

# SWITZERLAND

**FOCUS ON THE RESULTS OF THE SURVEY IN  
SWITZERLAND:**

**« CITIZENS CALL FOR A GENERAL-EQUAL WORLD:  
A ROADMAP FOR ACTION »**

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**G**ender equality, or having equal rights and opportunities regardless of gender, is a fundamental human right. It is also the foundation for a healthier, more productive, and more peaceful world.<sup>1</sup> Yet, with just 10 years left to fulfill the 2030 Agenda for Sustainable Development, 2.8 billion girls and women live in countries failing or barely passing on gender equality-related Sustainable Development Goals (SDGs).<sup>2</sup>

To accelerate progress towards gender equality before 2030, UN Women convened the Generation Equality Forum, a global public conversation co-hosted by the Governments of France and Mexico. In the lead up to the Forum, a set of six “Action Coalitions” — multi-stakeholder partnerships — are being developed to deliver tangible results on (1) gender-based violence (GBV), (2) economic justice and rights, (3) bodily autonomy and sexual and reproductive health and rights (SRHR), (4) feminist action for climate justice, (5) technology and innovation for gender equality, and (6) feminist movements and leadership.

Achieving the objectives of the Forum will not be possible without the right information and data. Evidence drives policy, public opinion, and people to action. Without it, citizens and development actors cannot make informed decisions about policies and programs. To improve data and accountability for girls and women, [Women Deliver](#) partnered with [Focus 2030](#) and the [Development Engagement Lab](#) to survey citizens’ attitudes and expectations on the six Action Coalitions in 17 countries.<sup>1</sup>

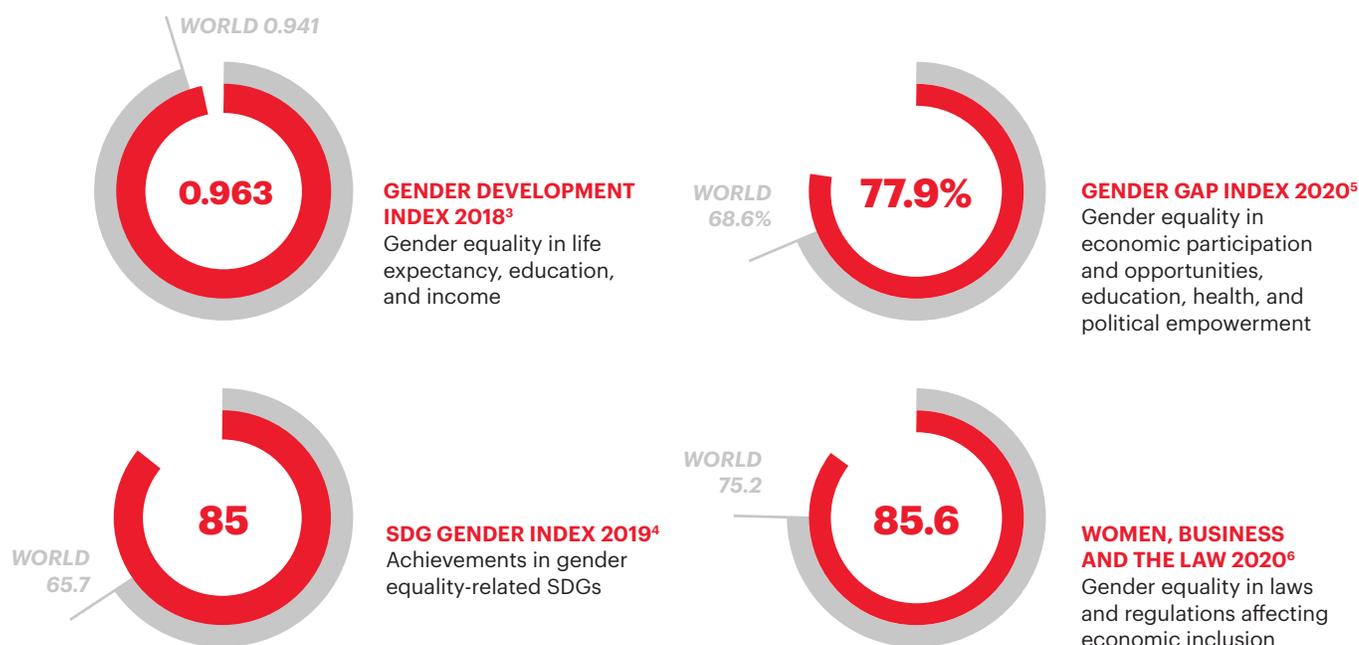
This document presents key results of the survey in Switzerland. It is intended to inform civil society’s actions and orient decision-makers towards gender equality topics that their citizens would like to see more engagement and investments in by governments.

