



GENERATION EQUALITY FORUM

ACTION COALITION ECONOMIC JUSTICE AND RIGHTS

OVERVIEW

National Level

- Care (reconciliation work/family life; care facilities for children; care workers; data; financial investment)
- Gender pay gap
- Sexual harassment
- Balanced representation at decision-making level

International Level

- Financial support to the Leadership and Diversity Program for Regulators, developed by Women's World Banking
- Financial support to ITC "She Trades" initiative
- Land rights
- Education
- Joint ILO/UNWOMEN Project Decent work and income security for women through inclusive growth and investments in care economy

ACTION 1 INCREASE WOMEN'S ECONOMIC EMPOWERMENT¹ BY TRANSFORMING THE CARE ECONOMY

LAWS AND POLICIES

Reward and represent - Reform and implement national laws and policies, and workplace policies, to guarantee decent work for care workers, increase pay for paid care workers and increase their representation and participation in policy making.

Switzerland will:

- take measures to promote awareness amongst companies and workers to the issues relating to the reconciliation of work and family life through various measures at federal and cantonal level.²
- further improve the provision of care facilities for children, particularly by examining how to better match the needs of parents.

¹ CH will implement its first ever Swiss Equality Strategy adopted in April 2021, which includes as a priority enhancing women's economic empowerment, in Switzerland and abroad.

² (1) SME-handbook showing measures to reconcile work and family life in small and medium-sized enterprises; (2) Regular study by SECO that compares the extent of family-friendly working conditions on the part of the cantons and the municipalities as well as their efforts to engage with the private sector to foster such conditions.



- ease the burden on all workers and families who are taking care of a seriously ill or injured child, by introducing as of 1st July 2021 a caregiver leave of up to 14 weeks, with entitlement to a caregiver allowance.

DATA AND ACCOUNTABILITY

Recognize – Quantify the contribution of care work to the economy and integrate care and domestic work in private sector policies and infrastructure and national planning frameworks.

Switzerland will:

- ensure that the main statistics and studies conducted at federal level are disaggregated by sex, including in the field of care and domestic work (paid and unpaid care work), and more precisely that they analyze and show the consequences for both sexes, also with regards to unemployment, part-time work, wages and pension.

FINANCING

Reduce and redistribute - Increase national budgets to at least 3-10% of national income for equitable quality public care services and increase public investments in essential social services and universal social protection schemes, which includes private sector investments, reforms and commitments.

Switzerland will:

- in the period 2021-2025, make available through the Federal Office for Gender Equality the amount of 22 million CHF for projects that promote equality in professional life, especially to projects supporting work/life balance (subject to yearly parliamentary approval).

ACTION 2

EXPAND DECENT WORK AND EMPLOYMENT IN FORMAL AND INFORMAL ECONOMIES

LAWS AND POLICIES

Eliminate gender-discriminatory legislation and policies and scale gender-just affirmative action, to measurably increase women's access to decent work, livelihoods and entrepreneurship opportunities.

Switzerland will aim to address the gender pay gap. To that end, it will:

- continue to engage with the Equal Pay International Coalition (EPIC) , led by the ILO, the OECD and UN Women to advocate internationally about equal pay for work of equal value and to encourage States to become EPIC members;



- eliminate gender-related pay discrimination in both the public and the private sectors in Switzerland through a set of various measures, in particular:
 - Introduction of equal pay audits of companies with less than 50 employees bidding for a public contract.
 - Analysis of indicators relating to the gender pay gap (Gender Overall Earnings Gap).

Switzerland will tackle the issue of sexual harassment in the world of work, by

- providing online trainings on gender stereotypes and bias, as well as on sexual harassment for the Swiss administration as an employer.
- conducting a study on the extent of sexual harassment in Switzerland, which includes existing data on sexual harassment in the world of work.

NORMS

Scale up corporate and public practices to increase decent work for women in the labour market and ensure women's voice, representation and leadership.

Switzerland will work towards achieving a more balanced representation of women and men in the workforce. To that end, it will:

- implement a target quota of 40% for female representation in the highest management bodies of companies and establishments close to the federal Government.
- implement targeted measures to increase the proportion of women following tertiary MINT education and support public and private initiatives encouraging the presence of women in MINT professions.
- within its economic development cooperation, support the Leadership and Diversity Program for Regulators, developed by Women's World Banking.

EDUCATION

Scale up investment in the education of adolescent girls and young women and their vocational training to enhance essential skills for critical future work, bearing in mind the specific needs of those in vulnerable contexts.

