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Universal periodic review

Report of the Working Group on the Universal Periodic Review*

Switzerland

* The annex is being circulated without formal editing, in the languages of submission only.



Introduction

1. The Working Group on the Universal Periodic Review, established in accordance with Human Rights Council resolution 5/1, held its forty-second session from 23 January to 3 February 2023. The review of Switzerland was held at the 9th meeting, on 27 January 2023. The delegation of Switzerland was headed by the State Secretary, Federal Department of Foreign Affairs, Livia Leu. At its 15th meeting, held on 1 February 2023, the Working Group adopted the report on Switzerland.
2. On 11 January 2023, the Human Rights Council selected the following group of rapporteurs (troika) to facilitate the review of Switzerland: Belgium, Kyrgyzstan and Malawi.
3. In accordance with paragraph 15 of the annex to Human Rights Council resolution 5/1 and paragraph 5 of the annex to Council resolution 16/21, the following documents were issued for the review of Switzerland:
 - (a) A national report submitted/written presentation made in accordance with paragraph 15 (a);¹
 - (b) A compilation prepared by the Office of the United Nations High Commissioner for Human Rights (OHCHR) in accordance with paragraph 15 (b);²
 - (c) A summary prepared by OHCHR in accordance with paragraph 15 (c).³
4. A list of questions prepared in advance by Belgium, Germany, Liechtenstein, Panama, Portugal, on behalf of Group of Friends on national mechanisms for implementation, reporting and follow-up, Slovenia, Spain and the United Kingdom of Great Britain and Northern Ireland was transmitted to Switzerland through the troika. These questions are available on the website of the universal periodic review.

I. Summary of the proceedings of the review process

A. Presentation by the State under review

5. The Swiss delegation stated that the preparatory work for the drafting of the report had been carried out in close consultation with the cantons and non-governmental organizations.
6. With regard to the commitments made during the third cycle of the universal periodic review, Switzerland had ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention), which had entered into force for the country in 2018. Switzerland had also ratified the International Labour Organization (ILO) Protocol of 2014 to the Forced Labour Convention, 1930 (No. 29), which had also entered into force in 2018. The parliamentary discussions concerning the ratification of the ILO Violence and Harassment Convention, 2019 (No. 190) were ongoing.
7. Switzerland recognized the need to set up a national human rights institution. The legal foundation for the establishment of this institution had been approved by the Federal Council on 13 December 2019 and had been adopted by the parliament, with some amendments, on 1 October 2021. Since April 2022, a working group has been laying the groundwork for the establishment of the institution, which was to be set up in 2023.
8. Switzerland was firmly committed to promoting gender equality, as demonstrated by its national strategy – the Equality Strategy 2030 – which had been adopted in 2021 and is applicable to both cantons and municipalities. Under the Constitution, men and women were entitled to equal pay for work of equal value. The figures showed that there was still progress to be made in that regard. An amendment had therefore been made to the Gender Equality Act that had entered into force in 2020. Furthermore, Switzerland had recently strengthened

¹ [A/HRC/WG.6/42/CHE/1](#).

² [A/HRC/WG.6/42/CHE/2](#).

³ [A/HRC/WG.6/42/CHE/3](#).

its instruments for preventing and combating gender violence by adopting, in June 2022, the National Plan for the Implementation of the Istanbul Convention 2022–2026.

9. Switzerland considered it an ongoing duty to be continually working to combat all forms of racism, including online incidents. In this connection, Switzerland sought, among other things, to promote media literacy and opinion formation and to strengthen information-sharing and awareness-raising. In June 2023, a report on the existing measures and means used to combat hate speech was to be published.

10. The significant progress made in combating trafficking in persons and sexual exploitation included the adoption, in late December 2022, of the third National Action Plan against Trafficking in Persons and the implementation, within the framework of the asylum procedure, of processes for identifying and providing assistance to potential victims of trafficking.

11. Switzerland was striving to implement a migration policy that facilitated the integration of foreign nationals arriving in Switzerland and provided for a functional and efficient asylum system. In order to achieve this, the Asylum Act had been amended and the Swiss asylum procedure had been completely overhauled. A “fast-track” procedure had been introduced in 2019. In 2022, the Government had established Protection Status “S” in response to the large number of people fleeing Ukraine.

12. With regard to human rights and the private sector, Switzerland encouraged companies to behave responsibly in order to contribute to sustainable development. Two government action plans supported and promoted due diligence procedures.

13. Over the past few years, certain popular initiatives that touched on non-peremptory norms of public international law had been accepted. In implementing them, however, the Federal Council and the parliament had managed to accommodate the relevant international requirements. Faced with questions about the incompatibility of popular initiatives with certain non-binding provisions of international law, the Federal Council has examined several solutions that have not, however, managed to gain majority support in the parliament.

B. Interactive dialogue and responses by the State under review

14. During the interactive dialogue, 118 delegations made statements. Recommendations made during the dialogue are to be found in section II of the present report.

15. Canada, Chad, Chile, China, Colombia, Congo, Costa Rica, Côte d’Ivoire, Croatia, Cuba, Cyprus, Denmark, Dominican Republic, Ecuador, Egypt, El Salvador, Estonia, Fiji, Finland, France, Gabon, Gambia, Georgia, Germany, Ghana, Greece, Iceland, India, Indonesia, Iran (Islamic Republic of), Iraq, Ireland, Israel, Italy, Jordan, Kazakhstan, Kenya, Kyrgyzstan, Lebanon, Libya, Liechtenstein, Luxembourg, Malawi, Malaysia, Maldives, Malta, Marshall Islands, Mauritania, Mauritius, Mexico, Mongolia, Montenegro, Morocco, Mozambique, Namibia, Nepal, Netherlands (Kingdom of the), New Zealand, Niger, Nigeria, North Macedonia, Norway, Oman, Pakistan, Panama, Paraguay, Argentina, Philippines, Poland, Portugal, Qatar, Russian Federation, Rwanda, Senegal, Serbia, Sierra Leone, Slovakia, Slovenia, Somalia, Spain, Sri Lanka, State of Palestine, Sudan, Syrian Arab Republic, Thailand, Timor-Leste, Togo, Türkiye, Turkmenistan, Ukraine, United Kingdom of Great Britain and Northern Ireland, United States of America, Uruguay, Vanuatu, Venezuela (Bolivarian Republic of), Viet Nam, Yemen, Zambia, Afghanistan, Albania, Algeria, Angola, Peru, Armenia, Australia, Azerbaijan, Bahrain, Bangladesh, Belarus, Belgium, Bhutan, Botswana, Brazil, Bulgaria, Burkina Faso, Burundi, Cabo Verde and Cameroon made statements. The complete version of the statements can be found in the webcast archived on the United Nations website.⁴

16. Switzerland thanked the delegations who had taken part in the dialogue and gave the following responses to their questions and recommendations.

⁴ Available at <https://media.un.org/en/asset/k11/k11a79f9z7>.

17. The delegation provided additional information on the establishment of a national human rights institution and noted that its independence would allow it to define its own activities. The national human rights institution, whose mandate would be to promote and protect human rights, would not act as an ombudsman and would not be competent to deal with individual complaints, mainly because of the delimitations between federal and cantonal jurisdictions.

18. Since the previous universal periodic review of Switzerland, several significant legislative reforms had been completed. Following a referendum, a legislative reform allowing all couples to marry had come into effect in 2022, placing same-sex couples on an equal footing with other couples. Since early 2022, transgender persons and persons with differences in sex development have been able to have the indication of their gender and first name changed quickly simply by making a declaration to the civil registry.

19. The principle of equality and non-discrimination was firmly anchored in the legal system, even though Switzerland did not have a comprehensive federal law to combat all forms of discrimination.