## FIGURE 1 MILESTONES FOR GENDER EQUALITY IN SWITZERLAND



<sup>1</sup> This note captures preliminary findings of a public perception survey on gender equality for Switzerland. This work is co-led by Women Deliver and Focus 2030. The survey was carried out in 17 countries: Argentina, Australia, Canada, China, Colombia, France, Germany, Great Britain, India, Japan, Kenya, Mexico, New Zealand, South Africa, Switzerland, Tunisia, and the United States of America. It focuses on public perceptions on gender equality and the Generation Equality Forum Action Coalitions. Approximately 1,000 respondents in each country were surveyed in July/August 2020. Demographic data collected included: gender, age, income level, education level, last vote in national elections, and region of residency. In Switzerland, 1,004 respondents were surveyed, including 517 females, 485 males, and 2 respondents who identified “in another way.” Of the 1,004 respondents, 105 were aged 18 to 24, 343 were aged 25 to 44, 280 were aged 45 to 59, and 276 were aged 60 and older. To access additional findings for the 17 surveyed countries, including the full report and survey questionnaire, please visit: <http://womendeliver.org/citizens-call-for-a-gender-equal-world/> and [www.focus2030.org](http://www.focus2030.org)

## FIGURE 2 RESULTS IN KEY GENDER INDICES



### TOPLINE SURVEY FINDINGS

The survey reveals that gender equality is a prominent topic in Switzerland. **Of the 17 surveyed countries, Swiss respondents rank gender equality as a higher priority than in all other countries but one. Almost four in five (77 percent) Swiss respondents declare that gender equality is “important” to them personally.** Female respondents are more likely to feel concerned about gender equality (82 percent) than male (72 percent), as well as the youngest groups of the population (from 87 percent of those aged 18 to 24 to 74 percent of those aged 60 and more). Respondents’ place of residence, income, and education level do not seem to affect their declared interest in gender equality.

For two in three respondents, gender equality is “better” in Switzerland than it was 25 years ago. This perception is more prevalent among male respondents (70 percent) than females

(63 percent); among people aged 18 to 24 (80 percent) than older age groups (from 62 percent of respondents aged 25 to 44 to 67 percent of those aged 45 to 59); and among the two highest income quintiles of the population (75 percent and 74 percent) than those with lower incomes (62 to 65 percent). Indeed, Switzerland has taken important steps towards equal rights and opportunities between men and women in the past 25 years (Figure 1), making it more gender-equal than the global average (Figure 2).

Yet, **60 percent of respondents, and up to 70 percent of female respondents, think their government should do “more” to promote gender equality.** To advance gender equality in Switzerland, 43 percent of respondents would like the government to **“reform laws to promote equality between women and men and end discrimination against women.”** The second most commonly cited measure (34 percent) is to **“conduct regular reviews of progress in**

**the pursuit of gender equality.**” Finally, one in four respondents identify the “*implementation of mass media campaigns to raise awareness of the importance of gender equality issues,*” as well as the commitment to, and ratification of, “*international agreements related to gender equality.*” This last measure is particularly popular among the lowest income quintile of the population (46 percent). Male and female respondents agree on the prioritizing of the aforementioned actions the government should take.

Surveyed respondents consider that **gender inequalities in Switzerland are primarily linked to economic justice and rights.** Indeed, half of respondents say that the main reasons why women are not equal to men in the country is because **they have “different employment opportunities”** and because “**unpaid care, domestic work, and parental responsibilities are not shared equally.**” Switzerland is behind the Organization for Economic Cooperation

and Development (OECD) average in terms of its gender gap in full-time equivalent employment rate (28 percentage points [p.p.], compared to 20 p.p. across OECD economies) and gender pay gap (15 percent, compared to 13 percent across the OECD).<sup>7</sup> **The COVID-19 pandemic risks reinforcing existing economic inequalities,** especially for younger people. In fact, 48 percent of female respondents aged 18 to 24 declare their “*household work has increased*” during the pandemic, compared to 36 percent of their male peers. And approximately one in four (26 percent) surveyed females, and 17 percent of males, think gender inequality will rise as a consequence of COVID-19.

In its [Beijing+25 National Report](#), Switzerland indicated that over the next five years, **it will focus on eliminating wage discrimination, achieving a better work-family balance, and combating domestic violence.**<sup>8</sup>

## FINDINGS RELATED TO THE GENERATION EQUALITY ACTION COALITION THEMES

Data show that the Swiss government’s commitments align with the population’s expectations. When asked about the most important areas, out of a list of pre-identified options, their government should focus on to improve equality between women and men, **three in four respondents cite economic justice and rights** (74 percent). The second most cited area is **ending gender-based violence** (70 percent), followed by **improving feminist movements and participation** (44 percent). The lesser prioritized areas are investing in technology and innovation for gender equality (29 percent), bodily autonomy and sexual and reproductive health and rights (24 percent), and promoting feminist action for climate justice (17 percent). Female and male respondents agree on this order of priorities.

