveyed are in favour of stricter implementation of the Gender Equality Act in the area of equal pay. At 94%, women are more likely to be in favour of (rather) stricter implementation than men, although 73% of the latter are nevertheless in favour of it.

The study also examined whether opinions regarding stricter enforcement of the Gender Equality Act vary according to *gender* and *position in the company* (Figure 27).

Figure 27: Should the Gender Equality Act be enforced more strictly as regards salaries? (by position in company and gender, N=1851)



It can be seen that women strongly agree with stricter enforcement of the Gender Equality Act, regardless of their professional position. Men’s agreement declines as their professional position rises (apprentices and interns 86%, senior management 64%).

2.9 Large regions

Lastly, the results of the key questions on perceptions and awareness of equality were broken down by large economic region. Table 1 shows the perception of whether equality has been achieved in different areas, broken down by region. The large regions do not differ significantly except as regards equality in education.

Table 1: Do you think that gender equality has been achieved in Switzerland? (by large region, N=1811–1831)

	Lake Geneva region (VD, VS, GE)	Espace Mittelland (BE, FR, SO, NE, JU)	Northwestern Switzerland (BS, BL, AG)	Zurich (ZH)	Eastern Switzerland (GL, SH, AR, AI, SG, GR, TG)	Central Switzerland (LU, UR, SZ, OW, NW, ZG)	Ticino (TI)	Overall
Equality in the family has been achieved	22.2%	26.9%	22.0%	24.4%	30.2%	24.4%	27.1%	25.1%
Equality in education has been achieved*	13.1%	26.2%	30.6%	31.7%	26.3%	33.1%	17.6%	25.9%
Equality in politics has been achieved	22.8%	21.5%	17.6%	17.1%	21.1%	20.0%	32.9%	20.6%
Equality in the workplace has been achieved	11.6%	13.7%	11.8%	10.8%	10.3%	11.3%	11.8%	11.7%
Equality in leadership roles has been achieved	8.4%	10.0%	9.4%	9.8%	11.2%	8.1%	9.4%	9.6%

All statements marked with * differ significantly by large region.

This shows the proportion of persons who think that equality has been achieved in the areas specified (response “Yes, definitely”). There is only a small difference between the *large regions* as regards how the degree of equality achieved was perceived. Persons from the Lake Geneva region have the most negative perceptions of the implementation of gender equality in all areas, and persons from the Eastern Switzerland region have the most positive.

Table 2 breaks down by region whether the respondents have ever felt discriminated against at work because of their gender.

Table 2: In your working life, have you ever felt disadvantaged because of your gender? (by large region, N=1849)

	Lake Geneva region (VD, VS, GE)	Espace Mittelland (BE, FR, SO, NE, JU)	Northwestern Switzerland (BS, BL, AG)	Zurich (ZH)	Eastern Switzerland (GL, SH, AR, AI, SG, GR, TG)	Central Switzerland (LU, UR, SZ, OW, NW, ZG)	Ticino (TI)	Overall
Have felt disadvantaged because of gender	58.8%	54.8%	57.6%	59.4%	58.2%	56.9%	42.4%	56.8%

All statements marked with * differ significantly by large region.

The differences between the large regions are small; only in Ticino is agreement much lower (42%) compared with the overall average of 57%.

The same trend is also evident in relation to questions about specific experience of discrimination at work, as table 3 illustrates.

Table 3: Thinking of your experiences at work: Have you ever felt disadvantaged because of your gender in the following situations? (by large region, multiple answers possible, N=1849)

	Lake Geneva region (VD, VS, GE)	Espace Mittelland (BE, FR, SO, NE, JU)	Northwestern Switzerland (BS, BL, AG)	Zurich (ZH)	Eastern Switzerland (GL, SH, AR, AI, SG, GR, TG)	Central Switzerland (LU, UR, SZ, OW, NW, ZG)	Ticino (TI)	Overall
Received lower salary	19.4%	19.6%	22.0%	20.9%	28.4%	23.8%	14.1%	21.4%
Allocated specific tasks*	10.3%	17.6%	13.5%	19.3%	15.1%	16.3%	9.4%	15.4%
Sexual harassment	9.7%	9.8%	9.8%	10.1%	6.9%	7.5%	7.1%	9.1%
Disadvantaged during hiring process	11.9%	13.7%	11.8%	15.3%	13.4%	16.9%	11.8%	13.6%
Disadvantaged by way working conditions are set	4.7%	7.1%	8.2%	9.0%	6.9%	8.1%	8.2%	7.4%
Not promoted*	8.4%	7.3%	6.5%	13.1%	8.6%	6.3%	7.1%	8.7%
No further training/Only on particularly poor conditions	2.5%	5.1%	4.1%	5.5%	5.6%	5.0%	1.2%	4.5%
Dismissed	4.4%	2.4%	2.4%	3.3%	4.3%	4.4%	4.7%	3.5%
Other	2.5%	1.7%	2.0%	2.3%	0.4%	1.9%	2.4%	1.9%

All statements marked with * differ significantly by large region.

Regional differences are more marked for the question on whether the Gender Equality Act should be enforced more strictly. Table 4 shows that in the Lake Geneva region a larger than average percentage of people would like stricter enforcement, and their opinion is also more emphatic (63% responded “Yes” compared with an average of 51%).

