



# Call for applications – Committee on the Elimination of Discrimination against Women

The Swiss Confederation is seeking a candidate to join the Committee on the Elimination of Discrimination against Women for the period 2025–28.

## 1. Context

On 27 March 1997, Switzerland ratified the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) of 18 December 1959. This is an international treaty dedicated to the protection of women's rights. This legally binding instrument plays a key role in the dynamic process of achieving gender equality.

The Swiss Confederation encourages strong Swiss candidates within the treaty bodies on human rights, namely the specialist United Nations committees responsible for monitoring respect for the international human rights agreements. The CEDAW Committee is one of these bodies.

## 2. The CEDAW Committee's field of activity

The CEDAW Committee is made up of 23 members who are responsible for monitoring the application of the CEDAW in the state parties. The state parties must present their first report within two years of ratifying the CEDAW and subsequently every four years. The CEDAW Committee examines every report before issuing general suggestions and recommendations which it deems useful and sends them to the state party concerned.

In view of the Optional Protocol to CEDAW, the CEDAW Committee is also responsible for receiving and examining individual complaints. They may be submitted by the persons under the jurisdiction of a state party who have suffered a violation of one of the rights set out in the CEDAW. The Protocol gives the Committee the opportunity to open a confidential enquiry against a state party that is in serious or systematic breach of the rights covered by CEDAW.

## 3. Function, volume of work and remuneration of an expert on the CEDAW Committee

This function is an ancillary activity performed in a voluntary capacity. The mandate of CEDAW Committee members is for a four-year term and may be renewed. After the national selection process has been completed, a competitive election will be held in New York in June 2024. This means there is no guarantee of election after successful preselection at national level. The expert will take up their position on 1 January 2025.

The Committee members will meet in Geneva for the Committee's official sessions held three times a year (February/March, July, October/November) for a period of around three to four weeks on each occasion. In total, the workload of the CEDAW Committee member equates to around three months a year, excluding the work involved in the personal preparation required.

This is a non-remunerated and voluntary commitment on behalf of the UN. The expenses incurred on travel, accommodation and meals are reimbursed in accordance with United Nations guidelines.

## 4. Profile sought for Swiss candidate

The competencies and qualities sought are outlined below:

- In-depth knowledge of women's rights;
- Knowledge of Swiss institutions, legislation and measures concerning equality;
- Proven professional experience in the field of women's rights or equality;
- Experience in a position of responsibility within an organisation related to women's rights or a similar position at a private or public entity;
- Experience at international level and knowledge of the UN and its working procedures;
- Knowledge of a state's operational procedures;
- Impartiality and independence vis-à-vis federal and cantonal authorities;
- Independent character and ability to adopt an impartial perspective when dealing with others, even under pressure;
- Very good oral and written knowledge of at least two UN languages, including English;
- Proven intercultural skills;
- Ability to listen and strong team player;
- Negotiating skills and strength of conviction.

## 5. Submission of applications and timetable

Applications must contain a detailed CV, a cover letter, two references and an extract from the register of convictions and must be e-mailed to the following address: [info@ebg.admin.ch](mailto:info@ebg.admin.ch)

- Application deadline: 6 May 2022
- Selection of candidates: May 2022
- Interviews of candidates selected: June 2022
- Final decision: June 2022
- Announcement of Swiss candidate: autumn 2022
- Campaign: autumn 2022 to June 2024
- Date of election of candidates to the CEDAW Committee: June 2024
- Commencement of role in the event of election: 1 January 2025
- End of mandate: 31 December 2028 (with option of standing for a second four-year term)

An internal selection committee within the Federal Administration (Federal Department of Home Affairs, Federal Department of Foreign Affairs) will evaluate the applications received and invite candidates who meet the relevant criteria to interview.

## 6. Campaign for Swiss candidate

The candidate selected by the Swiss Confederation will take part in the election for a seat on CEDAW by the state parties in June 2024.

There are generally more candidates than vacant seats. This is why the candidate will receive the official support of Switzerland before and during this election: a campaign will take place from autumn 2022 to June 2024. Several trips and meetings are scheduled as part of this campaign.

During the campaign, the expenses incurred on travel, accommodation and meals will be met by the Federal Department of Home Affairs and Federal Department of Foreign Affairs in line with their guidelines.

## 7. Information

Further information is available here:

- [OHCHR | Committee on the Elimination of Discrimination against Women](#)
- [Rules of Procedure of the CEDAW Committee](#)

Please e-mail the following persons for further information:

- Ms Sylvie Durrer, Director of the Federal Office for Gender Equality ([sylvie.durrer@ebg.admin.ch](mailto:sylvie.durrer@ebg.admin.ch))
- Ms Régine Gachoud, research assistant, FDFA State Secretariat ([regine.gachoud@eda.admin.ch](mailto:regine.gachoud@eda.admin.ch))