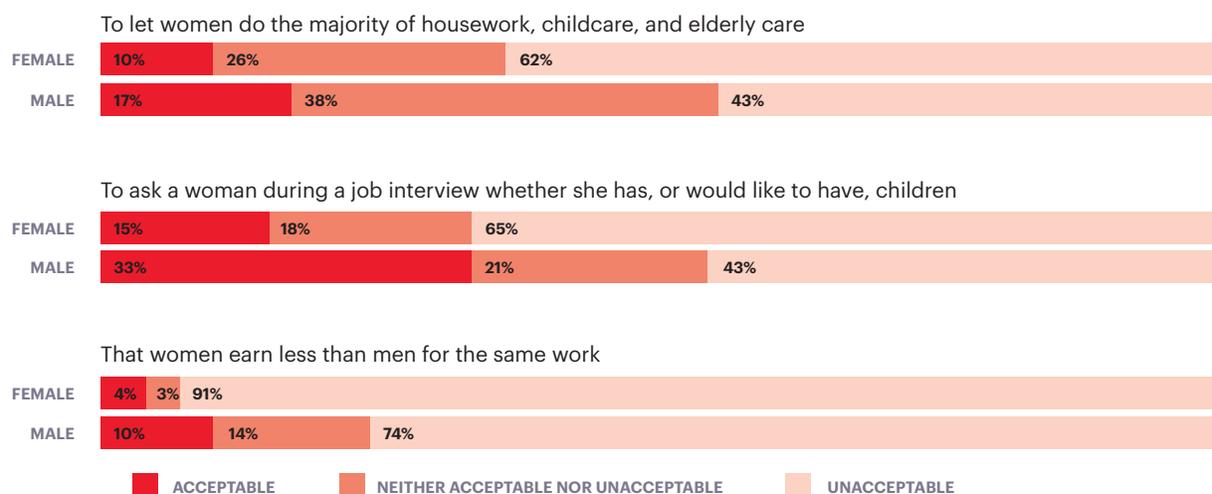
### ECONOMIC JUSTICE AND RIGHTS

Discriminatory beliefs and structures still hold back women’s economic empowerment. Respondents of all genders, age groups, places of residence, and income and education levels identify **the realization of economic justice and rights** through, for example, “*access to well-paid jobs, equal pay, financial independence, and property rights,*” **as one of the most important areas their government should focus on to improve equality between women and men.** For 37 percent of female respondents and 26 percent of males, it should be the first governmental priority. It is also the top priority for one in three respondents aged 25 to 59 and for 39 percent of respondents with the lowest income levels. All respondents largely agree on the first action necessary to improve

## FIGURE 3 OPINIONS ON WOMEN'S ECONOMIC EMPOWERMENT



### HOW ACCEPTABLE OR UNACCEPTABLE DO YOU PERSONALLY THINK THE FOLLOWING THINGS ARE:



Deltapoll survey conducted online using the quota method. Results analyzed by Focus 2030. Survey conducted between July 24, 2020 and August 3, 2020 among a representative sample of 1,004 adults in Switzerland. Weighted data - Margin of error: ± 3%. For more information on the methodology: Focus2030.org.

women's broader economic opportunities and decision-making powers: **“achieve equal pay for women and men”** (61 percent). This action outranks the others in respondents' answers by at least 20 percentage points across all socioeconomic categories. It is followed by **“guaranteeing social protections and decent working conditions for women in low paying jobs”** (36 percent) and **“preventing violence and sexual harassment in the workplace”** (35 percent). Although, on average, 26 percent of all Swiss respondents stress the importance of **“guaranteeing parental leave and childcare services,” up to 39 percent of respondents aged 25 to 44 believe it should be a priority.** Currently, women are entitled to 14 weeks of paid maternal leave.<sup>9</sup> In 2020, Swiss voters approved the introduction of a 10-day paid paternity leave.<sup>10</sup>

Surprisingly, while roughly half of all Swiss respondents believe the unequal division of “unpaid care and domestic work” contributes

to gender inequality, only one in four rank its **“recognition, reduction, and redistribution”** as a priority to achieve economic justice and rights (30 percent of female respondents and 21 percent of males). This is possibly linked with **the persistence of gender stereotypes,** especially among male respondents, regarding women's roles in society (Figure 3). For example, **only 28 percent of male respondents aged 18 to 24 find it “unacceptable” to let women do the majority of housework, childcare, and elderly care.** In 2016, women in Switzerland spent on average four hours a day on unpaid domestic and care work, compared to two and a half hours for men.<sup>11</sup>

