

Switzerland's Equal-Pay Analysis Duty (Gender Equality Act Art. 13a–13i) — A Sanction-Free Mandate With Weak Compliance

Gender Equality · Good practice · Switzerland

Quality score: 30/100

Evidence strength: Cautionary / limited

Summary

Since July 2020 Swiss employers with 100+ staff must analyse pay for unexplained gender gaps every four years, with external review. A 2025 federal interim report found over half of firms do not comply; the law has no sanctions.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	0/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	1/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-10-16

[Federal Office of Justice \(FOJ\) / Federal Council](#) — accessed 2026-10-16

[Federal Office of Justice — Verwirklichung der Lohngleichheit](#) — accessed 2026-10-16

[arbeitsrecht-aktuell.ch — Lohngleichheitsanalyse](#) — accessed 2026-10-16

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