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# CONTEMPORARY ISSUES AND PERSPECTIVES ON GENDER RESEARCH

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# Labor Market and Women's Labor Force in Developed Countries of Europe: Case of Switzerland and Germany<sup>1</sup>

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## Abstract

The labor market today is one of the most important markets of the developed industrial society, in addition to the financial market, the money market and the capital market. Changes in the labor market are conditioned by a number of factors, such as the place of the country in the world division of labor, its position in the flows of the globalized economy, demographic structure, and specificities of traditional culture and business ethics in a particular country. The subject of our socio-economic research is position of women in the labor market of Switzerland and Germany. Both countries are highly developed, with a high employment rates and low unemployment. Germany belongs to the EU-28 family, whilst Switzerland is outside the family. In both countries, women are a significant part of the workforce. In their labor market, there has been significant share of foreign workers, which further complicates social and industrial relations. Switzerland and Germany are demographically old, but their population and employment policies are different. In both countries, attraction of the most educated work force is existent. In the labor market of Switzerland and Germany, there are inequalities in activity levels, employment and unemployment of women, wages and opportunities for the social promotion of men and women. These economic and social inequalities are maintained over long period, the state restricts or stimulates them with their economic and social policies, as well as a flexible labor market to varying degree, and depending on needs. Are these inequalities at the expense of the female workforce?

*Keywords:* labor market, women, Germany, Switzerland, differences

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## Introduction

Switzerland and Germany are among the most economically developed countries in Europe. Switzerland and the EU member states conclude specific interstate and regional cooperation agreements in various fields. Germany, by population, economic strength and political influence, is almost paramount to the functioning of the European Union (EU). Each of those countries has specific employment and labor market policy. Specific cultures and policies towards women in the labor market are essential for drawing conclusions about the similarities and differences of these societies. In the paper, the analysis is focused on the labor market, women's position on the labour market, the gap in employment and unemployment, working conditions and earnings between men and women. On the sidelines of the research are inequalities in the position of domestic and foreign labor. In this respect, attention is drawn to the policies on attracting economic migrants, which differ widely between Switzerland and Germany. These differences exist even when it comes to regions where the majority of the population is of the same origin. The paper starts with the thesis that the position of women in the labor market is most determined by systemic factors. Changes in the labor market are strongly influenced by changes in production methods and technologies, and cultural and political factors in a particular society are strongly influenced by policies towards the female workforce. To the extent that the demographic structures of society are less favorable, specific policies are imposed and implemented against women and foreign workers. The gender gap in employment, earnings, reconciliation of family and workroles is at the expense of women, and is relatively larger in Switzerland than in Germany. Relevant conclusions from the researchers of these phenomena and official statistics data support these findings.

## Women's Labor Force on Swiss Labor Market

Switzerland is one of the most developed countries in Europe. It is a world leader in innovation. According to the European Commission, in 2016 the summary innovation index was 64% higher than in the EU (European Commission, 2017:7). More than 70%

of scientific research fundings work comes from the private sector. High labor productivity also contributed to economic growth (GDP growth rate was 1.9% in 2016), while the overall unemployment rate was very low (3.2% in 2016) (OECD, 2019). In the list of the richest countries in the world, Switzerland ranked ninth, with 2019 GDP per capita of purchasing power of 65707 US\$ (World's Richest Countries, 2019).

The population of Switzerland is by the most important demographic indicators aged. In 2014 the average age of the population is 42 years. With the size of the total population (8.34 million), the share of the population under 15 years is 14.7%, from 15 to 65 years is 67% and the share of the population 65 or older is 17.8%. Life expectancy at birth (in years) for men is 81.0 and for women is 85.2 (Switzerland's Population 2014, 2015:28). Young-age dependency ration is 22.2, the old-age dependency ratio is 27.0 and total-age dependency ratio is 49.2 (Hrvatska enciklopedija, 2019).