20. With regard to the prevention of torture, the Swiss legal system was in conformity with the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment. The criminal laws in force covered all conduct that could be classed as an act of torture. Conscious of the lack of a specific provision, however, the parliament was considering the possibility of establishing a criminal law expressly penalizing torture.

21. Various measures to protect victims of domestic violence and harassment had been adopted, including the reform of the Criminal Code that had come into effect on 1 July 2020. The criminal laws penalizing sexual offences were being amended, and the question of redefining rape, on the basis of either refusal or consent, was being discussed in the parliament.

22. In accordance with its legislative programme, the Government would develop a national strategy for balancing work and family life in 2023, as well as a dispatch setting out specific measures in this area. One of the key issues in achieving work-life balance was childcare outside the family. The delegation provided additional information on measures taken to promote gender equality and women's rights.

23. Each asylum application was given careful individual consideration, taking into account the specific needs of each case, whether it was examined under the Dublin procedure or the national asylum procedure. The procedure in place took into account the specific situation and needs of different groups, such as women, LGBTIQ+ persons, persons with disabilities, accompanied and unaccompanied minors, and victims of trafficking in persons, among others. In 2019, Swiss law had been amended to strengthen the protection afforded to unaccompanied minors. In particular, measures had been taken to guarantee the provision of appropriate reception conditions and care in federal asylum centres.

24. Switzerland was not considering ratifying the Convention on the Reduction of Statelessness of 1961. However, it would continue to work effectively and resolutely to reduce statelessness and protect the legal rights of stateless persons.

25. Switzerland did not intend to ratify the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. However, it was actively working to promote equality and protection for foreign workers. The Foreign Nationals and Integration Act provided for various measures to protect foreign workers and ensure their respectful treatment in terms of their working conditions and wages.

26. With regard to treatment of asylum-seekers in federal asylum centres, a former federal judge, Niklaus Oberholzer, examined the question of whether acts of violence were routinely carried out in these centres. He found that this was not the case and that fundamental and human rights were respected. However, he recommended that improvements be made in a number of areas. As part of the follow-up to the recommendations made by this former federal judge, the Federal Council had made available for consultation, until 3 May 2023, the legislative amendments relating to the use of coercion or police measures, the delegation of competence to providers of security services and the disciplinary regime.

27. New laws on corporate liability had entered into force in 2022. The delegation noted that, in 2022, a report on the sustainability of the financial market had been adopted. Switzerland had defined the next steps to be taken to prevent greenwashing in the financial markets. Lastly, it was decided that the standards for corporate reporting on climate issues should be made clearer.

28. With regard to issues that fell within the competence of the cantons, the delegation mentioned the fight against discrimination under cantonal integration programmes which, since 2014, had been working to encourage the integration of foreigners at the national level while taking specific local conditions into account. From 2024 onward, these programmes would be complemented by stronger social measures.

29. With regard to cases of racially motivated police violence reported in previous years, the authorities believed that in-depth training and regular awareness-raising efforts were the most effective ways to prevent racial profiling. The cantons were making an active contribution by regularly reviewing their practices, and several had taken steps to increase the efficiency and quality of their oversight measures.

30. Switzerland did not have an institutionalized mechanism for coordinating the efforts of the Confederation and the cantons to implement the universal periodic review recommendations. An interdepartmental working group – the Working Group on Human Rights – coordinated communication with the treaty bodies and the reports for all other international organizations. It ensured that information was distributed to the cantons and coordinated the follow-up and implementation of recommendations. After the fourth cycle of the universal periodic review, a round-table discussion would be held between the Working Group and various stakeholders to develop sound, inclusive implementation strategies.

31. With regard to the fight against climate change within the framework of the Paris Agreement, Switzerland had set itself the target of reducing its emissions by at least 50 per cent by 2030 in relation to 1990. The 2030 climate target was subject to the CO₂ Act. On 13 June 2021, the amendment of the third CO₂ Act had been rejected by referendum. The Swiss parliament had voted in favour of an indirect counterproposal to the popular initiative known as the Glacier Initiative, the purpose of which was to achieve net zero greenhouse gas emissions.

32. Freedom of expression and freedom of the media were guaranteed in Switzerland by the Federal Constitution and by ratified international instruments. Criticism had been levelled at some legal provisions, but the authorities responsible for enforcing those instruments must in all instances interpret them in the light of the need to uphold freedom of expression and freedom of the media. This was done under court supervision, taking particular account of the case law of the European Court of Human Rights.

33. The Federal Council regularly analysed the national legal and political order with a view to ratifying additional instruments. As Switzerland was a State party to the Convention for the Protection of Human Rights and Fundamental Freedoms (European Convention on Human Rights), the ratification of the Optional Protocol to the International Covenant on Civil and Political Rights was not a priority at that time, nor was ratification of the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights. The Federal Council would make the necessary clarifications regarding the Optional Protocol to the Convention on the Rights of Persons with Disabilities in 2023.

34. The Confederation considered it to be an ongoing duty to combat racism and racial discrimination in all their forms, including their structural dimension, and it coordinated response and prevention measures. Owing to the federal nature of the system and the cross-cutting nature of the issues at stake, a multitude of actors and institutions assumed responsibilities in this area. The delegation has described initiatives taken in four areas: (a) monitoring activities have been carried out for a decade now to provide an overview of public attitudes concerning diversity and racism and the scope of reports of racial discrimination; (b) information-sharing and awareness-raising focusing especially on schools but also concerning online racist hate speech; (c) networking and support, in close collaboration with civil society organizations; and (d) protection, with an emphasis on access to counselling and legal safeguards.

35. Protecting children against violence was primarily the responsibility of the cantons. However, the Confederation played a coordinating role, collaborated with the cantons and private organizations, and granted financial assistance for the development of programmes and projects in this field. The new provisions of the Civil Code on the right and duty to inform the Child and Adult Protection Authority, which had entered into force in 2019, strengthened the protection of children against abuse.

36. Since the adoption of the Federal Act on the Elimination of Discrimination against People with Disabilities some 20 years previously, conditions that were important for the realization of the rights of persons with disabilities in all areas of life had been established. In this context, the Federal Department of Home Affairs was responsible for proposing a strategy and a national action plan. A report on the national strategy for persons with disabilities for 2023–2026, which would be published in 2023, provided for further advances in this area.

37. Switzerland had acceded to multilateral conventions in the fields of administrative assistance in tax matters and had instruments for increasing tax transparency and combating tax evasion and fraud at the international level. Switzerland exchanged tax information, either on request or automatically, with more than 100 States in accordance with the regulations of the Organisation for Economic Co-operation and Development. Switzerland was an active member of the competent institutions in this area, and bank secrecy was no longer practised at the international level. Switzerland was actively involved in the search for national and international solutions to combat illicit financial flows from developing countries. Lastly, a bill intended to increase transparency and facilitate the identification of the beneficial owners of corporate entities was to be developed by the second quarter of 2023.

38. In conclusion, the delegation noted that the universal periodic review was a mechanism that strengthened the national discussion on human rights and encouraged Switzerland to analyse issues and challenges related to respect for human rights and to continue making improvements in that regard. Switzerland was proud to have made concrete progress since its third universal periodic review in 2017. Nevertheless, further efforts must be made. The recommendations received during the fourth cycle of the review would be given the most careful consideration, in close consultation with the cantons responsible for implementing them.

