

CEDAW Shadow Report by the

NGO-Coordination post Beijing Switzerland

June 2021

Table of Contents

Introduction 3

General 4

Visibility of the Convention 4

Legislative and policy framework 4

Access to justice 4

Extraterritorial obligations 4

Women, peace and security (WPS) 5

National machinery for the advancement of women 6

Temporary special measures 6

Stereotypes 6

Harmful practices 7

Gender-based violence against women (GBV) 8

Human trafficking 10

Exploitation of sex workers 10

Participation in political and public life 11

Education 11

Employment 12

Health 13

Economic and social benefits 14

Rural women 15

Disadvantaged groups of women 15

Refugee and asylum-seeking women 16

Marriage and family relations 17

Introduction

This [shadow report](https://www.postbeijing.ch/cms/upload/pdf/CEDAW_Schattenbericht_20210614_final.pdf) was drawn up by the NGO-Coordination post Beijing Switzerland, a [network of 34 CSOs](https://www.postbeijing.ch/de/ueber-uns/mitgliedorganisationen/index.html), as well as other invited expert CSOs[[1]](#footnote-1). The reporting relates to the period 2016-2020. Due to the limitation in the size of the report, we have decided to dispense with the explanatory texts and submit only the demands. **You can find the complete shadow report** [**here**](https://www.postbeijing.ch/cms/upload/pdf/CEDAW_Schattenbericht_20210614_final.pdf)**.**

Our perspective is an inclusive and intersectional one: by the term “women” we refer to persons who identify fully or partially as female, are always or sometimes read by others as female, and/or have been/are raised as girls/women. By this definition we explicitly include trans persons as well as intersex and cisgender women. If not explicitly mentioned, we read the term women in an intersectional way. Furthermore, intersectionality is understood to be transversal in relation to all the issues raised.

Because of Switzerland’s federalist nature, the implementation of gender equality as well as measures and laws against discrimination and violence are repeatedly hampered and delayed.

For practically all the topics, data is lacking, especially regarding intersectionality.

**We would like to draw your attention to the following individual reports which we support:**

* InterAction – Swiss Intersex Association
* FIZ Advocacy and Support for Migrant Women and Victims of Trafficking

General

* Integrate trans and non-binary people as well as intersex women into its data collection, which must provide consistently disaggregated data (sex, gender, age, disability…) in order to leave no one behind.

Visibility of the Convention

* For the first time in Switzerland, there is an explanatory film that translates the message of CEDAW into easily understandable images. It is intended to make CEDAW known to a broad public.[[2]](#footnote-2)

Legislative and policy framework

* Make sure legal terminology is precise and non-discriminatory. To this aim: when referring to everyone, use language explicitly inclusive of non-binary persons instead of masculine and feminine terms only. When referring to specific groups only, use precise terminology, especially the term “gender identity” (not “sex”) when referring to trans persons and the term “sex characteristics” when referring to intersex women/men/non-binary, and refrain from stereotype-based references applying to majority groups only.
* Develop a gender equality strategy with the participation of NGOs, activist networks, specialised agencies and academia, covering a broad range of issues and taking into account diversity of gender identities, sexual orientation and sex characteristics as well as intersectionality.

Access to justice

* A better understanding of research results by which significantly fewer women than men are involved in proceedings before the Federal Court requires a uniform methodology for collecting data from all courts. Furthermore, factors such as age, profession, origin or educational background of complainants should be analysed. Questions inherent in the system need to be clarified: what role does the low proportion of female judges and judges belonging to minorities in the supreme court play, or the level of procedural costs?
* Greatly increase awareness-raising efforts towards all women with disabilities as well as towards judges, and provide professional, independent support in the exercise of legal capacity instead of denying it.

Extraterritorial obligations

* Ensure that multinational corporations based in Switzerland and their subsidiaries abroad comply with human rights and environmental standards. Violations against these standards must have consequences and corporations must be held accountable for human rights violations and environmental damage caused. Binding legal instruments are necessary; voluntary commitments to corporate social responsibility are not enough.