The rate of natural increase is low at 2.2 (2013), while the birth rate (10.2) and mortality (8.5) are below the world average. Fertility is the number of live births, the number of fertile women (15-49 years) is 1.54 (Swiss 14.3, Foreigners 18.7). A simple reproduction of the population requires 2.1 (Switzerland's Population 2014, 2015:7). The majority of the population are Swiss (75%) and the rest are foreign in origin. Most numerous are the French, Germans and Italians. These cultures differ in their attitudes towards women in general, especially towards their authorities in the labor market. Women in Switzerland have made slow progress in political and economic emancipation. In 1971, the Constitution guaranteed gender equality, and the last canton passed the right of recognition in 1995. The Law on Equality at Work was adopted in 1985. Restrictive policies are still being pursued in the sphere of work, particularly towards members of the lower classes and classes. Apparently, employment policies are focused on maintaining and producing the gender gap among natives. Additionally, policy towards foreign workers contributes to the gender gap.

In 2018, the share of the employment among the total working-age population (20-64) was 82.5%, which is almost 10% above the EU average (72.3%) in the same year. Out of the total male workforce in this age category, as many as 87% were employed

(79% in the EU-29), while the female employment rate was 77.9%, significantly higher than the EU average (67.4%). There are significant differences among the employed workforce in terms of age and gender. Young people (15-24) are less employed than middle-aged and older workers, additionally, in 2018, 62.6% of them worked (the EU average is 35.4%). Young men and women had the same employment level of 62.6%, but the type of employment and work they performed were different (European Commission, 2017).

Full-time employment is dominant in Switzerland. It is slightly lower than in Iceland. Weekdays are 40 hours a week, but in reality, more is often done. At the heart of this phenomena is both the work ethic of the population and the dominant cultural values (eg. commitment to work). Men are much more frequent full-time employed than women, while women work more often on part-time, less respectable and less paid jobs. As a rule, full-time mode of employment is more frequent among then domestic than the population with EU or so-called "third countries" origins. Gender inequalities are present in each of the aforementioned labor force groups. Main reasons come from the sphere of politics, tradition and culture. The employment of women's work force as a process underpins a traditional, patriarchal culture, which sees the family role as the most important role of women. Therefore, all institutions (for the care and care of preschool children, schools) are arranged according to an assumption women are more present at home and limited professional activity. The work of the institutions (shifts, vacations, snack time and lunch) and relatively modest childcare investments indirectly show concern for the preservation of the traditional role of the woman, while making their recruitment substantially difficult. Observing the main reasons behind part-time employment one can notice how much the social system maintains and deepens the gender gap.

In 2018 two-fifths of the domestic workforce (41.9%) out of all employees in Switzerland (20-64 years) worked part-time. Part-time employment was much less frequent among men (19.5%) than women (66.0%). Among foreign-born workers, this mode of employment was about ten percent less prevalent. The main causes of part-time employment are not only individual, family but also wider context social. In 2018, impossibility to find a full-time job and hence working as the part-time worker was 3-fold higher in EU



(24.8%) than in Switzerland (8.3%). To a lesser extent among men than women, the mentioned inability was recognized as the main reason for part/time employment. There were more in the EU (33.4%) than in Switzerland (10.6%). In Switzerland, the relative difference between women and men was small (10.3% for women). This also indirectly indicates that getting employment is easier in Switzerland and unemployment is lower than the EU average.

Another reason for opting for part-time is looking after children or incapacitated adults. In Table 2 (end of the paper) we observe reason was stated by slightly lesser extent among employees in Switzerland than EU average. Three times more prevalent reason is for women (21.2%) than for men (7.2%). The institutional system of family support, especially the existence of institutions for the care of young and pre-school children, is an important factor contributing to the activity level and mode of employment for women. Laura Ravazzini found among women working 20-36 hours a week, inhabited in regions investing above the national average in child-care facilities employment rate is increased by 2%. The effect was of strong significance for higher educated mothers of two, married or in cohabitation. Although inactive women did not enter the labour market, women who already work part-time have increased their presence on labour market at an overall number of hours worked. The increase was not noticed among single mothers, low educated or disabled women (Ravazzini, 2018:1). For rich families, according to research from Butler and Ruesch, it is not worth it to bring children to care facilities if a woman works more than 60% part-time. The main reason is tax policy (Ravazzini, 2018). Women without children are also employed in part-time and temporary jobs, and income from this is necessary for the family budget. Most frequent, men are full-time workers, and women are prevalent in the secondary job market. In 2018, 63% out of all women employed in Switzerland worked full-time (Table 4). The highest share of women worked part-time in the flexible labor market of the Netherlands (Figure 1).

