



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

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

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**Responses to the list of issues and questions with regard to
the consideration of the fourth periodic report**

Liechtenstein* **

* This document was submitted late due to delayed inputs from other sources.

** In accordance with the information transmitted to States parties regarding the processing of their reports, the present document was not formally edited before being sent to the United Nations translation services.

General

Reply to the issues raised in paragraph 1 of the list of issues (CEDAW/C/LIE/Q/4)

1. The report was coordinated by the Office for Foreign Affairs and prepared with the participation of various offices of the National Public Administration. NGOs provided some of the statistical data and information used in the report. In 2009, the Office for Foreign Affairs invited the Liechtenstein NGOs involved in human rights for a meeting, at which a dialogue on implementation of the recommendations of international human rights bodies and on human rights issues in general took place. In September 2010, the second meeting for that purpose took place. The plan is to continue this "NGO Dialogue" on a regular basis, with one meeting each year. Both in the first and in the second NGO Dialogue, briefings and discussions took place on topics including the status and contents of Liechtenstein's reporting under the Convention on the Elimination of All Forms of Discrimination against Women and the opportunities for NGOs to contribute to the reporting process independently of the National Public Administration. Liechtenstein's fourth periodic report was not officially submitted to Parliament. However, it is available on Liechtenstein's official website, *www.liechtenstein.li*, in German and English and thus publically accessible.

Reply to the issues raised in paragraph 2 of the list of issues.

2. The Committee's recommendations on Liechtenstein's second and third periodic reports were brought to the attention of the Princely House.

Legal status of the Convention and legislative and institutional framework

Reply to the issues raised in paragraph 3 of the list of issues.

3. So far, there have been no court decisions directly applying provisions of the Convention. With respect to basic and continuing training in the field of human rights, judges, judicial officers, public prosecutors, and police officers regularly take part in human rights training. Moreover, the topic of ethics and human rights is a focus of training in the one-year police academy. Anyone intending to work as a lawyer in Liechtenstein must meet various prerequisites, including especially the successful completion of legal studies and of the lawyers' examination. The constitutionally guaranteed rights, including especially human rights, are a key point in the written and oral lawyers' examination.

Reply to the issues raised in paragraph 4 of the list of issues.

4. The consultations concerning amendment of the Gender Equality Act (GLG), the law governing labour contracts, the Occupational Pensions Act, the Insurance Contracts Act, and the Mediation Act for the purpose of implementing Directives 2006/54/EC and 2004/113/EC were completed on 27 August 2010. On 16 November 2010, the Government approved the Report and Application to Parliament concerning the amendments. The first reading is expected to take place in December of this year. As mentioned above, the revision has meanwhile been expanded to include realization of Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access to and supply of goods and services. In this way, a second revision of GLG within a short time period can be avoided. Amendments are expected in regard to several points, including the following:

- Expansion of the prohibition of discrimination beyond the world of employment. New: Prohibition of discrimination also with respect to access to and supply of goods and services, and associated amendments regarding legal entitlements, compensation, and procedural rules;
- Expansion of collective complaints: with permission of the affected party, collective complaints on behalf of the affected party shall be admissible or the right to participate in proceedings initiated by the affected parties, either in their name or for their support, shall be granted; additionally a ban on retaliation measures will be included in the legislation.
- Expansion of possibilities of financial support under the Gender Equality Act (no longer merely focused on equality with respect to work). The programs shall in particular serve the following purpose: furtherance, analysis, observance and support of the process of putting into action the principle of equality between women and man. Further shall private institutions be entitled to financial support in order to promote complaints.
- Expansion of the responsibilities of the Office of Equal Opportunity: the Office shall be allowed to provide victims with support in the proceedings of their complaints. Moreover, it shall inform affected persons regarding measures taken to realize equal treatment and exchange information with European bodies.

Reply to the issues raised in paragraph 5 of the list of issues

Evaluation of the Office of Equal Opportunity (SCG) and the Equal Opportunity Commission

5. The evaluation of the SCG and the Equal Opportunity Commission has been suspended, in anticipation of the general reform of the Government and the National Public Administration.

Gender mainstreaming

6. No additional projects in gender mainstreaming have been launched since submission of the periodic report in 2009. It should be noted, however, that the Equal Opportunity Prize has for several years no longer been awarded exclusively in the field of gender equality. With the expansion of the prize to include disabilities, sexual orientation, age and migration/integration, gender mainstreaming criteria have been introduced for the entire project.

Reply to the issues raised in paragraph 6 of the list of issues

Institutional mechanisms

Associations/organizations

7. Both the Liechtenstein Employees Association (LANV) and infra (Information and Contact Centre for Women) have the possibility, under current law, of obtaining a judgment in their own name whether discrimination has occurred (declaratory action).

Arbitration Office:

8. The arbitration procedure is mandatory for proceedings under private law. If no settlement is reached, a court complaint must be lodged within three months of termination of the arbitration procedure. The arbitration procedure is free of charge.

Office of Equal Opportunity (SCG)

9. The SCG advises authorities and private persons on questions relating to gender equality. It cannot lodge complaints itself under current law, however – neither in its own name nor in the name of the affected party.