Women, peace and security (WPS)

Arms (trade) and sexualised and gender-based violence (SGBV)

* Limit access to (fire)arms in Switzerland.
* Commission an in-depth independent study on the link between the arms trade, arms possession and gender-based-violence.
* Consider Switzerland’s conflicting position as both an arms exporting country and a defendant of human rights.
* Develop a monitoring system to make sure that arms exports do not downgrade the safety of women in the receiving country at the moment of transaction or later.

Prevention of Violent Extremism (PVE)

* Carefully consider the recommendations regarding the link of the WPS and PVE agendas made in the civil society report in the context of the current Swiss NAP 1325.[[3]](#footnote-3)
* Analyse gendered dynamics of conflicts, including the role of masculinities in the prevention and perpetration of violence. Switzerland should be cautious not to promote violence prevention programming which reinforces gender stereotypes.
* Ensure that the state’s legislation and police practices are not discriminatory and are in line with international human rights standards.
* Recognise and combat the problem of racial profiling and police violence.
* Address negative connotations and impacts of PVE and Counter Terrorism (CT) strategies, including the issue of shrinking civil society space and human rights violations caused by CT and PVE legislation and practice.

Participation of women in peace processes

* Take concrete steps to enable the participation of women and not only encourage doing so (as stated in the Swiss NAP report).
* Take measures to ensure participation from grassroots to senior levels.
* Include women in every decision-making process, which also applies to critical situations such as the COVID-19 pandemic.

National machinery for the advancement of women

* Create, in law, an independent national human rights institution (NHRI) with the necessary broad mandate and financial autonomy to obtain A-status under the Paris Principles. Gender equality including SGBV should be fully integrated in the mandate and functioning of the NHRI.
* Every canton needs a specialist office for gender equality.

Temporary special measures

* Introduce time-bound goals and quotas for areas in which women, including women with disabilities, Roma women and migrant, asylum-seeking and refugee women, are underrepresented or disadvantaged (political, public and private sectors).

Stereotypes

Leisure time and sports

* Collect data on gender distribution within the voluntary work sector in relation to basic and managerial tasks and on holiday regulations for young people (Art. 329e OR).
* Collect data about the representation of migrant women and women with disabilities in leisure activities.
* Be aware of different forms of leisure activities (e.g. dance classes of culture clubs) and support them in ways equal to soccer clubs and other well-known leisure activities.
* “Jugend + Sport” brochures must be checked for gender-neutral presentation and the avoidance of stereotypical role models.
* Support and promote girls and women in non-stereotypical sports.
* In the context of “Jugend + Sport” make sure that female and male participants of sporting activities benefit equally from Federal subsidies.
* “Jugend + Sport” has to make sure that stereotypical sporting activities attain greater gender equality.
* Take measures to allow trans people’s participation in sports at all levels, free from violence and discrimination.

Religion

* The freedom of religion and of religious communities must not be valued higher than the constitutional principle of gender equality.

Body image and representation

* Commission studies to spread knowledge about experiences of discrimination and its consequences based on stereotypical assumptions of what a woman’s body must look like (body size, gender expression, sex characteristics, age or skin colour), as well as prevention campaigns against such discrimination and hate speech.

Sexist reporting and advertising in the media

* Challenge stereotypical and harmful representation of LGBTIQ and persons with disabilities and the discrimination against them.
* Develop specific means to eliminate discriminatory stereotypes against women, in particular regarding the establishment of an education strategy for media professionals.
* Prohibit sexist advertising promoting discrimination and violence, especially against women. This requires effective institutional instruments in addition to the existing commission.
* Provide basic training for PR professionals and journalists on the topic of violence against women.

Culture and history

* Oblige historical institutions to produce documentation that illustrates women’s impact on cultural heritage and history.
* The motion 19.3627 calls for the development of a concept for a women’s museum or a house of women’s history yesterday – today – tomorrow. The motion must be adopted by the Councils, so the work on the history of women in Switzerland may be developed to counteract stereotypes and to replace them with a realistic perception.
* The archiving of archival holdings by and about women must be guaranteed.

Harmful practices

Female genital mutilation/cutting (FGM/C)

* Implement the measures from the Swiss government report of 11.2020 on FGM/C. Improve data and monitoring of FGM/C.
* Victim assistance needs to be available when FGM/C was done to the woman/girl at a time when she was not residing in Switzerland.
* Cantons need to increase their measures against FGM/C in coordination with the Swiss

Network against FGM/C.