II. Conclusions and/or recommendations

39. **The following recommendations will be examined by Switzerland, which will provide responses in due time, but no later than the fifty-third session of the Human Rights Council:**

39.1 **Intensify efforts to ratify the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Ghana);**

39.2 **Move towards ratification of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Chile);**

39.3 **Reconsider ratifying the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Indonesia);**

39.4 **Consider ratifying the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Bangladesh) (Mauritania);**

39.5 **Accede to the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, and promote national policies on migrants and family reunification (Egypt);**

39.6 **Accede to the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Kyrgyzstan) (Rwanda);**

- 39.7 **Ratify the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, in order to consolidate the achievements of its integration and social cohesion policy (Togo);**
- 39.8 **Ratify the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Algeria) (Burkina Faso) (Côte d'Ivoire) (El Salvador) (Morocco) (Niger) (Sri Lanka);**
- 39.9 **Accede to the Optional Protocol to the International Covenant on Civil and Political Rights (Liechtenstein) (Rwanda);**
- 39.10 **Ratify the Optional Protocol to the International Covenant on Civil and Political Rights (Chile) (Finland) (Malta) (Türkiye);**
- 39.11 **Consider accession to the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights and the Optional Protocol to the International Covenant on Civil and Political Rights (Slovakia);**
- 39.12 **Consider ratifying the Optional Protocol to the International Covenant on Civil and Political Rights and the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Sierra Leone);**
- 39.13 **Ratify the Optional Protocols to the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights and the Convention on the Rights of Persons with Disabilities, regarding individual communications (Ecuador);**
- 39.14 **Step up efforts to adhere to international human rights conventions, in particular the first Optional Protocol to the International Covenant on Civil and Political Rights and the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights (Italy);**
- 39.15 **Accede to the Optional Protocol to the Convention on the Rights of Persons with Disabilities, the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights and the Optional Protocol to the International Covenant on Civil and Political Rights, on communications procedures (Spain);**
- 39.16 **Accept the individual communications procedures under the Optional Protocol to the International Covenant on Civil and Political Rights, the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights and the Optional Protocol to the Convention on the Rights of Persons with Disabilities (France);**
- 39.17 **Ratify the Optional Protocols to the Convention on the Rights of Persons with Disabilities, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights (Bolivarian Republic of Venezuela);**
- 39.18 **Ratify the Optional Protocol to the International Covenant on Civil and Political Rights, on a communications procedure, the Optional Protocol to the Convention on the Rights of Persons with Disabilities and the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Paraguay);**
- 39.19 **Accede to the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights (Rwanda);**
- 39.20 **Ratify the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights (Finland);**
- 39.21 **Consider acceding to the Optional Protocol to the Convention on the Rights of Persons with Disabilities (Italy);**
- 39.22 **Consider accession to the Optional Protocol to the Convention on the Rights of Persons with Disabilities (Slovakia);**

- 39.23 **Accede to the Optional Protocol to the Convention on the Rights of Persons with Disabilities (Gabon);**
- 39.24 **Ratify the Optional Protocol to the Convention on the Rights of Persons with Disabilities (Finland);**
- 39.25 **Ratify the Optional Protocol to the Convention on the Rights of Persons with Disabilities and repeal laws and policies that restrict the recognition of any person with disabilities as a subject of rights before the law (Mexico);**
- 39.26 **Accede to the 1961 Convention on the Reduction of Statelessness, which would improve the rights of stateless persons and persons at risk of statelessness on its territory (North Macedonia);**
- 39.27 **Ratify the 1961 Convention on the Reduction of Statelessness (Congo) (Côte d'Ivoire);**
- 39.28 **Become party to the 1961 Convention on the Reduction of Statelessness and to the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Azerbaijan);**
- 39.29 **Give favourable consideration to ratification of the 1960 Convention against Discrimination in Education (Mauritius);**
- 39.30 **Ratify the 1960 Convention against Discrimination in Education (Rwanda);**
- 39.31 **Ratify the Violence and Harassment Convention, 2019 (No. 190) of the International Labour Organization (El Salvador) (Uruguay);**
- 39.32 **Ratify the WHO Framework Convention on Tobacco Control and its Protocol to Eliminate Illicit Trade in Tobacco Products (Panama);**
- 39.33 **Accelerate the ratification process for the Treaty on the Prohibition of Nuclear Weapons (Vanuatu);**
- 39.34 **Take further action necessary to ratify the International Convention on the Elimination of All Forms of Racial Discrimination and the Convention on the Rights of Persons with Disabilities (North Macedonia);**
- 39.35 **Withdraw the reservations to article 2 (1) (a) and article 4 of the International Convention on the Elimination of All Forms of Racial Discrimination (Namibia);**
- 39.36 **Introduce structured coordination between the Confederation, the cantons and civil society regarding the implementation of the recommendations made in the universal periodic review, to ensure that all parts of the Swiss system of government are informed about human rights issues (Dominican Republic);**
- 39.37 **Implement further the Swiss Guidelines on Human Rights 2021–2024 (Kyrgyzstan);**
- 39.38 **Continue its considerable efforts to strengthen its human rights legislative and institutional frameworks (Sudan);**
- 39.39 **Strengthen mechanisms to ensure that the compatibility of citizens' initiatives with the obligations of Switzerland under the international human rights instruments to which it is a party is subject to verification before such initiatives are subjected to a vote (Dominican Republic);**
- 39.40 **Consider ways to ensure popular referendums are consistent with the international human rights treaties to which Switzerland is a party (Australia);**
- 39.41 **Stop the policy of imposing and implementing unilateral coercive measures and take the necessary measures to eliminate compliance and over-compliance by companies and banks under its jurisdiction with unilateral coercive measures regimes imposed by other countries (Syrian Arab Republic);**

- 39.42 **Refrain from using unilateral coercive measures that adversely affect social and economic human rights and the achievement of the Sustainable Development Goals everywhere (Belarus);**
- 39.43 **Eradicate, do not consent to and refrain from imposing unilateral coercive measures, which are illegal and violate human rights, against sovereign States (Bolivarian Republic of Venezuela);**
- 39.44 **Respond favourably and without obstacles to requests from countries of origin to recover their funds that have been illegally transferred abroad (Algeria);**
- 39.45 **Accelerate the asset recovery process in favour of countries of origin, and use it, whenever possible, as a contribution to fund the implementation of Sustainable Development Goal 16 (Angola);**
- 39.46 **Take appropriate measures to reverse the burden of proof in the field of freezing, confiscation and repatriation of assets of illicit origin, in accordance with international human rights standards (Angola);**
- 39.47 **Revise article 261 bis of the Swiss Criminal Code on discrimination and hate crimes, in line with the decision of the European Court of Human Rights regarding the Perinçek case (Türkiye);**
- 39.48 **Demonstrate, as the global centre of human rights and humanitarian work, the host of the headquarters of the United Nations and a member of the Security Council, principled leadership in responding to the mass violations of human rights taking place in Afghanistan, including by leading the establishment of a dedicated accountability mechanism (Afghanistan);**
- 39.49 **Ensure its engagement is contingent on respect for the human rights and fundamental freedoms of the people of Afghanistan, especially those of women, children, persons with disabilities and minorities (Afghanistan);**
- 39.50 **Enhance the participation of peasants in making their own policies, programmes and projects and protecting their rights, in line with the United Nations Declaration on the Rights of Peasants and Other People Working in Rural Areas (Egypt);**
- 39.51 **Establish a national human rights institution in line with the principles relating to the status of national institutions for the promotion and protection of human rights (the Paris Principles) (Zambia);**
- 39.52 **Make full use in practice of the capacities of the newly created national human rights institution (Ukraine);**
- 39.53 **Pursue efforts towards the effective establishment of a national institution in accordance with the Paris Principles (Gabon);**
- 39.54 **Ensure the independence and impartiality of the newly established human rights institution (Mongolia);**
- 39.55 **Ensure the necessary environment for the national human rights institution to work in an independent manner (Timor-Leste);**
- 39.56 **Provide the necessary support to the national human rights institution in order to enable it to undertake its mandate properly and in line with the Paris Principles (Qatar);**
- 39.57 **Finalize the process of establishing its national human rights institution and give it a broad mandate in accordance with the Paris Principles (Niger);**
- 39.58 **Envisage the necessary measures to align the national human rights institution with the Paris Principles (Lebanon);**