Statistics/Number of counselling cases

10. The following statistics include counselling provided in the last two years. In addition to the SCG, the LANV and infra are also included, since the SCG does not have the possibility of offering legal counselling (under the Equal Opportunity Act, infra and the LANV receive financial support for their counselling services):

- Liechtenstein Employees Association (LANV):
- The LANV administered a total of 11 counselling cases, two of which unambiguously identified discrimination on the basis of gender. The other nine cases may have been instances of multiple discrimination (no clear classification was possible).
- Infra (information and Contact Office for Women):
- In the last two years, infra administered five counselling cases.
- Office of Equal Opportunity (SCG):

11. Three to five inquiries were made to the SCG each year that give rise to suspicion of discrimination. The SCG conducted no legal counselling. The inquiries related to termination of employment during pregnancy; sexual assault; law governing the use of names; job search by migrants; (un)equal pay. Other inquiries relating to gender equality concerned visitation rights (fathers); labour law issues (termination, change to level of employment, sexual harassment, bullying, parental leave); questions relating to parental custody and domestic violence.

Visibility of the Convention

Reply to the issues raised in paragraph 7 of the list of issues.

12. There were no separate celebrations in 2009 for the 30th anniversary of the adoption of the Convention on the Elimination of All Forms of Discrimination against Women and the 10th anniversary of the adoption of its Optional Protocol. However, women's rights were repeatedly addressed within the framework of the multifaceted programme to celebrate 60 Years of the Universal Declaration of Human Rights. As part of the 2009 NGO Dialogue (see reply to the issues raised in paragraph 1 of the list of issues), the Convention was likewise a focus.

Temporary special measures

Reply to the issues raised in paragraph 8 of the list of issues

13. No major new projects to promote gender equality have been launched since submission of the report in 2009. The focus in recent months has been on establishing and continuing the diverse ongoing measures and projects that were already mentioned in the report in August 2009.

Reply to the issues raised in paragraph 9 of the list of issues

14. In addition to the information campaign on the Equal Opportunity Act mentioned in the report, the Office of Equal Opportunity (SCG) and the Vorarlberg Women's Department introduced "Logib" – a self-assessment on wage equality – and the Swiss Wage Equality

Dialogue to the social partners in Liechtenstein and Vorarlberg at a cross-border information event in autumn 2009 and discussed potential further steps in subsequent talks.

15. The current announcement of the 2011 Equal Opportunity Prize includes new examples developed especially for businesses. In addition to the three prize-winning projects submitted by organizations over the last few years, three fictitious examples are also included on the SCG's website. Businesses considering a submission may copy, change or further develop these examples free of charge.

Stereotypes and education

Reply to the issues raised in paragraph 10 of the list of issues.

16. No major new projects to combat traditional stereotypes have been launched since submission of the report in 2009. The focus in recent months has been on establishing and continuing the diverse ongoing measures and projects that were already mentioned in the report in August 2009.

Violence against women

Reply to the issues raised in paragraph 11 of the list of issues

National Action Plan on Violence against Women

17. The Government took note of the Action Plan in April 2008 and mandated the Office of Equal Opportunity (SCG) to discuss the Action Plan with the Violence Protection Commission and the Court of Justice and to present concrete measures for implementation to the Ministry of Family and Equal Opportunity (see also report of August 2009). Both financial and human resources are tied to the projects implemented. Depending on the project, implementation is the responsibility of administrative offices such as the SCG, the Office of Social Affairs and partially in collaboration with non-governmental organizations.

S.I.G.N.A.L. project (intervention program against domestic violence)

18. As planned, the project mentioned in the periodic report was launched in March 2009 with the exhibit entitled "Behind the Façade" in Vorarlberg. The project was implemented in Liechtenstein by the SCG in close cooperation with the Liechtenstein Women's Home. A total of 247 women and men in healthcare and medical professions took part in the information events. The guidelines for Vorarlberg were adapted to Liechtenstein and provided to all participants. As part of the S.I.G.N.A.L. project, the emergency card for Liechtenstein was revised and printed in eight languages. The emergency card was offered to 160 public offices (administration at the national and municipal level, all doctors' and health offices) for display. The exhibit "Behind the Façade" was shown in Liechtenstein from 16 June to 30 June 2010. The exhibit was supplemented with Liechtenstein-specific content – for instance, the windows of the exhibition space were decorated with house façades from Liechtenstein and headlines concerning domestic violence were taken from the Liechtenstein media and displayed throughout the exhibition space. The side events included an opening session with political representatives from Liechtenstein and Vorarlberg; a discussion with a book author personally affected by domestic violence; workshops for school classes in continuing schools; a short film on domestic violence created by a Liechtenstein artist especially for the exhibit; and a closing event. In total, 270 persons visited the exhibit and the events. Increased media work (newspapers, radio, television) was also carried out during the exhibit.

Improvement of networking and cooperation:

19. In November 2009, the Victims Assistance Office conducted a first Round Table with governmental and non-governmental organizations. More Round Tables are planned to be conducted in future as needed or when requested by one of the participating organizations.

Reply to the issues raised in paragraph 12 of the list of issues.

20. As part of the ongoing revision of Liechtenstein's sexual criminal law, the topic of ex officio prosecution in cases of domestic violence was considered. According to the revision, the requirement of the victim's consent for criminal prosecution of the perpetrator will be waived in cases of domestic violence – specifically in the case of dangerous threats to close relatives, stalking, rape or sexual assault in marital or domestic partnerships and forced marriage. The Government adopted the amendments to the Criminal Code, the Code of Criminal Procedure, the Law on the Criminal Register and the Expungement of Judicial Sentences and the Execution of Sentences Act in autumn 2010 and submitted a Report and Application to this effect to Parliament. Parliament considered the proposal in a first reading in November 2010.