FGM/C should be part of the curricula for the training of relevant (health) professionals.

Intersex genital mutilation/cutting (IGM/C)

* Legally ban any modification of sex characteristics of a child and forced sterilisation of intersex girls in the Swiss Criminal Code. Provide adequate compensation to intersex women and men affected by IGM/C.
* Provide detailed and independent data on IGM/C and on any modifications of sex characteristics of a child, by age at the time of the intervention, sex, type of intervention, variation present, clinic of hormonal/surgical treatments since 2006.
* Provide families of intersex children with adequate counselling and peer-to-peer support.
* Extend the retention period for medical records to a minimum of 40 years after a person comes of age.

Guarantee access to healthcare for adult intersex women (and men).

* Recognise variations of sex characteristics as a healthy variation of the human body in medical curricula.

Forced and early marriage

* Cancel the weighing of interests for 16- to 18-year-olds who have been married abroad. Set the moment when a marriage is concluded as the relevant point of reference. Implement automatic (legal) “curing” only after afflicted persons reach the age of 25 years. Launch sensitisation campaigns regarding religious weddings taking place before the civil marriage.
* Prohibit betrothals of minors in Switzerland.
* Extend the right to return for those persons who have been lured or brought abroad and held captive there for marriage/betrothal purposes.

Gender-based violence against women

(GBV)

* Provide systematic and inclusive data on sexualised violence (with reference to age, gender identity, including non-binary), gender expression, sexual orientation, intersex variations (VSC), disability, residence permit, the place of the incident (domestic/public/institutional, and home or centre for elderly or disabled people, asylum-seekers, or detention centres). Ensure that specific, adapted measures are taken. Ensure regular and systematic surveys on all sexualised violence, not only for cases of offences against the penal code. Only this way can the number of unreported cases be reduced, the true extent of GBV be recognised, and appropriate measures be taken.
* Take measures to encourage the reporting of GBV, including training police forces, prosecutors, and courts.
* Conduct qualitative research on the diversity of GBV victims.
* Insure a human rights-based approach, the scientific quality and sufficient funding of the report on violence against persons with disabilities in Switzerland.[[4]](#footnote-4)
* Launch regular public and national campaigns against off- and online GBV that include the specific groups concerned.
* Ensure mandatory training of caregivers, security and medical staff on GBV and violence against LGBTIQ.
* Ensure early identification of victims of violence, including early measures for the support and protection of the victims.
* Ensure early triage of all victims of violence to specialised services, regardless of where the violence happened and regardless of their residency status.

Definition of rape

* Recognise in law any vaginal, oral or anal penetration without consent as rape, regardless of the gender identity and sex characteristics of the person concerned.
* Classify other serious sexual acts without consent as sexual assault (Art. 189)[[5]](#footnote-5).

National Action Plan (NAP)

* Build a NAP on off- and online GBV including dimensions of multiple discrimination (sexual orientation, gender identity, age, nationality, disability, race, etc.) and elaborate specific measures.
* Provide adequate human, technical and financial resources for the implementation, monitoring and assessment of the NAP.
* Define harmful practices in the NAP.
* Include in the NAP measures to raise awareness about intersex variations (VSC) at all levels, including in medical curricula – and particularly FGM/C and IGM/C as harmful practices.
* Include civil society actors in the elaboration and implementation of the NAP.

Training/sensitising authorities

* Provide regular, systematic, and mandatory training on GBV and discrimination against

LGBTIQ persons for state authorities and provision of binding guidelines.

* Define privileges, intersectionality, and multiple discriminations as part of compulsory training for new state employees and of continuous training programmes.
* Provide pedagogical material for all levels of school education on non-stereotypical roles, GBV and LGBTIQ.

Hate crime

* Collect data for hate crime in cooperation with LGBTIQ NGOs. Take measures against anti-LGBTIQ hate crimes.

Digital violence/hate speech

* Consider all forms of off- and online expressions to be tackled by measures against GBV. Launch awareness campaigns by public institutions with the input from experts and peer groups/organisations.
* Make sure that social media companies ensure the safety of their users.
* Research the number of hate-speech or violent contents on platforms, trace short and long-term potential spikes to assess their connection to offline events.

