



**Convention on the Elimination
of All Forms of Discrimination
against Women**

Distr.: General
8 January 2024

Original: English
English, French and Spanish only

**Committee on the Elimination of Discrimination
against Women**

**Sixth periodic report submitted by Liechtenstein under
article 18 of the Convention, due in 2023***

[Date received: 6 November 2023]

* The present document is being issued without formal editing.



Abbreviations

AAA	Office for Foreign Affairs
ABGB	General Civil Code
aha	Tips & Info for Young People
ASD	Office of Social Services
AussStrG	Non-Contentious Proceedings Act
AVW	Office of Economic Affairs
BGlG	Disability Equality Act
BuA	Report and Motion
CSW	Commission on the Status of Women
ECOSOC	Economic and Social Council
EEA	European Economic Area
EheG	Marriage Act
EIGE	European Institute for Gender Equality
FAST	Finance Against Slavery and Trafficking
FCR	Federal Commission against Racism
GANHRI	Global Alliance of National Human Rights Institutions
GLG	Gender Equality Act
GSK	Violence Protection Commission
IENK	Interdisciplinary Expert Group on Emergency Contraception
ILO	International Labour Organization
infra	Information and Counselling Centre for Women
LANV	Liechtenstein Employees' Association
LiLe	Liechtenstein Curriculum
LGBI	Liechtenstein Law Gazette
LV	Constitution of the Principality of Liechtenstein
MINT	Mathematics, information technology, natural science, and technology
NGO	Non-governmental organisation
OHS	Victims Assistance Office
OKP	Compulsory health insurance
OSKJ	Ombuds Office for Children and Young People
StatG	Statistics Act

StGB	Criminal Code
UN	United Nations
UPR	Universal Periodic Review
VfM	Association for Men's Issues
VMR	Association for Human Rights
VMRG	Law on the Association for Human Rights in Liechtenstein
WMID	Women and Men in Decision-Making

I. Foreword

1. This report, which was adopted by the Government of the Principality of Liechtenstein on 31 October 2023, is submitted under Article 18 of the Convention on the Elimination of all Forms of Discrimination against Women of 18 December 1979. This is the sixth periodic report submitted by Liechtenstein, covering the period from January 2018 to June 2023. The report was compiled by the Office for Foreign Affairs in cooperation with the offices of the National Administration responsible for the subject matters in question and taking into account information about the activities of various non-governmental organisations and the private sector. It was compiled on the basis of the list of issues contained in document [CEDAW/C/LIE/QPR/6](#) of 4 November 2022 and under the simplified reporting procedure. It covers the legislative, administrative, and other measures for implementation of the Convention that took place during the reporting period. All texts of laws and ordinances referred to in the report are available at www.gesetze.li.

II. Replies to the list of issues prior to reporting

General information

Reply to paragraph 1 of the list of issues ([CEDAW/C/LIE/QPR/6](#))

2. For over ten years, the Liechtenstein Institute has prepared the annual status report entitled “Human Rights in Liechtenstein – Facts and Figures”¹ on behalf of the Government. This report contains statistical data on about 100 topics relevant to human rights and highlights key developments and trends during the reporting period. The human rights situation of girls and women is presented separately, in particular in the areas of education and training, working life, wage differences, maternity allowances, maternity and parental leave, unemployment, old-age provision, childcare, divorce and inheritance law, sexual orientation, mortality and life expectancy, political rights and participation, domestic violence, civil rights, and migration and integration. The preparation of the status report relies on official statistics, internal data sets from various offices, annual reports from governmental and non-governmental institutions, and information from relevant media reports and academic publications. The surveys make human rights challenges visible and can thus be used as a basis for governmental programmes and measures to improve the human rights situation of girls and women.

3. In 2021, the Office of Statistics published the indicators of gender equality,² which complement and further expand the indicator system for sustainable development. The indicators of gender equality relate to Goal 5 of the 2030 Agenda and provide a basis for analysing progress in gender equality in Liechtenstein. The total of 32 indicators provide an overview of the development of gender equality in Liechtenstein in the following five areas of life: politics, economy, public service, education, and health. The indicators of gender equality can accordingly be used for policy making and programme development.

4. Pursuant to Liechtenstein’s ratification of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention, entry into force 1 October 2021), the country’s data situation is being reviewed according to the categories and criteria required by the Convention and

¹ <https://www.llv.li/de/landesverwaltung/amt-fuer-auswaertige-angelegenheiten/publikation-und-berichte/publikationen/menschenrechte-in-liechtenstein>.

² <https://www.statistikportal.li/de/uebergreifendes-indikatoren/gleichstellungsindikatoren>.

adjusted in cooperation with the competent governmental offices and institutions. The indicators on gender equality³ include two indicators on domestic violence. In Liechtenstein, different governmental and non-governmental institutions (Victims Assistance Office, National Police, Office of the Public Prosecutor, Women's Shelter, Liechtenstein Employees' Association, infra, VMR, and VfM) collect data on forms of violence that fall under the Istanbul Convention.

5. For the statistics database of the European Institute for Gender Equality (EIGE) on Women and Men in Decision-Making (WMID),⁴ the Equal Opportunities Unit provides the data on the proportion of women and men in decision-making positions at the Government level on an annual basis.

Women's rights and gender equality in relation to the pandemic, recovery efforts, and global crisis

Reply to paragraph 2 of the list of issues

6. The quality and availability of healthcare in Liechtenstein is in general very high. All persons residing in Liechtenstein have unrestricted and non-discriminatory access to health services. All residents are subject to compulsory health insurance (OKP), which guarantees the supply of healthcare. At about 315 inhabitants per practicing physician, the density of physicians is high by international standards, especially given that most hospital services are provided in nearby foreign countries. In addition to the inpatient basic care provided by the Liechtenstein National Hospital, agreements are in place with 22 hospitals, clinics, and therapy and rehabilitation centres abroad, primarily in Switzerland.

7. During the COVID-19 pandemic, the healthcare system was always fully functional and available. There were no serious bottlenecks in healthcare. Liechtenstein was able to quickly set up structures to provide the population with testing, which was partially cost-exempt, as well as vaccinations, which were always free of charge.

8. Also during the COVID-19 pandemic, all measures were taken regardless of gender, age, origin, and sexual orientation. Access to care and support was guaranteed at all times for the entire population in Liechtenstein.

9. The Office of Public Health always acted in a timely manner according to the current international recommendations during the pandemic:

- Ensuring sufficient testing availability in Liechtenstein that was always able to meet the need for testing even during peak times;
- Ordering isolation and quarantine accompanied by contact tracing, which provided active and personal support to the affected individuals;
- Fully guaranteeing the necessary resources for the care of affected individuals and their relatives;
- Building up and sustaining the infrastructure for timely SARS-CoV-2 vaccination.

10. Moreover, Liechtenstein supported the global platform for improving vaccine access, COVAX, with additional funds, making an active contribution to the global fight against the pandemic.

³ <https://www.statistikportal.li/de/uebergreifendes-indikatoren/gleichstellungsindikatoren>.

⁴ <http://eige.europa.eu/gender-statistics/dgs/browse/wmidm>.

11. In future crises, Liechtenstein will be able to draw on the network it established and expanded during the COVID pandemic. Liechtenstein has also been able to learn important lessons about which strategies were especially successful.
12. Liechtenstein's strength in the management of the pandemic consisted in the personal care and support provided to affected individuals. Their need for support could be determined directly, and suitable measures were taken. Especially noteworthy was the support offered by Family Assistance Liechtenstein, which provided assistance when one parent was no longer available to care for children due to isolation and quarantine measures and no solutions within the family could be found.
13. During the pandemic, Liechtenstein also attached great importance to the equal participation of women in the management of the crisis. Schools and out-of-home childcare facilities were closed for a total of only six weeks. During this period of public closures, the Office of Social Services (ASD) in cooperation with the Office of Education set up emergency childcare for exceptional cases where parents worked in relevant jobs, were unable to ensure childcare themselves, or did not have the option of working from home. The costs of emergency childcare were covered by the State. These measures ensured that the childcare burden on women in particular was reduced.
14. The Ministry of Social Affairs and Culture also funded the communication by the Women's Shelter of Liechtenstein that the shelter was open 24 hours a day even during the pandemic. This communication was broadcast on the local radio station.
15. In 2021, the Domestic Violence Coordination Unit devoted particular attention to contingency planning in connection with the COVID-19 pandemic, given the fears of increased conflicts in the domestic context due to the imposed measures (working from home, schooling at home, interruption of recreational and support offerings). In retrospect, however, no increase directly related to the COVID-19 pandemic was seen in cases requiring police intervention since 2021, i.e., no increase in domestic violence was recorded in Liechtenstein during the pandemic.
16. In 2022, however, an increasing need for counselling and care became apparent, which was also seen in a lower threshold for calling the police. Accordingly, the National Police was repeatedly called in the context of family conflicts even though it turned out upon arrival that there was no basis for further police intervention. Against this backdrop, the National Police prepared a new flyer entitled "Support offerings in the case of conflicts at home".⁵ The flyer is handed out to the parties during an initial police intervention when no further police intervention is required. It is also available on the National Police website. The flyer lists a range of psychosocial support and counselling services that can be used to deal with family conflict situations where no violence is involved.

Reservations

Reply to paragraph 3 of the list of issues

17. This recommendation refers to the male succession to the throne in the Princely House. Article 3 of the Liechtenstein Constitution reserves the hereditary succession to the throne in the Princely House of Liechtenstein, the age of majority of the Reigning Prince and of the Hereditary Prince, and any applicable guardianship to the Law on the Princely House of Liechtenstein. In that way, the State recognises the

⁵ https://www.landespolizei.li/application/files/2016/3955/8280/Flyer_A65_Unterstützungsangebote_bei_Konflikten_zuhause_11-2021_END.pdf.

autonomous power of the Princely House to govern these matters relevant to the State by way of the Law on the Princely House. The Law on the Princely House is an autonomous law of association. It is thus a source of law outside the realm of legislation by the State.

18. The relevant provision of the Law on the Princely House (Article 12) currently does not, in any event, have a discriminatory effect against the female members of the Princely House, given that the first-born children of the former, present, and future Reigning Prince are all male.

Women's access to justice

Reply to paragraphs 4(a), (b) and (c) of the list of issues

19. All people in Liechtenstein enjoy equal access to justice. They have a wide range of options available to them for legal action and complaints against decisions made by the authorities.

20. In 2021, Liechtenstein ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention). The ratification necessitated adjustments to the Code of Civil Procedure and the Non-Contentious Proceedings Act to further improve victim and witness protection. A Coordination Group was also created to implement, coordinate, monitor, and evaluate the political and other measures to prevent and combat the forms of violence covered by the Istanbul Convention.

21. Since 2017, the Association for Human Rights (VMR) has been consulted seven times on gender discrimination, including LGBTIQ+. These did not amount to legal *complaints*, but rather were merely *consultations*. In one of the cases, a declaratory action under Article 7 of the Gender Equality Act (GLG) is currently being considered by the VMR. In five cases, advice and mediation were provided. In one case, the person concerned had already initiated legal proceedings. One case is still being monitored.