Of the surveyed females, 37 percent declare that they are **“not paid as much as their male counterparts where they work,”** and 22 percent declare that they **“did not have the same access to promotion opportunities in their job as their male peers.”** The principle of equal pay for work of equal value is written in the

Federal Constitution and in the Gender Equality Act.<sup>12</sup> However, unequal access to investment opportunities, full-time employment, highly-paid professions, and senior positions, coupled with persisting gender-based discrimination in wages, result in women earning, on average, 71 percent of men’s annual income in Switzerland.<sup>13</sup> In 2018, the parliament adopted an amendment to the Equality Act, making it compulsory for companies with more than 100 employees to review their pay policy every four years until 2032 to detect any wage gap between men and women.<sup>14</sup>

### GENDER-BASED VIOLENCE

Surveyed respondents indicated the prevalence and lack of accountability for acts of gender-based violence is a major concern. **Seventy percent of surveyed respondents across socioeconomic categories believe the government should focus on ending GBV**

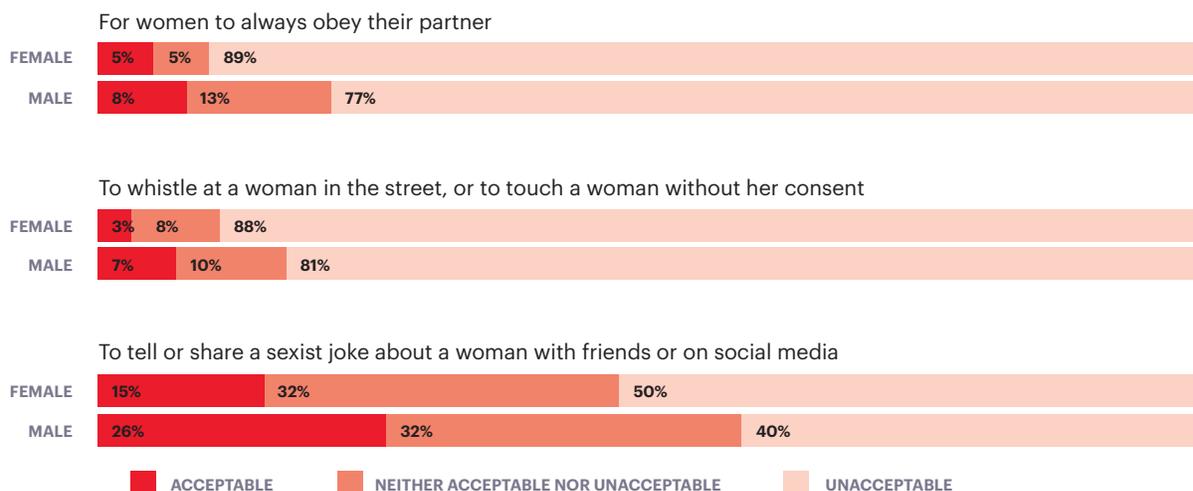
**to advance gender equality in Switzerland.**

For one in three respondents, it should even be the government’s top priority. To achieve this, **64 percent think the government should “increase accountability for physical and sexual crimes against women.”** Ending GBV is a higher priority for female (71 percent) than male respondents (55 percent), and especially females aged 60 and over (80 percent, compared to 69 percent across other age groups) and females belonging to the first four income quintiles (74 percent, compared to 56 percent of the highest income females). The second most commonly cited measure for eliminating GBV (by half of respondents) is “ending traditional practices that are harmful to girls and women (for example, child marriage and female genital mutilation).” Respondents aged 18 to 24 and 25 to 44 express more support for the “funding of programs to support women who have experienced violence” (53 percent and 48 percent, respectively).

## FIGURE 4 NORMS AROUND GENDER-BASED VIOLENCE



### HOW ACCEPTABLE OR UNACCEPTABLE DO YOU PERSONALLY THINK THE FOLLOWING THINGS ARE:



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**GBV is a concern in Switzerland, with immigrant women disproportionately affected, cases largely underreported, and prosecution and conviction rates are low.<sup>15</sup>**

It is estimated that 22 percent of Swiss women have been subjected to sexual violence. Only eight percent of them reported the assault to the police, and 62 percent of those who did not go to the police felt it would have been useless to do so.<sup>16</sup> Domestic violence has also increased in the country.<sup>17</sup> Women who immigrate to Switzerland, thanks to family reunification measures, to reunite with family members who are already legally in the country are disproportionately unlikely to report violence because their residence permits are directly linked to their marital status, causing some women to stay in abusive relationships.<sup>18,19</sup> The survey uncovers harmful opinions among respondents, especially males (Figure 4).

