

Switzerland⁵³⁴

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Switzerland is a federal state with three political levels: the communes, the cantons, and the Confederation. In principle, family policy follows the principles of federalism and subsidiarity: the Confederation cedes responsibility for many areas of family policy to the cantons and the communes, insofar as they are able to perform these tasks, and retains an ancillary and enabling role. The Swiss Constitution defines the areas of responsibility of the Confederation. Pursuant to article 116 of the Swiss Constitution, in fulfilling its tasks, the Confederation shall take due account of the needs of the family and may legislate on family allowances; this article also provides the legal basis for maternity insurance.

Family policy may be organised very differently from one canton to another. Various cantons have also set up special family commissions. In their respective areas of responsibility (e.g., schools, childcare), many cantons and communes also implement family policy measures. Many non-governmental organisations are, in part, subsidised by the state and carry out specific tasks related to family policy. The division of responsibilities among political levels and the number of actors involved is, therefore, complex. For instance, each political level intervenes in early childhood education and care: for example, though most childcare services stem from the market, they are regulated and partially subsidised by the communes and/or the cantons. Finally, the federal level is also involved through a temporary programme, which subsidises new childcare initiatives and the creation of additional places for pre-school children.

The Swiss political system is a direct democracy: through referendums and initiatives, citizens may challenge any law passed by parliament and propose amendments to the federal constitution. In the case of an amendment proposed to the federal Constitution, a referendum is mandatory.

Note on Leave policies in private law vs. public law: the information provided in this report refers, unless explicitly stated, to the rules applicable for persons working under private law contracts. Leave policies in the public sector of the Confederation, the cantons, and the communes may vary considerably.

For comparisons with other countries in this review on leave provision and early childhood education and care services, please see the [cross-country tables](#) at the front of the review (also available individually on the Leave Network website). To

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1.Current leave and other employment-related policies to support parents

a. Maternity leave (*Mutterschaftsentschädigung, Allocation de maternité, Indennità in caso di maternità*) (responsibility of the Federal Department of Home Affairs, namely the Federal Social Insurance Office)

Length of leave (before and after birth)

- 14 weeks (98 calendar days), starting on the day of delivery.
- It is obligatory to take 8 weeks leave.
- Between the weeks 9 and 16 after birth, women covered by the Employment Act cannot be compelled to return to work. However, only 14 weeks are covered for payment by the statutory Maternity leave insurance.
- Employed women can be exempt from work before birth for medical and health reasons and, in this case, salary payment continues for a limited period, provided the employment relationship has lasted for or was concluded no longer than 3 months prior. However, absences prior to childbirth are governed by the Employment Act and do not form part of the maternity leave period.

Payment, funding and taxation

- 80 per cent of earnings up to an upper limit of CHF220 [€238.20]⁵³⁵ per day. The highest income thus covered at 80 per cent are monthly salaries of CHF8,250 [€8,932.44]; the annual income upper limit for employed and self-employed workers is CHF99,000 [€107,189.26].
- Payments are taxed.
- The period spent on Maternity leave counts for the establishment of pension credits.
- Funded by the Loss of Earnings Compensation fund, which also provides benefits for people carrying out military service, civil defence, or civil service. It is financed by equal contributions from employees and employers, each paying 0.25 per cent of earnings (0.5 per cent of earnings in total).

Flexibility in use

- None.

Eligibility (e.g., related to employment or family circumstances)

- Eligible for maternity compensation are: employed women, whether employed under a fixed-term or open-ended contract; self-employed workers; women working in their husbands' or partners' businesses (or that

⁵³⁵ Conversion of currency undertaken for 20 July 2026, using:
<https://data.ecb.europa.eu/currency-converter>.

of a family member) and who are paid a salary; and women who are on unemployment, sickness, accident, or invalidity benefits or allowances are also entitled to maternity compensation.