Reply to the issues raised in paragraph 13 of the list of issues

Foreigners Act/Statistics

21. The Foreigners Act (AuG)¹, which entered into force on 1 January 2009, stipulates in regard to the residence permits of foreigners upon dissolution of the marital relationship that revocation or non-extension of the residence permit may be waived on significant personal grounds. Such grounds exist in particular if the spouse is a proven victim of domestic violence, so that continuation of the marital relationship would be unreasonable, or if the well-being of joint minor children, with whom an effective and intact relationship exists, would be substantially endangered by revocation of the residence permit of a parent. In recent years, there have only been sporadic cases in which the authorities had to decide on the continued stay of persons asserting that they were victims of violence. In 2008, 2009 and 2010 (as of November 2010), no cases were reported.

"Integra" project

22. This year, infra (the Information and Contact Centre for Women) launched the "integra" project. Integra is a psychologically moderated discussion group (or individual discussions) for migrant women. The discussion group deals with problems arising in the everyday life of migrants. The specific topics are determined by the participants' needs. The project is intended to help participants help themselves: it aims to support migrants during the integration process and in shaping their lives autonomously. It is also intended to strengthen the confidence of migrants and empower them to stand up for their rights. The "integra" project by infra enjoys financial support from the Passport and Immigration Office.

Protection for migrant women

23. In June 2010, infra issued a special brochure on the topic of "Protection for Migrants – Residence Rights upon Divorce/Separation" in six languages. The brochure informs

¹ Law of 17 September 2008 on Foreigners (Foreigners Act, AuG), LGBL 2008 No. 311.

migrants about their legal options upon divorce/separation and about protection from domestic violence.

Reply to the issues raised in paragraph 14 of the list of issues

24. The main reason for the termination of proceedings in cases of (serious) sexual offences is lack of evidence. If the statement of the (alleged) victim of a sexual offence conflicts with the statement of the suspect and no additional witnesses or evidence are available, the lack of evidence often leads to termination of the proceedings or acquittal.

25. Since 2007, the Court of Justice has imposed sentences of imprisonment in two cases of sexual offences (three years imprisonment and nine years imprisonment) and monetary penalties in other cases. In 2009, the Office of the Public Prosecutor received a total of 21 reports of sexual offences; 11 of these proceedings were terminated. Four proceedings were suspended because the whereabouts of the suspects were unknown. In six cases, charges were filed (indictment, demand for prosecution, demand for a penalty); imprisonment of nine months was imposed in one of these proceedings, monetary penalties were imposed in four proceedings and diversionary measures were imposed in one case before the Court of Justice.

Reply to the issues raised in paragraph 15 of the list of issues.

26. The authorities know of no such cases, and no criminal complaints were lodged in this regard. In April 2010, the Government adopted a catalogue of measures against right-wing violence, which also includes an awareness-raising campaign. This campaign was carried out in summer 2010 under the motto "Showing your face together". The motifs were published in the newspapers and a motion version was shown at the public viewings for the football World Cup and in cinemas.

Trafficking and exploitation of prostitution of women

Reply to the issues raised in paragraph 16 of the list of issues

27. The Liechtenstein authorities pursue every indication or suspicion of human trafficking as soon as they learn thereof. Human trafficking is included as an ex officio offence in the Liechtenstein Criminal Code. The authorities would also provide information on uncovered cases of human trafficking. So far, however, no cases of human trafficking have become known in Liechtenstein.

28. Since 2006, the Round Table on Human Trafficking has been conducted in Liechtenstein – a meeting of various authorities, victim assistance organizations and other involved offices pursuing the goal of uncovering potential cases of human trafficking and promoting awareness-raising on this topic. When the Round Table on Human Trafficking was formed in 2006, a study on the working and living conditions of night club dancers in Switzerland² was used as the basis for the Round Table's work and projects. The study commissioned in 2006 by FIZ Advocacy and Support for Migrant Women and Victims of Trafficking, Zurich, illuminated the causes, the origin of the women, the recruitment process, and the problems and abuses in connection with night club dancers in Switzerland. Since the Liechtenstein night club sector is closely connected to that in Switzerland, the study also reflects the conditions in Liechtenstein night clubs. The conditions concerning residence and work permits are analogous to those in Switzerland. The visa issued by

² Janine Dahinden, Fabienne Stants: Arbeits- und Lebensbedingungen von Cabaret-Tänzerinnen in der Schweiz; Swiss Forum for Migration and Population Studies; 2006.

Switzerland also entitles the dancer to enter Liechtenstein. As a protective measure, the permits are furthermore contingent upon the dancer having worked in Switzerland before beginning a new job in Liechtenstein. The study provided the Liechtenstein authorities with information on problematic areas and serves as the basis for the measures initiated and carried out by the Round Table on Human Trafficking. For the reasons cited above, Liechtenstein currently does not see a need to carry out a detailed analysis of the situation of night club dancers in Liechtenstein.

29. The impact and outcomes of the Magdalena prevention project were evaluated by the Round Table on Human Trafficking, however. In 2009, the Government further expanded its efforts to preventively combat human trafficking in Liechtenstein with the Magdalena project, which was initiated by the Round Table on Human Trafficking: the dancers working in Liechtenstein bars and night clubs have been required since spring 2009 to participate in an information session at which representatives of the authorities and the Victims Assistance Office inform the women about their legal situation. This session aims to reduce exploitative relationships in the night club scene and to give potential victims of human trafficking access to counselling and victims assistance offices. Because of the high fluctuation rate in this sector, the sessions are held on a monthly basis.

