

REPORT ON PROGRESS ACHIEVED IN THE IMPLEMENTATION OF THE NAIROBI
FORWARD-LOOKING STRATEGIES FOR THE ADVANCEMENT OF WOMEN AND THE
BEIJING PLATFORM FOR ACTION

Through its standard of living and its institutions, the Principality of Monaco aims to ensure gender equality.

- The entire population receives free compulsory education up to age 16.
- Women represent 42.48 per cent of the overall salaried workforce. They are generally recruited in the service sector, where they make up 46 per cent of the workforce.

They constitute the majority in the following sectors:

- commerce;
- financial activities;
- health and social services.

A large number of women work in the areas of real estate rental and enterprise services.

Women represent 30 per cent of the manufacturing sector, which itself represents only 18.5 per cent of the Monegasque economy.

In the civil service, they account for 52 per cent of the managers and for 35 per cent of those holding the rank of department head.

In the police, 10 per cent of the inspectors (or 6 per cent of the total personnel) are women.

Only 1.6 per cent of the working-age population is unemployed; the number of female job-seekers is only slightly greater than that of male job-seekers.

- Women and men have the same right to work and receive identical remuneration. Women nevertheless benefit from special protection in that certain dangerous occupations are forbidden to them. This is also the case for jobs involving the transport of heavy loads. They cannot be employed in night work in factories, construction sites or workshops.

When pregnant, a salaried woman enjoys a general protection and cannot be laid off; nor can an employer refuse to hire her.

There are special arrangements enabling mothers-to-be, to take leave before and after the birth of a child, with partial pay that varies according to the number of children already in the family or expected. By law, mothers may take time off from work to raise their children

and are assigned priority in re-employment for a certain period of time.

- In the area of social measures, special assistance is provided to mothers wishing to take time off from work to raise their children. Assistance is also available to mothers raising their children alone. There are also collective and family day-care centres which provide for the needs of mothers who go back to work after maternity leave, either by choice or for financial reasons.
- With regard to health, in the Principality of Monaco people who work and retired persons are affiliated with a health-insurance body. Those who would not otherwise have rights under a plan enjoy free medical assistance. In the area of preventive care, biannual breast cancer screening is provided free of charge to all women aged 40 to 70.
- In the legislative domain, a recent law allows mothers and fathers equal rights in the transmission of nationality to newborn children.
- Women are a growing presence in the country's representative institutions (23.5 per cent in the National Council and 26.6 per cent in the Communal Council).

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It is useful, moreover, to stress that women are particularly active in community life. The Monégasque Red Cross, chaired by His Serene Highness Prince Albert, the Heir Apparent, who provides the impetus necessary for its activities, comprises a large number of female volunteers (more than 300 women); their dynamism and availability enable them to provide support for the ill and aged in the health-care establishments and retirement homes of the Principality of Monaco. They also seek to ease human suffering within Monaco as well as in the regions surrounding it.

Faithful to its traditions, the social and humanitarian policies of the Principality of Monaco are broadly open to the international community. This orientation is founded on the collaborative efforts of the State and Monégasque associations.

A number of specific programmes are currently being undertaken at the initiative of humanitarian associations:

- AMADE Internationale (World Association of Children's Friends), chaired by Her Royal Highness the Princess of Hanover and headquartered in Monaco, as well as AMADE-Monaco, have a programme directed at children. This programme quite naturally (and sometimes even on a priority basis) affects women as well, whether they are mothers, grandmothers, sisters, guardians or kindly neighbours. They are all in the service of "the children of Mankind". Numerous examples serve to illustrate this concern of AMADE:

In the Philippines, a programme has just been set up to protect young girls aged 12 to 14 living abandoned on the streets and prostituted by the exploiters of misery. These young girls soon find themselves with children of their own. AMADE homes welcome them not only to get them away from prostitution, drugs and delinquency, but above all to ensure that they become real mothers. Moreover, their babies are taken care of in order that they do not inherit their mothers' misfortune.

In Benin, AMADE has taken on the struggle against nutritional blindness in infants aged 6 to 36 months. African mothers participate not only in the distribution of retinol (vitamin A) but also in the intensive cultivation of vitamin-enriched vegetables. Committed to prevention, the Association prefers to give remedies to children before they become blind than to give them white canes afterward.

In more than 25 countries around the planet, advocacy for children (and therefore for women) is being developed through the creation of education centres like the comprehensive school at Dakar and many other projects.

In addition to practical assistance, AMADE intercedes with the Council of Europe, the United Nations and the United Nations Children's Fund (UNICEF), the Economic and Social Council (ECOSOC) and the United Nations Educational, Scientific and Cultural Organization (UNESCO) in order that texts, declarations, manifestos and rules should be promulgated in favour of the protection of mothers and children.

- The goal of the Monegasque humanitarian association "Mission Enfance" is to study, organize and implement programmes of international solidarity in favour of children in a non-sectarian and apolitical context solely for the benefit of the victims it encounters; it intervenes in sensitive regions generally little covered by the news media.

Several operations aimed at the advancement and benefit of women are under way:

- Northern Iraq: In addition to conventional programmes, construction of a secondary school for 900 girls in 1997 and rehabilitation of 15 secondary schools for 5,000 girls in 1998.
- Viet Nam:
 - * Urgent programme to train disadvantaged girls in Ho Chi Minh City (Saigon);
 - * (with the Sisters of Charity) a sewing workshop;
 - * Accommodation of 600 street and slum children, of whom 55 per cent are girls, in four reception centres in Ho Chi Minh City. Raising girls' awareness of problems of the

street, drugs, HIV/AIDS and child prostitution.

- Colombia: Via a toy and games library in Bogota, hygiene and nutrition training for young women; family planning.
- Ethiopia: Establishment of a training programme for women and girls to teach them about the dangers of female circumcision; this was interrupted by the arrest of coordinator (Aisha) Debalé Ahmed.
- The Monegasque association "Monaco Aide et Presence", under the esteemed patronage of His Serene Highness Prince Albert, the Heir Apparent, and administered for many years by a majority of women, has been undertaking humanitarian programmes on five continents for the past 17 years.

Its principal goal is to aid children through medical or educational programmes, such as the following:

- creation of a rehabilitation and reintegration centre for handicapped women in Sri Lanka;
- creation of a centre for the protection of mothers and children in Niota (Niger);
- construction of a primary school in Madagascar;
- initiation of family planning operations in Niger and creation of a maternity and sex education centre for the Tuareg women of Agadès (Niger);
- assistance to blind girls in Niamey;
- purchase of sewing machines for African women;
- assistance to young girls in Benin, and installation of workshops to teach them a trade;
- schooling of young girls in Niota (Niger), where the illiteracy rate exceeds 92 per cent;
- assistance to African women suffering from leprosy;
- reintegration assistance to young street girls in Rio de Janeiro (Brazil);
- economic assistance via the Food Bank to the region's homeless women and single women with children but without incomes;
- and measures in favour of the children of the favelas.

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Not only have concrete measures been taken to broaden the participation of women in active life and to assure them equal rights, but attitudes are changing so much so that in a few years we will have achieved gender equality based on recognition of the capabilities of each individual and on mutual respect.

In view of the evolution of the situation of women in the Principality of Monaco, no specific programmes in favour of gender equality have been undertaken.