- 39.59 Undertake a revision of the legislation on the establishment of the national human rights institution to bring it fully into conformity with the Paris Principles (India);
- 39.60 Ensure the independence and compliance with the Paris Principles of the national human rights institution (Cyprus);
- 39.61 Establish as soon as possible an independent national human rights institution with a broad mandate to protect rights and with adequate human and financial resources, in accordance with the Paris Principles (Dominican Republic);
- 39.62 Finance adequately the work of the national human rights institution, in order to fully comply with the Paris Principles (Ecuador);
- 39.63 Provide the national human rights institution with the necessary financial and human resources to ensure its independence and to enable it to carry out its mandate in accordance with the Paris Principles (Germany);
- 39.64 Ensure sufficient funding is made available to its future national human rights institution in order to enable it to be independent and to comply with its mandate and the Paris Principles (Liechtenstein);
- 39.65 Ensure the full independence of the work of the national human rights institution and provide it with the necessary financial resources for its work (Mauritania);
- 39.66 Ensure that resourcing is made available to the future national human rights institution to ensure its independence and enable it to comply with its mandate and the Paris Principles (New Zealand);
- 39.67 Adequately resource and empower the national human rights institution to fulfil its mandate in full conformity with the Paris Principles (Philippines);
- 39.68 Provide sufficient funding for the national human rights institution to enable it to fulfil its mandate (Sierra Leone);
- 39.69 Ensure Switzerland's national human rights institution has appropriate resources and budget to fully implement its mandate, once established (Australia);
- 39.70 Assign sufficient human and material resources to the national human rights institution, in order to ensure compliance with its mandate and in accordance with the Paris Principles (Uruguay);
- 39.71 Fund adequately and sustainably its newly established national human rights institution to meet the Paris Principles and consider the institution's involvement in relevant legislative processes (United Kingdom of Great Britain and Northern Ireland);
- 39.72 Address the lack of mandate to receive individual complaints in the national human rights institution and ensure adequate funding for the national human rights institution (Ireland);
- 39.73 Grant the national human rights institution a mandate to receive and process individual complaints, in accordance with the Paris Principles (Mexico);
- 39.74 Make the newly created national human rights institution functional by giving it the mandate to consider individual complaints (Türkiye);
- 39.75 Consider expanding the mandate of the national human rights institution to include accepting individual complaints (Timor-Leste);
- 39.76 Strengthen the mandate of the national human rights institution and enable it to receive individual complaints (Iraq);

- 39.77 Strengthen the legal protection against all forms of racial discrimination, and ensure that adequate services are provided for victims of such discrimination (Norway);
- 39.78 Adopt a clear legal definition of racial discrimination and implement a national action plan to combat and strengthen protection against racial discrimination, racism, xenophobia and racial profiling (Costa Rica);
- 39.79 Adopt a clear and comprehensive definition of racial discrimination, including direct and indirect discrimination, covering all areas of private and public life and fully in accordance with article 1 of the International Convention on the Elimination of All Forms of Racial Discrimination (Islamic Republic of Iran);
- 39.80 Establish a legal definition of racial discrimination in accordance with international law and standards against racial and ethnic profiling, and provide comprehensive assistance to victims (Bolivarian Republic of Venezuela);
- 39.81 Incorporate into its legislation a clear and comprehensive definition of direct and indirect racial discrimination, which covers all areas of private and public life and is fully consistent with article 1 of the International Convention on the Elimination of All Forms of Racial Discrimination (Algeria);
- 39.82 Introduce a general anti-discrimination law that is uniformly enforceable throughout the Confederation and which includes a clear prohibition of racial discrimination (Ireland);
- 39.83 Consider adopting a more comprehensive federal anti-discrimination law to combat racial discrimination, xenophobia and related intolerance (Malaysia);
- 39.84 Consider establishing a comprehensive federal anti-discrimination law (Mauritania);
- 39.85 Adopt a specific comprehensive law on discrimination (Burundi);
- 39.86 Consider the adoption of a law clearly defining racial discrimination in accordance with international human rights law (Brazil);
- 39.87 Make it easier for victims of discrimination to seek justice by putting in place comprehensive definitions of racial and ethnic discrimination, as well as implementing legislation clearly prohibiting these practices (Cabo Verde);
- 39.88 Consider adopting an anti-discrimination law to address all forms of discrimination and hate speech (Bangladesh);
- 39.89 Intensify the work on anti-discrimination legislation leading towards the adoption of the general anti-discrimination law (Slovakia);
- 39.90 Combat racism, racial discrimination, xenophobia and hate speech in Swiss society through all possible measures (Cuba);
- 39.91 Strengthen efforts to prevent racist hate speech (Iraq);
- 39.92 Adopt effective legislative and administrative measures to combat racial discrimination and hate speech (China);
- 39.93 Continue to take measures to prevent racist hate speech and effectively investigate all reported cases of hate speech (Jordan);
- 39.94 Take effective measures to prevent and combat racist hate speech, including ensuring the perpetrators are punished (Namibia);
- 39.95 Take all measures to prevent hate speech and all forms of discrimination, especially based on race, colour, religion or sex (Libya);
- 39.96 Continue combating racial discrimination and hate speech, especially against foreigners and migrants, and guaranteeing that victims have access to remedies and protection (Qatar);

- 39.97 Continue its good efforts to combat hate crimes in communities and share its best practices with other member countries (Kazakhstan);
- 39.98 Ensure that cases of racial hate crimes and speech are thoroughly investigated and the perpetrators brought to justice (Philippines);
- 39.99 Take steps to prevent, condemn and combat racial hate speech and ensure that all reported cases of racial hate speech are investigated effectively (State of Palestine);
- 39.100 Intensify efforts in the elimination of racism and racial discrimination (Nigeria);
- 39.101 Strengthen protection from all forms of discrimination and adopt a comprehensive federal anti-discrimination law, as well as a national action plan on combating racial discrimination, xenophobia and associated intolerance (Russian Federation);
- 39.102 Develop a national action plan on racial discrimination (Slovakia);
- 39.103 Elaborate a national action plan to combat racism, racial discrimination, xenophobia and other forms of intolerance and fight against all forms of discrimination (Spain);
- 39.104 Enhance its ongoing efforts to promote tolerance, intercultural dialogue and respect for diversity in society (Turkmenistan);
- 39.105 Continue to take measures to prevent and combat all forms of xenophobia (Syrian Arab Republic);
- 39.106 Advance comprehensive measures against racial discrimination and discrimination on the basis of ethnic origin (New Zealand);
- 39.107 Take the necessary measures to strengthen protection against all forms of racism, discrimination, xenophobia and Islamophobia, including through consultation with all affected groups (Indonesia);
- 39.108 Establish a national plan to effectively combat Islamophobia and religious hate speech (Bahrain);
- 39.109 Take effective measures to fight the discrimination and xenophobia suffered by its Muslim community (United Kingdom of Great Britain and Northern Ireland);
- 39.110 Continue improving the coordination of efforts to fight racism and antisemitism, adopt the International Holocaust Remembrance Alliance definition as an important working tool, enhance teaching about the Holocaust in Swiss schools and promote restrictions on the use and display of Nazi symbols in the public sphere (Israel);
- 39.111 Explore further the possibilities of enhancing the scope of educational materials on the Holocaust by raising awareness on the Convention on the Prevention and Punishment of the Crime of Genocide and international efforts for genocide prevention (Armenia);
- 39.112 Continue to improve anti-discrimination policies targeting vulnerable groups, notably persons with disabilities (Senegal);
- 39.113 Harmonize federal and cantonal best practices against systemic racism, discrimination, intolerance and racial profiling, particularly with regard to migrant workers and persons of African descent (Canada);
- 39.114 Strengthen practical measures to prevent discrimination on racial, ethnic and religious grounds, including against migrants and asylum-seekers (Belarus);
- 39.115 Introduce the crime of torture as a separate offence in the Criminal Code with penalties commensurate with the gravity of the act (Belgium);