When they are employed, women are the most numerous in the “feminized” industries. According to official statistics, the foreign labor force, both male and female, is more prevalent among less-skilled and routine occupations than domestic workers. Among

the employees with the highest non-manual occupations and the highest positions in the companies, men born in Switzerland than outnumber women, and the similar gender gap exists among the foreign professionals (Seminario, 2017: 68-75). There is especially little female work force among managers. Accordingly their professional and vertical social mobility opportunities are systematically limited. In the property sector, one third are women out of all employees with the lowest wages (less than 4000). On the contrary, women account only up to a quarter in the highest-wage category (over CHF 8,000) (Swiss Federal Statistics Office, 2018). Consequently, in 2016, the gender wage gap was at the expense of women (18%). It is slightly higher than the OECD average (16.0%) (Table 4) (PwC Women in Work Index, Closing Gender Pay Gap, 2018).

The family policy was also reflected in the length of maternity leave. In Switzerland, it is very restrictive. Length of maternity leave days is among the lowest in Europe (14 weeks) (Figure 2). Situation about the sick leave due to illness, child or other family members care is similar. Policies differ from the French ones, which by other measures (low prices, numerous childcare facilities, less household taxation) successfully encourages birth rates (Figure 2). In a particularly difficult situation are migrant women. Due to their lack of structures, knowledge of language and culture they are unable to land a job or care for their children. Women from the lower classes are repeatedly disabled in raising their children. One reason is the model of employment, but also existing gender wage gap.

Interestingly, citizens often decide on a referendum about numerous issues. In 2013, they rejected a proposal of law on limiting the ratio between annual salaries of directors and workers with the lowest salaries (12:1) (Stevanović, 2016.) A year later, a referendum on minimum income law (22\$ per hour), which would be the largest in the world, had the same outcome. Switzerland has rejected the world's greatest minimum income in the world. The most influential Swiss unions have publicly advocated the extension of the length of service required for retirement. Employers have benefited most from the extension. Conservative parties, which are emerging in Switzerland, have justified such decisions by taking care not to move capital out of the country and preventing disruption in the labor market.

In Switzerland, generational inequalities in employment are present, moreover, they are further enhanced by the flexible labor market. In 2014, about 17% of the total work force employed was members of trade unions (Bernaciak, Gumbrell-McCormick Hyman, 2014). This data contributes to fact across Europe, Switzerland has been the fewest strikes. In June 2019, women, after 28 years, massively protested throughout Switzerland “against sexism, inequality at work, leaving jobs and burning bras” (Naši u svetu, 2019).

The rich society, with a high standard of living, is something that attracts foreign labor. Besides, 2007 world economic crisis seemed not to have passed almost unnoticed Switzerland, thus unemployment remained low all the time. Switzerland has responded to the crisis not by increasing domestic employment (young people, women, older workers) but by the influx of foreign labor (Afonso, 2018:1-19). Foreigners make up a third out of the total workforce. Majority of them are citizens born in the EU Member States (68%), with Germany, Italy, and Portugal being most prevalent as origin countries (Switzerland's Population, 2014, 2015:13). Annually, quotas are set, the previously received foreigners are returned and new ones are received. The selection is tailored to the needs of the labor market, but also to address the growing demographic problems. In addition to highly educated professionals (IT sector, medicine, finance), migrant educated women are increasingly desirable. Migration has been ‘feminized’ by making educated foreigners more contributing to economic growth and narrowing the existing employment and wage gap relative to domestic women. Inequalities in job opportunities, working conditions and wages also exist among migrant women. It is easier for more educated migrant women to land a job, whilst less educated ones have been waiting for several years (Afonso, 2018:1-19). As the unemployment rate for the local population is three times lower than for the migrant population, the gap is even higher for low-income migrant women. According to some estimates, Switzerland needs 400,000 foreign workers over the next two decades. The policy of attracting foreign labor has been almost the same for years. It is following the interests of the state that a flexible labor market fosters the growth of productivity and economy.