Table 4: Should the Gender Equality Act be enforced more strictly as regards salaries? (by large region, N=1849)

	Lake Geneva region (VD, VS, GE)	Espace Mittelland (BE, FR, SO, NE, JU)	North-western Switzerland (BS, BL, AG)	Zurich (ZH)	Eastern Switzerland (GL, SH, AR, AI, SG, GR, TG)	Central Switzerland (LU, UR, SZ, OW, NW, ZG)	Ticino (TI)	Overall
Yes	62.5%	50.1%	47.3%	49.7%	49.6%	47.5%	48.2%	51.4%
Probably	25.3%	31.3%	32.7%	30.2%	36.6%	31.3%	37.6%	31.2%
Probably not	3.4%	8.6%	8.6%	9.3%	5.6%	6.9%	5.9%	7.2%
No	5.3%	5.9%	.5%	5.5%	4.3%	7.5%	1.2%	5.5%
Don't know	3.4%	4.2%	4.9%	5.3%	3.9%	6.9%	7.1%	4.7%

Differences by region are significant.

Lastly, the regional breakdown of agreement with individual measures shows greater differences (table 5).

Table 5: What measures do you think would be useful in order to achieve equal pay? (by large region, multiple answers possible, N=1849)

	Lake Geneva region (VD, VS, GE)	Espace Mittelland (BE, FR, SO, NE, JU)	North-western Switzerland (BS, BL, AG)	Zurich (ZH)	Eastern Switzerland (GL, SH, AR, AI, SG, GR, TG)	Central Switzerland (LU, UR, SZ, OW, NW, ZG)	Ticino (TI)	Overall
More information for employees	34.4%	42.5%	36.7%	37.9%	41.1%	39.4%	42.4%	38.9%
More information for employers	31.6%	32.3%	36.3%	34.7%	35.8%	36.3%	31.8%	34.0%
There should be state controls*	43.4%	33.0%	29.4%	31.7%	28.9%	27.5%	44.7%	33.6%
Oblige companies to have equality plans*	37.5%	35.2%	26.1%	28.1%	33.2%	29.4%	15.3%	31.2%
The results of state wage controls should be published*	38.1%	31.5%	26.5%	28.6%	26.7%	24.4%	37.6%	30.4%
Set up an independent authority with right of inspection/intervention*	34.1%	25.7%	22.4%	28.1%	21.1%	18.8%	24.7%	26.0%
Companies themselves should perform wage analyses*	16.3%	23.5%	26.5%	28.1%	25.9%	24.4%	27.1%	24.2%
No action is needed	5.3%	7.6%	8.2%	7.0%	6.9%	11.9%	2.4%	7.2%
Don't know	8.4%	7.3%	6.5%	5.3%	6.0%	3.8%	3.5%	6.3%
Other	1.9%	2.7%	3.7%	2.0%	2.6%	3.8%	1.2%	2.5%

All statements marked with * received significantly variable responses.

3 Summary

The great majority of working persons in Switzerland do not regard equality as having been achieved. Most working women have felt discriminated against in terms of salary. Consequently, 98% of the women surveyed and 88% of the men are in favour of measures to implement equal pay. Gender equality may be described as a central socio-political concern in Switzerland.

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Annex

A) How the survey was conducted

The questionnaire for the study was developed by Lucerne School of Social Work in June 2018 and agreed in detail with the commissioning party. A number of existing studies were looked at and questions that had already been tested were used where possible. Three questions from a current “Eurobarometer” (Special Eurobarometer 465, 2017) on equality were adapted to make international comparisons possible. These were the questions on the legal basis for equal pay, the perception of pay inequality and the question eliciting perceptions of how far equality has been achieved in different areas of society. However, it should be noted that the Eurobarometer was a survey of the entire adult population and not just of working people.

When constructing the questionnaire, attention was paid to the fact that discriminatory experiences are often not recognised as such, and a person's own discriminatory behaviour may be taboo. The reference framework on “Equal opportunities in the workplace” was therefore selected and aspects of the topic were investigated from different perspectives (own experience, observation, perceptions).

The questionnaire was tested by 25 people in July 2018. The project team revised it several times on the basis of the completed forms, comments and some individual feedback.

Lucerne School of Social Work commissioned gfs.bern ag to conduct the survey. It was carried out between 20 July and 6 August 2018 via the online survey system NEBU operated by gfs.

The questionnaire was available in German, Italian and French. The survey was conducted in all language regions.

B) Sample and data control

The project was based on a representative sample (N=1852) of working persons in Switzerland (working or looking for work) aged between 18 and 65. In total, 844 women and 1007 men were surveyed; one person made use of the “inter/non-binary/diverse” option. The random quota sampling was carried out by the online panel of gfs Switzerland. Interlocking quotas were used for the large regions (Lake Geneva region, Espace Mittelland, Northwestern Switzerland, Zurich, Eastern Switzerland, Central Switzerland, Ticino) and for gender, to reflect the gender ratio of the working persons in these regions. The sampling error is a maximum of +/- 2.3 percentage points according to initial distribution. The data set was validated on the basis of the real sociodemographic structure and weighted to the correct distribution for the evaluation by large region and gender. Weighting the data means that the sample represents all men and women who are working or looking for work, including self-employed persons, from all seven large regions.

C) Note on the statistical data used

In the interests of readability, it was decided that this report would not present statistical data. Unless otherwise stated, the reported differences are significant. All results $p < .050$ were regarded as statistically significant. Differences by age, region or level of education, for example, are therefore almost always not significant.