Implementation of the Istanbul Convention

* Implement the IC fully and without discrimination for all victims of violence, independently of their residency status.
* Guarantee access to specialised support services for women/girls who suffered violence abroad.
* Withdraw the reservations on Art.59 IC regarding an independent residence status for victims of partner violence.

Protection

* Take measures to encourage the reporting of GBV.
* Provide all women and girls living in institutional settings, including residential homes and psychiatric hospitals, with information on their rights and on reporting procedures.
* Establish a low-threshold reporting procedure accessible for women and girls with all types of disabilities in all institutional settings that allows them to confidentially contact the nearest victim support service.
* Regularly and systematically monitor all institutional settings to prevent women and girls from abuse and violence.
* Ensure adequate provision and secure funding for women’s shelters, specific girls’ shelters, and specific LGBTIQ shelters throughout Switzerland.
* Ensure that shelters are accessible to women and girls with disabilities, refugees, substance users, mothers with adolescent sons and other groups with specific needs. Provide funding for specific infrastructure and training of staff. Provide funding for follow-up solutions.
* Ensure fully inclusive and accessible victim support services for all women and girls, including women living in institutions (especially for elderly women, refugee women, women with disabilities and incarcerated women). Provide specific staff training.
* Establish a 24-hour nationwide counselling service that is easily accessible for all, including for women and girls with all types of disabilities, and barrier-free websites.

Human trafficking

* Ensure that all victims of trafficking can access protection and specialised assistance regardless of place of exploitation, cantonal responsibility, residence status, disabilities, Dublin regulations or criminal proceedings.

Exploitation of sex workers

* Improve sex workers’ working conditions by acknowledging their work as a profession, providing access to support, health care, and justice.

Participation in political and public life

* Aim to ensure adequate representation of (intersectional) minorities, such as LBTIQ women, women of Colour and women with disabilities.
* Take efforts to increase the number of women in elected decision-making bodies at all levels and to achieve equal representation of women and men in political and public life.
* Adopt proactive measures to address the structural obstacles to the achievement of substantive equality of women and men in political and public life.
* Take measures to ensure that there are more women on the boards of trustees of pension funds that decide on assets and benefits.
* Ensure the adequate representation of women affected by multiple, intersecting discriminations in public and political life.
* Take measures to improve the reconciliation of family, career and political activity.
* Consolidate maternity pay and maternity representation regulations for women parliamentarians at all levels as well as social insurance for maternity benefits.
* Mobilise more women in rural areas.
* Protect women who hold political office from bullying, stalking and hate speech.
* Compile detailed and more differentiated statistics on women judges in Switzerland. Ensure that there are no more courts without professional female judges.
* Ensure an adequate representation of women judges at higher instances and in all divisions. Provide part-time work options for judgeships.
* Aim to ensure adequate representation among judges of (intersectional) minorities, such as

LBTIQ women, Black women and women of Colour, women with disabilities.

Education

Educational material

* Monitor frequently used teaching materials for all aspects of equality in all Federal languages and in the illustrations used.
* Support teachers in entering into dialogue with children and young people about stereotypical role behaviour at school and at home.

Inclusive education at all levels

* Promote research into gender inequality in research and teaching and develop and promote measures for gender and diversity-sensitive teaching.
* Implement promotion and support instruments to structurally improve women’s career opportunities at universities.
* Collect gender-sensitive data at all career levels to evaluate actual equality at universities and colleges.
* Ensure intersectional and equal knowledge production.
* Do research into gender stereotypical study and career choices.
* Promote “gender-untypical” career choices among girls and boys and sensitise them to gender stereotyped job profiles.
* Collect and publish gender-segregated data at all career levels. Through regular checks, pre-set gender equality goals must be evaluated, problems analysed and the potential for solutions contained therein exploited.
* Abolish gender-specific career barriers and, ultimately, reach an adequate representation of women in research, offering special attention to women affected by multiple discrimination. Regarding vertical segregation, ensure that career paths of highly qualified women and of mothers in particular are free from gender-specific obstacles.
* Ensure that funding and research agencies are gender sensitive. When it comes to the allocation of research funds, funding criteria must be handled in a centralised manner. Third-party funding bodies must be sensitised to the promotion of intersectional knowledge production.
* Promote intersectional, interdisciplinary, and participatory knowledge production because its analysis is an essential contribution to the evaluation of socio-political needs for action. To this end, the structures of universities and universities of applied sciences must first be corrected in such a way that the intersectional perspective forms an integral part of all higher education policy and particularly of personnel policy.
* Develop a comprehensive action plan to establish an inclusive education system at all levels pursuant to Article 24 CRPD, containing concrete measures, a time frame, targets, measurable indicators and sufficient budget.