On the international level, Switzerland will focus on education as an important foundation and precondition to achieve Women's Economic Empowerment through the following contributions:

- Global Partnership for Education (GPE): Switzerland is a donor and member of the Board of the GPE, the largest fund exclusively dedicated to the education system's development in lower-income countries and hosted by the World Bank. Its new strategic plan (2021-2025) particularly emphasizes gender equality with a dedicated objective on gender-responsive planning and policy development for system-wide impact. Switzerland will maintain its commitment with a stronger emphasis on gender equality in the policy dialog, (as explicit element of its core contribution management), and with new substantial core funding. Switzerland will pledge CHF 52 mio for 2021-2025 at the Global Education Summit 28./29.7.2021.
- Education cannot Wait (ECW): Switzerland supports the first global fund dedicated to education for vulnerable, crisis affected children in emergencies and protracted crisis. Gender equality is



key for the ECW Fund. After a limited single-phase contribution (2019-2021), Switzerland commits to engage for a long-term core contribution with substantially more funding. Planned amount for the next four years (2022-2025) is CHF 5 mio/year (subject to final approval).

- «Geneva Global Hub for Education in Emergencies»: The Geneva Global Hub for Education in Emergencies (the Hub) is a Swiss initiative that aims to mobilize a wide commitment for education of all children and youth affected by humanitarian emergencies forced displacement and protracted crisis. The aim is to leverage the Geneva international community by convening actors and creating synergies for joint action among educational stakeholders and beyond. Education cannot wait is a co-signatory of the Global Hub. With this, Switzerland is offering a platform for joint action and aims to finance the Secretariat with CHF 150'000/SDC in 2021 (2022: under discussion), as well as with a secondment for the coordinator position.

ACTION 3

INCREASE WOMEN'S ACCESS TO AND CONTROL OVER PRODUCTIVE RESOURCES

On the international level, Switzerland will focus on ensuring women's land rights:

- Switzerland provides a core contribution to the International Land Coalition (ILC), which pays much attention to gender issues relating to access to land and is as well a member of the 'Stand for Her Land Campaign'. Switzerland plans to renew its commitment with a long-term and hence substantial core funding, aligned to the new ILC strategy 2030. Contribution: CHF 750'000 / year. Indirectly, this will also benefit the 'Stand for Her Land Campaign.'

ACTION 4

PROMOTE GENDER-TRANSFORMATIVE ECONOMIES

On the international level, Switzerland will:

- newly support the ITC "SHE TRADES" initiative through its core contribution.
- support the joint ILO/UNWOMEN programme "Decent work and income security for women through inclusive growth and investments in care economy" : Switzerland finances the joint programme of UN Women and ILO on Gender and Inclusive Growth. The focus is on policy development related to inclusive growth strategies, sectoral and occupational segmentation of women as well care services and investments for the provision of care services. Switzerland's contribution: June 2020 – June 2023, CHF 2mio.³

³ This commitment started in June 2020 and was planned for the initial GEF in 2020. The process had to move forward after the GEF was postponed because the needs were clear and the project was integrated into the UN's COVID-19 response (UN framework for the immediate socio-economic response to Covid-19).



COMPACT ON WOMEN, PEACE AND SECURITY & HUMANITARIAN ACTION

OVERVIEW

Type of Investment

- Advocacy
- Financial (SDC: approx. 62 mio. CHF; DPDH: approx. 3.5 mio. CHF)
- Programmatic
- Policy

Countries and regions of implementation of action

- Cameroon
- Colombia
- Georgia
- Kosovo
- Lebanon
- Myanmar
- Nigeria
- Philippines
- Sri Lanka
- Switzerland
- Ukraine
- Zimbabwe
- Some actions also take place globally and in the OSCE region

Time frame of action: 5 years

DESCRIPTION OF TYPE AND LEVEL OF INVESTMENT

Switzerland will increase direct funding and support to local women's organizations in humanitarian action and in the peace-development-humanitarian nexus. It will ensure at least 10% of gender-based violence (GBV) programme funding goes directly to local actors and at least 50% with only one intermediary. We will work on the removal of barriers for women-led organizations' engagement in humanitarian response. Switzerland will work on the participation of women in dialogue processes and provide methodologies to women mediators. With civil society partners, we will contribute to the capacity- and coalition building between women-led peacebuilding organizations. Switzerland will provide over 60 million CHF in funding for GBV prevention & response and against sexual violence in conflict. We will financially contribute to civil society initiatives on documenting sexual and gender-based violence (S/GBV) and overcoming obstacles to the prosecution of S/GBV. Switzerland will continue to engage with partners to increase digital security for women peacebuilders. We will make available our dealing with the past expertise and advocate to include a gender dimension in measures and transitional justice mechanisms.