- For maternity compensation, women must have in principle (shorter periods apply in case of early birth) a record of nine months of contribution to Old Age and Survivors Insurance; and must have worked for a minimum of five months, during the nine months preceding the birth. The insurance and employment periods completed in a member state of the EU, of the EFTA, or in the United Kingdom will be considered.
- If the maternity compensation criteria are not met, a mother may make a claim against her employer for the continued payment of her salary, based on Article 324a of the Swiss Code of Obligations.⁵³⁶ Moreover, certain cantons provide for specific maternity benefits for mothers who do not meet the federal eligibility criteria.
- Only biological mothers are eligible.
- Eligibility does not require citizenship or permanent residency. A permission to work will however be a prerequisite, since only employed or self-employed women are entitled to maternity compensation.

Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; lone parent); or delegation of leave to person other than the mother

- If the new-born child requires an uninterrupted hospital stay of at least 2 weeks immediately after birth and the mother provides evidence that she had intended to resume work after maternity leave, maternity allowances can be prolonged for the corresponding time, but by 56 days at most.
- If the mother dies while giving birth or during the 97 following days, the other parent is entitled to 98 additional consecutive days of allowances.

Regional or local variations in leave policy

- The cantons may complement the basic statutory Maternity leave and payment, e.g., in the canton of Geneva, all working mothers are granted 16 weeks of Maternity leave, paid at 80 per cent of earnings. A cantonal Loss of Earnings Compensation fund pays for the 2 additional weeks, which are not covered by federal dispositions.
- The Confederation, cantonal public employers and communes are not subject to the basic legislation, but to specific regulations of their own. However, these regulations generally provide more generous maternity benefits for their employees.

Additional note (e.g., if leave payments are supplemented by collective agreements, employer exclusions, or rights to postpone)

- Maternity leaves are often supplemented by collective agreements, which can grant full wage replacement and/or extended lengths of leave (approximately 2 additional weeks, i.e., 16 weeks of paid Maternity leave).

⁵³⁶ Bundesgesetz betreffend die Ergänzung des Schweizerischen Zivilgesetzbuches (Fünfter Teil: Obligationenrecht, SR 220 [Federal Action on the Amendment of the Swiss Civil Code (Part Five: the Code of Obligations)]).

Companies, which often take out private supplementary insurance for such cases, cover these expenses.

b. Other parent leave (*Entschädigung des andern Elternteils, Allocation à l'autre parent, Indennità per l'altro genitore*⁵³⁷) (responsibility of the Federal Department of Home Affairs, namely the Federal Social Insurance Office)

Length of leave (before and after birth)

- 2 weeks

Payment, funding and taxation

- As for Maternity leave.

Flexibility in use

- Other parent leave cannot start until the baby is born and must be taken within 6 months of the baby's birth.
- The leave can be taken in one continuous period or on a daily basis.
- If this parent deceases within 6 months after the birth of the child, the mother is entitled to 14 additional days of allowances, to be taken within 6 months of the death.

Eligibility (e.g., related to employment or family circumstances)

- Employed workers are entitled to Other parent leave if they are legally the other parent of the child at the time of birth or within the 6 months after birth, no minimum employment relationship is required.
- For payment during Other parent leave, the other parent must, in principle, also have a record of 9 months of contribution to Old Age and Survivors Insurance and must have worked for a minimum of 5 months, during the 9 months preceding the birth.
- Eligibility does not require citizenship or permanent residency. A permission to work will however be a prerequisite, since only employed or self-employed persons are entitled to Other parent compensation.

Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; lone parent); or delegation of leave to person other than the mother

- None

⁵³⁷ Since 1 January 2024, the terminology has changed from 'Paternity leave and 'paternity allowance' to 'Other parent leave' and 'Other parent allowance' in response to the change in the Civil Code introduced in 2022, which enables same-sex marriage. If the mother is married to a woman at the time of the birth and if the child was conceived through sperm donation in accordance with the provisions of the Federal Law on medically assisted procreation, the mother's wife is the other parent of the child (Civil Code, art. 255a al.1). In that case she can benefit from this leave.