- 39.116 Continue the legislative process aimed at introducing the offence of torture into the Criminal Code (Ukraine);
- 39.117 Define torture as an independent crime under the Federal Criminal Code in line with the definition provided in the Convention against Torture (Türkiye);
- 39.118 Continue the legislative process to introduce the crime of torture as a specific and distinct offence in the Criminal Code (Luxembourg);
- 39.119 Pursue the legislative process to introduce the crime of torture as a specific and distinct offence in the Criminal Code and provide for penalties that are commensurate with the seriousness of the act in accordance with the Convention against Torture (Kingdom of the Netherlands);
- 39.120 Introduce in its Criminal Code a specific offence of torture, defined in accordance with article 1 of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (Montenegro);
- 39.121 Include torture as a criminal offence in national legislation, defined in accordance with the Convention against Torture, and penalize it with appropriate punitive measures (Germany);
- 39.122 Include explicit provisions in the Criminal Code and the Military Criminal Code prohibiting all forms of torture (Egypt);
- 39.123 Strengthen the role of the National Commission for the Prevention of Torture by providing it with the necessary guarantees of independence (Morocco);
- 39.124 Ensure that antiterrorism norms fully comply with human rights norms, including the protection of the rights of boys, girls and adolescents (Chile);
- 39.125 Consider revising the Federal Act on Police Measures to Combat Terrorism to bring it into line with children's rights standards to ensure that children as young as 12 years of age are not charged under its provisions (Malta);
- 39.126 Implement the recommendations of the Group of States against Corruption concerning members of the judiciary with regard to their appointment process and their association with political parties (Türkiye);
- 39.127 Redouble efforts to educate and train law enforcement officers on human rights standards relevant to their work (Qatar);
- 39.128 Establish an independent mechanism to investigate cases of police abuse, especially when racially motivated (Malawi);
- 39.129 Explicitly prohibit racial profiling (Philippines);
- 39.130 Intensify efforts to combat racism, discrimination, xenophobia and Islamophobia and to prevent racial and ethnic profiling by law enforcement, as well as bias by the judiciary (Türkiye);
- 39.131 Intensify education and awareness-raising campaigns on the importance of mutual respect and diversity, especially among law enforcement agents (Philippines);
- 39.132 Redouble efforts to combat all police practices based on racial profiling and in each canton, establish an independent mechanism outside of the police and the prosecutor's office to receive and investigate complaints of police misconduct, in line with the recommendation of the Committee for the Elimination of Racial Discrimination (Colombia);
- 39.133 Consider adopting legislation against racial and ethnic profiling in federal, cantonal and communal police laws, and improve access to justice for victims of racial profiling (Zambia);

- 39.134 **Report on the changes to the capacity of the Swiss prison system in the fifth cycle of the universal periodic review (Slovenia);**
- 39.135 **Adopt the necessary measures to address overcrowding in prisons in the French-speaking part of the country (Russian Federation);**
- 39.136 **Put an end to the violation of human rights during pretrial detention and drastically reduce the suicide rate among detainees (Bolivarian Republic of Venezuela);**
- 39.137 **Ensure that the policy on the treatment of women prisoners is in line with the United Nations Rules for the Treatment of Women Prisoners and Non-Custodial Measures for Women Offenders (Thailand);**
- 39.138 **Modify the federal legislation, which currently permits incarceration of juveniles in the same facilities as young adults, to ensure conformity with international law on separation of juveniles (Norway);**
- 39.139 **Intensify efforts to promote freedom of religion in schools and media outlets (Bahrain);**
- 39.140 **End all discriminatory treatment of conscientious objectors who opt for alternative civilian service (Cyprus);**
- 39.141 **Revisit legislation and policies that are inconsistent with international human rights norms on freedom of expression and opinion (Pakistan);**
- 39.142 **Amend laws that allow restrictions on the freedom of expression without justified grounds and ensure free dissemination of information without any obstacle (Russian Federation);**
- 39.143 **Introduce an appropriate legal framework so that the publication of information of public interest is not hindered and whistle-blowers are not criminalized (Germany);**
- 39.144 **Take steps to ensure freedom of the press so that dissemination of information in the public interest is not hindered in any way, including by removing penalties for whistle-blowers who disclose information exposing wrongdoing (Norway);**
- 39.145 **Amend the provisions of the Swiss banking act that hinder freedom of expression (Türkiye);**
- 39.146 **Consider enacting legislation that addresses abusive use of court systems to interfere with the right to freedom of expression, peaceful assembly and association for all (United States of America);**
- 39.147 **Strengthen policies to support the family as the natural and fundamental unit of society (Egypt);**
- 39.148 **Combat effectively trafficking in persons and hold the perpetrators accountable (China);**
- 39.149 **Redouble efforts to combat trafficking in persons (Congo);**
- 39.150 **Strengthen national strategies for the prevention of trafficking in persons (El Salvador);**
- 39.151 **Further strengthen national efforts to combat trafficking in persons (Sri Lanka);**
- 39.152 **Continue its measures to combat trafficking in persons (Nepal);**
- 39.153 **Continue efforts to adopt and implement the third national action plan on combating trafficking in persons (2022) (Libya);**
- 39.154 **Implement the third action plan to combat trafficking in persons (Oman);**
- 39.155 **Combat wage inequalities (Burundi);**

- 39.156 **Adopt complementary measures to ensure that domestic workers enjoy the same conditions as other workers in Switzerland, in line with the recommendation of the Committee on Economic, Social and Cultural Rights (Colombia);**
- 39.157 **Ensure equal access to employment for all persons, regardless of their racial origins (Burundi);**
- 39.158 **Step up its efforts to address challenges faced by certain population groups, including persons with disabilities and older persons, in gaining access to employment and to integrate those groups fully into the labour market (Serbia);**
- 39.159 **Strengthen the rights of persons with disabilities, including by ensuring that they can earn wages that are sufficient to provide them with a decent standard of living (Cabo Verde);**
- 39.160 **Continue to develop policies to promote equality in the workplace and facilitate the empowerment of people with disabilities (Greece);**
- 39.161 **Continue efforts for the promotion of accessibility in the workplace, including through the “Equality at work” priority programme (Georgia);**
- 39.162 **Strengthen its efforts to address the challenges faced by persons with disabilities in accessing employment and ensure their full integration into the labour market (Gambia);**
- 39.163 **Increase efforts to promote the full integration of persons with disabilities and older persons into the labour market on an equal footing (Peru);**
- 39.164 **Intensify its efforts to put in place strategies to ensure that persons living with disabilities are not discriminated against in employment opportunities and are integrated into the labour market (Kenya);**
- 39.165 **Ensure the rights to housing, education, health care and employment for persons in vulnerable situations (China);**
- 39.166 **Take measures to ensure adequate funding for the National Programme against Poverty (Botswana);**
- 39.167 **Better ensure an adequate standard of living for persons living in its territory through harmonized social assistance systems across the cantons and common minimum criteria for levels of welfare benefits (Viet Nam);**
- 39.168 **Strengthen measures to ensure equal access to social services for all vulnerable groups of the population, including persons with disabilities and older persons (Belarus);**
- 39.169 **Implement the additional recommendations made by the Working Group of Experts on People of African Descent following its visit in 2022, in particular on the issues related to access to housing and employment (Somalia);**
- 39.170 **Guarantee and promote the rights of peasants to their own food and agricultural systems and to participate actively or with their organizations in decision-making on policies and programmes in this area that may affect their lives, lands and livelihoods (Bolivarian Republic of Venezuela);**
- 39.171 **Continue to take measures to ensure the availability and accessibility of adequate mental health services in the country (Chad);**
- 39.172 **Ensure that all children have access to quality mental health care by establishing sufficient adapted services in all cantons (Panama);**
- 39.173 **Provide sufficient and accessible mental health care and support to persons held in detention (Slovenia);**
- 39.174 **Reinforce its human rights-based mental health policies aligned with the Convention on the Rights of Persons with Disabilities (Portugal);**