Sexuality Education

* Ensure access to comprehensive sex education based on WHO standards to all children and adolescents. Comprehensive sexuality education[[6]](#footnote-6) must be included in curricula in all cantons and training must be provided to all teachers.

Trans pupils/students

* Ensure every canton and every university has guidelines to fully respect, protect and fulfil every trans pupil’s and student’s rights.

Employment

Minority groups

* Based on targeted research and surveys in a timely manner, finally introduce effective temporary special measures in order to significantly increase decent employment for women with all types of disabilities in the open labour market.

Women in media professions

* Take measures to quantify the phenomenon of harassment of women journalists, prevent it and provide appropriate follow-up for victims.
* Take measures to promote equal representation of women in all areas and at hierarchical levels of the media.

Equal pay

* Take measures to eliminate the gender wage gap and ensure equal opportunities for women and men in the labour market.
* Take measures to punish companies which still have a gender pay gap. Moreover, the current, temporary legislation obliging companies to analyse their pay policies should become permanent.
* Ensure that the literature on Art. 6 of the Gender Equality Act and thus the two-step procedure are taken into account more consistently by the courts. In addition, the opinions of the Federal Equality Office must be acknowledged in the judgments/decisions in each case (which too often does not happen today).

Health

Health care

* Take disability-specific measures to eliminate physical barriers in health care, as well as barriers in communication and access to information.
* Develop comprehensive health surveys and registers with disaggregated data on sex, sexual orientation, intersex variations (VSC) and gender identity that also provide information on the health status of LGBTIQ persons, allowing the development of health strategies and programmes that leave no one behind.
* Guarantee access to healthcare for adult intersex women/men/non-binary persons with a variation of sex development/characteristics (VSC).
* Evaluate existing strategies, including specific questions on the different criteria.
* Make sure that health services are accessible, acceptable, affordable and non-discriminatory, including for migrant women and for LGBTIQ women/men/non-binary persons. In particular, explicitly stipulate in an ordinance the duty to reimburse gender-affirming treatment for all trans persons while ensuring good quality treatment.

Sexual and reproductive health and rights (SRHR)

* Revise the situation during the Covid-19 pandemic to ensure access to SRHR services for all.
* Ensure access to contraception for all. Consider creating reimbursement for contraception for all women of reproductive age, in particular ensuring that vulnerable groups and adolescents are covered.
* Provide access for women and LGBTIQ refugees to systematic and regular information on

SRHR, including translation/interpretation.

* Provide low-threshold access to free contraceptives for refugee women and women with limited financial possibilities.
* Prevent period poverty and provide access to (free) hygiene products for all women, including for those with a rejected asylum decision.
* Guarantee self-determined sexuality in asylum structures.
* Provide fast access to gender-affirming treatment for trans asylum-seekers, reimbursement by health insurance, psychological help, (continuation) of hormonal treatment, surgery, and non transition-related medical treatment.
* Implement the ICD-11 diagnosis for trans people “gender incongruence” to ensure the shift from classification as “mental and behavioural disorder” to “condition related to sexual health” in medical practice.
* Ensure trans persons have access to fertility treatment without discrimination and are recognised as parents in line with their registered gender.
* Offer non-binary gender identity options in the civil register and ensure the inclusion of non-binary experts in the law-making process.
* Develop SRH services that are consistently inclusive and accessible for all women with disabilities, raise awareness about SRHR of persons with disabilities, significantly expand supported parenting services and adequately fund them.
* Ensure that legal gender recognition based on self-determination is accessible to every minor and person subject to a general deputyship without any barrier and without a court procedure.