30. The results of the pilot project were evaluated at the end of 2009. The project was shown to have an impact. For instance, the women dealt more intensively with their legal situation and made inquiries at the contact offices on topics relating to labour and social insurance law. This is an important indication of the positive impact of the information sessions with respect to the reduction of exploitation and manipulation of the women. The National Police also states that the inspections in the scene have been substantially more efficient, thanks to the recognition effect – the criminal police officer participating in the information sessions was a familiar face – and the intended impact of the inspections (protection of dancers from exploitation) and that the dancers have cooperated more openly with the police. Mistrust of the police has been largely eliminated. This is an important precondition for potential victims of human trafficking to turn to the authorities in the first place. Due to the positive results of the pilot project, the Government decided at the end of 2009 to continue the project. According to the second evaluation report of October 2010, nine information sessions have taken place so far in 2010 (as of the end of September 2010), to which a total of 216 women working in the six Liechtenstein night clubs were invited. Only a few women did not show up at the information sessions, usually with plausible excuses. In four cases, the Passport and Immigration Office imposed fines on one employer. A new development is also that the dancers turn to the authorities when labour law issues arise. This is another clear indication of the effectiveness of the information sessions. So far, two employers have been fined in 2010 (as of the end of September 2010) due to violations of labour law.

31. For the purpose of informing and raising the awareness of the public, a project group consisting of representatives of the authorities, victim assistance organizations, and NGOs, is conducting a campaign in Liechtenstein on the topic of human trafficking and trafficking in women, with a focus on sex work. For this purpose, the exhibit "No Glamour" was shown from 26 to 29 October 2010 as well as the film "LILJA 4-ever"; a lecture evening on the topics of "Staying healthy in the sex industry" and "Trafficking in women – a violation of human rights" and a moderated talk with experts from Liechtenstein and abroad were conducted. Seven school classes of the continuing schools visited the exhibit, and two of these classes conducted a sexual-pedagogical workshop. The events and the exhibit were visited by about 115 adults.

Reply to the issues raised in paragraph 17 of the list of issues.

Measures

32. Liechtenstein's sexual criminal law is currently undergoing revision. The envisaged changes will ensure that Liechtenstein meets all international standards in the fight against child pornography, thus enabling ratification of the Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography of 25 May 2000 and the Council of Europe Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse of 25 October 2007. Liechtenstein has already signed both conventions. For the special protection of minors from sexual exploitation, the revision includes sexual offences directed against the promotion of and the generation of profits from prostitution and pornographic offerings. Pornographic offerings involving minors will henceforth be fully criminalized. Parliament considered the proposal in a first reading at the end of November 2010.

33. Since 1999, Liechtenstein has had an interdisciplinary expert group against the sexual abuse of children and young people. It serves on the one hand as an anonymous contact office for affected persons and relatives, but it also provides advice and information to specialists involved in a case.

34. Also of note are various measures taken or currently in development to combat Internet crime. The National Police maintains a special unit against Internet crime and also participates in international cooperation to combat these offences. Since 2008, the Liechtenstein National Police has been part of the 24/7 Network of the G8.

Statistics

35. In about one fifth of the judicial investigations of sexual abuse of children and young people under the age of 18 (25 cases since 2006; not counting child pornography), the place of the crime was in a foreign country. In all cases, however, the foreign country was a neighbouring country and not an exotic tourist destination. Some of the cases led to convictions, but the proceedings were also terminated in some cases because a judgment was imposed abroad. In 2009, no cases of sexual crimes against children became known or were reported. One person was sentenced by the Court of Justice to a monetary penalty in 2009 on charges of child pornography (para. 218a of the Criminal Code).

Participation in political and public life and decision-making

Reply to the issues raised in paragraph 18 of the list of issues

36. In recent years, Liechtenstein has taken various measures to promote better representation of women in political bodies. As the fourth periodic report shows, the proportion of women at Government level doubled from 2008 to 2009 (40 per cent). In Parliament, the numbers have stagnated. The most recent municipal elections showed that the election chances of women are intact (see the periodic report). The nomination assemblies of the parties for the municipal elections take place within the time frame of November/December 2010. There are currently no plans to introduce gender quotas for national or local elections.

Reply to the issues raised in paragraph 19 of the list of issues

Statistics

37. According to a current evaluation of the commissions at the national level, the proportion of women has risen by 4 per cent. The proportion of women is currently 22.2 per

cent. Nine of the 63 commissions are chaired by women. This represents an increase of 3.4 per cent since 2008.

Women's Pool

38. About 100 women were motivated to join the "Women's Pool" database. Associations – especially women's organizations – repeatedly showed interest in the Women's Pool. The political parties, however, showed less enthusiasm, since many of the registered women did not indicate their party affiliation. The Office of Equal Opportunity advertised the database to the parties at various levels (president, secretariat, local group chairpersons). This was done by presenting the database in person, presentation of the database in the media and delivery of the lists to the parties. The Women's Pool was dissolved in spring of this year due to lack of interest and use of the database by the parties and other interest groups.

Reply to the issues raised in paragraph 20 of the list of issues.

39. In addition to the general measures already mentioned in the periodic report for the promotion of the representation of women in leadership positions, there are currently no temporary special measures planned in this area.

Education

Reply to the issues raised in paragraph 21 of the list of issues.

Academic careers

40. The University of Liechtenstein takes various measures to support working and/or studying women. For instance, it offers day care spots, creates part-time positions, and facilitates working from home. The job vacancy announcements for certain positions (e.g. professorships) specifically encourage women to apply. Additionally, Internet platforms such as Femconsult are used.