Regional or local variations in leave policy

- None

Additional note (e.g., if leave payments are supplemented by collective agreements, employer exclusions, or rights to postpone)

- Pre-existing Other parent allowances granted through collective labour agreements or work contracts may supplement federal Other parent leave.

c. Parental leave

No statutory entitlement. There is some indication that a minority of companies in the private sector grant their employees unpaid Parental leaves.⁵³⁸ Many cantonal public employers also grant unpaid Parental leaves – ranging from a few days up to 24 months – but in a few cases with gendered eligibility criteria (i.e., leaves are exclusively or predominantly addressed to female civil servants).⁵³⁹

d. Childcare leave or career breaks

- No statutory entitlement. The years spent out of the labour market to care for children under 16 years of age are credited for old-age pension to the parent who was the main carer during this time (it is split between parents, if both were equally responsible). The amount corresponds to 3 times the amount of the minimum annual retirement pension. It increases the average annual income from which the retirement pension is calculated (up to an upper limit) when individuals reach retirement age. This Parenting Credit system is regulated in the Federal Act on Old Age and Survivor's Insurance and in the Ordination to the Federal Old Age and Survivor's Insurance.

e. Other types of leave and flexible working

Adoption leave and pay

- Working parents who are adopting a child below the age of 4 years are entitled to two weeks of adoption leave (one entitlement per adoption event, regardless of the number of children adopted simultaneously; stepchild adoptions are excluded).
- Adoption leave is to be taken within the 1st year following the child's arrival. It can be taken by one parent or the right to paid leave can be shared between the parents, however, the maximum length remains two weeks, sharing does not prolong the right to paid adoption leave
- Payment as for Maternity leave.

⁵³⁸ Swiss Federal Council (FN 9), 14.

⁵³⁹ Swiss Federal Council (FN 9), 15 f. ; Fuchs, G. (2008) *Prestations en cas de maternité et initiatives parlementaires sur les congés et prestations offerts aux parents (notamment congé paternité, congé parental et congé d'adoption): rapport sur la situation actuelle dans l'administration fédérale, les cantons et quelques municipalités* [Maternity allowances and parliamentary initiatives about Parental leaves and benefits (Paternity leave, Parental leave and adoption leave): report on the current situation at the federal administration, the cantons and several municipalities]. Available at: <http://www.equality.ch/f/publications.htm>, 14 ff.

- Some cantons⁵⁴⁰ have implemented gender-neutral adoption allowances for all working parents, available to only one of the adoptive parents. The cantons of Vaud and Geneva entitle adoptive parents to 14 and 16 weeks of pay, respectively, at 80 per cent of the salary. Such cantonal allowances are provided only if one of the parents interrupts their employment.
- In the public sector, at present, about half of the cantons offer their employees paid adoption leave between 2 days and 16 weeks in length.⁵⁴¹

Time off for the care of dependants

- Employees are entitled to paid **leave for the time necessary to care for a family member, domestic partner or partner with a medical condition**. However, the leave cannot exceed 3 days per event and 10 days per year. The upper limit of 10 days does not apply for the care of a child with health impairment.
- Parents of seriously ill or injured children are eligible for up to 14 weeks of paid **Care leave** (financed through the Loss of earnings compensation Act, as for Maternity leave). If both parents are employed, the allowances are split equally unless they agree otherwise. The leave must to be taken within an 18-month time-frame, in one or several periods/days. Payment is the same as for Maternity leave.