- 39.175 Continue the work on suicide prevention by ensuring the availability and accessibility of appropriate mental health services throughout the country (Estonia);
- 39.176 Support efforts to realize equitable global access to coronavirus disease (COVID-19) health technologies through pooling knowledge, intellectual property and data (Malaysia);
- 39.177 Strengthen measures to ensure access to quality education by all children (Botswana);
- 39.178 Pursue the protection of the right of all children to adequate universal and free basic education (Oman);
- 39.179 Continue to promote the integration of marginalized and disadvantaged children and improve their access to quality public education (Viet Nam);
- 39.180 Take measures to provide children with a migration background with equal access to education (Pakistan);
- 39.181 Develop comprehensive measures to ensure the protection of the right to education of migrant children (Russian Federation);
- 39.182 Implement anti-bullying campaigns in schools addressing all forms of bullying based on sexual orientation and gender identity (Israel);
- 39.183 Guarantee equal access for all to comprehensive sexuality education (Iceland);
- 39.184 Incorporate at the constitutional and legal levels the human right to a clean, healthy and sustainable environment (Costa Rica);
- 39.185 Support the operationalization of the loss and damage fund established at the twenty-seventh session of the Conference of the Parties to the United Nations Framework Convention on Climate Change (Philippines);
- 39.186 Consider increasing climate financing for developing countries and allocate new and additional funding for climate loss and damage (Malaysia);
- 39.187 Report on its efforts and progress towards addressing climate change and its impacts on human rights (Fiji);
- 39.188 Align its nationally determined contributions with the Paris Agreement goal to limit global warming to 1.5°C above pre-industrial levels (Marshall Islands);
- 39.189 Ensure that its 2030 emission reduction target is consistent with the 1.5°C imperative and its climate financing for mitigation and adaptation measures in developing countries, in line with the principle of common but differentiated responsibilities (Philippines);⁵
- 39.190 Continue to take concrete steps on the implementation of the Paris Agreement on climate change (Malawi);
- 39.191 Intensify efforts to reduce greenhouse gas emissions, in line with the country's international commitments (Maldives);
- 39.192 Consider further reduction of greenhouse gas emissions and ensure effective implementation of the Federal Council strategy of net zero emissions by 2050 (Bhutan);

⁵ The recommendation, as read during the interactive dialogue, was “Ensure that its 2030 emission reduction target is consistent with the 1.5°C imperative and its climate financing for mitigation and adaptation measures in developing countries.”

- 39.193 **Reduce greenhouse gas emissions in line with the country's international commitments and ensure that the Federal Council's strategy of net zero emissions by 2050 is implemented (Vanuatu);**
- 39.194 **Strengthen and implement relevant domestic legislation to protect and promote the right to a clean, healthy and sustainable environment and its associated impacts on other rights (Fiji);**
- 39.195 **Take measures to ensure that multinational companies and their subsidiaries contribute to the fight against climate change (Chile);**
- 39.196 **Intensify efforts to diversify from the fossil fuel sector and strive to set mandatory rules for businesses to report and prevent environmental, climate and human rights risks (Marshall Islands);**
- 39.197 **Ensure that public and private financial institutions take into account the climate impact of their investments and the consequent harmful effects on human rights, especially of children, in particular by instituting regular monitoring and evaluation mechanisms of investment activities and adopting binding standards for these institutions (Costa Rica);⁶**
- 39.198 **Reduce greenhouse gas emissions, in line with its international commitments, and ensure that the Federal Council strategy of net zero emissions by 2050 is implemented with human rights, gender, child-friendly and disability-inclusive approaches (Panama);**
- 39.199 **Continue taking measures to strengthen the accountability, regulation and supervision of the Swiss financial market to prevent adverse human rights impacts caused by illicit financial flows (Turkmenistan);**
- 39.200 **Enact mandatory norms on corporate human rights due diligence that include effective implementation mechanisms (Ecuador);**
- 39.201 **Monitor the activities of Swiss companies abroad and ensure that they are in line with human rights (Egypt);**
- 39.202 **Enact legislation on conflict-affected areas and provide guidance and advice for business enterprises on ensuring respect for human rights and to prevent and address the heightened risk of corporate involvement in gross human right violations in conflict-affected areas, including situations of foreign occupation (State of Palestine);**
- 39.203 **Continue to provide humanitarian and development assistance to poor countries to help them bear the humanitarian burden and promote human rights (Dominican Republic);**
- 39.204 **Continue to provide humanitarian and development assistance to the least developed and developing countries to contribute to the protection of human rights (Yemen);**
- 39.205 **Promote the adoption of the 2030 Agenda for Sustainable Development (Cameroon);**
- 39.206 **Continue to advance women's empowerment and enjoyment of their economic, social and cultural rights, including through engaging with the national human rights institution in order to promote awareness, dialogue and cooperation among all stakeholders on this issue (Thailand);**
- 39.207 **Consider reviewing its policy to introduce gender budgeting in the federal Government (Timor-Leste);**

⁶ The recommendation, as read during the interactive dialogue, was "Ensure that public and private financial institutions take into account the climate impact of their investments and the consequent harmful effects on human rights, in particular by instituting regular monitoring and evaluation mechanisms."

- 39.208 **Strengthen efforts in terms of equal pay by adopting a more effective mechanism to analyse and remedy gender-based wage discrimination that is applicable to companies of all sizes and that provides regular updates (Belgium);**
- 39.209 **Promote equality in the workplace by targeting discrimination based on gender or age, including more effectively enforcing rules related to equal pay, and by strengthening policies to ensure women are represented at all levels of management (United States of America);**
- 39.210 **Focus on raising awareness and eliminating the gender pay gap and the pension gap so as to take advantage of progress made (Cabo Verde);**
- 39.211 **Strengthen activities aimed at achieving equal pay between men and women as well as balanced representation at management levels of public institutions and in the private sector (Spain);**
- 39.212 **Continue with efforts to effectively address the gender pay gap, including any underlying structural causes, and report on progress achieved in the fifth cycle of the universal periodic review (Slovenia);**
- 39.213 **Eliminate the gender pay gap by ensuring parity in wages paid to men and women performing the same functions in the same organization (Nigeria);**
- 39.214 **Strengthen efforts to address the gender pay gap (Timor-Leste);**
- 39.215 **Take further measures to reduce the gender pay gap (Bhutan);**
- 39.216 **Continue efforts to eliminate the wage gap between women and men (Iraq);**
- 39.217 **Take steps to adopt binding measures to combat the gender wage gap, achieving equal pay for women and men (Mozambique);**
- 39.218 **Take effective measures to address the wage gap between women and men, and ensure their equal access to employment (Azerbaijan);**
- 39.219 **Increase opportunities for women to gain access to formal employment and ensure equal pay for work of equal value (Kazakhstan);**
- 39.220 **Adopt comprehensive policies to reduce the gender pay gap between women and men, and promote better representation of women in key roles (Indonesia);**
- 39.221 **Intensify its efforts in addressing issues of gender inequalities, particularly the gender pay gap and the pension age gap (Ghana);**
- 39.222 **Adopt effective measures to eliminate the gender pay gap, addressing the structural causes that keep women in lower-paid jobs (Costa Rica);**
- 39.223 **Take more ambitious measures to minimize the gender pay gap between women and men in all sectors of the economy, promote equal and better representation of women in key positions in society, and increase the availability of childcare facilities (Vanuatu);**
- 39.224 **Address the persistent gender pay gap, including by addressing the structural causes of women occupying lower paid jobs (Iceland);**
- 39.225 **Take effective measures to close the persistent gender pay gap, including by addressing the structural causes that result in women occupying lower paid jobs, and increase its efforts to ensure the availability, accessibility and affordability of childcare services (Denmark);**
- 39.226 **Strengthen the availability of early childhood care and childcare services, with a view to promoting women's equal participation in employment (Peru);**
- 39.227 **Take further measures to ensure the availability and affordability of childcare services (Bhutan);**