Vocational training

41. In the field of basic vocational training (apprenticeships), there continues to be an imbalance between women and men. The share of women in technical and craft professions has been stagnant for years. This is mainly due to the following reasons:

(a) Careers are chosen between the ages of 14 and 16. In this age group, gender identification is particularly pronounced among both boys and girls. The selection of a gender-atypical career requires considerable courage and self-confidence;

(b) The dual system of vocational training is heavily oriented toward practice. Young women often do not believe they are able to master the physical requirements of such careers;

(c) Mathematics, which is an important prerequisite for many of these careers, is often not very popular among young women. They do not believe they are strong enough in mathematics and are not interested in it.

42. However, various measures are taken to promote women in "men's careers":

- Recommendations in career counselling:

43. Career counselling repeatedly draws women's attention to the possibilities offered by technical and craft professions.

- Girl Power Days in apprenticeship businesses:
44. Apprenticeship businesses offer young women the possibility to get to know technical and craft professions.
- Career Information Days of the Wirtschaftskammer Liechtenstein:
45. Young women have the opportunity to get to know technical and craft professions on site and to register for trial apprenticeships.
- Career Exhibition of the Wirtschaftskammer Liechtenstein:
46. All girls in 7th and 8th grade attend the Career Exhibition for half a day, in which they get to know about 25 technical and craft professions.
- "Agil" Open House
47. The major industrial companies in Liechtenstein host an Open House, in which interested girls can obtain information about technical career opportunities.
- Fathers' Day at work
48. Girls and boys accompany their fathers to work for a day.

Reply to the issues raised in paragraph 22 of the list of issues.

49. The tertiary institutions in Liechtenstein focus on economics/business, technology, information sciences, and management. These courses of study tend to appeal less to women, which is why women from Liechtenstein often study abroad, especially in Switzerland and Austria. Overall, the ratio is quite balanced: in the winter semester of 2008/2009, 395 men and 329 women studied in Liechtenstein, Switzerland, Austria or Germany.

Academic year 08/09

Postgraduate students in Liechtenstein

| | Total | Men | Women |
|-----------|-------|---------|--------|
| Masters | 260 | 202 78% | 58 22% |
| Doctorate | 29 | 21 72% | 8 28% |

Degrees completed in Liechtenstein

| | Total | Men | Women |
|-----------|-------|--------|--------|
| Masters | 91 | 71 78% | 20 22% |
| Doctorate | 14 | 11 79% | 3 21% |

Composition of teaching staff at public schools in Liechtenstein

| | Total | Men | Women |
|-------------------------------------|-------|--------|---------|
| Kindergarten | 82 | 1 1% | 81 99% |
| Primary school | 261 | 61 23% | 200 77% |
| Oberschule (lowest secondary track) | 101 | 46 46% | 55 54% |
| Realschule (middle secondary track) | 125 | 64 51% | 61 49% |
| Gymnasium (highest secondary track) | 101 | 61 60% | 40 40% |

Academic year 08/09

| | | | | | |
|--------------------------------|----|----|-----|---|-----|
| Voluntary 10th school year | 19 | 11 | 58% | 8 | 42% |
| Vocational Middle School (BMS) | 19 | 10 | 53% | 9 | 47% |

School leadership positions in Liechtenstein

| | Total | Men | | Women | |
|--|-------|-----|------|-------|-----|
| Kindergarten and primary school | 26 | 13 | 50% | 13 | 50% |
| Oberschule and Realschule, Gymnasium | 9 | 4 | 44% | 5 | 56% |
| Voluntary 10th school year, Vocational Middle School | 2 | 2 | 100% | 0 | 0% |
| University of Liechtenstein | 1 | 1 | 100% | 0 | 0% |

Leadership positions in school administration (Office of Education, inspectorates with responsibilities for personnel):

50. One third of the leadership positions responsible for mandatory schooling (kindergarten to secondary school level I) are staffed by women and two thirds by men.

Docents and professors at universities in Liechtenstein:

51. The share of female professors, docents, and department chairs at the tertiary level cannot be determined as desired. For the small tertiary institutions such as the International Academy of Philosophy, the Liechtenstein Institute and the Private University in the Principality of Liechtenstein, no precise figures can be stated, since these institutions either only engage in research or draw on frequent rotations of visiting instructors. At the University of Liechtenstein, the share of women is 15 per cent and the share of men is 85 per cent in the categories "department chair", "docent" and "lecturer".

Gender perspective in the basic and continuing education of teaching staff:

52. Liechtenstein has no institutions for the training of teaching staff. The training of teaching staff at all levels is conducted abroad, especially in Switzerland. At teacher training colleges, the gender perspective is always also an aspect of training. At the Zurich University of Teacher Education, for instance, the gender aspect is implicitly or explicitly incorporated in 90 per cent of all modules, according to a survey of instructors, especially in the area of "Education and Pedagogy". Also in other teacher training institutions, this high degree of sensitization in this area has been noted. In Liechtenstein, there is a small offering of continuing education courses for teaching staff. In recent years, courses have regularly been held that explicitly or implicitly incorporate a gender perspective, such as the course entitled "Getting through the year successfully with boys" carried out over several days in 2006 and 2008.

Employment and social security

Reply to the issues raised in paragraph 23 of the list of issues

53. The fourth periodic report enumerates various measures in the fields of education and work. The provisions on parental leave were described in the third periodic report. No

changes have occurred since then. The amendment of the law³ governing parental leave entered into force on 1 January 2004. Its goal is to achieve better compatibility of family and work and to promote equal opportunity and equal treatment of men and women. The law grants working women and men an individual right to parental leave upon birth or adoption of a child. Parental leave is unpaid leave of three months. The employee may take parental leave full-time, part-time, in parts or by the hour until the child's third birthday, and in the case of adoptions and foster children until the fifth birthday of the child.