The unemployment rate in Switzerland in 2013-2018 was declining and in 2018 it was 7%. Germany had almost during all period

its unemployment rate at the half of the EU-28 average, reducing the initial unemployment rate from 4.9% in 2013 to 2.8% in 2018.. This is the lowest unemployment rate since the unification of the two Germany (1990). Switzerland had small fluctuations in the unemployment rate which was about 5% (Table 5). In the EU-28 and both country, young workers' (19-24 years old) unemployment rate is as double as the total population's. Among the unemployed aged 20-64 in the EU-28 and Switzerland, there were more women, and among the elderly (55-64 years) it was reversed, men outnumber women. One of the reasons was the woman's quitting her job search. One can conclude from Table 3. all the time, women in Germany had a smaller unemployment rate compared to males. In short, the flexible labor market in Germany and Switzerland has largely involved women, although the gap between men and women persists across all major age groups. In both cases, the unemployment rate of the domestic population is smaller than among migration, while the labor shortage is present among the most skilled and the less-skilled workers.

### **Women's Labor Force on German Labor Market**

In terms of economic development, Germany is the “engine” of the EU-28. The growth rate after 2007 was positive and in 2016 was 1.9. It has become an attractive destination for many people from other countries, including migrants from the Far and the Middle East and Africa. The economy belongs to the so-called social-market, combining the market and protecting some of the basic social rights of workers and citizens. In recent years, regarding this, there have been changes in social policy, labor market flexibility and restrictions on the exercise of some of the previously achieved citizens' rights. One of the goals is, among other things, alignment labor market developments with the needs of the economy and alleviating the country's structural-demographic problems.

The population of Germany is, according to demographers old. Following indicators point to this fact: the average age of the population, life expectancy, age pyramid of population, aging index and dependency indices, the size of the working-age population category, natural population movement, annual population growth

and the role of migration in all this. Altogether has contributed to the changes and necessary reforms in the field of education, employment, pension system and everything related to the so-called “austerity measures”. The consequences are vast, both for the position of the employees in the fields and for all other citizens who use their services. In respect to mentioned, a brief overview of the most important directions of changes in the labor market, and especially of the position of the female workforce is being introduced.

Population decline of Germany, the most numerous EU country, has been a trend that has been around for several decades. According to some estimates, the land threatens by 2060, the population from the current 82.8 million to 71.0 million. If migration is taken into account, this process will be eased and slowed down. Thus, accepting mass migrants was a logical step towards alleviating the growing demographic problems. The median age of the population is among the highest in Europe and 2017 was 47.1 years (male 46.0, female 48 years) (Index Mundi, 2018). It contributes not only to advances treatment conditions, but also lowers the mortality rate. The death rate per 1,000 population in 2017 was 11,7. Low birth rates have been in existence in Germany for 30 years. In 2017, 8.6 children per 1000 were born. Fertility rate was 1.4, average number births of children by marriage 15-49 years is low, consequently, the population growth rate is -0.16. Additionally, the demographic population has 12.82% of children aged 0-14 years, aged 65 and over 22.06% and 65.10% aged 15-64. 6% older than 80 years. Life expectancy in the total population is about 80.8 years (males 78.5, females 83). With migration also affecting the total population, Germany is classified in societies where external migration has taken advantage of the poor demographic picture of the population. Subsequently, it is important to consider the policies towards migrants and their role in the labor market. The consequences are affecting both domestic and migrant workers in long-term.

The high employment rate of the population (20-64 years) in the period 2013-2018. years is sets Germany apart from other EU-28 members. It has been increasing since 2013 going, from 77.3 to 79.9 in 2018. The difference from the EU average has decreased from 10% to 5%. Compared to Switzerland, Germany had a lower employment rate of about 3%. In 2018 even 43.5 million people were employed.