22. The Court of Justice registered a total of nine cases since 2018 that fall under discrimination pursuant to § 283 of the Criminal Code (StGB). Only one case involved gender discrimination to the detriment of a woman. This case ended with an acquittal.

23. Based on a recommendation to Liechtenstein in the context of the Universal Periodic Review (UPR) of the UN Human Rights Council, the Ministry of Justice, in consultation with the Ministries of Home Affairs and Foreign Affairs, commissioned the Violence Protection Commission (GSK) to organise training on the revised § 283 StGB concerning the prohibition of discrimination. In August 2021, a former employee of the Federal Commission against Racism (FCR) of Switzerland gave a presentation on “The Anti-Racism Criminal Provision in Swiss Judicial Practice”. An expert from the Liechtenstein Office of the Public Prosecutor and GSK member also gave a presentation on court cases concerning the prohibition of discrimination in Liechtenstein. The event was aimed at employees of the justice authorities (Office of the Public Prosecutor, Court of Justice, and Court of Appeal), the National Police, and members of the Chamber of Lawyers. Members of NGOs and other interested persons were likewise invited. The aim of the event was to raise awareness of the anti-discrimination provision in the Criminal Code and to discuss the relevant case law.

24. To broaden the impact of the training held in August 2021 on the anti-discrimination provision in judicial practice in Liechtenstein and Switzerland, the presentations of the speakers were published in spring 2022 as papers in the

Liechtenstein journal for legal professionals, the *Liechtensteinische Juristenzeitung* (LJZ 1/22, pp. 46-54).⁶ At the same time, the VMR received specialist support in compiling a case law collection on the anti-discrimination provision § 283 StGB.

25. At several meetings, the GSK contributed its expertise to the anti-discrimination campaign “Diskriminierung ist strafbar – Toleranz ist dein Recht” (Discrimination is punishable – Tolerance is your right), which was conceived and planned under the leadership of the VMR. The goal of the campaign is to raise greater awareness among the broad Liechtenstein public of § 283 StGB and accordingly the prohibition of any discrimination based on race, language, nationality, ethnicity, religion or belief, gender, disability, age, or sexual orientation. The campaign, which is supported not only by the GSK but also by the Equal Opportunities Unit of the Office of Social Services, was launched on 24 March 2023. The content was disseminated via posters, social media channels, and bus advertisements on public transport throughout the country. The municipalities and the National Administration promoted this campaign by providing internal communication channels to disseminate the anti-discrimination messages.

26. In addition, the Equal Opportunities Unit published the updated guide against sexual harassment in the workplace at the beginning of 2023. The brochure entitled “STOPP! Keine sexuelle Belästigung am Arbeitsplatz – Ratgeber für Arbeitnehmerinnen und Arbeitnehmer” (STOP! No sexual harassment in the workplace – guide for employees)⁷ provides a detailed and updated description of the legal options for defending oneself against sexual harassment. The chapter on legal options (pp. 14-19) explains the legal basis and the legal claims that can be asserted. Under Article 7 of the Gender Equality Act, counselling organisations such as *infra* (Information and Counselling Centre for Women) and the LANV (Liechtenstein Employees’ Association), can file a declaratory action, initiate litigation on behalf of the complainant, or participate in proceedings initiated by the complainant either on the complainant’s behalf or in support of the complainant.

National machinery for the advancement of women

Reply to paragraphs 5(a), (b) and (c) of the list of issues

27. With the establishment of an independent national human rights institution – the Association for Human Rights in Liechtenstein (VMR) – the areas of responsibility between the VMR and the Equal Opportunities Unit were defined and redistributed in the course of an administrative reform. The autonomous responsibilities of the predecessor to the Equal Opportunities Unit were transferred to the VMR, as were the responsibilities of the former Gender Equality Commission. The VMR is the point of contact for personal consultations and complaints relating to equal opportunities. The Equal Opportunities Unit, on the other hand, performs the official tasks in the area of equal opportunities and, in the course of the administrative reform, was also given responsibility for migration and integration issues.

28. Since the administrative reform in 2017, an annual amount of CHF 130,000 has been allocated to the Equal Opportunities Unit for its responsibilities relating to gender equality (as well as disability and sexual orientation). An additional CHF 82,000 per year has been allocated to the Equal Opportunities Unit for migration and integration. This has allowed it, for instance, to co-fund the project “*integra* – Information und Beratung für Migrantinnen” (*integra* – Information and Counselling

⁶ <https://juristenzeitung.li/de/download/285>.

⁷ https://archiv.llv.li/files/asd/bro_asd_sexuellebelastigungamarbeitsplatz_a5_2023_web.pdf.

for Migrant Women) run by the women's organisation *infra* (Information and Counselling Centre for Women) with an annual contribution of about CHF 15,000.

29. The total budget of the Equal Opportunities Unit in the amount of CHF 212,000 per year is used for the tasks in the areas of information and coordination, awareness-raising and project work, participation in legislative projects, and participation in regional and international expert bodies as set out in the report to Parliament⁸ at that time. This amount also covers project funding and financial assistance for non-governmental organisations that are active in the field of equal opportunities.

30. Since the submission of Liechtenstein's last periodic report in December 2018, the full-time equivalent positions in the Equal Opportunities Unit have been successively increased by a total of 0.4, from 1.1 in 2018 to 1.5 in 2023. Additionally, the Equal Opportunities Unit is supported by the other departments in the Office of Social Services as needed depending on the subject matter, in particular by the Projects Unit and the Legal Unit, the Finance Department and the Central Services Department, the Children and Youth Service, and the Social Service.

31. Thanks to intensive public relations work, the visibility of the Equal Opportunities Unit has increased considerably. Over the past few years, the Equal Opportunities Unit has regularly published several series of articles in the national newspapers on topics such as compatibility of family and career, women in politics, and women in leadership positions in sports. In addition, events and high-profile projects have contributed to visibility and awareness in the area of gender equality.

32. Project funding and grants are important instruments for the promotion of civil society initiatives and for cooperation with non-governmental organisations in the field of gender equality. Project sponsors can use these forms of financing to support and promote their activities (projects, campaigns, events, courses, etc.) and services (counselling).

33. The measures to promote better compatibility of family and career include ongoing monitoring of the utilisation and financing of childcare institutions and the needs-based adjustment of supply, a dialogue with the business community on improving compatibility of family and career, and the further development of family policy based on the results of a nationwide survey of families. As part of the joint planning of measures of the Ministry of Social Affairs and Culture and the Equal Opportunities Unit for 2022 and 2023, the development of a national gender equality strategy was taken up and publicly announced by the ministry. The gender equality strategy is to be developed in a consultative and participatory process together with governmental and civil society organisations.

National human rights institution

Reply to paragraphs 6(a), (b), (c) and (d) of the list of issues

34. The VMR is the independent national human rights institution as defined in the 1993 Paris Principles of the United Nations (Article 1(1) VMRG). The VMR may, with the consent of a victim of a human rights violation, participate in judicial and administrative proceedings either on behalf of the victim or in support of the victim (Article 5 VMRG).

35. The mandate of the VMR is to protect and promote human rights in Liechtenstein (Article 4 VMRG). Its independence and the financial support it

⁸ Report and Motion No. 57/2016, p. 19.

receives ensure that the VMR is able to fulfil its mandate with regard to women's rights and gender equality. Its mandate includes the following responsibilities:⁹

- Advising authorities and private individuals on human rights issues;
- Assisting victims of human rights violations;
- Informing the public about the human rights situation in Liechtenstein;
- Conducting investigations and recommending measures to authorities and private individuals;
- Issuing opinions on draft laws and regulations;
- Promoting dialogue and national and international cooperation with other human rights bodies;
- Promoting and protecting children's rights through the Ombuds Office for Children and Young People (OSKJ).

36. Pursuant to the financial resolution of 6 November 2019, the VMR has received an annual State contribution of CHF 350,000 from 2020 to 2023. Going forward, this amount will no longer be financed through a four-year financial resolution, but rather through annual approval of the budget.

37. Natural and legal persons who are engaged on a professional or voluntary basis in the protection and promotion of human rights can in principle become members of the VMR (Article 12(1) VMRG). A total of 34 organisations and 58 individuals are members of the VMR, including women's associations such as *infra*, Women with a Good Constitution, and the Women's Network.¹⁰

38. VMR became a member of the European Network of National Human Rights Institutions (ENNHRI) in 2019. As an independent institution, the VMR has the power to decide itself whether to seek membership and accreditation with the Global Alliance of National Human Rights Institutions (GANHRI).

Civil society and women's organisations

Reply to paragraph 7 of the list of issues

39. Numerous civil society organisations in Liechtenstein, in particular women's organisations, receive support and funding in their work to promote women's rights and gender equality. Cooperation between public institutions, non-governmental organisations (NGOs), and civil society is very close.

40. Project funding and cooperation projects are one instrument used for this purpose. NGOs can submit an online application to the Equal Opportunities Unit for project support. In recent years, projects and initiatives such as the multi-year "Vielfalt in der Politik" (Diversity in Politics) project to promote the political participation of women in Liechtenstein and the "Frauenarchiv" (Women's Archive) project received funding. The annual campaign for Equal Pay Day and activities of the Association for Men's Issues have also received support. Cooperation projects include the joint adaptation and dissemination of the "CEDAW kurz erklärt" (CEDAW briefly explained) video,¹¹ a cooperation between the VMR and the Office for Foreign Affairs (AAA) (2021). Another example of a cooperative project was the campaign against sexual harassment, "Kein Platz für Sexismus" (No place for

⁹ <https://www.menschenrechte.li/category/ueber-uns/auftrag/>.

¹⁰ <https://www.menschenrechte.li/category/ueber-uns/mitglieder-ueber-uns/mitglieder/>.

¹¹ <https://www.menschenrechte.li/frauenrechtskonvention-cedaw/>.

sexism)¹² (2022), organised together with the two Liechtenstein associations aha (Tips & Info for Young People) und infra (Information and Counselling Centre for Women) along with the two neighbouring Swiss cantons of St. Gallen and Appenzell Ausserrhoden.

41. A further instrument consists in direct service agreements with systemically relevant civil society organisations, funded via the ASD budget. NGOs working to prevent and combat forms of violence covered by the Istanbul Convention, for example, receive financial support from the State through such service agreements. In the field of gender equality, the organisations referred to in the following paragraphs have a service agreement with the State.

42. infra is a non-governmental contact point for women. The association aims to raise awareness of women and gender equality issues and to contribute to equal opportunities for women and men in society, politics, and the economy through a wide range of measures, services, and projects. infra receives an annual State contribution of CHF 220,000.

43. For over 30 years, the Women's Shelter has provided emergency counselling and shelter to women and children affected by domestic violence. The Government supports this organisation with an annual contribution of CHF 320,000 to cover the administrative costs of the Women's Shelter.

44. The Liechtenstein Probation Service is an important partner in the prevention of violence. Its experts provide support and assistance to suspects, convicts, detainees, persons released from prison, and victims. In particular, they work with perpetrators to consider the causes and consequences of their offences and in order to achieve social reintegration and prevention of recidivism. The services provided by the association are fully funded by the State as part of an agreement with the Government.