- 39.228 **Introduce a more generous parental leave policy for both parents, and increase public funding for day care to increase women's participation and representation in the labour market (Canada);**
- 39.229 **Continue its efforts to promote the compatibility of family and work and provide sufficient and affordable early childhood care (Liechtenstein);**
- 39.230 **Guarantee effectively the equitable participation of women in the labour market, including through the provision of sufficient and affordable early childhood services (Brazil);**
- 39.231 **Increase efforts to eliminate the wage gap between men and women and gender stereotypes, especially in relation to care tasks, generating adequate care policies for early childhood in order to guarantee the participation of women in the labour market under equal conditions and their access to decision-making positions and positions with responsibility (Argentina);**
- 39.232 **Allocate sufficient resources to effectively and efficiently develop childhood centres in order to promote and protect women's ability to balance their social and family life (Islamic Republic of Iran);**
- 39.233 **Intensify the achievement of civil, political, economic, social and cultural rights through the effective implementation of the Equality Strategy 2030 (Cameroon);**
- 39.234 **Continue its work towards strengthening the protection of women's rights and take the necessary actions for the effective implementation of the measures set out in the Equality Strategy 2030 action plan (Georgia);**
- 39.235 **Strengthen women's economic empowerment within the framework of implementing the Equality Strategy 2030 (Viet Nam);**
- 39.236 **Redouble efforts to further promote gender equality, particularly in professional and public life, by implementing the Equality Strategy 2030 (Greece);**
- 39.237 **Effectively monitor policies that target women's empowerment (Bahrain);**
- 39.238 **Intensify efforts to ensure gender equality (Cyprus);**
- 39.239 **Adopt additional measures to promote gender equality (Burundi);**
- 39.240 **Redouble efforts to achieve the equal representation of women and men in political and public life (Gabon);**
- 39.241 **Take further steps to promote increased women's representation at the federal, cantonal and local levels of public administration, especially in decision-making positions, as well as to promote their participation in management roles in the private sector (Bulgaria);**
- 39.242 **Continue to take further steps to promote increased women's representation at all levels of public administration, particularly in decision-making positions, and promote their participation in management roles in the private sector (Albania);**
- 39.243 **Continue to promote greater representation of women at all levels of public administration, in particular in decision-making positions, and adopt effective measures to eliminate the persistent gender wage gap, in particular by addressing structural causes (Luxembourg);**
- 39.244 **Promote increased women's representation at all levels of public administration and their participation in management roles in the private sector (Estonia);**
- 39.245 **Strengthen the policy of integrating women into governing bodies (Burundi);**

- 39.246 Continue to promote increased women's representation at all levels of public administration (Cyprus);
- 39.247 Continue to promote increased women's representation at all levels in public administration and the private sector (Timor-Leste);
- 39.248 Take further steps to improve women's participation in work life, including by strengthening measures to address the causes of the gender wage gap, and combat gender discrimination in employment and occupation (Norway);
- 39.249 Develop a strategy and action plan to promote increased women's representation at all levels and to eliminate all forms of gender disparities (India);
- 39.250 Guarantee that peasant women have the benefits of social security to strengthen their economic independence, regardless of their civil status and family situation (Cuba);
- 39.251 Adopt measures so that society stops tolerating discrimination against women, sexism and gender stereotypes (Cuba);
- 39.252 Invest in prevention and victim protection and support without discrimination, in line with the Istanbul Convention (Iceland);
- 39.253 Pursue efforts in terms of gender equality and in combating violence against women, in particular through the implementation of the Istanbul Convention (France);
- 39.254 Take further measures aimed at eliminating all forms of violence against women, including domestic violence and femicide (Israel);
- 39.255 Strengthen the protection of victims of domestic violence, in particular victims of foreign origin, and ensure that they are not subjected to excessive procedural obstacles (Luxembourg);
- 39.256 Amend the definition of rape in the Criminal Code so that it is based on lack of consent, in line with international standards, and remove any provision allowing the judicial authority to reduce sentences or acquit perpetrators of sexual offences (of a less serious nature than rape) due to their marriage or relationship with the victim (Belgium);
- 39.257 Reform the sexual criminal law to ensure a consent-based definition of rape and sexual offences (Iceland);
- 39.258 Strengthen the legal framework for the prevention of gender-based violence, including by establishing an unequivocal definition of rape and sexual violence and combating all impunity (Paraguay);
- 39.259 Continue to work towards greater representation of women in the workplace and ensure that the definition of rape in national legislation is based on lack of consent, in accordance with international standards (United Kingdom of Great Britain and Northern Ireland);
- 39.260 Continue strengthening measures aimed at eliminating female genital mutilation, in particular by implementing public awareness programmes and prosecuting the perpetrators of such acts (Burkina Faso);
- 39.261 Develop a federal strategy and action plan for preventing, combating and monitoring all forms of violence against and abuse of children, including sexual violence, bullying and violence in the digital environment, with a particular focus on children in disadvantaged situations (Croatia);
- 39.262 Pursue efforts to combat domestic violence and to strengthen child protection mechanisms in such cases (Syrian Arab Republic);

- 39.263 **Prohibit corporal punishment of children by law in all settings, including at home and in schools, childcare institutions, alternative care settings and penal institutions (Croatia);**
- 39.264 **Prohibit explicitly corporal punishment in law in all settings, including in the home, schools, childcare institutions, alternative care settings and penal institutions (Denmark);**
- 39.265 **Prohibit explicitly corporal punishment of children in law in all settings, including in the home, schools, childcare institutions, alternative care settings and penal institutions (Estonia);**
- 39.266 **Extend the prohibition of corporal punishment in its laws to explicitly also cover corporal punishment of children in all settings, including in the home, schools, childcare institutions, alternative care settings and penal institutions (Liechtenstein);**
- 39.267 **Introduce explicit legal provisions that prohibit corporal punishment as an educational measure in all settings, including at home and in schools, childcare institutions, alternative care settings and penal institutions (Poland);**
- 39.268 **Continue to provide support to youth advocacy organizations, especially organizations that offer services to children and adolescents (Bulgaria);**
- 39.269 **Continue its efforts to ensure adequate support, including psychological and financial support, for persons adopted from third countries by Swiss parents and who are seeking their origins (Chad);**
- 39.270 **Ensure that the best interest of the child is always taken into account so that poverty and disability are never a justification for the separation of children from their family without proper judicial review (Poland);**
- 39.271 **Promote intergenerational solidarity as part of the Swiss policy on ageing (Oman);**
- 39.272 **Ensure persons with disabilities can access education, health services, public spaces and transportation on an equal basis with others (United States of America);**
- 39.273 **Strengthen existing measures and implement new ones to ensure comprehensive protection and rights for persons with disabilities (Mozambique);**
- 39.274 **Strengthen protection against discrimination by private actors against persons with disabilities in the Disability Discrimination Act (Gambia);**
- 39.275 **Continue its efforts towards implementing the priority programmes supporting persons with disabilities (Nepal);**
- 39.276 **Strengthen the right to inclusive education in mainstream schools for all children with disabilities, and provide clear guidance to cantons that still apply a segregated approach (Montenegro);**
- 39.277 **Continue efforts to strengthen the right to inclusive education by focusing on integrating marginalized and disadvantaged children (Maldives);**
- 39.278 **Develop comprehensive federal and cantonal frameworks for inclusive education for all children with disabilities to ensure their full enjoyment of the right to education (Indonesia);**
- 39.279 **Adopt a comprehensive disability strategy and action plan to implement the rights stipulated in the Convention on the Rights of Persons with Disabilities (Jordan);**
- 39.280 **Adopt a comprehensive strategy for persons with disabilities and an action plan for implementing all the rights set out in the Convention on the Rights of Persons with Disabilities and strengthen coordination and cooperation among entities at the federal, cantonal and municipal levels (Poland);**