Specific provision for (breast)feeding

- During the child's first year, the time taken by mothers to breastfeed or express milk during a working day counts as working time. Salary payment is mandatory within the following limits: for a working day of up to 4 hours, 30 minutes minimum; for a working day over 4 hours, 60 minutes minimum; and for a working day over 7 hours, 90 minutes minimum.⁵⁴²

Flexible working for carers

- There is no statutory entitlement to reduced or flexible working hours for employed parents. However, the Employment Act states that the employer should consider the employee's family responsibilities' when fixing work and rest hours. Family responsibilities are defined as the education of children up to 15 years of age and the charge of other family members in need of care.
- Some collective labour agreements specifically include the right to reduced working hours for parents and there is some indication that a significant proportion of companies allow flexible working hours.⁵⁴³

⁵⁴⁰ More information can be found in the corresponding cantonal laws. The following page contains a link to all cantonal online legislation catalogues: <http://www.lexfind.ch>.

⁵⁴¹ For more information, see: Pärli (Fn 6), S. 953.

⁵⁴² Art. 60 Verordnung 1 zum Arbeitsgesetz (ArGV 1) [Ordination 1 to the Employment Act], SR 822.111.

⁵⁴³ See Bühler, S. (2004) *Bébés et employeurs - Comment réconcilier travail et vie de famille. Version abrégée de l'étude comparative de l'OCDE portant sur la Nouvelle-Zélande, le Portugal et la Suisse: aspects suisses* (Vol. 1f). [Babies and Bosses – Reconciling Work and Family Life. Summary version of the OECD comparative study on New Zealand, Portugal and Switzerland: Swiss aspects (Vol. 1f)]. Berne: Secrétariat d'Etat à l'économie.

- The Confederation grants its employees the right to reduce their working time by 20 per cent, however the lowest part-time work allowed is at 60 per cent.⁵⁴⁴

Time off for antenatal appointments and care

- None.

Other provisions of leave

- None reported.

2. Relationship between leave policy and early childhood education and care policy

The maximum period of paid post-natal leave is just over 3½ months, all paid at a high rate, with the possibility in some cases of an additional two weeks of unpaid leave. In the majority of Swiss cantons (17 out of 26), statutory provision for two years of Early Childhood Education and Care (ECEC) is available, with the implementation of an inter-cantonal agreement for the harmonisation of education systems (HarmoS). In these cantons, compulsory schooling now starts when children reach 4 years of age, while in the rest of the country it starts between 5 and 7 years of age.⁵⁴⁵ There is a gap, therefore, of more than three years between the end of well-paid leave and any entitlement to ECEC.

For ECEC attendance levels, see 'relationship between leave and ECEC entitlements' in the [cross-country tables](#) at the front of the review.

3. Changes in policy since April 2025 (including proposals currently under discussion)

In the past years there have been many proposals and debates in the Swiss Parliament to reform and improve existing Maternity and Other parent leave policies. To address several of these recent proposals, the Federal Council drafted a proposal to harmonize allowances of the Loss of Earnings Compensation Act (LECA). The LECA was initially implemented in 1953 to compensate men during military service. Since then, it has been extended to also cover loss of income in case of parenthood, adoption and caring for children with severe health problems. Yet, allocations differ in some respects among recipients. The revision of the LECA aims to harmonize allowances, guarantee equal treatment among recipients, and adapt them to current societal evolution and realities. The revision was voted between September and December 2025 and accepted by a large majority of the Council of States (41 votes in favour vs. 3 against) and of the National Council

⁵⁴⁴ Art. 60a of the Bundespersonalverordnung (BPV) [Federal Personnel Ordination (FPO)], SR 172.220.111.3.