45. The Association for Men's Issues (VfM) has been supported by a service agreement in the amount of CHF 100,000 per year since 2022. The association provides low-threshold services, in particular social and legal counselling, courses and lectures, projects, and awareness-raising for people of all ages and genders residing in the Principality of Liechtenstein, especially for men. In emergency situations, the Association for Men's Issues provides housing and living space for men or fathers and their families.

46. As the independent national human rights institution, the VMR receives an annual State contribution of CHF 350,000 to perform its tasks. The mandate of the VMR in Liechtenstein is to protect and promote human rights in Liechtenstein.

Temporary special measures

Reply to paragraphs 8(a) and (b) of the list of issues

47. To promote de facto equality of women and men in Liechtenstein, one of the decisive factors is to increase the political participation of women. As a temporary special measure, a politics course for women in Liechtenstein has been offered and subsidised by the State for about 20 years.

48. The politics course for women is run annually by the Equal Opportunities Unit in cooperation with the Austrian state of Vorarlberg. The aim of the course is to increase the share of women in political offices and functions. In six modules conducted over the course of a year, lecturers from Liechtenstein and Austria provide the participants with tools to professionalise their political and social engagement.

¹² <https://www.infra.li/information-und-beratung/sexuelle-belaestigung>.

49. The politics course for women is advertised publicly each year and promoted broadly so that all relevant authorities, policy makers, media, and the public know about it and are familiar with its content and goals.
50. This cross-border course has always met with great interest among women from Liechtenstein and Vorarlberg who are interested in politics. An evaluation of the course in 2017 showed that more than 50% of the female graduates held a political function after the course, and another approximately 20% were involved in an association or public institution. About one quarter of the female members of municipal councils (2019 to 2023 term) attended the politics course.
51. The sharp drop in the share of women in the 2017 parliamentary elections triggered an intense public debate on the political participation of women. The debate resulted in two nationwide civil society initiatives to elaborate and broadly discuss approaches to increasing the share of women in politics.
52. One of the approaches discussed was to introduce a woman's quota in Liechtenstein. The newly founded "Hoi Quote" (Hi Quota) association held public events and campaigned in the media for the establishment of a women's quota.
53. Another initiative pursued a project across the political parties entitled "Vielfalt in der Politik" (Diversity in Politics). The goal of Diversity in Politics is equal gender representation in all political bodies. The initiators of Diversity in Politics sought talks with all political parties to find solutions for recruiting and supporting women for the parliamentary and municipal elections.
54. The Diversity in Politics project also promoted the visibility of female candidates in the election campaign and raised awareness through media contributions and other measures to attract women to political work and to provide substantive information to the general public.
55. The ASD's Equal Opportunities Unit provides annual funding for initiatives and projects to promote equal opportunities. In particular, the unit provided substantial support for the multi-year Diversity in Politics project to increase the share of women in politics.

Stereotypes

Reply to paragraph 9 of the list of issues

56. The travelling exhibition on the topic of role models was created together with the Austrian state of Vorarlberg and the Swiss canton of Graubünden as part of an Interreg project. The project aims to counteract role stereotypes, encouraging young people to take new and unusual paths and to develop according to their own dispositions and talents. The interactive travelling exhibition includes five stations, with the goal of acquainting young people with the topic of roles and stereotypes in a playful way. Workshops are offered for school classes alongside the exhibition. The exhibition was presented for the first time in 2019 in a secondary school. The plan was to present the exhibition once a year at a Liechtenstein school, but the next presentation was delayed until 2022 because of the pandemic.
57. On National Future Day, girls and boys gain practical insights into professions and fields of work in which their gender has so far been underrepresented. They are given the opportunity to discover the diversity of the working world and to broaden their outlook. Girls and boys switch sides on this day and are encouraged to explore their own interests and talents. Future Day is held at the beginning of November each year (with the exception of 2020 due to the pandemic).

58. In 2018, the representatives of the Violence Protection Commission (GSK) met with the editors-in-chief of the two largest Liechtenstein print media to raise their awareness regarding hate speech and to draw attention to their obligations under the Media Act, as well as the possibility of complicity or contribution to the offence of discrimination under § 283 StGB. A regular exchange of views on the topic was then established.

59. The Equal Opportunities Unit has launched a series of articles in Liechtenstein newspapers in recent years for the purpose of public outreach. In 2018, the articles portrayed women holding positions in politics. In 2020, compatibility of family and career was addressed, and the focus in 2021 and 2022 was on women with leadership positions in sports.

60. In 2021, Liechtenstein participated in the virtual UN photo exhibition “Not a Woman’s Job?”,¹³ presenting two portraits of a polymechanics apprentice and a general manager from Liechtenstein. In 2023, Liechtenstein continued its participation, exhibiting two portraits of women athletes from Liechtenstein, one alpine skier and one ice climber, in the UN photo exhibition “Breaking Barriers in Sports”.¹⁴

61. For International Women’s Day, 8 March 2022, the Equal Opportunities Unit organised an event entitled “Frauen- und Männersache – Gleichstellung geht uns alle an” (Women’s and men’s business – equality is everyone’s responsibility) with a lecture by the chairman of HeForShe Vienna, a panel discussion, and the film “Von der Rolle” (A Role Out of Character), portraying three couples who diverge from the classic distribution of roles.

62. In July 2023, a public lunchtime event was held on Sustainable Development Goal 10, “Reduced inequalities”, as part of the “Ich, die Zukunft” (I, the Future) project. At this event, attendees learned about how to effectively combat hate speech. Through the use of digital media, statements that incite hatred and can have serious consequences are becoming increasingly widespread. The event therefore focused on hate speech in the digital world, as well as the important role digital platforms can play in effectively combating hate speech. Two experts illuminated these two topics: A project staff member from the Office of the Representative of on Freedom of the Media of the Organization for Security and Co-operation in Europe (OSCE) presented the relevant norms of international law and showed what the international community considers to be hate speech, how hate speech manifests itself, and what the OSCE is doing about it. A second expert from the Secretariat of the Swiss Federal Commission against Racism reported on experiences with online racist hate speech and showed how the reporting platform www.reportonlinracism.ch can help. The legal basis in Switzerland and Liechtenstein as well as the challenges in law enforcement were also discussed. The lunchtime event was organised in cooperation between the Association for Human Rights, the Liechtenstein Association of People with Disabilities, and the Office for Foreign Affairs. It followed up on the national anti-discrimination campaign conducted in April 2023.

63. A comprehensive strategy with proactive and sustained measures to overcome stereotypes and prejudices about the roles and responsibilities of women and men in the family and in society has not yet been elaborated. However, the discussion of role stereotypes is to be included in the planned gender equality strategy (see para. 32).

¹³ <https://www.llv.li/de/medienmitteilungen/liechtenstein-nimmt-an-virtueller-uno-fotoausstellung-not-a-womans-job-teil>.

¹⁴ <https://www.llv.li/de/medienmitteilungen/sarah-hundert-ski-alpin-und-lea-beck-eisklettern-wirken-an-der-diesjaehrigen-uno-fotoausstellung-breaking-barriers-in-sports-mit>.

Gender-based violence against women

Reply to paragraphs 10(a), (b), (c) and (d) of the list of issues

64. Violent crime statistics, number of victims:¹⁵

- 2018: 200 offences, 184 victims (of which 73 female);
- 2019: 198 offences, 162 victims (of which 58 female);
- 2020: 221 offences, 205 victims (of which 56 female);
- 2021: 166 offences, 140 victims (of which 62 female);
- 2022: 208 offences, 216 victims (of which 74 female).

65. Liechtenstein law protects women from violence and domestic violence on the basis of comprehensive legislation governing protection against violence and sexual offences, as well as specific legislation to assist victims of violence based on the Victim Support Act (OHG).

66. Liechtenstein criminal law contains a large number of offences that criminalise all forms of violence. Due to the abstract nature of the criminal provisions, no distinction is made in principle as to whether the norm's addressee is male or female. As a general matter, the Criminal Code applies. With the last major revision of criminal law, which entered into force on 1 October 2019, new criminal offences were introduced and existing offences were expanded.

67. A key element in connection with violence against women is the new offence of continuous use of force (§ 107b StGB). This criminalises violence perpetrated over a longer period of time, which is especially relevant in relationships. Acts of violence include physical abuse or acts against life and limb or against liberty. The protected legal interest is the freedom of the individual to lead a life without violence.

68. The extension of the aggravating causes set out in § 33(3) StGB made it possible to increase the punishment for committing an offence against family members, including current or former spouses and partners. Under certain circumstances, the punishment of violent criminal acts is accordingly more severe.

69. The introduction of the new offence of violation of sexual self-determination (§ 204a StGB) is also relevant to gender-based violence against women. This new criminal provision sends a clear signal for the prevention and avoidance of sexual violence by expanding the range of punishable non-consensual sexual contacts.

70. These offences are complemented by the new offence of forced marriage (§ 106a StGB). The 2019 revision separated out this offence from the existing offence of aggravated coercion (§ 106 StGB) and expanded it to include the element of the threat of termination or deprivation of family contacts.

71. Also relevant is the extraterritorial jurisdiction set out in § 64(1)(4a) StGB with respect to certain offences: genital mutilation as defined in § 90(3), extortionate kidnapping (§ 102), delivery to a foreign power (§ 103), slave trade (§ 104), trafficking in humans (§ 104a), aggravated coercion as defined in § 106(1)(3), forced marriage (§ 106a), illegal adoption placements (§ 193a), rape (§ 200), sexual assault (§ 201), sexual harassment of underage persons as defined in § 203(3), sexual abuse of a defenceless or mentally impaired person (§ 204), aggravated sexual abuse of underage persons (§ 205), sexual abuse of underage persons (§ 206), endangerment of the morals of underage persons or adolescents (§ 207), sexual abuse of minors

¹⁵ Includes homicide, bodily harm/brawl, extortion/kidnapping/deprivation of liberty, robbery, threats, coercion, sexual violence, and violence against public officials.

(§ 208), initiation of sexual contacts with underage persons (§ 209), immoral influence on underage persons (§ 209a), abuse of a relationship of authority as defined in § 212(1), arrangement of sexual contacts with minors in return for a valuable consideration (§ 214), promotion of prostitution and pornographic performances of minors (§ 215a), cross-border trafficking in prostitution (§ 217), and pornographic depictions of minors (§ 219). Here, extraterritorial jurisdiction applies irrespective of the criminal laws of the place where the act is committed if the perpetrator is a Liechtenstein citizen or has their place of residence or habitual abode in Liechtenstein, other Liechtenstein interests have been violated by the offence, or the perpetrator was, at the time of the act, a foreign national who is in Liechtenstein and cannot be extradited.

72. The Government also established a Coordination Group chaired by the ASD, whose mandate includes monitoring, coordinating, and evaluating policies and other measures to prevent and combat all forms of violence covered by the Istanbul Convention. Apart from the ASD (Projects Unit and Equal Opportunities Unit), the Coordination Group includes the Office for Foreign Affairs, the Migration and Passport Office (APA), the National Police (Threat Management Services), and the Victims Assistance Office. The professional backgrounds of the Coordination Group members include especially law, psychology, education, and social work. The Coordination Group has met for several working meetings since its establishment. It can consult other specialists as needed. At least once a year, the Coordination Group must conduct its own NGO dialogue.