According to Eurostat data, the employment rate of the population 70-74 in 2018 was 13% (European Commission, Eurostat, 2018). The data indirectly points to the problems of prolonging the retirement age, as well as to "active aging" policies. In 2018 the employment rate for men was 83.8 and for women 75.8. Women have been increasing their share of total employment in the last 6 years. Men were more employed (48.8) than women (45.4). The data in Table 1. show that in all age groups there was an employment gap to the detriment of women. Based on the same data sources, one concludes employment rates for both men and women natives are significantly higher than for workers who come from other EU member states. The biggest difference is the one between natives and workers coming from countries "Outside the EU." The young workforce (15-24 years old) is employed above the EU average (Germany 47.2, EU 35.4).

Inequalities in the labor market are also reflected in the prevailing mode of employment, among men it is full-time and among women is part-time. In 2018, on the flexible labor market, 24.8% was a share of part-time employers (EU average 21.2% 9). Such work was less frequent at native-born workers (26.4%) than among workers born abroad (29.8%). The gender gap in part-time employment rate is larger among the domestic workforce (male 8.7%, female 45.7%) than among foreigners (male 11.7%, female 51.3%) (European Commission, Eurostat, 2018). Most of these jobs are underpaid.

There are two main reasons for part-time employment. Data from Table 2 leads us to conclude in 2018, the problem of caring for young children and helping dependent household members dominant reason. Following cause is settling for the part-time position due to the lack of full-time employment. Women cited lack of full-time employment as the first and main reason, almost 6 times more frequently than men (male 5.5%, female 30.2%). According to OECD data, the gender pay gap is larger than in Switzerland and was 22% in 2016 (Table 4). Women in Germany gained the right to vote in 1918, and it was not until 1977 that they acquired the right to decide for themselves whether to take a job. Earlier, the decision was made by the spouse or other family members. Today, mass employment of women is considered to be one of the most important factors of economic growth. German women earn EUR 129 a day what is 16 times more than women in Serbia (EUR 8)! (B92 Vesti, 2018).

Care about women and family is reflected, among other things, in maternity leave. In Germany, a woman is entitled to 6 weeks paid leave before childbirth and 8 weeks after. This is not a sufficient measure to encourage birth rates. Additionally, both husband and wife are entitled to sick leave for up to 14 months, but receive two-thirds of their earnings. Even unemployed married couples receive some cash benefits during maternity leave. As society is of a deep demographic age, a care of the sick and the elderly has become a significant problem. In this regard, the state is particularly interested in attracting a large number of foreign workers (caregivers, medics for example). It is planned to introduce a tax on employees' wages, which would finance care for the elderly.

German migrant policy has changed dramatically with the massive intercontinental migration in 2015. That year, in Germany, entered 1.390 million migrants. In addition to contributing to the economic progress of countries, migration brings with it certain problems. Among them are extremism, terrorism and the organized criminal (Đorić, 2018: 44, 41). According to National Statistics, as many as three-quarters of migrants has not been graduated from any school. From Syria, highly educated migrants arrived very quickly, integrating more easily into cultural Germany. For this reason, the "open door" policy was intended to attract foreigners to compensate and fill in positions which need education and skills that the German labor market lacks. Germany's visa liberalization later took off. In addition, most migrants are young (up to 30 years old), which can improve the structure of the total population. All material costs invested in the process of acceptance and integration of foreign workers are multiple times pays off in the long run. Better-educated migrants, with adequate language skills and skills in short supply, easier land a job. Lower-educated migrants are prevalent. This group has a higher unemployment rate, work in insecure, demanding, and low-paying jobs. Women are in a particularly difficult position, with no greater chance of getting a job. They have been discriminated in many ways, both by the total male workforce and by domestic women workers. Therefore, migrant women are more often poor and socially excluded. Rights and social protection remain almost inaccessible to many migrant women.