Stereotypes

* Women-specific differences in medicine have to be taken into account and taught in pharmaceutical and medical training.
* Stereotypes must not influence medical diagnoses. This problem has to be highlighted during the studies.
* Investigate the impact of accidents and medicines on women.
* Invest in drug research that is not only based on male experimental animals.

Economic and social benefits

Poverty

* Implement a gender-equal poverty strategy with complementary, scientifically supported monitoring.
* Mandate that the administration and the social partners work together to develop an action plan to eliminate gender and disability discrimination in the Swiss social security system.
* Develop specific support services in each municipality.
* Include gender aspects whenever there are discussions about pensions. Destigmatise accepting financial assistance.
* Designate a body with the mandate to carry out national monitoring of outstanding family maintenance claims so that implementation can be monitored.

Rural women

* Take measures to ensure social security coverage for women farmers.

Disadvantaged groups of women

* Define the elimination of multiple and intersecting forms of discrimination against women as a separate field of action in the draft national strategy for gender equality.

Discrimination against women with disabilities

* Establish an official Federal Office mandate for the promotion of the rights of women with disabilities and provide the financial resources necessary to fulfil this mandate.
* Include concrete measures in order to realise the rights of women with disabilities according to Art. 6 CRPD and Art. 5 (I) DDA in the draft national strategy for gender equality, thereby ensuring the meaningful participation of women with disabilities, and implement them in a timely manner.

Migrant women

* Take specific integration measures for the professional and social integration of migrant women.
* Ensure that claiming social benefits does not correlate with the right to a residence permit. Facilitate access to Swiss citizenship.
* Eliminate discrimination against migrant women with disabilities, and ensure access to political/public life, education, professional training, employment, health care, housing, social benefits.
* Ensure systematic political representation of Yenish, Sinti and Roma women. Ensure immediate and gender-sensitive implementation of the Action Plan for Yenish, Sinti and Roma.

Forced sterilisation and abortion

* Abolish legal provisions allowing forced sterilisation and abortion on the basis of substituted consent; provide the concerned women with disabilities with professional, independent support in the exercise of legal capacity as well as with comprehensive and fully accessible sexual and reproductive health and rights services, including family planning and supported parenting.
* Prohibit sterilisation of intersex girls for medically non-urgent reasons.
* Prohibit sterilisations and abortions without informed consent (through professional translation) in the asylum sector.

Refugee and asylum-seeking women

Human trafficking

* Provide early and proactive identification in cooperation with specialised victim organisations.
* Ensure that all victims in the asylum sector (regardless of the place of exploitation) have access to specialised victim support and victim rights, including VOT under the Dublin regulation.
* Ensure that care, security, health care or legal advice staff in the asylum sector who deal with victims of GBV are female, specially trained and are obliged to get in contact with a specialised victim organisation in case a woman is a suspected VOT.

Housing/accommodation

* Accommodate LGBTIQ women/men/non-binary persons in an asylum centre according to their gender identity, personal needs or if desired in separate safe housing.
* Ensure mandatory GBV guidelines for all aspects of housing and services to all refugees, especially LGBTIQ, monitored and implemented by state parties and contractors. Ensure that the guidelines cover all asylum-seekers “with specific needs”.
* Develop guidelines that guarantee the rights of women and girls with disabilities concerning lodging, support, (health) care, covering i.e. early identification, individual case assessment and reasonable accommodation (e.g. regarding communication, daily routines and infrastructure). Develop analogous guidelines for subsequent lodging, support and (health) care in cantonal asylum shelters.
* Ensure mandatory gender-separated sanitary facilities, safe access, lounges reserved for women.
* Provide adequate accommodation for women and LGBTIQ women/men/non-binary refugees, women with disabilities, pregnant women, women with new-born babies, women with trauma, etc.
* Provide training of care, security, health care or legal advice staff; ensure female staff are obliged to get in contact with a specialised victim organisation in case of GBV.
* Report on the situation of LGBTIQ, including women refugees in centres for rejected asylum-seekers and in administrative detention.

Asylum procedures

* Fully consider gendered motives for fleeing, including by specialist interviewers.
* Abolish the principle of safe countries or at least a substantive examination in cases of GBV

concerned and LGBTIQ asylum-seekers.