73. In February 2022, the Coordination Group conducted a survey of governmental and non-governmental organisations to obtain information on existing offerings and measures, challenges and needs for action, as well as suggestions and wishes. 27 of the 32 institutions contacted responded. Raising awareness as well as reaching and supporting target groups were mentioned most frequently with respect to both challenges and needs for action.

74. In June 2022, the Coordination Group held an initial expert exchange with governmental and non-governmental organisations, attended by 29 representatives of these organisations. The expert exchange served to provide feedback on the results of the survey and to discuss the priorities that had emerged from the survey. The expert exchange provided valuable insights into different areas of responsibility and an equally valuable exchange of experiences. Both the results of the survey and the findings from the expert exchange served as a basis for the Coordination Group to make recommendations for action to the Government.

75. Several inter-office working groups, some of which include NGOs, deal with preventing and combating various forms of violence, guaranteeing a coordinated, nationwide approach to developing effective measures. As needed, working groups can also invite other offices or institutions to coordinate their work.

76. A Round Table on Human Trafficking is composed of the National Police, the Victims Assistance Office, the Office of Economic Affairs (AVW), the Migration and Passport Office, the Office of the Public Prosecutor, and the Office for Foreign Affairs. A further relevant actor is the Expert Group on Protection from Sexual Abuse.

77. The Violence Protection Commission (GSK) is composed of representatives of the National Police, the Office of the Public Prosecutor, the Office of Social Services, the Office of Education, Open Youth Work, and the Office for Foreign Affairs. The GSK is primarily concerned with violence that occurs in the public sphere and threatens fundamental values of society. A further focus is on specific forms of youth violence. Within the GSK, a specialist group headed by the ASD deals with extremist violence. Pursuant to the Victim Support Act, the Victims Assistance Office ensures

that the interests and rights of victims are duly taken into account in these working groups.

78. The work with perpetrators by the Psychiatric-Psychological Service of the ASD and the Probation Service likewise focuses on the protection of victims. Victims also receive support from the Liechtenstein Crisis Intervention Team (KIT). All institutions, authorities, and NGOs working in this field benefit from a tight network, work closely together, and meet regularly in the context of several NGO dialogues. Networking with civil society takes place through regular exchanges; for instance, the Equal Opportunities Unit of the ASD meets regularly with national NGOs. The most important civil society partners of the State in preventing and combating violence include the Women's Shelter, *infra*, the Probation Service, KIT, the VMR, and the VfM.

79. The National Police arranges for support and further assistance from external bodies, such as the Women's Shelter, ASD, *infra*, and the Victims Assistance Office.

80. A range of measures helps to ensure that the requirements under the Istanbul Convention can be implemented in Liechtenstein. In June 2019, the Threat Management Services was established within the National Police, headed by a female police psychologist, which includes a Domestic Violence Coordination Unit. This coordination unit is responsible for supporting the training of employees of the National Police as well as members of the auxiliary police, for coordination and awareness-raising within the National Police with the goal of uniform application, and for networking with specialised units in Liechtenstein and abroad.

81. In 2023, the staffing of the Threat Management Services was increased by a further 0.8 full-time equivalent positions, so that the coordination unit is now staffed by both the police psychologist and a police officer closely familiar with the topic. In addition to raising awareness among employees, the internal coordination unit is also responsible for organising training on specific topics and for specific target groups.

82. Dealing with situations of domestic violence and violence against women, as well as the treatment of victims of crime, are an integral part of police training. All police officers have received training in the course of their career that covers the essential categories of initial training. The police keeps track internally of which training courses are completed, but a specific evaluation on this topic is not possible. At the National Police, the police psychologist serves as the Domestic Violence Coordination Unit. She is responsible for raising awareness and coaching of police officers in connection with domestic violence. She monitors all police interventions relating to domestic violence and subsequently discusses the specific intervention measures with the police officers (e.g. issuing or waiving protective measures such as prohibition of entry or expulsion). In this way, ongoing reflection on police action in cases of domestic violence and continuous optimisation of police competence are ensured.

83. Staff in the Psychiatric-Psychological Service of the Office of Social Affairs have completed studies in psychology or medicine, specialising in psychiatry, and some have also received additional training in areas such as psychotherapy. Broad qualifications exist with experience in areas such as domestic violence and gender-based violence, consequences of trauma, and stress management.

84. The Office of Education offers a continuing training programme specifically adapted to the needs of teachers, covering topics such as trauma pedagogy, fighting games, dealing with violence, and violence prevention approaches. The Crisis

Compass manual,¹⁶ which was introduced in 2012, is used in Liechtenstein as guidance for all schools and covers topics such as abuse, bullying, conflicts, etc. With the introduction of the manual in the schools and the implementation of a school-internal crisis team, the teachers are sensitised to these issues.

85. The public prosecutors regularly attend basic and continuing training courses on the treatment of victims of crime. For example, a training event has been hosted by the Expert Group on Protection from Sexual Abuse on the topic of young people who commit sexual assaults. A female public prosecutor represents the Office of the Public Prosecutor in the regular meetings of the Expert Group on Protection from Sexual Abuse. She shares relevant information with the other prosecutors during team meetings.

86. There is a general continuing training requirement for healthcare professionals in Liechtenstein (Article 13 of the Public Health Act; GesG), especially also for physicians (Article 12(1) of the Physicians Act). According to the training guidelines of the Medical Association, at least half of the required training points must be completed in the specialist area of the physician. Beyond this, training courses outside the specialist area can also be completed that deal with violence. In September 2020, for example, the Threat Management Services of the National Police held a specific training event for physicians and nurses on dealing with domestic violence. The event focused on the detection, interpretation, and documentation of injuries that may indicate domestic violence. The event also highlighted the new continuing training programme on forensic nursing. Forensic nurses acquire knowledge and techniques to detect and treat victims of violence and to document evidence.

87. The staff of the Victims Assistance Office (OHS) have received basic and continuing training throughout their careers that covers the essential categories of initial training. OHS staff members regularly take part in information and training events. For one year, they attend the specialised course on victim support at the Bern University of Applied Sciences. The main topics are the social protection of victims, victims' rights in criminal proceedings, domestic violence (outpatient counselling; being a man – being a victim; work of prosecution authorities, taking into account domestic violence), basic knowledge of trauma, children as victims (psychotraumatology of childhood; interaction of victim support and child protection under civil law), victims of domestic violence (issues under immigration law), and interdisciplinary cooperation. Together, the individual modules of the specialised course amount to approximately 17 working days.

88. For the first time in the winter of 2020, the Liechtenstein Chamber of Lawyers and the Chair of Company, Foundation and Trust Law at the University of Liechtenstein offered a training course for lawyers with a focus on Liechtenstein. The criminal law component included a discussion of how to deal with violent crimes and sex crimes.

89. Based on a recommendation to Liechtenstein in the context of the UPR of the UN Human Rights Council, the Ministry of Justice, in consultation with the Ministries of Home Affairs and Foreign Affairs, commissioned the GSK to organise training on the revised prohibition of discrimination (see para. 22). Further training will be provided on an individual basis.

¹⁶ The Crisis Compass is made available to schools in the form of an A4 folder, containing case studies, sample texts, instructions for symbolic actions, crisis plans, important telephone numbers, links, etc. This manual provides school directors, teachers, and authorities with everything they need to interact with young people, parents, and staff in all crisis situations, enabling them to respond as quickly and autonomously as possible.

Reply to paragraph 11 of the list of issues

90. Each year, the Equal Opportunities Unit sends out emergency cards¹⁷ in eight languages and the guide entitled “Gewalt hat kein Zuhause” (Violence must not have a home)¹⁸ to various institutions, doctors’ offices, physiotherapy offices, and municipalities. The emergency cards provide brief and concise information on domestic violence and contacts for offers of help.

91. The campaign against violence against women entitled “Häusliche Gewalt kommt nicht in die Tüte” (Domestic violence – no way!) is conducted over the course of 16 days each year in cooperation with the Liechtenstein Women’s Shelter. The campaign distributes bread bags printed with information on domestic violence and contacts to numerous bakeries and grocery stores. The campaign is launched each year by the Ministry of Social Affairs and Culture.

92. Together with *infra* and *aha* (Tips & Info for Young People) as well as the Swiss cantons of St. Gallen and Appenzell Ausserrhoden, the Equal Opportunities Unit carried out the “Kein Platz für Sexismus” (No place for sexism) campaign. The focus was on sexual harassment in public spaces, including a survey, a poster campaign, and events on the topic of sexual harassment.

93. In June 2019, the Threat Management Services was established, headed by a female police psychologist (see para. 79).

94. In 2021, a total of 101 reports in connection with domestic violence or conflicts were received by the National Police (2020: 75). In 74 cases, no charges were filed with the Office of the Public Prosecutor (2020: 51). It should be noted, however, that these cases were not always reported by females (2021: 77), but also by males (2021: 85), and individual cases may cover family conflicts in various constellations.

95. Following ratification of the Istanbul Convention by the Liechtenstein Parliament in May 2021, the Government appointed a governmental Coordination Group to implement the convention. The National police is represented by the Threat Management Services in its capacity as the Domestic Violence Coordination Unit. As a result of ratification, data collection has been adjusted to take into account the terminology defined in the convention. This makes it more difficult to compare the figures with the previous year, but it does indicate the increasing awareness of domestic violence.

Extraterritorial State obligations

Reply to paragraph 12 of the list of issues

96. These issues of promoting transparency and due diligence legislation concerning global supply chains are addressed by several legal acts of the European Economic Area (EEA). In these areas, Liechtenstein follows European standards, which are incorporated into the EEA Agreement and transposed. One example is Directive 2014/95/EU of the European Parliament and of the Council of 22 October 2014 amending Directive 2013/34/EU as regards disclosure of non-financial and diversity information by certain large undertakings and groups. This directive was successfully incorporated into the EEA Agreement and transposed into Liechtenstein’s legal framework.

97. There is currently a proposal at the EU level for a directive of the European Parliament and of the Council on corporate sustainability due diligence and amending

¹⁷ https://www.infra.li/application/files/3216/0698/8342/Notfallkarte_Englisch_web.pdf.

¹⁸ https://archiv.llv.li/files/asd/broschuere_leitfaden-web-23420.pdf.

Directive (EU) 2019/1937. The EEA and EFTA States are currently assessing the relevance of this proposal for the EEA and would incorporate it into the national law of the EEA States as needed.

Trafficking and exploitation of prostitution

Reply to paragraphs 13(a), (b), (c) and (d) of the list of issues

98. Statistics on trafficking in persons in the years 2018-2022:

- 2018: one case; exploitation of labour; four female victims (41, 42, 44 and 46 years old); citizenship Thailand;
- 2019: one case; exploitation of labour; one male victim (22 years old); citizenship North Macedonia;
- 2021: one case; sexual exploitation; four female victims (31 and 32 years old); citizenship Brazil.

99. To date, there been no convictions for trafficking in persons in Liechtenstein. The cases mentioned above are also closed.