## Conclusion

A comparative analysis of the position of the female work force in the labor market in the EU, Switzerland, and Germany confirmed the thesis that there is a gender gap. The gap in employment, earnings, reconciliation of family and work roles between men and women is at the expense of women, moreover, it is relatively larger in Switzerland than in Germany. Women are generally less employed, especially full-time. They are more frequently employed in part-time jobs, which automatically means lower earnings. The growth of the service sector and the feminization of the professions have led women to be more likely in less paid, less reputable and more insecure jobs. Patriarchal culture is more pronounced in Switzerland than in Germany, consequently, Swiss women are faced with numerous barriers to employment and reconciliation of family and work responsibilities. The biggest gender gap is in earnings. In Germany, the wage gap is 22%, while in Switzerland is 18% to the detriment of women. Inequalities in professional and social advancement opportunities are also portrayed in the fact the majority in top executive positions in companies (managers) are men. Low unemployment rates in Germany and Switzerland are a consequence, among other things, of policy toward attracting foreign labor. Switzerland has a restrictive policy (so-called "quota") and Germany has an "open door". Both countries offer the worst chances in the labor market of migrants, of lower education, with low language skill, having young and dependent children. Briefly, women in Switzerland, Germany and the EU are at a disadvantage in the labor market compared to men. The consequences of inequalities are reflected in earnings, professional and social promotion, which further complicates the reconciliation of family and work roles. Patriarchal culture and social institutions foster and consolidate such relationships.



**Table 1.** Employment ad activity by sex and age, annual date, 2018, 2018 (%)

	From 15 to 24 years			From 20 to 64 years			From 55 to 64 years		
	Total	Males	Females	Total	Males	Females	Total	Males	Females
EU - 28 countries	35,4	37,4	33,4	73,2	79,9	67,9	58,7	65,4	52,4
Germany	47,2	48,8	45,4	79,9	83,9	75,8	71,4	76,1	66,9
Switzerland	62,6	62,6	62,6	82,5	87,0	77,9	72,6	79,1	66,1

Izvor: Eurostat, . Employment statistics, Authors made a table,

<https://ec.europa.eu/eurostat/web/lfs/data/database>

**Table 2.** Main reason for part-time employment –Distribution by sex, 2018 (%)

	In total employment			Could not find full-time job			Looking after children or incapacitated adults		
	Total	Males	Females	Total	Males	Females	Total	Males	Females
EU - 28 countries	18,5	8,0	30,8	24,8	33,4	22,1	22,3	5,3	27,7
Germany	26,8	9,3	46,7	10,2	15,9	8,9	25,5	5,5	30,2
Switzerland	38,5	17,0	63,0	8,3	10,3	7,7	17,9	7,2	21,2

Source: Eurostat, . Employment statistics, Authors made a table,

<https://ec.europa.eu/eurostat/web/lfs/data/database>

**Table 3.** Unemployment rate by sex, age and citizenship, 2018 (%)

	15-24 godine			20-64 godine			55-64 godine		
	Total	Males	Females	Total	Males	Females	Total	Males	Females
EU - 28 countries	15,2	15,7	17	6,7	6,5	7	5,2	5,4	5,1
Germany	6,2	7,1	6	3,3	3,8	2,9	2,9	3,2	2,6
Switzerland	7,9	8,4	8	4,7	4,3	5,1	4,0	4,2	3,7

Source: Eurostat. Employment statistics, Authors made a table,

<https://ec.europa.eu/eurostat/web/lfs/data/database>

**Table 4.** Next 5 countries in the PwC WIW Index, 2016

Country	Pay gap	Labor force participation	Female unemployment	Women in full time employment
	Differences between female and male, median pay, %	% Female	%	% of total female employment
Germany	22	74	4	63
Switzerland	18	80	5	55
Estonia	24	73	6	88
Japan	25	68	3	63
Koreja	37	58	4	84
OECD	16	69	4	84

Source: OECD, Eurostat (According : PwC Women in the Work Index:

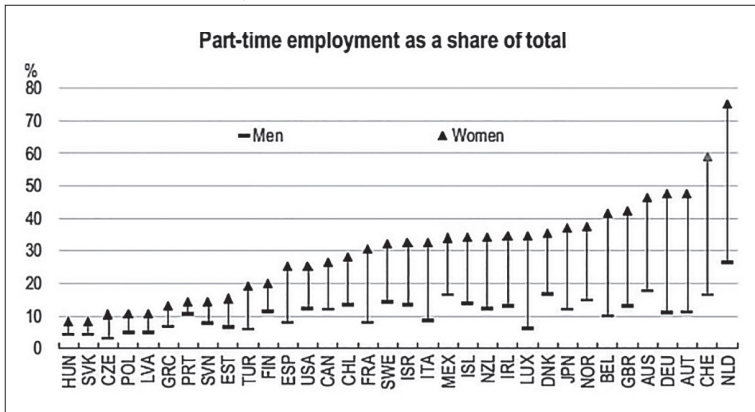
Closing the gender pay gap, [www.pwc.co.uk](http://www.pwc.co.uk), March 2018, p.37)