D) Questionnaire

	Deutsch	Französisch	Italienisch
a.0	Wählen Sie Ihre Sprache.	Sélectionnez votre langue.	Selezioni la sua lingua.
	In dieser Umfrage geht es um Einstellung und Erfahrungen zur Chancengleichheit am Arbeitsplatz. Wenn Sie nach wenigen Fragen zu unserer Zielgruppe gehören, dauert die Befragung etwa 10 Minuten	La présente enquête vise à recueillir votre point de vue et votre expérience concernant l'égalité des chances sur le lieu de travail. Si vous correspondez au groupe cible, l'enquête durera environ 10 minutes.	Il presente sondaggio è dedicato all'atteggiamento e alle esperienze in materia di pari opportunità sul posto di lavoro. Dovrà rispondere ad alcune domande per verificare di rientrare nel nostro gruppo target. In caso affermativo, il sondaggio durerà circa 10 minuti.
a.1	Wie alt sind Sie? ... Jahre	Quel âge avez-vous? ... ans	Quanti anni ha? ... anni
a.2	Sind Sie zur Zeit in der Schweiz erwerbstätig? * Als erwerbstätig gelten alle Personen, die als Arbeitnehmerinnen oder Arbeitnehmer oder als Selbständige einer bezahlten Beschäftigung nachgehen. Ebenso zählen Personen, die ein geringes Beschäftigungsausmass aufweisen, nur vorübergehend beschäftigt sind, eine berufsbegleitende Ausbildung/Weiterbildung absolvieren oder im eigenen Familienbetrieb mithelfen, zu den Erwerbstätigen. Auch Personen, die aktuell nicht arbeiten, bei denen aber eine vertragliche Bindung zu einem Arbeitgeber besteht (z. B. Personen in Mutter- oder Vaterschaftsurlaub, Sabbatical, Militärdienst), gelten als erwerbstätig. Hier ist nur eine Antwort möglich. Ja. Nein, ich bin auf der Suche nach einer Erwerbstätigkeit. Nein, denn ich bin in Ausbildung Nein, denn ich führe den Haushalt bzw. betreue Kinder. Ich bin aus anderen Gründen nicht erwerbstätig.	Travaillez-vous en Suisse actuellement? * Par travail, on entend toute activité salariée ou indépendante rémunérée exercée par des personnes actives. Sont également considérées comme actives les personnes qui affichent un faible taux d'occupation, ne sont employées qu'à titre temporaire, suivent une formation/formation continue en cours d'emploi ou travaillent au sein de leur propre entreprise familiale. De même, les personnes qui ne travaillent pas actuellement mais possèdent une relation contractuelle avec un employeur (p. ex. personnes en congé maternité ou paternité, en congé sabbatique, au service militaire) sont considérées comme actives. Une seule réponse possible. Oui. Non, je cherche un emploi. Non, je suis une formation. Non, je m'occupe du ménage ou des enfants. Je suis sans emploi pour d'autres raisons.	Al momento esercita un'attività lavorativa in Svizzera? * Sono considerate persone che esercitano un'attività lavorativa tutti coloro che svolgono un'attività retribuita in qualità di lavoratori e lavoratrici dipendenti o autonomi. Il gruppo comprende anche coloro che presentano un grado occupazionale ridotto, sono solo temporaneamente occupati, frequentano un ciclo di formazione/perfezionamento parallelo all'attività professionale o prestano aiuto in seno all'impresa di famiglia. Anche le persone che al momento non lavorano, ma sono legate a un datore di lavoro per mezzo di un contratto (ad es. persone in congedo di maternità o paternità, anno sabbatico, servizio militare) sono considerate esercitanti un'attività lavorativa. Qui è possibile indicare una sola risposta. Sì. No, sono alla ricerca di un'attività lavorativa. No, in quanto sono in formazione. No, in quanto mi occupo dell'economia domestica e/o della cura dei figli. No, per altri motivi non esercito alcuna attività lavorativa.
a.3	In welchem Umfang sind Sie erwerbstätig? In welchem Umfang waren Sie zuletzt erwerbstätig? (offenes Feld) %	Quel est votre taux d'occupation? Quel était votre taux d'occupation dans le cadre de votre dernier emploi en date? (champ ouvert) %	Qual è il suo grado di occupazione? Qual è stato il suo ultimo grado di occupazione? (Campo di testo libero) %
a.4	In welcher Branche sind Sie erwerbstätig? In welcher Branche waren Sie zuletzt erwerbstätig? Hier können Sie nur eine Antwort geben. <ul style="list-style-type: none"> • Verarbeitendes Gewerbe, Herstellung von Waren • Baugewerbe, Bau • Land- und Forstwirtschaft, übriger Sekundärsektor (Industrie) 	Dans quel secteur travaillez-vous? Dans quel secteur avez-vous travaillé dans le cadre de votre dernier emploi en date? Une seule réponse. <ul style="list-style-type: none"> • Industrie manufacturière • Construction 	Qual è il settore in cui esercita la sua attività lavorativa? Qual è stato l'ultimo settore in cui ha esercitato la sua attività lavorativa? Qui è possibile indicare una sola risposta. <ul style="list-style-type: none"> • Attività manifatturiere, produzione di beni • Costruzioni, edilizia