In 2017, Switzerland signed and ratified the [Council of Europe Convention on preventing and combatting violence against women](#) (Istanbul Convention) and has been working on implementing changes to comply with the Convention.<sup>20</sup> In addition, [Article 124 of the Criminal Code](#) outlaws female genital mutilation, and [Article 94 of the Civil Code](#) sets the statutory minimum age of marriage for women and men at 18, without exception.<sup>21</sup>

## FEMINIST MOVEMENTS AND LEADERSHIP

One in four respondents believe women are not equal to men in Switzerland because they are *“not equally represented in politics.”* Consequently, **for 44 percent of respondents, improving women’s participation and leadership in politics and cultural and social movements is one of the three most important areas the Swiss government should focus on to improve gender equality in the country.**

It appears more important to female than male respondents (48 percent, compared to 37 percent), and in particular to the youngest

female respondents (56 percent of those aged 18 to 24) and females belonging to the lowest income quintile (70 percent). In order to achieve gender-balanced representation, 39 percent of respondents (44 percent of female and 34 percent of male) would like the government to *“support women’s political leadership and participation.”* Twenty-eight percent are in favor of the government *“specifically supporting young women’s participation”* (up to 35 percent of those aged 18 to 24), and another 28 percent would like the government to *“achieve equal representation of women in politics.”* People from all socioeconomic backgrounds are rather unanimous on these prioritized solutions, although those from the poorest quintile would also like to see their government *“support women’s participation in peace processes and as human rights defenders”* (37 percent) and *“achieve equal representation of women on company boards”* (35 percent).

Since 2019, women make up 41.5 percent of the total 200 Members of Parliament,<sup>22</sup> and the President of the Swiss Confederation for 2020 is a woman.<sup>23</sup> In 2019, the Swiss Parliament narrowly approved a government proposal for a mandatory female quota of 30 percent on supervisory boards and 20 percent on executive boards of publicly traded companies.<sup>24</sup> In general, respondents are favorable to the introduction of gender quotas in all political and decision-making bodies to advance equality (Figure 5), with the notable exception of the highest income male respondents aged 45 and more.

## TECHNOLOGY AND INNOVATION FOR GENDER EQUALITY

To advance equality between women and men, **29 percent of respondents believe the government should “invest in technology to improve women’s access to health services, education, and economic opportunities.”** This proportion is stable across all socioeconomic

**FIGURE 5 OPINIONS ON POLITICAL QUOTAS**



**KEY FINDING: Imposing gender quotas, that is, having a proportion of seats for women in all political decision-making bodies, is a good way to advance gender equality in Switzerland**



The net agreement rate is obtained by subtracting the proportion of respondents who disagreed from the proportion of respondents who agreed. Deltapoll survey conducted online using the quota method. Results analyzed by Focus2030. Survey conducted between July 24, 2020 and August 3, 2020 among a representative sample of 1,004 adults in Switzerland. Weighted data - Margin of error: ± 3%. For more information on the methodology: Focus2030.org.

groups, although it appears less important to those aged 18 to 24 (17 percent) than to their elders (30 percent of those aged 25 and more). To promote the use of technology and innovation for gender equality, 47 percent of surveyed respondents believe the government should **“provide equal opportunities for girls and women to study and work in Science, Technology, Engineering, and Mathematics (STEM)”** (Figure 6). This action appears more important to female (52 percent) than male respondents (43 percent). The second most cited governmental action is *“increasing the safety of digital spaces for girls and women,”* for example, through the prevention of harassment or abuse of women online (40 percent),

followed by *“addressing barriers preventing girls and women from accessing, designing, and developing technology”* (38 percent). The proportion of respondents prioritizing these actions is stable across socioeconomic groups.

In 2017, women made up only 12 percent of Swiss students enrolled in information and communication technologies programs in tertiary education and 19 percent of students in engineering, manufacturing, and construction programs.<sup>25</sup> As a result, women are under-represented in the STEM workforce. For example, in 2017, only one in four researchers in engineering and technology were women.<sup>26</sup>

## FIGURE 6 ACTIONS ON TECHNOLOGY AND INNOVATION FOR GENDER EQUALITY



### WHICH ACTIONS, IF ANY, SHOULD YOUR GOVERNMENT TAKE TO PROMOTE THE USE OF TECHNOLOGY AND INNOVATION FOR GENDER EQUALITY IN SWITZERLAND?