**Tabela 5.** Unemployment rate (20-64 years) 2018 (%)

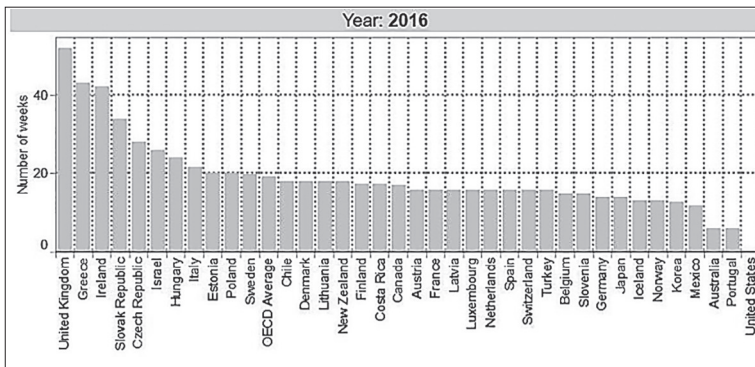
EU-28	2013	2014	2015	2016	2017	2018
	10,6	10,1	9,3	8,6	7,7	7,9
Germany	4,6	4,6	4,2	3,7	3,2	2,9
Switzerland	4,8	4,9	4,8	4,9	5,0	5,1

Source: Eurostat, Unemployment statistics, Authors made a table,

<https://ec.europa.eu/eurostat/web/lfs/data/database>

**Figure 1:** Labour market participation of part-time workers among men and women in 2017,

Source: OECD, Labour Statistics database.

**Figure 2:** Maternity leave

Source: OECD, Labour Statistics database.

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**TRŽIŠTE RADA I ŽENSKA RADNA SNAGA  
U RAZVIJENIM ZEMLJAMA EVROPE:  
PRIMER ŠVAJCARSKJE I NEMAČKE**

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**Sažetak**

Tržište rada danas predstavlja jedno od najznačajnijih tržišta razvijenog industrijskog društva, pored finansijskog tržišta, tržišta novca i tržišta kapitala. Promene na tržištu rada uslovljene su brojnim faktorima, kao što su mesto zemlje u svetskoj podeli rada, način uklapanja u tokove globalizovane ekonomije, demografskoj strukturi, ali i specifičnostima tradicionalne kulture i poslovne etike u konkretnoj zemlji. Predmet ovog sociološkog-ekonomskog istraživanja je položaj žena na tržištu rada Švajcarske i Nemačke. Obe zemlje su visoko razvijene, sa visokim stepenom zaposlenosti stanovništva i niskom nezaposlenosti. Nemačka pripada porodici EU 28, dok je Švajcarska izvan te porodice evropskih

naroda. U obe zemlje, žene su značajan deo radne snage. Na tržištu rada ovih zemalja u strukturi radne snage su odavno i strani radnici, koji dodatno usložnjavaju društvene i industrijske odnose. I Švajcarska, i Nemačka su u demografskom smislu stare, ali su im populaciona politika i politika zapošljavanja različite. U obe zemlje, prisutno je privlačenje najobrazovanije radne snage. Na tržištu rada Švajcarske i Nemačke postoje nejednakosti u stepenu aktivnosti, zaposlenosti i nezaposlenosti žena, zaradama i mogućnostima za društvenu promociju muškaraca i žena. Ove ekonomske i društvene nejednakosti se dugoročno održavaju, a država ih svojom ekonomskom i socijalnom politikom, kao i fleksibilnim tržištem rada u različitoj meri, a u zavisnosti od potreba ograničava ili podstiče. Da li su pomenute nejednakosti na štetu ženske radne snage?

**Ključne reči:** tržište rada, žene, Nemačka, Švajcarska, razlike