	<ul style="list-style-type: none"> Handel, Instandhaltung und Reparatur von Motorfahrzeugen Verkehr und Lagerei Gastgewerbe/Beherbergung und Gastronomie Information und Kommunikation Erbringung von Finanz- und Versicherungsdienstleistungen Erbringung von freiberuflichen, wissenschaftlichen und technischen Dienstleistungen Öffentliche Verwaltung, Verteidigung, Sozialversicherung und Erziehung/Bildungswesen Gesundheits- und Sozialwesen Übrige Dienstleistungen (sonstige wirtschaftliche Dienstleistungen, Grundstücks- und Wohnungswesen, Kunst, Unterhaltung und Erholung, sonstige Dienstleistungen, private Haushalte mit Hauspersonal, Herstellung und Erbringung von Dienstleistungen durch private Haushalte für Eigenbedarf) 	<ul style="list-style-type: none"> Agriculture et sylviculture, autre activité du secteur secondaire (industrie) Commerce, réparation d'automobiles et de motocycles Transports et entreposage Hébergement et restauration Information et communication Activités financières et d'assurance Activités spécialisées, scientifiques et techniques Administration publique et défense, sécurité sociale obligatoire et enseignement Santé humaine et action sociale Autres activités (activiés de services administratifs et de soutien, activités immobilières, art, spectacles et activités récréatives, autres activités de services, activités des ménages en tant qu'employeurs de personnel domestique, activités des ménages en tant que producteurs de biens et services pour usage propre) 	<ul style="list-style-type: none"> Agricoltura e silvicoltura, altro settore secondario (industria) Commercio all'ingrosso e al dettaglio, riparazione di autoveicoli e motocicli Trasporto e magazzinaggio Servizi di alloggio e di ristorazione Servizi di informazione e comunicazione Attività finanziarie e assicurative Attività professionali, scientifiche e tecniche Amministrazione pubblica e difesa, assicurazione sociale, istruzione Sanità e assistenza sociale Altri servizi (attività amministrative e di servizi di supporto, attività immobiliari, attività artistiche, di intrattenimento e divertimento, altre attività di servizi, attività di famiglie e convivenze come datori lavoro per personale domestico, produzione di beni e servizi indifferenziati per uso proprio da parte di famiglie e convivenze)
a.5	<p>Welche Stellung haben Sie im Unternehmen? Welche Stellung hatten Sie zuletzt im Unternehmen? Hier können Sie nur eine Antwort geben. Arbeitnehmer/in ohne Führungs-/Kaderfunktion Arbeitnehmer/in mit Führungsfunktion, unteres und mittleres Kader (z. B. Abteilungsleitung, Projektleitung) Arbeitnehmer/in mit Führungsfunktion, oberes Kader (z. B. Geschäftsleitung) Lernende/r, Praktikant/in Selbständig mit oder ohne Angestellte/n</p>	<p>Quel poste occupez-vous au sein de l'entreprise? Quel poste avez-vous occupé au sein de l'entreprise dans le cadre de votre dernier emploi en date? Une seule réponse. Employé-e sans fonction de direction/cadre Employé-e avec fonction de direction, cadre inférieur et moyen (p. ex. responsable de service, responsable de projet) Employé-e avec fonction de direction, cadre supérieur (p. ex. direction) Apprenti-e, stagiaire Indépendant-e avec ou sans employé-e-s</p>	<p>Qual è la sua posizione all'interno dell'azienda? Qual è stata la sua ultima posizione all'interno dell'azienda? Qui è possibile indicare una sola risposta. Lavoratore/trice senza funzioni direttive/di quadro Lavoratore/trice con funzioni direttive, quadro inferiore e medio (ad es. direzione di sezione, direzione di progetto) Lavoratore/trice con funzioni direttive, quadro superiore (ad es. direzione amministrativa) Apprendista, tirocinante Lavoratore/trice autonomo/a con o senza dipendenti</p>
a.6	<p>In welcher Region der Schweiz sind Sie erwerbstätig? In welcher Region der Schweiz waren Sie zuletzt erwerbstätig? Région lémanique (VD, VS, GE) Espace Mittelland (BE, FR, SO, NE, JU) Nordwestschweiz (BS, BL, AG) Zürich (ZH) Ostschweiz (GL, SH, AR, AI, SG, GR, TG) Zentralschweiz (LU, UR, SZ, OW, NW, ZG) Ticino (TI)</p>	<p>Dans quelle région de Suisse travaillez-vous? Dans quelle région de Suisse avez-vous travaillé dans le cadre de votre dernier emploi en date? Région lémanique (VD, VS, GE) Espace Mittelland (BE, FR, SO, NE, JU) Suisse du Nord-Ouest (BS, BL, AG) Zurich (ZH) Suisse orientale (GL, SH, AR, AI, SG, GR, TG) Suisse centrale (LU, UR, SZ, OW, NW, ZG) Tessin (TI)</p>	<p>In quale regione svizzera esercita la sua attività lavorativa? Qual è stata l'ultima regione svizzera in cui ha esercitato la sua attività lavorativa? Regione del Lemano (VD, VS, GE) Espace Mittelland (BE, FR, SO, NE, JU) Svizzera del Nord-Ovest (BS, BL, AG) Zurigo (ZH) Svizzera orientale (GL, SH, AR, AI, SG, GR, TG) Svizzera centrale (LU, UR, SZ, OW, NW, ZG) Ticino (TI)</p>
a.7	<p>Wie viele Mitarbeitende hat das Unternehmen, in dem Sie arbeiten? Wie viele Mitarbeitende hat das Unternehmen, in dem sie zuletzt gearbeitet haben? Denken Sie an alle Unternehmensteile/Filialen/Niederlassungen. 1–9 10–49 50–249</p>	<p>Combien de collaboratrices et collaborateurs compte l'entreprise dans laquelle vous travaillez? Combien de collaboratrices et collaborateurs compte l'entreprise dans laquelle vous avez travaillé dans le cadre de votre dernier emploi en date? Pensez à toutes les divisions/succursales de l'entreprise. 1–9 10–49</p>	<p>Quanti collaboratori ha l'azienda in cui lavora? Quanti collaboratori aveva l'ultima azienda in cui ha lavorato? Pensi a tutte le sezioni dell'azienda/filiali/succursali. 1–9 10–49 50–249 250–999 1000+</p>