ACTION A.1.1. (FINANCIAL)

DIRECT ASSISTANCE FOR LOCAL WOMEN'S ORGANIZATIONS

Switzerland will ensure that at least 10% of SDC/HA GBV programme funding is channeled directly to local actors, with an emphasis on women-led initiatives, (without any intermediary) and at least 50% with only one intermediary. Switzerland will renew and increase its contribution to the GNWP and maintain its contribution to the UN Women Trust Fund to End Violence against Women.

ACTION A.1.3. (FINANCIAL)

ENGAGING WITH SUPPORTED HUMANITARIAN APPEALS AND RECOVERY PROGRAMMES

Switzerland will engage with intermediaries to remove barriers for and empower women led organizations to drive, define and deliver principled humanitarian response.

ACTION B.2.2. (ADVOCACY)

ADVOCATE FOR RECOGNITION AND INCLUSION OF INDEPENDENT DELEGATIONS, WHICH PRIORITIZE THE INCLUSION OF WOMEN

Switzerland will continue to support dialogue between women from different political parties as well as from civil society in Lebanon, in order to strengthen their visibility and to enable their active engagement in political processes and decision making.

ACTION B.3.1. (FINANCIAL AND POLICY)

NOMINATE AND APPOINT WOMEN AS MEDIATORS, SPECIAL REPRESENTATIVES, AND SPECIAL ENVOYS, AND ENSURE MALE MEDIATORS ARE GENDER ADVOCATES

Switzerland, through the Master of Advanced Studies of Mediation in Peace Processes, will continue to provide fundamentals and methodologies to women to become mediators, and build understanding among mediators of the importance to include women in mediation and negotiation processes.

ACTION B.3.3. (POLICY AND PROGRAMMATIC)

ADVOCATE FOR AND ADOPT SPECIFIC TOOLS TO INCREASE WOMEN'S FULL, EQUAL AND MEANINGFUL PARTICIPATION

On request, Switzerland will make available its expertise on dialogue facilitation to prevent electoral violence. Switzerland will advocate for the participation of women in these dialogue processes. Switzerland will continue to build thematic capacity and skills of female policy makers and professionals to participate in peace processes. Switzerland will continue to support and invest in platforms and



networks of women mediators and peacebuilders at the national and regional level. Through its civil society partners (swisspeace and others), Switzerland will ensure the capacity-building of and coalition-building between women-led organizations in the field of peace building and participation in peace processes.

ACTION E.1.1. (FINANCIAL)

FUNDING FOR COMPREHENSIVE GBV SERVICES

Switzerland will provide 60 million CHF in funding for GBV prevention and response over the period 2021-2025. Switzerland will contribute CHF 250'000 to the Conflict-Related Sexual Violence Multi-Partner Trust Fund (CRSV-MPTF) "UN Action Against Sexual Violence in Conflict".

ACTION E.1.2. (FINANCIAL)

PROVIDE FUNDING TO ENSURE THAT ALL NATIONAL AND INTERNATIONAL INVESTIGATIONS AND ACCOUNTABILITY MECHANISMS HAVE DEDICATED GENDER EXPERTISE

Switzerland will maintain its financial support to the Women's Initiative on gender justice with EUR 200'000. Switzerland will continue financially support civil society in Kosovo, Ukraine, Colombia and Georgia, and provide tools on how to overcome obstacles to the prosecution of all forms of S/GBVs.

ACTION E.3.2. (FINANCIAL AND POLICY)

DEVELOP AND IMPLEMENT NATIONAL LAWS AGAINST ONLINE GBV AGAINST WOMEN HUMAN RIGHTS DEFENDERS AND WOMEN PEACEBUILDERS

Switzerland will continue to engage with partners such as the OSCE to increase the safety of female journalists online. In Sri Lanka, Switzerland will support civil society efforts improve digital security for women peacebuilders, human rights lawyers and women human rights defenders and protect female politicians against gendered online harassment.

ACTION E.4.1. (POLICY AND PROGRAMMATIC)

DEVELOP AND SUPPORT PROTECTION MECHANISMS FOR YOUNG WOMEN LEADERS AND THEIR RIGHTS

On request, Switzerland will make available its dealing with the past expertise and advocates to include a gender dimension to the definition of measures and / or the establishment of mechanisms to ensure the victim's right to truth, justice, reparations and guarantees of non-recurrence.