* Use the right of self-entry in Dublin cases involving GBV or LGBTIQ asylum-seekers. Inform all refugees of their rights in the asylum procedure.
* Change to the extended procedure if there are indications of GBV, suspending the asylum procedure if necessary.
* Provide a mandatory female interview team, interpreters and legal advisors and representatives.
* Consistently recognise GBV as persecution relevant to asylum.
* Give asylum for LGBTIQ applicants from countries criminalising LGBTIQ or where criminal law (such as criminalisation of loitering or sex work) are used to prosecute LGBTIQ persons.
* Grant asylum to LGBTIQ applicants from countries criminalising LGBTIQ (independent of application of the law or sanctions) or where criminal law (such as criminalisation of loitering or sex work) are used to prosecute LGBTIQ women/men/non-binary persons.
* Ensure that future guidelines for federal asylum centres guarantee the rights of women and girls with disabilities in asylum procedures as well as in an eventual procedure on return, e.g. regarding procedural accommodations, disability-sensitive interview techniques, determination of refugee status and obstacles to expulsion.
* Explicitly include disability-specific reasons for flight in Swiss asylum law.

GBV

* Guarantee access to specialised support services to all victims of violence, independent of their residence permit.
* Provide access to criminal prosecution for victims who suffered violence abroad.
* Ensure that all refugees, especially LGBTIQ, can choose the gender of the assessor and screener on GBV and other specific needs.
* Provide concepts for the prevention of GBV in all asylum centres.

Residence permits

* Revise the Federal Act on Foreign Nationals and Integration and withdraw the reservation to Art. 59 IC. Victims of partner violence must obtain an independent residence permit upon termination of their marriage.

Marriage and family relations

Unpaid care work and parental leave

* Take measures to promote awareness of and for a fairer distribution of unpaid work between different genders.
* Implement parental leave of 24 weeks in addition to maternity leave for all families, regardless of sexual orientation.
* Ensure that the time before giving birth is covered by additional maternity leave of several weeks.
* Ensure extra-familial childcare is offered more affordably. Reduce working hours when unpaid work must be done. Protect migrants in the private care-work sector.
* Make sure that full-time and part-time jobs are available regardless of gender.

Divorce and separation

* Ensure that a division of parental childcare responsibilities is promoted as a measure of equality, provided that this does not have a negative impact on women and the children.
1. [Inclusion Handicap,](https://www.inclusion-handicap.ch/de/inclusion-handicap-dachverband-der-behindertenorganisationen-schweiz-1.html) [Swiss Centre of Competence against](https://www.zwangsheirat.ch/) Forced Marriage, [Netzwerk gegen Mädchenbeschneidung Schweiz](https://www.maedchenbeschneidung.ch/). [↑](#footnote-ref-1)
2. [CEDAW in brief – the UN Convention on the Rights of Women and Switzerland.](https://www.youtube.com/watch?v=QwTHU70YfN4) The clip was launched by the NGO-Coordination post Beijing Switzerland in cooperation with the Federal Commission for Women’s Issues. [↑](#footnote-ref-2)
3. [cfd, KOFF, PWAG (2019): Women, Peace and Security and the Prevention of Violence: Reflections from Civil Society in](http://www.1000peacewomen.org/admin/data/files/page_section_file/file_en/196/20190827reportnap1325_final.pdf?lm=1578326172) [the Context of the Fourth Swiss National Action Plan 1325.](http://www.1000peacewomen.org/admin/data/files/page_section_file/file_en/196/20190827reportnap1325_final.pdf?lm=1578326172) [↑](#footnote-ref-3)
4. [See the respective postulate by member of the National Council Franziska Roth.](https://www.parlament.ch/de/ratsbetrieb/suche-curia-vista/geschaeft?AffairId=20203886) [↑](#footnote-ref-4)
5. [Vernehmlassung Revision Sexualstrafrecht.](https://www.parlament.ch/de/organe/kommissionen/sachbereichskommissionen/kommissionen-rk/berichte-vernehmlassungen-rk/vernehmlassung-rk-s-18-043) [↑](#footnote-ref-5)
6. CSE as defined by [WHO-Standards for comprehensive sexuality education in Europe](https://www.bzga-whocc.de/fileadmin/user_upload/WHO_BZgA_Standards_English.pdf). [↑](#footnote-ref-6)