Provide equal opportunities for girls and women to study and work in STEM

47%

Increase safety of digital spaces for girls and women

40%

Address barriers preventing girls and women from accessing, designing, and developing technology

38%

Invest in technology that helps deliver healthcare and other services virtually for girls and women

21%

Improve the use of innovative data collection methods

19%

None

12%

Don't know

11%

Deltapoll survey conducted online using the quota method. Results analyzed by Focus2030. Survey conducted between July 24, 2020 and August 3, 2020 among a representative sample of 1,004 adults in Switzerland. Weighted data - Margin of error:  $\pm 3\%$ . For more information on the methodology: [Focus2030.org](https://focus2030.org).

## BODILY AUTONOMY AND SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS

To improve equality between women and men, one in four respondents think the government should focus on securing women's bodily autonomy and SRHR. This could be achieved through three of respondent's top priorities: increased access to contraception and family planning, good maternal health services, and access to accurate information, including comprehensive sexuality education in schools. Promoting SRHR appears more important to the youngest respondents (from 37 percent of

those aged 18 to 24 to 15 percent of those aged 60 and more), and especially to males aged 18 to 24 (one in two, compared to one in three females of this age group). People's place of residence, income, and education levels do not significantly influence their answers.

To improve women's SRHR, respondents identify three priority areas as governmental responsibilities (Figure 7): "increase access to accurate information, including comprehensive sexual education in schools" (37 percent), "increase access to sexual health services, for example, prevention, testing and treatment options for sexually transmitted infections, including HIV/AIDS" (34 percent), and "increase

## FIGURE 7 OPINIONS ON SRHR



### WHICH ACTIONS, IF ANY, SHOULD YOUR GOVERNMENT TAKE TO IMPROVE WOMEN'S SRHR IN SWITZERLAND?

Increase access to accurate information, including sexual education in schools

37%

Increase access to sexual health services

34%

Increase youth engagement in the implementation of SRH services

34%

Increase access to legal abortion and post-abortion care

26%

Prioritize the needs of women from marginalized groups

25%

Increase access to contraception and family planning options

23%

Reduce the number of pregnancy-related deaths

12%

Don't know

11%

None

7%

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youth engagement in the implementation of sexual and reproductive health services," for example, consulting youth to better deliver contraception (34 percent). **Sexual education is not regulated at the national level, resulting in disparities across cantons.**<sup>27</sup> Among each socioeconomic category, respondents' answers are about equally distributed across these three actions. Respondents belonging to the lowest income quintile of the population (50 percent) and males aged 18 to 24 (51 percent) particularly support better access to accurate information. College-educated female respondents are more likely to call

for an increased youth engagement in the implementation of SRH services (42 percent) than their peers who received some formal education but did not attend college (31 percent).

In Switzerland, **contraception is not subsidized, which can make it unaffordable to some people, especially migrant and refugee women and poor Swiss women** who are often less financially secure than the general population.<sup>28</sup> The survey reveals that some women still cannot fully realize their SRHR. Indeed, up to 10 percent of female respondents aged 18 to 24, and 13 percent of females in the

lowest income quintile, report experiencing “difficulty accessing their chosen method of contraception.”

### FEMINIST ACTION FOR CLIMATE JUSTICE

For 47 percent of respondents, “climate change and the environment” are among the most important issues facing their country at the present time, just after “global diseases and pandemics” (59 percent). But when asked about the most important areas their government should focus on to improve gender equality, only 17 percent of respondents cite the “promotion of women’s participation in climate change action.” Male respondents are more likely (22 percent) than females (13 percent) to identify this as a priority area. **Respondents**

