

Switzerland's Gender Guideline Values for Company Boards (Art. 734f/734e CO)

Gender Equality · Good practice · Switzerland

Quality score: 63/100

Evidence strength: Moderate

Summary

Since 2021, Swiss corporate law sets non-binding gender guideline values — 30% on boards, 20% in executive management — for large listed companies, with mandatory public disclosure if unmet. Independent audits show boards near target but executive representation stalling.

Key dimensions

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

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-28

[Swiss Federal Council / Federal Assembly — Code of Obligations reform; compliance audited by Guido Schilling AG](#) — accessed 2026-09-28

[schillingreport 2026 \(Guido Schilling AG\)](#) — accessed 2026-09-28

[Pestalozzi Attorneys at Law — Art. 734e/734f CO legal update](#) — accessed 2026-09-28

[swissinfo.ch — women on SMI executive boards](#) — accessed 2026-09-28

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