54. No major new projects in the abovementioned areas have been launched since submission of the report in 2009. The focus in recent months has been on establishing and continuing the diverse ongoing measures and projects that were already mentioned in the report in August 2009.

Reply to the issues raised in paragraph 24 of the list of issues.

Data on kindergartens, day care nurseries, and day structures/day schools

55. Some terminological clarification is necessary first: kindergartens in Liechtenstein (and Switzerland) are not day care facilities. They are de facto part of the compulsory school system, but they are only compulsory subject to conditions for foreign-language children (one year). Like all public schools, kindergarten is free of charge and generally lasts two years. From the fourth year of life, nearly 100 per cent of children in Liechtenstein attend kindergarten before entering primary school.

56. The day-care nurseries are pure day care facilities. Since the early 1970s, there have been nurseries in Liechtenstein. Since 1989, they have been organized as an association, to which nine day care nurseries belong. Since 2009, this association also has offered day structures for kindergarten and school children in five municipalities.

57. The term "day structure" is an umbrella term for combined teaching and day care offerings for kindergarten and school children. The participating primary schools and kindergartens work together with the Day Care Association for purposes of the day structures. The day care nurseries and day structures took care of an average of 349 children between the ages of four months and 13 years in 2009. Additionally, there are private day care nurseries in three municipalities, the precise figures for which are unknown.

58. Generally, the term "day school" refers to a scholastic institution with scholastic offerings throughout an entire day, consisting of classroom instruction, a supervised lunch table, homework assistance, and structured free time. It is based on a special pedagogical concept. Teaching staff and supervisors work together closely in the same place, and the transition between instruction and supervision is seamless. Until 2011, the primary school in Schaan is offering a day school pilot program. In August 2010, the Vaduz day school started with two day school classes. The offerings are available every day during school weeks. Children registered for day school are required to participate in the day school offerings, with the exception of two afternoons each week. Currently, 65 children attend a day school in Schaan or Vaduz.

Liechtenstein Day School Association (number of children enrolled in 2009):

| | |
|-----------|-------------|
| 0-1 year | 16 children |
| 1-3 years | 87 children |

³ Law of 26 November 2003 amending the General Civil Code (labour contract law), LGBl. 2002, No. 276.

3-6 years 153 children

6-13 years 93 children

Total 349 children

Children enrolled in private day care facilities in 2009 (Children's Oasis Association, Vaduz and Mauren; Waldorf School, Schaan; Parent-Child Forum, Vaduz; SINI Kidz Highway, Schaan):

Total 535 children

59. Unfortunately, no information can be provided concerning the breakdown by gender or, in some cases, age. The Day Care Association is the largest provider in Liechtenstein. The number of children enrolled in private day care institutions is very high, since the day care provided is often "flexible", i.e., the children are only taken care of "spontaneously" on an hourly basis.

Reply to the issues raised in paragraph 25 of the list of issues

60. No new projects to promote gender equality in the field of social insurance have been launched since submission of the report in 2009.

Reply to the issues raised in paragraph 26 of the list of issues.

61. Many women in Liechtenstein expressly seek part-time employment in order to combine family work with work outside the home. Often, full-time employment is not the goal. Women can find placement in full-time jobs without special measures using the Labour Market Service (AMS), so that no special promotion programmes are necessary in this area. The AMS does not know of any specific feedback or desires of the persons concerned that would indicate the need for measures in this area.

62. In order to facilitate reintegration of women in the labour market after prolonged "absence" due to family work, the AMS has developed a special promotion programme called "Coming Back". This is a half-day programme with a practical component and lasts 13 weeks. The activation program includes job application and communication training, for instance. The women assess their situation, learn to recognize their strengths and potential, and are prepared for re-entering the labour market in a targeted manner. During their practical training, they can gain practical experience in a field of work. The success rate of the last round of the programme was 91 per cent, i.e., 91 per cent of the participants found work within three months of the end of the programme.

63. No new projects to promote gender equality in the workplace and in management positions have been launched since submission of the report in 2009. The focus in recent months has been on establishing and continuing the diverse ongoing measures and projects that were already mentioned in the report in August 2009.

Reply to the issues raised in paragraph 27 of the list of issues

64. The Gender Equality Act provides that women harassed at work shall, a first step, lodge a complaint in writing at their place of work. If the complaint is not taken seriously by the business, a complaint may be lodged with the competent arbitration office and subsequently with the court. So far, the Court of Justice has not had to deal with any cases relating to sexual harassment.

Health

Reply to the issues raised in paragraph 28 of the list of issues

65. No additional measures have been taken since submission of the report in 2009. The focus is on prevention and psychosocial counselling in the case of pregnancy conflicts. Numerous facilities are available for women seeking free and anonymous advice.