	250-999 1000+	50-249 250-999 Au moins 1000	
a.8	Ich bin - eine Frau. - ein Mann. - inter/nicht-binär/divers.	Je suis - une femme. - un homme. - inter/non binaire/divers.	Sono: - donna. - uomo. - intersessuale/non binario/vario.
a.9	Ich lebe ... allein. ... allein mit Kind/ern. ... mit Partner/in. ... mit Partner/in und Kind/ern. Weiteres (offenes Feld)	Je vis ... seul-e. ... seul-e avec un ou plusieurs enfants. ... avec mon/ma partenaire. ... avec mon/ma partenaire et un ou plusieurs enfants. Autre (champ ouvert)	Vivo: ... da solo/a. ... da solo/a con uno o più figli. ... con il mio/la mia partner. ... con il mio/la mia partner e uno o più figli. Altro (campo di testo libero)
a.10	Was ist Ihre höchste Ausbildung? - Keine - Primar-Real-Sekundarschule - Berufslehre-Berufsschule-KV-Gewerbeschule - Maturitätsschule, Gymnasium, LehrerInnenseminar, Berufsmaturität - Höhere Fach- oder Berufsausbildung, Kunstgewerbeschule - Höhere Fachschule z. B. HTL, HWV - Technische Hochschulen (ETH), Fachhochschule (FHS) - Universität - weiss nicht - keine Antwort	Quel est votre niveau de formation le plus élevé? - Aucun - Ecole primaire-secondaire - Apprentissage-école professionnelle-apprentissage de commerce-école des métiers - Ecole de maturité, lycée/gymnase, école normale, maturité professionnelle - Formation technique ou professionnelle supérieure, école des arts appliqués - Haute école spécialisée, p. ex. école technique supérieure, école supérieure d'économie et de gestion - Ecole polytechnique fédérale (EPF), haute école spécialisée (HES) - Université - Je ne sais pas - Aucune réponse	Qual è il più alto grado di istruzione che ha ottenuto? - Nessuno - Scuola primaria/secondaria di primo grado - Formazione professionale/scuola professionale/scuola di commercio/scuola professionale artigianale industriale - Scuola di maturità/liceo/scuola magistrale/maturità professionale - Formazione specializzata o professionale superiore/scuola di arti applicate - Scuola specializzata superiore z. B. STS, SSQEA - Politecnici federali (PF)/scuola universitaria professionale (SUP) - Università - Non lo so - Nessuna risposta
	Im Folgenden geht es um Einstellung und Erfahrungen zur Chancengleichheit am Arbeitsplatz.	Ci-après, l'enquête porte sur votre point de vue et votre expérience concernant l'égalité des chances sur le lieu de travail.	Di seguito sono riportate domande relative all'atteggiamento e alle esperienze in materia di pari opportunità sul posto di lavoro.
b.1	Denken Sie, dass die Gleichstellung der Geschlechter in der Schweiz erreicht ist? ... in der Familie ... in der Politik ... in der Ausbildung ... am Arbeitsplatz ... bei Führungspositionen in Unternehmen und Organisationen ja, auf jeden Fall – ja, teilweise – nein, nicht wirklich – nein, überhaupt nicht – weiss nicht	Pensez-vous que l'égalité des sexes est atteinte en Suisse? ... dans la famille ... en politique ... dans la formation ... sur le lieu de travail ... aux postes de direction des entreprises et organisations oui, tout à fait – oui, en partie – non, pas vraiment – non, pas du tout – je ne sais pas	Ritiene che in Svizzera sia stata raggiunta la parità dei sessi? ... in famiglia ... nella politica ... nella formazione ... sul posto di lavoro ... nelle posizioni dirigenziali delle aziende e delle organizzazioni assolutamente sì – sì, in parte – no, non del tutto – assolutamente no – non lo so
b.2	Was denken Sie: Ist das Prinzip «Gleicher Lohn für gleiche und gleichwertige Arbeit für Frauen und Männer» in der Schweiz im Gesetz verankert? Ja.	Pensez-vous que le principe «un salaire égal pour un travail égal ou de valeur égale pour les femmes et les hommes» est ancré dans la loi en Suisse? Oui.	Esprima la sua opinione: il principio dell'«eguale retribuzione a parità di prestazioni e per prestazioni di egual valore di uomini e donne» è sancito dalla legge svizzera? Sì.