⁵⁴⁵ With HarmoS, pre-primary or elementary programmes are included in obligatory schooling. See EDK. (2019). *Bilan 2019. Harmonisation des éléments visés par l'art. 62, al. 4, Cst. dans le domaine de la scolarité obligatoire*. Bern: Swiss Conference of Cantonal Ministers of Education: http://edudoc.ch/record/204716/files/Bilanz-Bericht_II_f.pdf

(130 votes in favour vs. 63 against). The following main modifications will be implemented:⁵⁴⁶

- *Harmonization of benefits*: The operating allowance (for self-employed people) will be extended to all self-employed LECA beneficiaries (not just those performing military service), as will the childcare allowance. The child allowance will be abolished, as it is now redundant due to existing family allowances and can lead to overcompensation. In addition, the maximum daily allowance amount will also be harmonized between recipients on Military Leave, Maternity Leave or on Leave for the other parent.
- *Prolongation of Maternity Leave benefits in case of hospitalization of the mother or the new-born child*: benefits are extended for a duration equivalent to the hospitalization if the mother or the child are hospitalized for at least 2 weeks after birth. Job protection will only be guaranteed during the first 12 weeks of leave prolongation.
- *Allowance to the other parent in case of child death*: The father or the mother's spouse will retain their entitlement to leave compensation in case of stillbirth or child death within the first 14 days after birth (currently, the entitlement ends upon the child's death).
- *Care Leave benefits in case of hospitalization of the new-born child right after birth*: the benefits will be extended for the duration of the child's hospitalization (after the 4th day).
- *Care allowance*: parents will be eligible for a 98 day Care Leave allowance (to be shared between parents if both are employed) if the child has severe health problems related to sickness, accident or hospitalization for at least 4 days. The more restrictive criteria that were in force to date will be deleted.
- *Cantonal legislations*: LECA will allow cantons to provide and finance higher and/or longer Leave allowances for the other parent. This modification responds to several recent parliamentary initiatives (deposited by MPs or cantons themselves, e.g. Geneva⁵⁴⁷) asking for this legislative change in order to remove the current legal obstacle that prevents the implementation of Parental leave or of a longer Other parent leave than the one mandated by the LECA.

Two other motions submitted in June and December 2024 by Socialist and Green MPs are still pending. They concern the implementation of a (3 week) prenatal leave for pregnant women, which does not currently exist (Maternity leave starts on the day of birth). Several propositions were also made to implement a Parental leave, which can be divided into two groups:

- Proposals addressing the legal blockage at the federal level that prevents cantons to implement their own Parental leave schemes. This has been addressed by the LECA revision described before, which will enable cantons to provide longer and/or higher leave benefits for the Other parent.
- Proposals in favour of a federal Parental leave:

⁵⁴⁶ Full legal text available under : <https://www.fedlex.admin.ch/eli/fga/2026/29/fr>.

⁵⁴⁷ In January 2024, Geneva submitted a cantonal parliamentary intervention asking for cantons to be enabled to implement Parental leave at the cantonal level. In June 2023 the electorate in Geneva accepted to introduce a Parental leave of 24 weeks in total (including the existing 14 weeks of Maternity leave and 2 weeks of Paternity leave) but this law was not implemented since the LECA (at the federal level) first needed to be modified. Once the LECA revision (accepted in 2025) comes into force, Geneva should be able to implement a cantonal Parental leave.

- In December 2024, a Socialist MP asked that the Federal Council adapts Swiss legislation in order to comply with the EU directive 2019/1158 on work-life balance for parents and carers. The Federal Council recommended rejecting this Motion in February 2025. It has yet to be treated by both Chambers of Parliament.
- In 2025, the cantons of Neuchâtel and Jura submitted parliamentary initiatives asking that the Federal assembly implements a Parental leave at the national level (no length was specified, leaving it to the Parliament to decide). In January and May 2025, the Committee for Social Security and Health of both parliamentary Chambers recommended following up on Jura's proposal. Its treatment in Parliament is pending. Since the proposal of the canton of Neuchâtel has similar content, the Committee for Social Security and Health of the Council of States rejected it in March 2026, arguing that it will already be addressed through Jura's proposal.