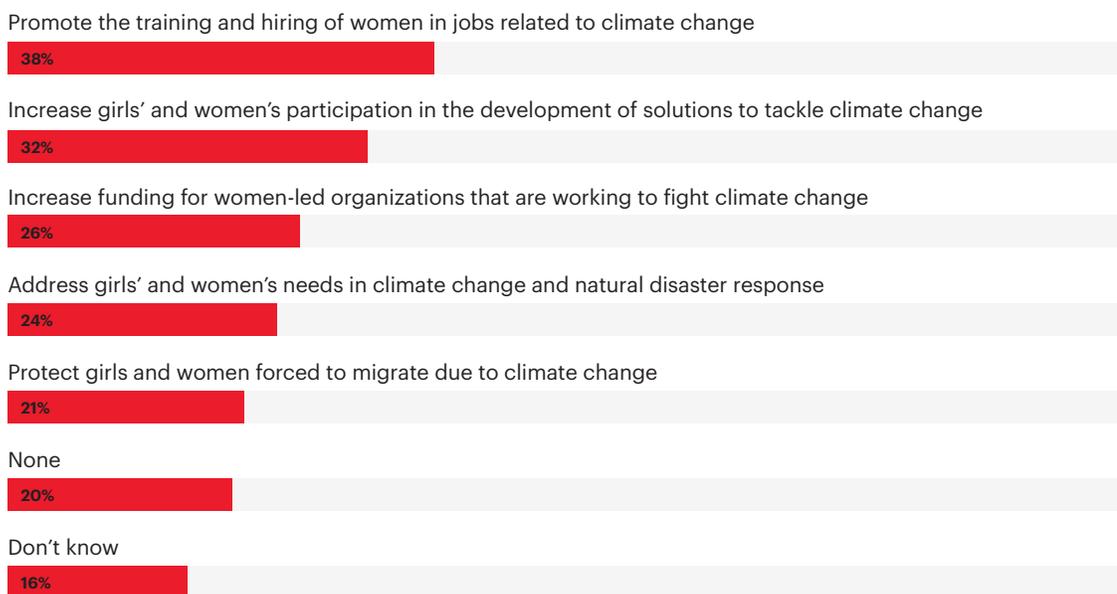
who identified climate change as one of the priority issues in Switzerland are also more likely to call for a better inclusion of girls’ and women’s voices in climate change action (24 percent) than those who did not (13 percent).

To promote women’s efforts to respond to climate change, 38 percent of respondents think their government should “**promote the training and hiring of women in jobs related to climate change** (for example, clean energy and technology)” (Figure 8). This opinion is particularly prevalent among female respondents (42 percent, compared to 34 percent of males), the oldest respondents (47 percent of those aged 60 and older, compared to 35 percent among other age groups), and among the lowest income quintile (from 49 percent of the lowest income quintile to 35 percent of the highest income quintile). The

## FIGURE 8 FEMINIST ACTIONS FOR CLIMATE JUSTICE



### WHICH ACTIONS, IF ANY, SHOULD YOUR GOVERNMENT TAKE TO PROMOTE WOMEN’S EFFORTS TO RESPOND TO CLIMATE CHANGE IN SWITZERLAND?



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second most cited action (32 percent) is “increasing girls’ and women’s participation in developing solutions to tackle climate change,” followed by “increasing the funding for women-led organizations that are working to fight climate change” (26 percent, with 30 percent of female respondents supporting this compared to 20 percent of males). An important proportion of respondents believe the “government should not promote women’s efforts in response to climate change” (20 percent), especially male respondents who did not identify feminist action for climate justice as a priority area (32 percent) and respondents aged 45 and over (25 percent).

Switzerland adopted the [Kyoto Protocol](#) in 2003 and ratified the [United Nations Framework Convention on Climate Change](#) and the [Paris Agreement](#) in 2017. Although the 2017 [Strategy on Gender Equality and Women’s Rights](#) seeks to increase gender mainstreaming into its

development cooperation programs on climate change,<sup>29</sup> Switzerland’s plan for climate change adaptation for 2020 to 2025 does not mention gender-sensitive measures.<sup>30</sup> Only 29 percent of Swiss delegates to the 25th Conference of Parties in Madrid in 2019 were women.<sup>31</sup>