	Nein. Weiss nicht.	Non. Je ne sais pas.	No. Non lo so.
b.3	<p>Wenn Sie an Ihre beruflichen Erfahrungen denken: Haben Sie sich bei den nachfolgenden Situationen schon einmal aufgrund Ihres Geschlechts benachteiligt gefühlt?</p> <p>Mit Benachteiligung aufgrund des Geschlechts meinen wir auch wegen des Zivilstands, der familiären Situation oder bei Frauen wegen einer Schwangerschaft. Hier können Sie mehrere Antworten geben. Ich denke, dass ich wegen meinem Geschlecht schon einmal ...</p> <ul style="list-style-type: none"> - ... bei einer Anstellung benachteiligt worden bin. - ... nicht oder zu besonders schlechten Bedingungen an Aus- und Weiterbildungen teilnehmen kann/konnte. - ... nicht befördert werde/wurde. - ... weniger Lohn erhalte/erhalten habe. - ... bestimmte Aufgaben zugeteilt bekomme/bekommen habe. - ... durch eine bestimmte Gestaltung meiner Arbeitsbedingungen benachteiligt werde/wurde. Das betrifft z. B. Arbeitspensum, Arbeitszeitregelung, zur Verfügung gestellte Ressourcen u. a. - ... durch sexistische Sprüche, anzügliche Blicke, aufdringliches Verhalten, pornografisches Material, Drohungen, sexuelle Übergriffe belästigt werde/wurde. - ... gekündigt wurde. - ... andere Benachteiligungen erfahren habe, und zwar (offenes Feld) - Ich habe mich noch nie wegen meinem Geschlecht benachteiligt gefühlt. - Ich habe mich schon bevorteilt gefühlt. 	<p>En pensant à vos expériences professionnelles, avez-vous déjà été désavantagé-e en raison de votre sexe dans les situations suivantes?</p> <p>Par désavantage en raison du sexe, on entend aussi tout désavantage fondé sur l'état civil, la situation familiale ou la grossesse. Plusieurs réponses possibles. J'ai déjà été confronté-e aux situations suivantes en raison de mon sexe ...</p> <ul style="list-style-type: none"> - ... j'ai été désavantagé-e lors d'une embauche. - ... je ne peux pas/je n'ai pas pu participer à des formations et des formations continues, ou seulement dans des conditions particulièrement mauvaises. - ... je n'ai pas obtenu de promotion. - ... je perçois/j'ai perçu un salaire moins élevé. - ... on m'attribue/on m'a attribué certaines tâches. - ... je suis/j'ai été désavantagé-e par un aménagement donné de mes conditions de travail. Cela concerne p. ex. le taux d'occupation, les règles relatives au temps de travail, les ressources mises à disposition, etc. - ... je suis/j'ai été gêné-e par des propos sexistes, des regards déplacés, un comportement importun, du matériel pornographique, des menaces, des agressions sexuelles. - ... j'ai été licencié-e. - ... j'ai fait l'objet d'autres discriminations, à savoir (champ ouvert) - A ce jour, je n'ai jamais eu le sentiment d'avoir été désavantagé-e en raison de mon sexe. - J'ai déjà eu le sentiment d'avoir été avantagé-e. 	<p>Pensi alle sue esperienze professionali: si è mai sentito/a penalizzato/a sulla base del suo sesso in una delle situazioni seguenti?</p> <p>Con penalizzazione sulla base del sesso intendiamo anche quella sulla base dello stato civile, della situazione familiare o, per le donne, a causa di una gravidanza. Qui è possibile indicare più risposte. Ritengo che, a causa del mio sesso, ...</p> <ul style="list-style-type: none"> - ... io sia stato/a penalizzato/a in occasione di un'assunzione. - ... mi sia (stato) impedito di prendere parte a formazioni/perfezionamenti, o le condizioni per la mia partecipazione siano notevolmente peggiorate. - ... mi sia stata negata una promozione. - ... io ricevo/abbia ricevuto una retribuzione inferiore. - ... determinati compiti mi siano (stati) assegnati. - ... io sia (stato/a) penalizzato/a attraverso una determinata strutturazione delle mie condizioni di lavoro. Ciò riguarda ad esempio il grado di occupazione, la regolamentazione degli orari di lavoro, le risorse messe a disposizione, ecc. - ... io sia (stato/a) molestato/a con affermazioni sessiste, sguardi fastidiosi, comportamenti molesti, materiale pornografico, minacce, aggressioni sessuali. - ... io sia stato/a licenziato/a. - ... io sia stato/a penalizzato/a in altro modo, ovvero: (campo di testo libero) - Non mi sono mai sentito/a penalizzato/a a causa del mio sesso. - Mi è capitato di sentirmi avvantaggiato/a.
b.4	<p>Was denken Sie: Erhalten Frauen in der Schweiz für gleiche und gleichwertige Arbeit eher mehr, eher weniger oder gleich viel Lohn wie Männer?</p> <p>Eher mehr Lohn Eher weniger Lohn Gleich viel Lohn Weiss nicht</p>	<p>D'après vous, pour un travail égal ou de valeur égale les femmes perçoivent-elles en Suisse un salaire plutôt supérieur, plutôt inférieur ou égal à celui des hommes ?</p> <p>Salaire plutôt supérieur Salaire plutôt inférieur Salaire égal Je ne sais pas</p>	<p>Esprima la sua opinione: a parità di prestazioni e per prestazioni di uguale valore, le donne, in Svizzera, ricevono una retribuzione maggiore, inferiore o uguale a quella degli uomini?</p> <p>Generalmente, una retribuzione maggiore. Generalmente, una retribuzione minore. La stessa retribuzione. Non lo so.</p>
b.5	<p>Was meinen Sie: Was könnte man ganz generell tun, um die Lohnungleichheit zwischen Frauen und Männern zu verringern? (offenes Feld)</p>	<p>D'après vous, que pourrait-on faire, de manière générale, pour réduire l'inégalité salariale entre les femmes et les hommes? (champ ouvert)</p>	<p>Che cosa ne pensa? Che cosa si potrebbe fare, in generale, per ridurre le disparità di salario tra uomini e donne? (Campo di testo libero)</p>
b.6	<p>Wenn Sie an Ihr Unternehmen denken: Treffen die folgenden Aussagen zu oder nicht? Wenn Sie an das Unternehmen denken, in dem Sie zuletzt erwerbstätig waren: Treffen die folgenden Aussagen zu oder nicht?</p>	<p>S'agissant de votre entreprise, les affirmations suivantes sont-elles correctes? S'agissant de l'entreprise dans laquelle vous avez travaillé dans le cadre de votre dernier emploi en date, les affirmations suivantes sont-elles correctes?</p>	<p>Se pensa all'azienda in cui lavora: le seguenti affermazioni sono vere o false? Se pensa all'ultima azienda in cui ha lavorato: le seguenti affermazioni sono vere o false?</p>