Finally, in April 2025, a popular initiative in favour of a Parental leave was launched by left-wing and centre parties, as well as women's and workers' associations.⁵⁴⁸ In order for the proposition to be submitted to a national vote, 100,000 signatures must be collected by October 2026. The proposition of a new article in the Swiss constitution lists the following elements: Parental leave should serve children's well-being and gender equality; parents should have equal leave lengths; parents can take a maximum of 25 per cent of the leave length together; leave is paid and financed similarly to current allowances in case of military and civil service (but allowances can reach 100 per cent for low-income parents). If the principle of a Parental leave is accepted in a national vote but no law is implemented within 5 years after the vote, the following Parental leave model will enter into force: 36 weeks in total (including existing leaves), i.e.. 18 weeks for each parent.

4. Uptake of leave

a. Maternity leave

In 2022, 80 per cent of women giving birth met the eligibility criteria for maternity allowances and 77 per cent benefitted from them.⁵⁴⁹ This means that 94 per cent of eligible mothers used their Maternity allowances, while 6 per cent forfeited their right. Roth and Unterhofer (2025) identify three characteristics associated with this forfeiture. First, these mothers have on average lower incomes than those who claim their rights. This may reflect more frequent irregular or multiple contracts (and thus more difficult access to their rights), or an earlier return to paid work or economic reasons, as Maternity allowances are compensated at 80 per cent of the salary. Second, a slightly higher share of mothers with very high incomes (more than CHF250,000 [€270,679.95] per year) also forgo their rights. This could also be explained by an early return to employment linked to the benefit ceiling and/or high job-related responsibilities. Third, forfeiture is much more common among self-employed women (17 per cent versus 6 per cent among salaried

⁵⁴⁸ <https://www.conge-familial.ch/>.

⁵⁴⁹ Roth, A. and Unterhofer, U. (2025). Maternité et paternité : les mères prennent plus souvent leur congé que les pères [Maternity and paternity : Mothers take more often their leave than fathers]. *Sécurité sociale*, 16 January 2025. Available at: <https://sozialesicherheit.ch/fr/maternite-et-paternite-les-meres-prennent-plus-souvent-leur-conge-que-les-peres/>

women), likely due to the greater difficulty of interrupting professional activities and the need to navigate claims independently.

According to register data,⁵⁵⁰ the number of recipients increased gradually since the introduction of Maternity leave in 2005, reaching 73,794 women in 2021, probably reflecting both higher birth rates and rising female employment. It declined thereafter to 64,055 women in 2024, a level similar to 2014 (64,651 recipients). Recipients use slightly more than the statutory entitlement of 98 days (99 days on average in 2024).⁵⁵¹ This can be explained by the possibility to extend the leave up to 56 days if the newborn is hospitalised after birth. Survey evidence also suggests that employed women often take leave beyond the statutory 14 paid weeks: a 2012 survey of 335 mothers found that over 60 per cent did so, although only half received additional employer-paid leave, while 37 per cent took unpaid leave.⁵⁵²

Register data also show that Maternity benefit expenditure amounted to around CHF900.7 million [€975.2 million] in 2024, broadly stable compared with 2023(CHF 901.4 [€ 976] million). In 2024, the average daily was CHF 143 [€154.83], well below the ceiling of CHF220 [€238.20]. It should be noted that women receive, on average, lower indemnities for second and subsequent births, as their earnings tend to decline after the first child by around 40 per cent on average, largely due to increased part-time employment.⁵⁵³

Finally, the mean age of maternity benefit recipients was 33 years in 2024, with 63 per cent of Swiss nationals recipients and 37 per cent of foreign nationals.

b. Other parent leave (known as 'Paternity leave' until December 2023)

Paternity leave entitlement was introduced on 1 January 2021. Since January 2024, eligibility has been extended to include other parents (see Part 1 above for further information). The terminology of this section reflects the year of the data collection.

⁵⁵⁰ The figures based on register data refer to maternity leave recipients for births occurring in a given calendar year (residing in Switzerland or abroad), based on data available in April 2026. The data are available at: https://www.pxweb.bfs.admin.ch/pxweb/en/px-x-1304070000_102/px-x-1304070000_102/px-x-1304070000_102.px/. It should be noted that in recent years, the Swiss Statistical Office has revised its method for counting recipients of loss of earnings compensation, and allowances may be claimed retrospectively for up to five years after leave uptake. As a result, figures reported in previous country note editions may differ.