100. Liechtenstein recognises the usefulness of action plans in principle and takes a pragmatic approach to the development of such plans. Liechtenstein has accordingly developed guidelines on combating trafficking in persons. Nevertheless, Liechtenstein does not currently consider it useful to consolidate these documents, also in view of the limited human resources in the National Administration.

101. In May 2023, the Round Table on Human Trafficking organised a special training for labour inspectors on labour exploitation, in cooperation with the National Hotline against Human Trafficking and Exploitation in Switzerland (ACT212).

102. The call for close cooperation with the private sector in accordance with the Guiding Principles on Business and Human Rights is being implemented by Liechtenstein through the Liechtenstein Initiative on Finance Against Slavery and Trafficking (FAST). Two goals of the catalogue of measures – the FAST Blueprint – explicitly take up elements and approaches of the UN Guiding Principles.

103. Goal 2 of the FAST Blueprint, “Knowing and showing risks”, deems it problematic that market participants can make transactions and investments in companies that are linked to modern slavery and human trafficking. For this reason, FAST offers two practical tools to global financial sector actors: (1) the Risk Mapping Starter Workflow, and (2) the Connection Diagnostic Tool. The first helps financial actors to identify risks in the context of their operations and business relationships. The second helps actors better to understand the nature of their links to such harmful practices.

104. Goal 4 of the FAST Blueprint, “Effective remedy”, is about access to adequate and effective grievance mechanisms for victims of modern slavery and human trafficking. The initiative identifies ways in which global financial sector actors can create effective grievance mechanisms or collaborate with existing grievance mechanisms when their business activities cause modern slavery and human trafficking or contribute to such harmful practices.

105. Liechtenstein has been working together with the United Nations Development Programme (UNDP, Anti-corruption) for many years. Liechtenstein is currently funding the dissemination of a UNDP study to improve understanding of the links between corruption and modern slavery and to develop policy recommendations. The findings and recommendations of the research project will inform UNDP’s policy and programme work in the areas of anti-corruption and human rights.

106. The National Police may provide administrative assistance to foreign security authorities and organisations (Article 35a of the Police Act). This also applies to the fight against trafficking in persons.

Reply to paragraph 14 of the list of issues

107. 2020:

- One case of suspicion of cross-border trafficking for prostitution (attempt);
- One case of § 210 StGB (Offering for prostitution); male suspect (born 2001), Liechtenstein citizen.

108. 2021:

- One case of § 215 StGB (Leading to prostitution); three female victims (born 1990 and 1989), Brazilian citizens.

109. Offering for prostitution is punishable in Liechtenstein only if the conduct is capable of causing reasonable public nuisance.

Equal participation in political and public life

Reply to paragraph 15 of the list of issues

110. Information on existing data on the situation of women in political and public life is provided by the indicators of gender equality.¹⁹

111. For the EIGE statistics database on WMID,²⁰ the Equal Opportunities Unit provides the data on the proportion of women and men in decision-making positions at the Government level on an annual basis.

112. Composition of the Government, 2021-2025 term:

	<i>Government</i>	<i>Alternates</i>	<i>Total</i>
Women	3 (60%)	2 (40%)	5 (50%)
Men	2 (40%)	3 (60%)	5 (50%)
Total	5 (100%)	5 (100%)	10 (100%)

113. Composition of Parliament, 2021-2025 term:

	<i>Parliament</i>	<i>Alternates</i>	<i>Total</i>
Women	7 (28%)	4 (40%)	11 (31.4%)
Men	18 (72%)	6 (60%)	24 (68.6%)
Total	25 (100%)	10 (100%)	35 (100%)

114. Composition of municipal councils 2023-2027 (excluding mayors):

Women	38 (36.5%)
Men	66 (63.5%)
Total	104 (100%)

¹⁹ <https://www.statistikportal.li/de/uebergreifendes-indikatoren/gleichstellungsindikatoren>.

²⁰ <https://eige.europa.eu/gender-statistics/dgs/browse/wmidm>.

115. Although the share of women in municipal and parliamentary elections increased again after 2017, the goal of maximising gender balance has not yet been achieved. In the municipal elections²¹ (2019), the share of women rose to over 38% for the first time, but slipped again to about 35% in the subsequent municipal elections (2023). Nevertheless, the share of women remained higher than in the terms prior to 2015. In the parliamentary elections²² of 2021, the share of women rose from 12% (2017) to 28%.

116. In the municipalities, two of the mayors are female (18%) and nine are male (82%).

117. Three of the nine current ambassadors are women (33%). More than 50% of the diplomatic corps are women.

118. The share of women among justice personnel (full-time judges of the Court of Justice and the Court of Appeals plus the Office of the Public Prosecutor) decreased by 5.8 percentage points between 2016 and 2020. Of the total of 28 justice personnel in 2020, seven are women and 21 are men. The share of women is accordingly 25%.

119. In 2020, approximately every fifth office or unit in the Liechtenstein National Administration was headed by a woman. The share of women heading offices or units increased by 11.9 percentage points between 2005 and 2020.

120. In professional life, women are still significantly less likely to be found in management positions than men: In 2020, 75% of managers were male, and approximately five-sixths of senior managers. On boards of directors, the share of women is currently 32.2%, with a rising trend. Only on foundation councils have women been slightly overrepresented since 2019.

121. The Equal Opportunities Unit provided financial support for the Women's Strike in 2019 and for the Feminist Strike in 2023 organised by several women's organisations. As part of each of the two strikes, a manifesto with demands on specific topics was presented to the Minister of Social Affairs.

122. Temporary special measures were listed in the response to question 8 (politics course for women, Hi Quota discussion on gender quotas, Diversity in Politics).

Women, peace and security

Reply to paragraph 16 of the list of issues

123. Implementation of the UN Security Council's agenda for women, peace and security has been a focus of Liechtenstein's foreign policy for years. Liechtenstein's priority in this regard is the equal participation of women in conflict prevention and in peace and reconstruction processes. Combating sexual violence in armed conflicts and strengthening criminal responsibility are likewise supported.

124. In this context, Liechtenstein has financially supported numerous projects for many years, including NGOs active in these areas. In 2022, over CHF 1.4 million was spent to support these efforts.

125. Liechtenstein actively helped to shape the work of the Commission on the Status of Women (CSW) as a member from 2015 to 2019. Already in 2022, Liechtenstein was again elected by the Economic and Social Council (ECOSOC) as a member of the CSW for the period from 2023 to 2027.

²¹ <https://www.gemeindewahlen.li/genderstatistik>.

²² <https://www.landtagswahlen.li/genderstatistik>.

Education

Reply to paragraphs 17(a), (b) and (c) of the list of issues

126. Data disaggregated by sex (disaggregation by age not possible) on primary, secondary, and tertiary education in Liechtenstein (2021/2022):

<i>Primary and kindergarten</i>	<i>Students</i>	<i>Percentage share</i>
Female	1 257	46.89%
Male	1 424	53.11%
Total	2 681	100%
Kindergarten		
Female	349	46.41%
Male	403	53.59%
Total	752	100%
Primary school		
Female	908	47.07%
Male	1 021	52.93%
Total	1 929	100%
<i>Secondary level I and II</i>		
Female	1 363	44.87%
Male	1 675	55.13%
Total	3 038	100%
Secondary level I (Oberschule, Realschule, Gymnasium 1-4)		
Female	724	46.38%
Male	837	53.62%
Total	1 561	100%
Secondary level II (Gymnasium 5-7, Voluntary 10th school year)		
Female	219	55.73%
Male	174	44.27%
Total	393	100%
Secondary level II (Berufsmittelschule/apprenticeship)		
Female	420	38.75%
Male	664	61.25%
Total	1 084	100%

<i>Special education²³</i>		<i>Students</i>	<i>Percentage share</i>			
Female		23	22.12%			
Male		81	77.88%			
Total		104	100%			
<i>Tertiary level in LI (public/private)</i>		<i>Students</i>	<i>Percentage share</i>			
Female		388	40.08%			
Male		580	59.92%			
Total		968	100%			
Tertiary level in LI (public/private; students from LI only)						
Female		53	38.69%			
Male		84	61.31%			
Total		137	100%			
<i>Tertiary level in LI (public/private): Courses of study</i>						
	Bachelor	Master	Doctorate	Continuing	Total	
Female	169	119	66	34	388	
Male	170	187	157	66	580	
Total	339	306	223	100	968	
	35.02%	31.61%	23.04%	10.33%	100%	
<i>Tertiary level in LI (public/private): Specialisations</i>						
	Business/ Economics	Law	Medicine/ Pharmacy	Technical Sciences	Total	
Female	185	41	35	127	388	
Male	341	100	50	89	580	
Total	526	141	85	216	968	
	54.34%	14.57%	8.78%	22.31%	100%	
<i>Tertiary level in LI (public/private): Country of residence</i>						
	Liechtenstein	Switz.	Austria	Germany	Other	Total
Female	53	73	162	63	37	388
Male	84	130	155	155	56	580
Total	137	203	317	218	93	968
	14.15%	20.97%	32.75%	22.52%	9.61%	100%

²³ Only total figures are known (not disaggregated by primary and secondary education).

Tertiary level in LI (students from LI only): Specialisations

	Business/ Economics	Law	Medicine/ Pharmacy	Technical Sciences	Total
Female	28	12	4	9	53
Male	47	23	3	11	84
Total	75	35	7	20	137
	54.74%	25.55%	5.11%	14.60%	100%

127. Data disaggregated by sex on educational choices of students from Liechtenstein studying abroad:

<i>Uni. Applied Sciences Switzerland</i>	<i>Students</i>	<i>Percentage share</i>
Female	195	51.59%
Male	183	48.41%
Total	378	100%

<i>Uni. Applied Sciences Austria</i>	<i>Students</i>	<i>Percentage share</i>
Female	8	38.10%
Male	13	61.90%
Total	21	100%

<i>Uni. Applied Sciences Austria/Switzerland</i>	<i>Students</i>	<i>Percentage share</i>
Female	203	50.88%
Male	196	49.12%
Total	399	100%

Uni. of Applied Sciences Austria/Switzerland: Courses of study

	Licentiate/ Diploma	Bachelor	Master	Continuing	Not assignable	Total
Female	7	141	40	15	0	203
Male	0	149	29	17	1	196
Total	7	290	69	32	1	399
	1.75%	72.68%	17.29%	8.02%	0.25%	100%

Uni. of Applied Sciences Austria/Switzerland: Specialisations

	Architecture/ Construction/ Planning	Technology/ IT	Chemistry/ Life Sciences	Agriculture and Forestry	Business/ Services	Design
Female	2	9	6	1	43	5
Male	13	61	6	2	69	1
Total	15	70	12	3	112	6
	3.76%	17.54%	3.01%	0.75%	28.07%	1.50%

Uni. of Applied Sciences Austria/Switzerland: Specialisations

	Interdisciplinary/ Other	Music/ Theatre/ Other Art	Applied Linguistics	Social Work	Applied Psychology	Health	Teacher Training	Total
Female	0	11	2	18	13	19	74	203
Male	1	6	0	5	3	6	23	196
Total	1	17	2	23	16	25	97	399
	0.25%	4.26%	0.50%	5.76%	4.01%	6.27%	24.31%	100%

University Switzerland

	<i>Students</i>	<i>Percentage share</i>
Female	290	52.54%
Male	262	47.46%
Total	552	100%

University Austria

Female	80	48.48%
Male	85	51.52%
Total	165	100%

University Germany

Female	27	46.55%
Male	31	53.45%
Total	58	100%

University Switzerland/Austria/Germany

Female	397	51.23%
Male	378	48.77%
Total	775	100%

Universities (Austria/ Switzerland/ Germany): Specialisations

	Humanities/ Social Sciences	Business/ Economics	Law	Exact/ Natural Sciences	Medicine/ Pharmacy	Technical Sciences	Interdisciplinary and Other	Total
Female	144	39	80	34	54	23	23	397
Male	67	76	74	67	28	58	8	378
Total	211	115	154	101	82	81	31	775
	27.23%	14.84%	19.87%	13.03%	10.58%	10.45%	4.00%	100%

128. The Concept for Promoting Interest in Science and Technology was pursued from 2012 to 2017. This strategy was succeeded by a public-private partnership, which developed the MINT (mathematics, information technology, natural science, and technology; analogous to STEM) laboratory “pepperMINT”.²⁴ Starting in kindergarten, children and school classes in Liechtenstein can take advantage of

²⁴ <https://www.peppermint.li/>.

pepperMINT's extensive and free offerings. pepperMINT also offers activities outside school hours, during which children and adults can conduct laboratory experiments together in the evening, for instance.