	<p>a) Ich kenne die Löhne meiner unmittelbaren Kolleginnen und Kollegen.</p> <p>b) Mein Betrieb hat ein nachvollziehbares Lohnsystem.</p> <p>c) Mein Betrieb hat schon einmal eine Lohnvergleichsanalyse durchgeführt und die Ergebnisse dem Personal mitgeteilt.</p> <p>d) Ich habe schon einmal den Verdacht gehabt, dass es in meinem Betrieb Lohndiskriminierung geben könnte.</p> <p>ja – nein – weiss nicht</p>	<p>a) Je connais les salaires de mes collègues directs.</p> <p>b) Mon entreprise possède un système salarial transparent.</p> <p>c) Mon entreprise a déjà réalisé une analyse de l'égalité salariale et a communiqué les résultats au personnel.</p> <p>d) J'ai déjà soupçonné une discrimination salariale éventuelle au sein de mon entreprise.</p> <p>oui – non – je ne sais pas</p>	<p>a) So a quanto ammonta la retribuzione dei miei colleghi e colleghe più vicini.</p> <p>b) La mia azienda ha un sistema di retribuzione trasparente.</p> <p>c) La mia azienda ha già svolto una verifica della parità delle retribuzioni, comunicandone i risultati al personale.</p> <p>d) Ho già avuto il sospetto che la mia azienda potesse operare delle discriminazioni a livello di retribuzione.</p> <p>si – no – non lo so</p>
b.7	<p>Bitte geben Sie an, wie sehr Sie mit den Aussagen übereinstimmen.</p> <p>Bitte geben Sie an, wie sehr Sie mit den Aussagen übereinstimmen. Denken Sie dabei an Ihre letzte Erwerbstätigkeit.</p> <p>a) Ich bin mit meinem Lohn zufrieden.</p> <p>b) Meine Entlohnung entspricht meiner persönlichen Leistung.</p> <p>stimme voll und ganz zu – stimme zu – weder noch – stimme nicht zu – stimme überhaupt nicht zu – weiss nicht</p>	<p>Veillez indiquer à quel point vous êtes d'accord avec les affirmations suivantes.</p> <p>Veillez indiquer à quel point vous êtes d'accord avec les affirmations suivantes en relation avec votre dernière activité professionnelle en date.</p> <p>a) Je suis satisfait-e de mon salaire.</p> <p>b) Mon salaire correspond à mes performances personnelles.</p> <p>tout à fait d'accord – d'accord – neutre – pas d'accord – pas du tout d'accord – je ne sais pas</p>	<p>Indichi quanto è d'accordo con le affermazioni seguenti. Indichi quanto è d'accordo con le affermazioni seguenti. Nel rispondere, pensi all'ultima attività lavorativa che ha esercitato.</p> <p>a) Sono soddisfatto/a della mia retribuzione.</p> <p>b) La mia retribuzione corrisponde alle mie prestazioni personali.</p> <p>assolutamente d'accordo – D'accordo – Né d'accordo, né in disaccordo – In disaccordo – Assolutamente in disaccordo – Non lo so</p>
b.8	<p>Ich habe schon einmal über meinen Lohn verhandelt.</p> <p>- ja</p> <p>- nein</p>	<p>J'ai déjà négocié mon salaire.</p> <p>- oui</p> <p>- non</p>	<p>Mi è già capitato di condurre trattative sulla mia retribuzione.</p> <p>- Sì</p> <p>- No</p>
b.9	<p>Was war das Ergebnis der Verhandlungen?</p> <p>- Der Lohn wurde nach oben angepasst.</p> <p>- Der Lohn wurde nicht angepasst.</p> <p>- Bei Bewerbungen: Ich habe die Stelle nicht erhalten.</p> <p>- Anderes, und zwar (offenes Feld)</p>	<p>Quel a été le résultat des négociations?</p> <p>- Mon salaire a été revu à la hausse.</p> <p>- Mon salaire est resté inchangé.</p> <p>- En cas de candidature: je n'ai pas obtenu le poste.</p> <p>- Autre, à savoir (champ ouvert)</p>	<p>Qual è stato l'esito delle trattative?</p> <p>- La retribuzione è stata modificata al rialzo.</p> <p>- La retribuzione non ha subito modifiche.</p> <p>- In caso di candidature: non ho ottenuto il posto.</p> <p>- Altro, specificare: (campo di testo libero)</p>
b.10	<p>Angenommen, Sie stellen fest, dass Sie weniger verdienen als andere Mitarbeitende in derselben oder einer gleichwertigen Funktion. Was würden Sie tun?</p> <p>Hier können Sie mehrere Antworten geben.</p> <p>- mit Kollegen und Kolleginnen sprechen</p> <p>- mit meinem Chef bzw. meiner Chefin sprechen</p> <p>- Lohnerhöhung einfordern</p> <p>- intern Unterstützung suchen (z. B. Diversity-Stelle, Personalabteilung)</p> <p>- extern Unterstützung suchen (z. B. Schlichtungsstelle, Anwalt oder Anwältin)</p> <p>- Gewerkschaft kontaktieren</p> <p>- Klage bei Gericht einreichen</p> <p>- kündigen</p> <p>- nichts tun</p> <p>- anderes, nämlich (grosses offenes Feld)</p> <p>- weiss nicht</p>	<p>Imaginons que vous constatiez que vous gagnez moins que d'autres collaboratrices et/ou collaborateurs pour une fonction égale ou de valeur égale. Comment réagiriez-vous?</p> <p>Plusieurs réponses possibles.</p> <p>- j'en parlerais à mes collègues</p> <p>- j'en parlerais à mon chef ou à ma cheffe</p> <p>- je demanderais une augmentation</p> <p>- je chercherais un soutien interne (p. ex. organe de la diversité, service du personnel)</p> <p>- je chercherais un soutien externe (p. ex. service de médiation, avocat-e)</p> <p>- je contacterais le syndicat</p> <p>- je porterais plainte auprès du tribunal</p> <p>- je démissionnerais</p> <p>- je ne ferais rien</p> <p>- autre, à savoir (grand champ ouvert)</p> <p>- je ne sais pas</p>	<p>Ipotizziamo che lei si renda conto di guadagnare meno di altri collaboratori/trici che svolgono la sua stessa funzione o una funzione di pari valore: come si comporterebbe?</p> <p>Qui è possibile indicare più risposte.</p> <p>- Parlerei con i colleghi e le colleghe.</p> <p>- Parlerei con il mio/la mia superiore.</p> <p>- Chiederei un aumento della retribuzione.</p> <p>- Cercherei un supporto interno (ad es. ufficio per la diversità, ufficio del personale).</p> <p>- Cercherei un supporto esterno (ad es. servizio di conciliazione, avvocato/a)</p> <p>- Contatterei il sindacato.</p> <p>- Intenterai un'azione davanti a un giudice.</p> <p>- Mi licenzierei.</p> <p>- Non farei nulla.</p> <p>- Altro, specificare: (campo di testo libero)</p> <p>- Non lo so.</p>