⁵⁵¹ To provide a complete picture, the average number of leave days is not calculated on a calendar-year basis; it includes the number of days used up to two years after the child's birth year. Data for the most recent year are based on an estimation.

⁵⁵² Aeppli, D. C. (2012) *Wirkungsanalyse. Mutterschaftentschädigung* [Analysis of effects. Maternity benefits]. 95. Available at: <https://www.aramis.admin.ch/Texte/?ProjectID=27235>.

⁵⁵³ Unterhofer, U. (2026). Après une naissance, les revenus des mères baissent significativement [After a birth, mothers' incomes decline significantly]. Sécurité sociale, 16 March 2025. Available at: <https://sozialesicherheit.ch/fr/apres-une-naissance-les-revenus-des-meres-baissent-significativement/>

In 2022, 89 per cent of fathers were entitled to Paternity allowances, and 67 per cent used their rights.⁵⁵⁴ This means that only 74 per cent of eligible fathers used their entitlement (compared with 94 per cent of eligible mothers). Roth and Unterhofer (2025) identify several explanations associated with this substantial non-take-up by fathers. First, fathers less involved in the child's birth could be one reason, as data show that about half of fathers not living in the same household as the mother forfeited their rights. Second, as for mothers, fathers with low income (less than CHF 50,000 [€54,135.99] per year) or very high income (more than CHF 250,000 [€270,679.95] per year), and self-employed workers less often take Paternity leave. Third, uptake is particularly low among fathers receiving unemployment benefits prior to the birth, possibly because compensation levels are similar (80 per cent of salary), reducing incentives to claim. Finally, initial analyses also point to regional and cantonal differences in uptake. However, these do not appear to align with attitudes towards paternity leave: cantons that showed stronger support for its introduction in 2020 tend to have lower uptake rates. Further research is needed to better understand these differences.

According to register data,⁵⁵⁵ in 2021, 67,223 fathers received Paternity benefits. The number of recipients declined thereafter to 62,655 in 2022, 62,902 in 2023, and 61,479 in 2024. Recipients use the full entitlement, with an average of 14 days taken in 2024, as in previous years. Leave can be taken within the child's first six months, either in one block or individual days. First results suggest that fathers make use of this flexibility: 36 per cent of fathers whose children were born during the first trimester of 2021 took their leave in piecemeal ways, either in weeks or days.⁵⁵⁶

Regarding expenditures, register data indicate that in 2024 the average amount of the daily indemnities granted to fathers and other parents was CHF182 [€197.06], corresponding to a total expenditure of CHF 155.8 million [€168.7].

The mean age of recipients was 35 years with 56 per cent Swiss nationals and 44 per cent foreign.

c. Parental leave and parental benefit

No statutory entitlement.

⁵⁵⁴ Roth, A. and Unterhofer, U. (2025). See full reference above.

⁵⁵⁵ The figures in this paragraph are drawn from the same register data as for Maternity leave. They refer to Other parent leave recipients for births occurring in a given calendar year (residing in Switzerland or abroad), based on data available in April 2026. As with maternity benefits, changes in the counting methodology and the possibility of retrospective claims may lead to differences compared with figures reported in previous editions. The data are available at: https://www.pxweb.bfs.admin.ch/pxweb/en/px-x-1304070000_102/px-x-1304070000_102/px-x-1304070000_102.px/.

⁵⁵⁶ Roth, A. (2022). La majorité des pères profite du congé de paternité [The majority of fathers take paternity leave]. *Sécurité sociale*, 24 August 2022. Available at: <https://soziale-sicherheit-chss.ch/fr/la-majorite-des-peres-profitent-du-conge-de-paternite/>