129. Accompanying the creation of the pepperMINT lab, the position of a MINT/STEM coordinator was established at the schools. The coordinator is a teacher with a strong affinity for MINT/STEM who is employed for a certain number of hours and is responsible for supporting all public schools in MINT/STEM fields. MINT/STEM has become well established in Liechtenstein for both girls and boys.

130. The new Liechtenstein Curriculum (LiLe) introduced in 2020²⁵ includes a Media and Information Technology module alongside the usual natural sciences. This module teaches both information technology and understanding of digitalisation as part of media literacy (e.g.: how do algorithms work).

131. All students in Liechtenstein, regardless of gender, are given access to MINT/STEM and the corresponding career choices. To facilitate career choices, Next-Step hosts two exhibition days which students attend with their classes and families. A "BerufsCHECK" (Career Check) week is also held, during which students visit companies to explore careers. Students are then given the opportunity to try out their desired careers during trial internships at the companies.

132. Both the Nature and Technology and Handicraft modules offer (not only) girls numerous opportunities to develop their technical skills and to discover interest and joy in these subjects. The same classes are offered to all students regardless of gender.

133. Liechtenstein's secondary schools work very closely with regional industrial companies. When girls are choosing careers, this allows them to experience positive role models and work and also encourages them to develop an interest in technical careers.

134. The fact that last year (2022), girls chose careers such as design engineer and polymechanic after completing secondary level I shows that the major efforts to promote technology education among girls have been successful. In project lessons offered at all schools, girls are encouraged and empowered to plan and implement their own projects. MINT/STEM projects have the opportunity to participate in the MINT Award, which is judged and conferred by a jury composed of the Industrial Apprenticeship Working Group. A female student won the MINT Award in 2023.

135. Artificial intelligence (AI) is also covered by the new curriculum in the Media and Information Technology module. Because of the rapid advances in this area, a Pedagogical Dialogue on AI at School: Opportunities and Risks will be held in 2024.

136. Every school in Liechtenstein has a dedicated pedagogical media coordinator hired for that purpose. The media coordinators receive specially tailored continuing training, which includes the use of artificial intelligence in the classroom. The mandate of the pedagogical media coordinators is to provide targeted support to teaching teams and individual teachers in the pedagogical use of digital devices, software, and applications in the classroom.

137. With respect to the principle of non-discrimination, the new LiLe is deliberately formulated in a very general way: Societal diversity in gender roles, relationships, and family forms are already incorporated starting in the first cycle (kindergarten).

138. The new interdisciplinary module "Education for Sustainable Development" includes cultural self-images as well as commonalities and differences, illuminating social situations from different perspectives, examining one's own attitudes and

²⁵ <https://fl.lehrplan.ch/index.php?code=b|10|0&la=yes>.

beliefs, and learning how to treat different ways of life, traditions, and world views with respect.

139. Teaching materials consider and discuss sexual diversity and family forms (e.g. pictures of families with two mothers) in a very sensitive manner. Continuing training is currently in planning to raise awareness among teachers in this area.

140. The topics of family and family life are especially central in the age group from kindergarten to second grade (first cycle): The most important principle here is to perceive differences without judging them. Individual stories are used to broaden views. Depending on the class constellation, the variety of different family models may already be present within the class itself: children who grow up with one father and one mother; children who live with a new father or their mother's boyfriend; children who live with two mothers or two fathers; siblings who do not have the same mother or the same father, etc.

141. The Liechtenstein Curriculum covers sexual and reproductive health and rights within the subjects of Nature, Humans, Society; Nature and Technology; Life Studies and Professional Orientation; and Ethics and Religion. Downloadable gender-specific materials covering cybergrooming and sexting are also available on be-freelance.net. Individual teachers decide how they want to cover these topics in their classes. As an extended offering, age-appropriate workshops can be booked at love.li, in which these topics are addressed and discussed in groups that are at least partially separated by gender. The schools make active use of these materials and opportunities.

142. Starting in the third grade of primary school, the love.li²⁶ competence centre offers a wide range of age-appropriate workshops covering the following sex education goals: conveying a holistic picture of sexuality; well-founded, age-appropriate education on bodies and sexuality; protection from abuse; appropriate communication; promotion of relationship abilities; responsible sexual behaviour; protection from pornographisation of relationships. Even though this external support offering is not mandatory, love.li already visits many primary schools for two full days (third grade and fifth grade) and for two days again at secondary schools (mostly second and fourth year of the secondary levels).

143. The love.li team consists of women and men with qualifications in sex education and many years of experience with children and adolescents as professionals, but also as parents. Sex education is a task of both parents and – as outlined in the curriculum – schools. The team supports both parents and educators in this task with sex education workshops for school classes and through counselling and lectures. The way in which workshops and lectures are designed by the love.li team depends on several factors, including (a) the mandate assigned by the teachers and/or parents, (b) the life situation and the questions of the children and adolescents, (c) the school curricula, (d) the current state of sex education, and (e) the goals and values formulated in a mission statement.

144. The Liechtenstein Curriculum sets out the following basic principles with regard to gender and gender equality: The subject contributes to the implementation of de jure and de facto gender equality in the family, education, and work. It deals with the perception and treatment of gender and social roles and considers possibilities for shaping life and life opportunities on the basis of gender. Students examine gender roles, stereotypes, prejudices, and clichés in everyday life and the working world. They reflect on the significance of gender and roles in relation to education and career as well as relationships, sexuality, and family work. They grasp cultural characteristics and differences and reflect on their own images and ideas. Students consider representations of male and female roles in the media and examine the use

²⁶ <https://www.love.li/>.

of language in gender issues and communication. They examine factors and situations that promote discrimination and transgressions and know how to defend themselves.

145. Subject-specific examples include:

- First cycle, kindergarten & lower primary school; Nature, Humans, Society: Students can reflect on gender and roles. Students (a) can describe and compare role behaviours using examples (e.g., who has what responsibilities and authority? who wears what clothes? who has which hobbies?); (b) are able to describe a wide range of gender roles (e.g., in work, family, sport); (c) know that girls/women and boys/men have the same rights.
- Second cycle, upper primary school; Nature, Humans, Society: Students (a) use factual and respectful language in the context of gender and roles; (b) are able to describe gender roles (e.g., characteristics, stereotypes, behaviour); (c) question these gender roles, and recognise prejudices and clichés in their everyday life and in the media.
- Third cycle, secondary level; Life Studies and Professional Orientation: Students (a) are able to reflect on their own biographical imprinting and the expectations of their environment with regard to career; (b) are able to question gender-specific, social, and cultural stereotypes and take their own independent position.
- Third cycle, secondary level, Biology, Nature and Technology: Students (a) know the mode of action and application of various means and methods of contraception and can compare their risks and side effects; (b) know the responsibility of both sexes for conception and contraception; (c) know diseases that are often sexually transmitted and can explain how to protect against them; (d) know age-appropriate media and sources of information on sex education.

146. Furthermore, a coordinator for the students and their mental and physical health has been employed for more than ten years. The following is an overview of the projects that are currently offered in the area of body and sexuality.

147. The project “Mein Körper gehört mir!” (My body belongs to me!)²⁷ is conducted in primary schools. The parcour of the Swiss Foundation for the Protection of Children focuses on the prevention of physical and sexual violence against children. The parcour has recently been revised and offers many new modern, interactive tools for children.

148. The “Love Limits”²⁸ project has been launched at secondary schools. Love Limits is a travelling exhibition aimed at students in the fourth year of secondary schools, the voluntary tenth school year, and the upper Gymnasium (baccalaureate school). Through active engagement, it supports young people in behaving mindfully and respectfully among peers, in relationships, and during breakups.

Reply to paragraphs 18(a) and (b) of the list of issues

149. Few provisions exist that specifically address discrimination in education, but there are several general discrimination provisions that ensure the necessary protection.

150. At the constitutional level, Article 31 of the Constitution of the Principality of Liechtenstein (LV), prohibits unequal treatment or discrimination on the basis of gender (which of course also includes education); under Article 19 LV, the State must protect the right to work and the workers, especially women and young persons

²⁷ <https://www.kinderschutz.ch/angebote/praeventionsangebote/mein-koerper-gehoert-mir>.

²⁸ <https://www.kinderschutz.ch/angebote/praeventionsangebote/mein-koerper-gehoert-mir/mkgm-14-16>.

employed in trades and industry; with respect to violence, Article 27bis LV protects human dignity and prohibits inhuman or degrading treatment and punishment.

151. At the legislative level, the Gender Equality Act prohibits different treatment of men and women, and the Disability Equality Act prohibits unequal treatment with regard to disabilities. § 283 of the Criminal Code also prohibits discrimination on the basis of gender.

152. Under Article 89 of the Education Act, children who morally or physically endanger fellow students or repeatedly seriously impair the orderly conduct of the school through undisciplined behaviour may be temporarily or permanently expelled from school by the school council at the request of the school management. Article 24(6) of the School Organisation Ordinance prohibits corporal, collective, monetary, and in-kind punishments.

153. No mechanism in a traditional sense has been established in Liechtenstein for students to report bullying or sexual harassment. Instead, an active network is available that provides assistance very quickly.

154. At schools, students affected by bullying or sexual harassment can turn to various people for help. Class teachers are the primary point of contact, given that trust plays a crucial role in these issues. Affected students can of course also turn directly or via peers to other teachers and especially to school social workers. As a rule, teachers immediately involve the school management and school social workers. The next steps are then discussed in a participatory manner. The school social workers have the necessary knowledge and network to be able to act quickly.