Older women

Reply to the issues raised in paragraph 29 of the list of issues

66. In brief, the "Women's Lives 50+" study, which was mentioned in the fourth periodic report, drew the following conclusions on the situation of women over 50: Women over 50 have a lower formal level of education than men in the same age group, and older women have a lower level of education than younger women. 45 per cent of the women between 50 and 64 are working. Part-time work in this age group primarily affects women; many of the women are engaged in simple activities (without management responsibilities and specific qualifications). The risk of long-term unemployment is greater for older female workers than for younger ones, while gender apparently plays a subordinate role in this regard. With respect to the income situation, a significant gender gap is apparent: 62 per cent of men have a net income higher than CHF 4,500.00 per month (income from self-employed or employed work, pension income), while only 28 per cent of the women in the investigated age group are in this income class. About 10 per cent of the women between 50 and 65 perform private care services. Nearly one quarter of the persons providing care feel overburdened. Moreover, women in the investigated age group often experience more health limitations than men. It is also striking that persons with a higher income level feel subjectively healthier.

67. Some of the recommendations in the "Women's Lives 50+" catalogue of measures have already been implemented.

Support for relatives providing care

68. The demands on caregivers are becoming increasingly difficult and require considerable energy and patience. The difficulties in balancing family, work and care lead to emotional fatigue and exhaustion in the long run. The Old-Age Care Contact and Counselling Office (KBA) organizes discussion evenings for relatives providing care, so that they may exchange ideas and benefit from each other in a protected environment. In 2009, three discussion evenings took place with three participants each. Due to lack of interest, no meetings took place this year.

"Taking care of relatives – How do I take care of myself?"

69. As part of the Government campaign entitled "Living Consciously", the KBA organized a course for care-giving relatives in November 2009. The 16 participants considered the possibilities for dealing with their multiple burden every day and for balancing their energy better. On 11 and 18 May 2010, another course for relatives took place entitled "Living with confused people". Nine people took part. In 2011, another course for care-giving relatives with 3 modules is planned.

Nursing and care allowance

70. On 1 January 2010, the new Ordinance on Nursing and Care Allowance for Domestic Care (BPGV) entered into force. Relatives of a person in need of nursing and

care within the family can contact a specialized office. The office offers competent counselling and, together with the family's physician and the caregivers in the home, develops a care and nursing concept. The degree of need of care and nursing is ascertained and the level of performance is defined. On the basis of the care and nursing concept and the recommended amount of the nursing and care allowance, the Old Age and Survivors Insurance/Disability Insurance office dispenses the funds. The nursing allowance was also increased to CHF 180.00 per day. Thanks to the overall package, private 24-hour care has been improved.

Lectures and conferences

71. In autumn 2010, the Office of Gender Equality discussed the topic of old age in the cross-border event series on "Gender Health". Through lectures, a brochure and an exhibit, the topic of body images was discussed.

72. Infra – the Information and Contact Centre for Women, the Bureau for Sexual Matters, and Gutenberg House addressed the topic of "Women – Menopause – Change" in a conference in November 2010. The conference provided an overview of menopause and offered workshops on the topic.

Disadvantaged groups of women

Reply to the issues raised in paragraph 30 of the list of issues.

73. Firstly, the employability of women with disabilities is improved with the following educational offerings: The Alpstein Education Club offers adult education for people with mental disabilities in the Swiss cantons of St. Gallen and Appenzell and the Principality of Liechtenstein. The educational offerings are advertised twice a year. The current offerings range from a computer course and self-determination to wheelchair dancing and language and massage courses. The Therapeutic-Pedagogical Centre in Liechtenstein offers courses on the topics of cultural techniques and orientation in the environment for employees in the workshops. The Liechtenstein Seniors Association has operated a Computeria since 2002. Seniors help each other with problems relating to computers. People with disabilities are also welcome. Through the Social Pedagogical Office, the Liechtenstein Association of People with Disabilities supports and accompanies people with disabilities in regard to continuing education and facilitates course attendance by providing financial support. The State of Liechtenstein supports the educational wishes of a deaf woman by funding a sign language interpreter during classroom instruction.

74. Secondly, various measures and projects aim to make the job search more successful for women with disabilities. The Brandis Work and Integration Project (ABP), an initiative of the Association for Assisted Living, offers services for professional rehabilitation and integration with training opportunities in various activity areas. ABP also offers care at the external workplace as a means to secure employment. Liechtenstein Disability Insurance supports potential employment with various services. It offers career counselling, assumes the additional costs for professional basic and continuing employment due to disability and funds trial employment relationships to assess employability. With capital assistance, it encourages disabled persons to start up their own business. Wage subsidies motivate businesses to employ people with reduced work performance. An important instrument is early assessment. The purpose is to prevent disability cases to the extent possible thanks to early intervention and reintegration measures. The Social Pedagogical Office of the Liechtenstein Association of People with Disabilities supports persons seeking work by means of meticulous joint consideration of realistic employment options and demands at the future workplace and it helps in the job search.

75. Based on the experience of the Social Pedagogical Office, the chances of success in finding employment on the primary labour market for people with disabilities are very modest, despite the broadly based efforts.

Reply to the issues raised in paragraph 31 of the list of issues

Female migrants

76. After primary school, the Liechtenstein education system provides for tracking into three types of secondary schools: the Oberschule is the lowest track, the Realschule is the middle track and the Gymnasium is the highest track. Liechtenstein and Swiss children have approximately the same level of success in education. Children who are EEA nationals are significantly overrepresented in the Oberschule and underrepresented in the Gymnasium. This is even more true of children from third countries (see following table). In general, girls have more success in education than boys. There are no statistics on the representation of female migrants at the tertiary level.