- 39.281 **Adopt a comprehensive disability strategy and action plan for the implementation of the rights set out in the Convention on the Rights of Persons with Disabilities (Sierra Leone);**
- 39.282 **Consider the preparation and adoption of a comprehensive strategy and action plan to fulfil the obligations under the Convention on the Rights of Persons with Disabilities at all levels of public administration (Bulgaria);**
- 39.283 **Intensify efforts to provide religious minority communities with equal access to opportunities (Pakistan);**
- 39.284 **Promote intercultural dialogue and mutual understanding between the majority and the different minority groups, as well as religious communities (Kazakhstan);**
- 39.285 **Continue efforts to ensure the protection and inclusion of national minorities (Lebanon);**
- 39.286 **Continue ongoing efforts to combat discrimination against Yenish, Sinti/Manush and Roma and to facilitate access to education for children belonging to these minorities (Peru);**
- 39.287 **Implement the planned measures against discrimination of the Roma, Yenish and Sinti/Manush communities (India);**
- 39.288 **Continue the fight against racial discrimination by reinforcing respect for the human rights of people of African descent (Angola);**
- 39.289 **Continue efforts to provide full equality for all couples and for the full recognition and protection of the rights of children with same-sex parents, irrespective of the country of their birth and the parents' marital status (New Zealand);**
- 39.290 **Align the legislation on equal marriage at the federal and cantonal levels, with the aim of eliminating aspects that may still lead to discrimination based on sexual orientation and gender identity (Spain);**
- 39.291 **Amend legislation to prohibit unnecessary medical or surgical treatment of intersex children where such procedures can be safely postponed until the children are able to give informed consent (Mexico);**
- 39.292 **Introduce specific legislation to protect the bodily integrity and self-determination of intersex children (Kingdom of the Netherlands);**
- 39.293 **Prohibit the modification of the sex characteristics of intersex children in the Criminal Code (Iceland);**
- 39.294 **Consider explicitly prohibiting non-emergency, invasive and irreversible surgery or treatments with harmful effects on infants and children with variations in sex characteristics and ensure that these surgeries or treatments are postponed until the children can meaningfully participate in decision-making and give their informed consent (Malta);**
- 39.295 **Introduce specific legislation prohibiting discrimination based on gender identity or intersex status (Australia);**
- 39.296 **Provide families with intersex children with adequate counselling (Germany);**
- 39.297 **Take affirmative action measures for the recognition of intersex persons according to their personal autonomy and human dignity (Argentina);**
- 39.298 **Continue its considerable efforts aimed at protecting migrants, refugees and minorities (Sudan);**
- 39.299 **Continue to strengthen its social protection schemes for migrant workers (Portugal);**

- 39.300 **Strengthen and safeguard the economic and social rights of migrants and foreign workers (Pakistan);**
- 39.301 **Continue to improve the effectiveness of its mechanisms for the protection of migrant workers from exploitation, abuse and harassment (Marshall Islands);**
- 39.302 **Improve working conditions for foreigners in Switzerland, which are often described as precarious (Cuba);**
- 39.303 **Take further steps to ensure that migrant domestic workers enjoy conditions equal to those of other workers with regard to remuneration, working hours and protection against unfair dismissal (Kenya);**
- 39.304 **Enhance ongoing efforts to achieve equality of opportunity by allowing all foreign nationals to participate in the economic, social and cultural life of Switzerland (Albania);**
- 39.305 **Strengthen the fight against racism and discrimination against migrants by better promoting the cantonal integration programmes and the Integration Agenda Switzerland (Cameroon);**
- 39.306 **Continue efforts to combat discrimination and intolerance with regard to the rights of refugees and migrant workers (Bahrain);**
- 39.307 **Take steps to facilitate the family reunification of refugees and migrants in the asylum process (Afghanistan);**
- 39.308 **Guarantee that the best interest of the child is a primary consideration in all migration decisions that affect children, and promote effective policies aimed at their protection (Uruguay);**
- 39.309 **Continue strengthening the national policy and legislation aimed at combating all forms of discrimination and violence against vulnerable groups, including refugees, migrants and religious minorities (Somalia);**
- 39.310 **Step up efforts to guarantee protection of the fundamental rights of migrants (Senegal);**
- 39.311 **Participate in the analysis of migration governance indicators with the International Organization for Migration and implement its recommendations (Canada);**
- 39.312 **Ensure that all refugees fleeing violence and persecution are afforded the same treatment, access and protection regardless of their nationality, ethnicity or religion (Malaysia);**
- 39.313 **Ensure the inclusive application of the refugee definition, in line with international law (Azerbaijan);**
- 39.314 **Ensure the inclusive application of the refugee definition set out in the Convention relating to the Status of Refugees, in line with international norms, especially with regard to persons fleeing persecution in the context of conflict and violence (Argentina);**
- 39.315 **Adapt the reception conditions of refugees and asylum-seekers to their specific needs, complying with the recommendations of the Office of the United Nations High Commissioner for Refugees (Paraguay);**
- 39.316 **Guarantee minimum standards that take into account the specific needs of refugees, asylum-seekers and unaccompanied and separated children in federal and cantonal asylum reception centres (Colombia);**
- 39.317 **Implement the recommendations of the independent investigation commissioned by the State Secretariat for Migration to follow up on cases of violence in asylum reception centres (Colombia).**

40. **All conclusions and/or recommendations contained in the present report reflect the position of the submitting State(s) and/or the State under review. They should not be construed as endorsed by the Working Group as a whole.**

Annex

Composition of the delegation

The delegation of Switzerland was headed by Ms. Livia Leu, State Secretary, Federal Department of Foreign Affairs and composed of the following members:

- M. l'Ambassadeur Simon Geissbühler, Chef de la Division Paix et droits de l'homme, Département fédéral des affaires étrangères, DFAE ;
- M. l'Ambassadeur Jürg Lauber, Représentant permanent, Mission permanente de la Suisse auprès des Nations Unies à Genève ;
- M. l'Ambassadeur Félix Baumann, Représentant permanent adjoint, Mission permanente de la Suisse auprès des Nations Unies à Genève ;
- M. Alain Chablais, Agent du Gouvernement suisse, Chef Unité Protection internationale des droits de l'homme, Office fédéral de la justice, Département fédéral de justice et police, DFJP ;
- M. Michel Montini, Office fédéral de l'état civil, Office fédéral de la justice, Département fédéral de justice et police, DFJP ;
- Mme Francesca Cardillo, État-major, Secrétariat d'État, Département fédéral des affaires étrangères, DFAE ;
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