155. So that they can intervene quickly in cases of bullying, school social workers may adopt a no-blame approach. School social workers rely on their low-threshold presence at schools, which allows them to identify signs of violence or bullying at an early stage and makes them visible as contact persons. The School Psychological Service and the school specialist for therapeutic education are also available in cases of bullying. Where a child's well-being is at risk, clearly defined procedures are in place to guide teachers.

156. According to a 2015 survey on violence at school, physical and psychological violence is rarely observed; all mean values lie between "never" and "rarely". Differences in the perception of violence between socially privileged and socially disadvantaged children are also relatively small.

Employment

Reply to paragraphs 19(a), (b) and (c) of the list of issues

157. Much has been achieved in the area of gender equality in Liechtenstein in recent decades, especially in terms of de jure equality. Article 31(2) of the Liechtenstein Constitution states that women and men have equal rights. Legal protection against gender discrimination is also guaranteed by the Gender Equality Act. The Gender Equality Act governs the legal claims and remedies of persons affected by gender-specific discrimination in the workplace or in regard to access to or supply of goods and services. For the benefit of those affected, the Gender Equality Act provides for a lesser burden of proof, so that merely a prima facie claim of discrimination must be made. The Gender Equality Act prohibits direct and indirect discrimination on the basis of gender, marital or family status, as well as pregnancy or maternity in employment relationships under private or public law and in the workplace in general. The same applies to access to and supply of goods and services available to the public.

158. In addition, the Criminal Code was expanded in 2016 to include a comprehensive prohibition of discrimination. Since then, public incitement to hatred or discrimination on the basis of gender and other characteristics has been a criminal offence punishable by imprisonment of up to two years. The term “gender” covers not only women and men, but also transgender persons and persons with ambiguous gender characteristics. It is also punishable to refuse to provide a service intended to be provided to the general public to a person or group of persons on the grounds referred to above.

159. As a general matter, women in Liechtenstein continue to be underrepresented in leadership positions in business and politics, and the compatibility of family and career also constitutes a challenge (see responses and data in chapter on equal participation in political and public life).

160. In politics, however, it should be emphasised that in the current term (2021-2025), there are more women than men serving in the Government for the first time. As a general matter, however, women continue to be underrepresented, given the lack of gender balance in both the Liechtenstein Parliament and the municipal councils.

161. To examine the situation of families with children in Liechtenstein, the Family Policy Working Group commissioned the Liechtenstein Institute to conduct a survey of the needs of families. The survey results were summarised by the Liechtenstein Institute in the report entitled “Family Policy in the Present and Future, Results of a Survey Commissioned by the Government of the Principality of Liechtenstein”.²⁹ The results and findings were presented to the public in mid-2018.

162. After the birth of their first child, women generally return to work, but predominantly in part-time jobs. A small number – only 6% of the women surveyed – continue to work more than four days a week (80%). This finding was supported by 2019 data³⁰ showing that the proportion of women who work at least four and a half days a week (90%) decreases significantly after the age of 30. In contrast, only a small percentage of men work less than four and a half days a week (90%). This untapped employment potential of women is reflected both in their comparatively low labour force participation rate and in the high proportion of part-time positions.

163. The Liechtenstein Institute study (2018)³¹ also showed that childcare, and especially infant care, is still largely the task of mothers. The majority of both men and women did not believe that equal division of childcare was ideal. Similarly, women perform the greater share of housework, while the weekly amount of manual tasks performed by both women and men is estimated to be approximately equal.

164. Liechtenstein already has a well-developed network of family support measures, such as family allowances – including the child allowance, the birth allowance, and the single-parent allowance – as well as tax relief, financing of out-of-home childcare, and support for early childhood development.

165. At the end of 2016, the Government established a working group on the financing of out-of-home childcare under the leadership of the Ministry of Social Affairs. The working group consisted of individuals and organisations that provide day-care centres, lunch tables, day structures, and child minders in Liechtenstein. The goal was to find a financing solution that would ensure a transparent and fair distribution of public support, from the perspective of both parents and providers. The new financing has created an important milestone in the compatibility of family and

²⁹ <https://www.liechtenstein-institut.li/en/publications/mark-rohrer-linda-marxer-wilfried-2018-familienpolitik-gegenwart-und-zukunft-ergebnisse-einer-umfrage-im-auftrag-der-regierung-d>.

³⁰ https://www.stiftungzukunft.li/application/files/8716/1477/5840/Impuls_Frauenenerwerbstaetigkeit.pdf.

³¹ <https://www.liechtenstein-institut.li/en/publications/mark-rohrer-linda-marxer-wilfried-2018-familienpolitik-gegenwart-und-zukunft-ergebnisse-einer-umfrage-im-auftrag-der-regierung-d>.

career. Since 1 September 2019, all private childcare facilities have charged rates based on income and services performed. Registration, recording of services, and invoicing are administered via a central software platform managed by the ASD.

166. The report and motion on amendment of the Tax Act was discussed and adopted in the second reading of Parliament in its December 2019 session. As a result of these amendments, contributions by the State or employers towards the costs of out-of-home care for children are no longer subject to income tax. In addition, child deductions were increased so that an amount of CHF 12,000 can now be deducted for each child below the age of 18, as well as for each child 18 or above who is in school or vocational training. Costs of job-related education and training, including retraining, may be deducted up to a total amount of CHF 12,000. This is accompanied by deductions for private personal insurance and for medical expenses. Up to CHF 2,100 can be deducted for the costs of private personal insurance and up to CHF 6,000 for medical expenses.

167. The working group report on Liechtenstein family policy published in November 2020³² proposes various measures to improve the compatibility of family and career. A forward-looking family policy must remove the identified obstacles to women's participation in the labour force. The solutions discussed included an extension of block times at schools, coordinated school and childcare systems, and the development of flexible working time models. Two main aspects are childcare in the first year of life and affordable out-of-home childcare.

168. The private sector is likewise striving to improve the compatibility of family and career. Several Liechtenstein companies support out-of-home childcare through financial contributions and other forms of support, but also by creating their own day-care centres. The Liechtenstein Chamber of Commerce and Industry has included the compatibility of family and career in its Vision 2025 and is working with its member companies to further improve this area.

169. The Government has been awarding a prize to especially family-friendly companies since 2019. The awarded companies receive a certificate recognising their commitment to the compatibility of family and career and to structures such as flexible working time models and childcare offerings.

170. Number of reported cases of sexual harassment, 2018 to 2022:

- 2018: 6 cases, 7 victims (of which 5 female);
- 2019: 3 cases, 3 victims (of which 2 female);
- 2020: 7 cases, 11 victims (of which 9 female);
- 2021: 3 cases, 3 victims (all female);
- 2022: 9 cases, 9 victims (all female).

171. The Office of the Public Prosecutor initiated 29 new sexual harassment proceedings between 2018 and 2022. Charges (criminal or punishment applications) were filed in a total of eight cases. Four of these proceedings ended in convictions with monetary penalties and sentences of imprisonment (the latter, however, on the basis of convictions for further criminal offences).

Reply to paragraph 20 of the list of issues

172. The labour force participation rate of women in Liechtenstein has risen steadily in recent years in general, as has their share in leadership positions. Especially on

³² <https://www.regierung.li/files/attachments/Bericht-Arbeitsgruppe-Familienpolitik-2020.pdf?t=638279468909720711>.

boards of institutions and private companies with State participation, the share of women has increased continuously since 2012 (13.3%). Between 2012 and 2020, this share more than doubled to about 32%, meaning that approximately one-third of board mandates in 2020 were held by women. The share of women on foundation councils has also increased steadily since 2012. The share was still roughly 36% in 2012, increasing by 18.1 percentage points between 2012 and 2020 to 54%.

173. The gender pay gap has decreased. According to the latest edition of the Wage Statistics, the gap was 14% in 2020 (down from 14.7% in 2018). This represents a decline by 6 percentage points over 15 years since 2005 (20.2%). To provide a data-based contribution to wage discrimination, the Office of Statistics published a detailed analysis of women's and men's wages in 2019. This analysis, based on 2016 data, concluded that 58% of the pay gap can be explained by objective factors. The remaining 42% of the pay gap cannot be explained in this way, indicating wage discrimination. The Government relies on voluntary wage equality analyses and has not yet introduced a governmental instrument to eliminate the pay gap apart from the legal basis (Employment Contracts Act and Equal Opportunities Act). However, the implementation of wage equality analyses in Switzerland is being monitored and reviewed with a view to adaptation for Liechtenstein.

174. Several wage equality analyses have been commissioned by the Government for the National Administration. All of these analyses have concluded that there is no gender-specific discrimination, but that a pay gap exists because more women work in lower-paid positions than men. State-owned and state-affiliated companies have also conducted wage equality analyses. In addition, various companies in the private sector have conducted wage equality analyses on a voluntary basis.

175. In recent years, the measures taken by the Equal Opportunities Unit have focused primarily on awareness-raising that draws attention to the existing pay gap. Yearly campaigns and events on the topic of equal pay are carried out. Each year, the Equal Opportunities Unit has supported the annual "Lunchfair" campaign of the Liechtenstein Employees' Association for Equal Pay Day. In the last two years (2021 and 2022), the Equal Opportunities Unit sponsored the play "Was ist mein Wert?" (What is my value?), which was conceived by the Young Theatre Liechtenstein and the Liechtenstein Employees' Association. This play brought the topic of wage and salary gaps between women and men directly into the classroom to raise awareness among students, but also company employees.

176. With regard to expanding maternity protection, the report and motion on amendment of the General Civil Code, the Family Allowance Act, the Health Insurance Act, and other legislation is currently being drafted to improve the compatibility of family and career in the following ways: introduction of paid parental leave, introduction of paid paternity leave, introduction of caregiver leave, more detailed specification of time off work due to force majeure, better design of flexible work arrangements, and introduction of an explicit protective provision for employees' employment claims.

Health

Reply to paragraphs 21(a), (b) and (c) of the list of issues

177. At intervals of five years, men and women receive an invitation to a general preventive medical check-up from the age of 17. Women receive an additional invitation to a gynaecological check-up every 2 1/2 years. Of the seven specialists admitted to compulsory health insurance, five are women.

178. With respect to the assumption of costs by compulsory health insurance for measures in the case of intersexuality or transsexuality, the medical examiner of the health insurance must determine in each individual case whether any measures proposed by physicians are likely to have a positive effect on the consequences of intersexuality or transsexuality.

179. Mechanical contraceptives such as male condoms are available over the counter in all pharmacies, drugstores, kiosks, and retail shops and are always in stock. Female condoms, diaphragms, and spermicidal gels/sprays are available but not usually stocked in specialised shops due to low demand. Small contraceptive computers using the temperature method are also available at any time on short notice.

180. Hormonal contraceptives in all common combinations of active ingredients are available either directly from physicians or against a physician's prescription in all pharmacies in all galenic forms (pill, minipill, ring, patch). No shortages or supply bottlenecks have occurred. Intrauterine devices (IUDs, coils), which are inserted by the physician, are also fully available and can be supplied at short notice.