b.11	<p>Sollte das Gleichstellungsgesetz im Bereich Lohn strikter umgesetzt werden? Ja – Eher ja – Eher nein – Nein – Weiss nicht</p>	<p>La loi sur l'égalité devrait-elle être mise en œuvre de manière plus stricte sur le plan salarial? Oui – Plutôt oui – Plutôt non – Non – Je ne sais pas</p>	<p>La Legge federale sulla parità dei sessi dovrebbe essere applicata in modo più stringente per quanto riguarda le retribuzioni? Sì – Tendenzialmente sì – Tendenzialmente no – No – Non lo so</p>
b.12	<p>In der Öffentlichkeit wird immer wieder über verschiedene Instrumente diskutiert, um Lohngleichheit zu erreichen. Was denken Sie, welche Massnahmen sind sinnvoll? Hier können Sie mehrere Antworten geben.</p> <ul style="list-style-type: none"> - Mehr Informationen zu Lohngleichheit für Arbeitgeberinnen und Arbeitgeber. - Mehr Informationen zu Lohngleichheit für Arbeitnehmerinnen und Arbeitnehmer. - Unternehmen sollten selbst Lohnanalysen durchführen. - Es sollte staatliche Lohnkontrollen geben. - Die Ergebnisse dieser Lohnkontrollen sollten veröffentlicht werden. - Unternehmen sollten verpflichtet werden, Gleichstellungspläne zu machen. - Es sollte eine unabhängige Behörde geben, die Kontroll- und Klagerechte gegenüber Unternehmen hat. - Es braucht keine Massnahmen. - Anderes, und zwar (offenes Feld) - Weiss nicht. 	<p>Plusieurs outils en faveur de l'égalité salariale font l'objet d'un débat récurrent dans l'opinion publique. Qu'en pensez-vous, quelles mesures sont judicieuses? Plusieurs réponses possibles.</p> <ul style="list-style-type: none"> - Informations supplémentaires sur l'égalité salariale pour les employeurs. - Informations supplémentaires sur l'égalité salariale pour les employé-e-s. - Les entreprises devraient mener des analyses salariales par leurs propres moyens. - Les pouvoirs publics devraient organiser des contrôles salariaux. - Les résultats de ces contrôles devraient être publiés. - Les entreprises devraient être obligées d'élaborer des plans en faveur de l'égalité. - Il devrait exister une autorité indépendante dotée d'un droit de contrôle et de recours vis-à-vis des entreprises. - Il ne faut aucune mesure. - Autre, à savoir (champ ouvert) - Je ne sais pas. 	<p>Il dibattito pubblico verte spesso sui diversi strumenti che permetterebbero di ottenere la parità di retribuzione. Secondo lei, quali misure sono appropriate? Qui è possibile indicare più risposte.</p> <ul style="list-style-type: none"> - Maggiori informazioni sulla parità di retribuzione per datori e datrici di lavoro. - Maggiori informazioni sulla parità di retribuzione per lavoratori e lavoratrici. - Le aziende dovrebbero svolgere verifiche autonome delle retribuzioni. - Sarebbero necessari controlli statali. - I risultati di tali controlli dovrebbero essere pubblicati. - Le imprese dovrebbero essere obbligate a formulare progetti per la parità. - Dovrebbe essere istituita un'autorità indipendente con diritto di controllo e di azione rispetto alle aziende. - Non è necessaria alcuna misura. - Altro, specificare: (campo di testo libero) - Non lo so.
b.13	<p>Haben Sie weitere Bemerkungen oder Anregungen zum Thema, die Sie uns gerne mitteilen möchten? (offenes Feld)</p>	<p>Avez-vous d'autres remarques ou suggestions à formuler à ce sujet? (champ ouvert)</p>	<p>Ha ulteriori osservazioni o suggerimenti che desidera comunicarci a proposito di questo tema? (campo di testo libero)</p>
	<p>Vielen Dank für Ihre Teilnahme!</p>	<p>Merci de votre participation!</p>	<p>Grazie per la partecipazione!</p>