Classification according to school type and gender (school year 2009/2010; in %)

| | Liechtenstein | | Switzerland | | EEA | | Others | |
|-------------|---------------|--------|-------------|--------|------|--------|--------|--------|
| | male | female | male | female | male | female | male | female |
| School type | | | | | | | | |
| Oberschule | 16.6 | 13.8 | 22.8 | 18.6 | 45.3 | 37.2 | 61.9 | 62.7 |
| Realschule | 46.9 | 38.6 | 35.1 | 39.0 | 28.4 | 27.3 | 25.4 | 25.4 |
| Gymnasium | 36.5 | 47.6 | 42.1 | 42.4 | 26.3 | 35.5 | 12.7 | 11.9 |
| Total % | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Total N | 687 | 683 | 57 | 59 | 148 | 121 | 63 | 67 |

Source: Office of Education, Office of Statistics; Education Statistics 2009

77. The segments of the population with Liechtenstein nationality or from the regions of Western Europe/Northern Europe/North America (most of whom are German speakers from Switzerland, Austria and Germany) have a significantly higher level of education than those from foreign-language regions of origin. The lowest level of education is that of migrants from Turkey and more remote regions of the world, followed by the population from Southern European Mediterranean countries and the Eastern/South-eastern European region (see following table).

Highest level of education completed by nationality groups, year 2000 (row percentage)

| Origin | No education | | Secondary level I | | Secondary level II | | Tertiary level | | Total % | Total number |
|---------------------------------------|--------------|-------|-------------------|-------|--------------------|-------|----------------|-------|---------|--------------|
| | men | women | men | women | men | women | men | women | | |
| Liechtenstein | 3.9 | 4.8 | 16.9 | 39.7 | 53.5 | 49.1 | 25.6 | 6.4 | 100 | 15,223 |
| Western/Northern Europe/North America | 2.3 | 2.9 | 9.3 | 23.3 | 50.7 | 56.7 | 37.7 | 17.0 | 100 | 6,037 |
| Southern Europe | 8.1 | 9.0 | 67.3 | 69.4 | 22.0 | 19.9 | 2.6 | 1.7 | 100 | 1,724 |
| Eastern/Southeastern Europe | 15.2 | 15.2 | 40.9 | 48.0 | 35.6 | 29.3 | 8.3 | 7.6 | 100 | 792 |
| Turkey/Middle East/North Africa | 24.2 | 30.5 | 57.7 | 58.0 | 14.5 | 10.2 | 3.6 | 1.3 | 100 | 474 |
| Sub-Saharan Africa/Latin | 19.2 | 13.0 | 43.8 | 43.1 | 15.1 | 30.9 | 21.9 | 13.0 | 100 | 196 |

| <i>Origin</i> | <i>No education</i> | <i>Secondary level I</i> | <i>Secondary level II</i> | <i>Tertiary level</i> | <i>Total %</i> | <i>Total number</i> | | | |
|-----------------------------|---------------------|--------------------------|---------------------------|-----------------------|----------------|---------------------|-------|-------|--------|
| <i>America/Asia/Oceania</i> | | | | | | | | | |
| Total (percentage) | 4.7 | 5.4 | 21.3 | 37.9 | 48.4 | 47.9 | 25.6 | 8.7 | 100 |
| Total (number) | 572 | 674 | 2,565 | 4,703 | 5,826 | 5,942 | 3,081 | 1,084 | 24,446 |

Source: Office of Statistics; Census 2000

Asylum-seeking women

78. Asylum-seeking women and girls are placed in the asylum centre, where they are taken care of. To the extent possible, they are placed in housing separate from men. The individual rooms can also be locked, so that women and girls do not have to fear sexual assault in their sleeping areas.

79. If there is suspicion of sexual offences, sexual exploitation, or an indication of human trafficking, the employees of the asylum centre immediately inform the National Police and the Passport and Immigration Office, which do their utmost to protect the asylum-seeking women and girls and seize appropriate measures.

80. If indications of sexual exploitation or human trafficking surface already during the asylum interview, these indications are reviewed as part of the asylum procedure, and woman-specific questioning is carried out, i.e., the questioning is conducted only by female staff members.

Marriage and family

Reply to the issues raised in paragraph 32 of the list of issues.

81. Parliament will consider the Report and Application concerning a Law on Registered Domestic Partnerships of Same Sex Couples in December 2010 in a first reading.

82. According to the model of the neighbouring countries of Switzerland, Austria, and Germany, a new institution, the registered partnership of same sex couples, will be introduced. This will make an important contribution to overcoming the social stigmatization and discrimination of homosexuality. According to the draft law, the registered partnership will be certified at the Civil Registry Office. A regime of separate property will apply both for the duration of the registered partnership and in the event of its dissolution. The couple is free, however, to arrange a splitting of the increase in property achieved during the registered partnership in the event of its dissolution, analogously to marital law. With respect to inheritance law, social insurance law, occupational retirement provision, the law governing foreigners and naturalization, tax law and the other areas of public law, registered couples will be treated equally to marital couples. Grounds for exclusion and recusal of officials and the right to refuse testimony will be analogous to the rules applicable to married couples. In addition to registered partnerships, the new rules will also apply to de facto domestic partnerships (heterosexual and homosexual couples living together).

83. The Partnership Act itself therefore only governs same sex partnerships. As part of this legislative project, however, various other laws will be adjusted to grant couples living in a de facto domestic partnership the same treatment in various areas as married couples or same sex registered couples.

Reply to the issues raised in paragraph 33 of the list of issues.

84. A draft revision of the inheritance law currently exists, but it is not yet fully developed and will presumably be changed substantially. Since the content of the proposal is not yet definite, question 33 can only be answered in more detail with respect to the timeline. The current planning expects the proposal to be considered by Parliament in 2011. As of yet, it is uncertain whether the first reading can already take place in the first half of the year.