181. The Interdisciplinary Expert Group on Emergency Contraception (IENK) provides a network for professional groups (pharmacists, physicians, sexual health professionals, and midwives) working with hormonal emergency contraception, with the aim of promoting access to emergency contraception and ensuring quality of advice. Two different hormonal emergency contraceptives are available over the counter at all pharmacies in Liechtenstein after a brief consultation with a pharmacist. Access is very low-threshold and guaranteed at any time without an appointment.

182. According to IENK specifications, a protocol is kept in strict compliance with data protection rules. Availability of the active ingredients has so far been guaranteed without restrictions. Pharmacies always stock medications containing these active ingredients. In the event that it would be too late to take these hormonal contraceptives, a physician can always be consulted who has further options available for preventing pregnancies.

Economic empowerment

Reply to paragraphs 22(a), (b) and (c) of the list of issues

183. A legislative procedure currently in progress (consultation completed, report and motion (BuA) being drafted) envisages that employees will have the right to request flexible working time arrangements for a reasonable period of time for family reasons for the purpose of childcare or other caregiving. Moreover, the already existing entitlements to take time off for the purpose of caring for children (parental leave, paternity leave) and other family members (caregiver leave) is being introduced or expanded.³³

184. The public authorities know that employers' associations hold information events and provide advice on telework/remote work for the purpose of promoting the use of these forms of work.

185. Some of the applicable collective bargaining agreements oblige employers and employees to promote the development of part-time work on a voluntary basis and to contribute to a flexible organisation of working time that takes the needs of both sides into account.

³³ See: https://www.llv.li/files/srk/vnb_abanderung-des-allg-burgerlichen-gesetzbuches_umsetzung-rl-eu-2019_1158.pdf.

186. The Liechtenstein National Administration offers its employees flexible working time models. Employees, regardless of their gender, can choose from various models of working time regulations as well as part-time work. Full-time employment, annual working hours model, part-time work, and job sharing are offered, subject to approval by the supervisor and taking into account the degree of part-time work and the need for smooth operations. The Liechtenstein National Administration also permits location-independent work, with a remote work regulation in force³⁴ since 1 August 2021. Location-independent work can be approved under certain conditions; as a rule, a maximum of 40% of the agreed target working time can be remote.

Disadvantaged groups of women

Reply to paragraph 23 of the list of issues

187. Liechtenstein signed the UN Convention on the Rights of Persons with Disabilities (UN CRPD) on 8 September 2020. The domestic process for ratification of the convention is in progress. The Liechtenstein Parliament is expected to conclude consideration of the proposal for ratification of the UN CRPD and the necessary legislative amendments in its November 2023 session.

188. According to Liechtenstein practice, the need for amendment of national law is examined and the legal adjustments are completed before a convention is ratified. The Liechtenstein legal system largely satisfies the requirements of the convention. The main legal basis in this regard is the Law on the Equality of Persons with Disabilities (Disability Equality Act; BGIG), which entered into force in 2007. Minor additional legislative amendments are required to implement the convention. These amendments are set out in the Government proposal and concern the Non-Contentious Proceedings Act (AussStrG), the Law on the Association for Human Rights in Liechtenstein (VMRG), the Statistics Act (StatG), and the Public Information Act.

189. The Equal Opportunities Unit works in areas of gender equality, disability, integration and migration, and sexual orientation/LGBTIQ+. The measures taken in all areas always also benefit girls and women.

190. Acculturation, integration in the labour market, education and training, social life, religion, and naturalisation and political participation were examined in the migration study. One important result of the study is that information often does not reach the people concerned, or does so only inadequately. On the basis of the study, the competent working group compiled a catalogue of measures that included all projects and offerings relating to integration in Liechtenstein. The catalogue identified areas where more services needed to be offered, as well as areas where much is already being done, but the relevant information is lacking.

191. Based on the catalogue of measures, the Integration Strategy was elaborated with six fields of action, and specific goals and responsibilities were defined:

- Information, communication, and advice;
- Language;
- Education and work;
- Coexistence (sport, recreation, culture), religion, and health;
- Law and State;
- Equal treatment, anti-racism, anti-discrimination.

³⁴ <https://www.llv.li/serviceportal2/amtsstellen/amt-fuer-personal-und-organisation/flyer/remote-work-reglement.pdf>.

192. The strategy, which is also available in easy language, was presented in the media and at the mayoral conference.

193. The 2022 and 2023 annual plans focused primarily on the field of action of information, communication and advice. An internet platform was created (integration.li), containing as much information as possible on a wide range of areas of life.

194. For the invitation to the first Integration Dialogue, an inventory of the foreigners' associations based in Liechtenstein was compiled, including contact details and persons. The inventory is intended as a basis for a participatory approach and ownership, with the aim to design measures that meet needs, discuss integration successes and obstacles with the persons concerned, and provide and obtain information. The Equal Opportunities Unit and the Ministry of Social Affairs and Culture seek out direct exchanges with a wide range of institutions and associations to find out more about the specific wishes and needs of individual groups.

195. This first Integration Dialogue was held in the autumn of 2022 and was very well attended. The dialogue is to be held once a year and will in future include workshops (e.g. harmonisation of the welcoming culture in the municipalities) on a wide range of topics. An important concern expressed at the dialogue was to create a counselling centre for migrants. As a result, two institutions were commissioned by the ASD to develop a concept for the establishment of a social counselling centre in Liechtenstein. This concept is now being considered.

196. On the occasion of the International Day for the Elimination of Racial Discrimination in 2021 and 2022, the Equal Opportunities Unit published an article in each of those years on everyday racism. In the autumn of 2021, a series of articles with experts on the same topic was also published. The International Day for the Elimination of Racial Discrimination 2023 was dedicated to the topic of everyday racism with an event entitled "What everyday racism does to those affected by it", including a keynote presentation and panel discussion.

197. Under the provisions of the Domestic Workers Convention, 2011 (No. 189), it is not possible for Liechtenstein to become a State party, given that Liechtenstein is not a member of the International Labour Organization (ILO).

198. All EU member States are members of the ILO. Liechtenstein, as a member of the EEA, regularly transposes the EEA labour and social law acquis into national law. Accordingly, it can be assumed that the relevant EEA acquis complies with ILO standards. As a State party to the United Nations Covenant on Economic, Social and Cultural Rights, Liechtenstein is also bound by the standards of that covenant in the area of labour and social law.

Marriage and family relations

Reply to paragraphs 24(a) and (b) of the list of issues

199. Through principles and guidelines, the Liechtenstein authorities have ensured that judges and competent authorities take incidents of violence by one parent against the other into account when determining custody and visitation rights of children (Custody and visitation rights, Article 31 of the Istanbul Convention). In addition, a mandatory interdisciplinary assessment of all agreements is conducted with the assistance of specialists regarding the custody, visitation, and residence of children in the context of domestic violence to determine whether the agreement is in the best interests of the child and protects the safety of the woman and her child.

200. As part of the latest reform of the law on parents and children, which entered into force on 1 January 2015, Article 137b(1) of the General Civil Code (ABGB)

introduced the provision that in all matters concerning the minor child, in particular custody and personal contacts, the best interests of the child must be taken into account as the guiding consideration. Article 137b(2)(2) ABGB provides that, in assessing the best interests of the child, care, a feeling of security, and protection of the child's physical and emotional integrity must be ensured, and the risk of the child suffering violence or witnessing violence against important caregivers, or of being unlawfully removed or retained, must be avoided. § 176(1) ABGB further stipulates that if the welfare of the child is endangered by the parents, the court – invoked by whomever – shall make the orders necessary to safeguard the welfare of the child. In particular, the court may withdraw custody of the child in whole or in part, including rights of consent and approval provided by law. Finally, § 177a(2) ABGB provides that the court – to the extent required by the best interests of the child – shall restrict or prohibit personal contacts, in particular insofar as this appears necessary due to the use of violence against the child or an important caregiver of the child.

201. Liechtenstein provides for supervised meetings in which, by order of the Court of Justice or as an official measure to safeguard the best interests of the child, contacts between children and separated parents are accompanied by specialists. The target groups are children and parents from distressed family situations, in contentious separation or divorce situations, in the case of addiction, violence, or abuse problems, in the case of a mental illness of one parent, or in the case of suspected negative influence on the children. The focus is always on the well-being, interests, and safety of the children. The aim is to guide and support parents in the exercise of their right of contact and to enable children to establish or resume contact with the parent who is living separately.

202. Finally, the reform of the law on parents and children also introduced the possibility of mediation in custody, care, and contact proceedings. The court may order the parties – unless this appears to be bound to fail from the outset – to obtain mediation from a mediator pursuant to the Civil Law Mediation Act in order to come to an amicable arrangement on the subject of the proceedings.

203. With regard to claims arising from occupational provision, each spouse is entitled to half of the pension benefits of the other spouse acquired during the marriage in the event of divorce.

204. No actual analysis of the economic consequences of divorce for both spouses has been carried out in Liechtenstein so far. Divorce has economic consequences for both spouses. The parties to divorce proceedings must conclude an agreement on alimony and child support, allocation of the marital home, the distribution of household effects, the division of the assets accumulated during the marriage, and the division of the pension benefits from occupational pension provision. Alternatively, the court determines these secondary consequences of divorce. Career-related advantages of men due to full-time employment or uninterrupted careers are taken into account in particular on the basis of the legal provisions on alimony (Article 68 of the Marriage Act; EheG).

205. Divorced persons usually have to accept financial restrictions due to the separation of the household or the maintenance of two households. The State provides various forms of assistance, such as legal aid if a person is unable to meet the costs of a divorce, the collection of alimony and child support payments or, in the event of unsuccessful recovery, advances on alimony and child support, an increased child allowance for single parents, premium reductions for health insurance, allowances for the costs of childcare outside the home for working single parents, rent contributions, and financial social assistance if income is insufficient to cover the cost of living. The Liechtenstein Labour Market Service also offers advice and support and promotes

retraining and further training in order to facilitate re-entry into the workforce after a career interruption.

Additional information

Reply to paragraph 25 of the list of issues

206. “Netzwerk Familie” (Family Network) is a private prevention project of the Sophie von Liechtenstein Foundation and the Liechtenstein Red Cross. The foundation has been active for many years in counselling and supporting pregnant women and parents through the schwanger.li counselling centre, the Red Cross, and the Counselling Service for Mothers and Fathers. Netzwerk Familie was founded to provide more intensive and longer-term preventive support for young families in stressful life situations. The goal is to strengthen the parent-child relationship, to promote a secure attachment of the child, and to promote the child’s physical and mental health. Especially families with young children are sometimes under a great deal of pressure. The most common stress factors are mental illness of a parent, special needs of children with disabilities, severe conflict in the family, and overburdening of single parents. These and a number of other factors can push family systems to and beyond their limits and pose a risk to child development. Ensuring that children still have a healthy development requires preventive support for parents as early as possible. The task of Netzwerk Familie is to clarify the needs of families, to organise tailored support in the medical and psychosocial system, and to accompany the family in a stabilising manner.

207. A guide on gender-sensitive language, which applies to the entire National Administration, was launched in 2021.³⁵ This guide primarily addresses the linguistic equal treatment of women and men and promotes inclusive language.

³⁵ https://archiv.llv.li/files/asd/bro_geschlechtergerechtesprache_a5_2021_final_web.pdf.