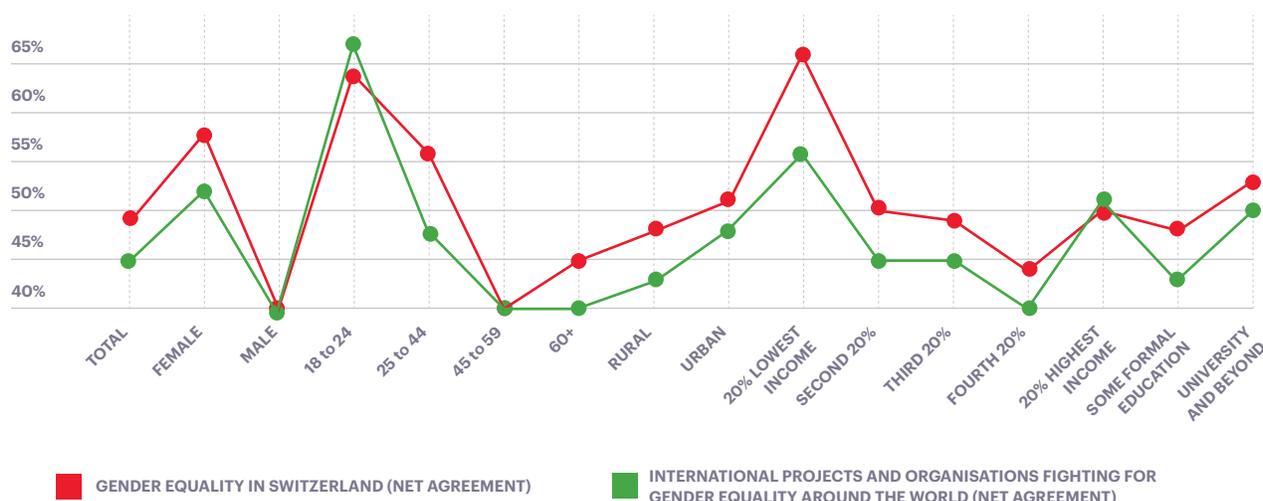
### FINANCING FOR GENDER EQUALITY

Only 14 percent of respondents identify “inequality between women and men” as one of the three most important issues facing their country at the present time, behind “global diseases and pandemics” (59 percent), “climate change and the environment” (47 percent), and “the economy” (40 percent). Yet, **20 percent believe the government should “consider the needs and interests of girls and women when developing government spending budgets.”** In addition, **half of the respondents “agree” that Switzerland should increase funding for gender equality in the country.** This is true

**FIGURE 9 OPINIONS ON FUNDING FOR GENDER EQUALITY**



**ON THE OCCASION OF THE GENDER EQUALITY FORUM, MY GOVERNMENT SHOULD INCREASE ITS FUNDING FOR...**



The net agreement rate is obtained by subtracting the proportion of respondents who disagreed from the proportion of respondents who agreed. Deltapoll survey conducted online using the quota method. Results analyzed by Focus2030. Survey conducted between July 24, 2020 and August 3, 2020 among a representative sample of 1,004 adults in Switzerland. Weighted data - Margin of error: ± 3%. For more information on the methodology: Focus2030.org.

across all socioeconomic categories, even though support is more widespread among female respondents (the difference between females who support an increased gender equality budget and those who do not, or net agreement, is equal to 45 percentage points (p.p.) than male (16 p.p.), among those aged 18 to 24 (53 p.p.) than those aged 45 to 59 (16 p.p.), and among the lowest income quintile (55 p.p.) than the fourth (15 p.p.). While the federal government does not practice any sort of gender budgeting, there have been various initiatives at sub-central levels of government.<sup>32</sup>

The same pattern appears when respondents are asked about foreign aid. **Forty-five percent “agree” that the government should increase its funding for international projects and organizations championing gender equality around the world.** Female respondents (net agreement equal to 36 p.p.), young people (56 p.p.), and those belonging to the lowest income quintile (35 p.p.) are more likely to express

support than male (12 p.p.), people aged 45 to 59 (13 p.p.), and the fourth income, quintile (14 p.p.). Although most respondents except those aged 18 to 24, are slightly more supportive of an increased gender budget nationally than internationally, the difference in support is not large (Figure 9). In 2018, Switzerland, a member of the OECD Development Assistance Committee (DAC), committed 60 percent of its bilateral allocable aid to gender equality and women’s empowerment as either a principal or significant objective (up from 51 percent in 2017), compared with the DAC country average of 42 percent.<sup>33</sup>

## RECOMMENDATIONS

- ➔ **Provide women with the opportunity to participate in the economy on an equal footing with men.** Eliminate the gender pay gap, promote equally shared domestic and parental responsibilities (through, for example, accessible and affordable early childhood facilities, across all cantons and paid parental and paternity leave), and sign and ratify [ILO Convention C190](#) on violence and harassment in the world of work. Address the considerable number of gender discriminations with regards to social insurance system, especially in the agricultural sector.
- ➔ **Increase accountability for perpetrators of gender-based violence.** Provide training to police officers and health and justice professionals to encourage those who experience violence to report it to the police and to reach higher prosecution and conviction rates.
- ➔ **Continue to reform and harmonize the law regarding gender-based violence, including with a focus on prevention, to follow the best practices of the Istanbul Convention.** This is notably by revising the legislation on rape to define it on the basis of lack of consent and the prevention of harmful norms and practices (for example, prevention of sexism in society). Regularly collect and publish self-reported data on the different forms of gender-based violence, not only relying on police-recorded offenses.
- ➔ **Analyze the barriers and challenges that prevent girls and women from studying and working in STEM, and take appropriate action to increase their representatives in these fields.**
- ➔ **Ensure all girls and women have secure and affordable access to sexual and reproductive health services, including contraception that is subsidized for by the Swiss Confederation.** A particular focus to ensure no one is left behind is needed (for example, girls and women living with disabilities, Swiss families living in poverty, and migrants). Harmonize the teaching of comprehensive sexuality education across the Swiss Confederation.
- ➔ **Commit to sustained official development assistance dedicated to gender equality, with a particular focus on funding for women's movements and women-focused civil society organizations.**

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