

SHADOW REPORT OF THE COMMITTEE FOR GENDER AND DIVERSITY AT UNIVERSITY OF LIECHTENSTEIN SUBMITTED TO THE UN COMMITTEE ON THE ELIMINATION OF DISCRIMINATION AGAINST WOMEN FOR THE 4TH PERIODIC REPORT AT THE 48TH SESSION, GENEVA

The Committee for Gender and Diversity at University of Liechtenstein aims to ensure equal opportunities for men and women in science, teaching, and learning. It conducts specific projects to achieve these objectives. The Committee has existed for around six years. Three members dedicate 5-10% of their time to the Committee. This time is included in their regular employment at University of Liechtenstein. They report to the Rector. Due to budget cuts in the recent years there was no funding for a position for a gender and diversity manager.

In addition to its regular activities, the Committee for Gender and Diversity has realised the following projects:

- **Day Care**
Children of university employees can attend the daycare center for government employees. This is a step towards facilitating the integration of work and family life.
- **Recruitment**
A member of the Committee is present at every appointment of professors
- **Sexual harassment**
The Committee has worked out regulations concerning sexual harassment and bullying at work. They have been approved by the rectorate. The document states a clear position of the university towards these issues and describes measures and consequences taken in case of harassment.
- **Advisory Service on Gender and Diversity**
The Committee has established an advisory service at the university
This service deals with gender and diversity matters among staff and students.

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Current state:

Equal opportunities for men and women at the University of Liechtenstein are currently as follows:

- **Part-time and teleworking opportunities are offered and an increasing number of employees make use of it.**
- **Equal remuneration for equal qualification has been widely ensured**
- **Gender balance in the student body**
While there is a balance between male and female students in the Bachelor study programs the percentage of females decreases in the Master (between 20-30%) and PhD programs (20%).-
- **All professors are male.**
Unfortunately we get very few applications from female candidates for these positions. The University would like to employ more female professors and has done so in the past but they went on to other universities. It is generally not easy to recruit high qualified personnel in Liechtenstein due to the small population and its location.

- **No female member of the University Council**

Until last year the University Council was composed of 2 women and 4 men. The law changed this past due to the change of status of the university. The new council has been appointed by the government and has 5 members – all of them male.

- **No female professor is represented in the Senate.**

- **The rectorate is male.**

- **All leading management positions are occupied by men.**

In this respect the committee would like to refer to the concluding comments of the Committee on the Elimination of Discrimination against Women: Liechtenstein Thirty-ninth session, 23 July-10 August 2007

18. The Committee encourages the State party to intensify its efforts to strengthen women's representation in leadership roles and in decision-making positions in political bodies, including Parliament, municipal councils, commissions and advisory councils, in public administration, including the diplomatic service, and in the private sector. It recommends that the State party expand its current awareness-raising efforts and training activities to a wider range of stakeholders, including leaders of political parties, senior managers in the private sector and boards of trustees of foundations under public law. The Committee recommends that the State party take measures, in particular temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25 on temporary special measures and general recommendation 23 on women in public life, so as to accelerate the achievement of women's full and equal participation at all levels and in all areas. It requests the State party to monitor the impact of measures taken and results achieved over time and to report thereon in its next periodic report.

The Swiss Government actively promotes Gender and Diversity at their Higher Education Institutions through special programs and funds.

The Committee for Gender and Diversity at University of Liechtenstein asked several years ago if the Liechtenstein government could also establish such a fund. Unfortunately our request was denied. Due to the lack of funding and resources the committee's work was very limited in the past years and projects could not be realized projects which are aiming to raise the numbers of female students in Master and PhD programs, in upper management positions, among professors and in their governing bodies.

The Committee for Gender and Diversity at University of Liechtenstein would like to thank CEDAW for having offered the opportunity to submit a shadow report. The regular monitoring helps all parties involved to evaluate their past and current activities and to plan future measures. We are confident that the ceaseless commitment of the Liechtenstein Government, CEDAW and a number of NGOs and individuals to bring about gender equality in Liechtenstein brings continuous progress.

Committee for Gender and Diversity at University of Liechtenstein
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Vaduz, 5 January 2011