

Adoption of the UPR outcome of Switzerland - A/HRC/37/12

Society for the Psychological Study of Social Issues
NGO ECOSOC Special Consultative Status
Oral Statement - 15 March 2018

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Mister President,

My organisation welcomes Switzerland’s UPR and the work accomplished.

We note with appreciation that Switzerland:

1. reaffirms its commitment to combat discrimination with a roadmap for CEDAW implementation (147.47)
2. engages in promoting and effectively implementing the Federal Law on Gender Equality (Leg) (147.49)
3. continues its efforts to promote a balanced representation of men and women in all positions (147.50)

However, we regret that after 47 years of women’s civil rights to vote, *facts* and the *#metoo movement* reveal strong women dissatisfaction at the *status quo*.

Despite equal work being a Swiss constitutional requirement, women earn 20% less than men in the private sector and 17% less in the public sector. Higher salaries and higher positions are systematically in favour of men, systematically finding excuses to discard women, even in higher education where female students are now a majority.

At Universities such as Geneva, professors are 85% men, only 15 % women, with helpless Offices of Gender Equality within the University, the canton and at federal level.

We therefore, recommend the following:

1. to *strengthen the Gender Equality Act*, known among Swiss lawyers as a weak instrument, and to *align it with CEDAW and the European Convention on Human Rights* (147.52);
2. to take firm action to promote and apply with no delay *Labour Law in the Swiss Constitution* prohibiting any form of gender-based discrimination at work: recruitment, pay, promotion, leadership (147.56);
3. to create an *independent audit and monitoring system for complaint against violence, sexism and discrimination* against women while ensuring their legal protection ;
4. to introduce a general anti-discrimination law following up on CEDAW and Norway recommendation (rejected: UPR 14/2012).

Without any quantifiable results, Switzerland’s foreign policy efforts could be seen as mere “*cosmetics*”.

Therefore, we urge Switzerland to Champion Women's Rights and Equality and honour being the host country of the most important international institutions for human rights, development and peace.

Thank you !