

ANDORRA

RESPONSE OF THE PRINCIPALITY OF ANDORRA TO THE
QUESTIONNAIRE ON IMPLEMENTATION OF THE BEIJING
PLATFORM FOR ACTION (1995)
AND THE OUTCOME OF THE TWENTY-THIRD SPECIAL
SESSION OF THE GENERAL ASSEMBLY (2000)

August 2004

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ANSWERS TO THE QUESTIONNAIRE: INTRODUCTION

On the 15th of January 1997 the Principality of Andorra handed the Secretary General of the United Nations its instrument of accession to the Convention on the Elimination of All Forms of Discrimination against Women, which came into force in the Principality on the 14th of February 1997. Two years ago, on the 14th of October 2002 the Government of Andorra deposited with the United Nations the instrument of ratification of the Optional Protocol to the same Convention.

Part I: Overview of achievements and challenges in promoting gender equality and women's empowerment

By a governmental decree of the 6th of June 2001 a first Secretary of State for the Family was appointed for the first time on a proposal from the Minister of Health and Welfare. The State Secretariat for the Family was set up as a single, well-defined structure, which fully integrates aspects related to women. Once the members of his governmental team had been appointed, the Head of Government set the well-being of the population as a priority for the four years of the term of office.

In matters of gender equality, the aim which the Executive laid down for the State Secretariat for the Family was to set out the guidelines to develop the projects conceived and planned on the basis of an analysis of the consequences which economic, social, political and cultural pressures exert on family structure and family members (women, children, elderly persons and men). This aim took the form of a wish to find out what gender inequalities there were in the conditions of family life, work and health in the Principality of Andorra, which might give an orientation to the setting up of priority lines for action.

During the first six months of that same year the Government declared its will to act in the sphere of women in accordance with the raising of awareness among social agents or the population of Andorra with regard to the problems of domestic violence.

On the 22nd of June 2001 the Protocol for Action in Cases of Domestic Violence (PAVD) was officially presented, under the aegis of the Ministries of Health and Welfare and of Justice and Internal Affairs, with the aim of being an instrument for coordination and setting procedures for the various actions of agents involved in the problem so as to produce effective answers to issues of domestic violence in Andorra¹.

The drawing up of PAVD took place bearing in mind the various spheres of intervention: health, psychosocial, police and judicial as well as the associations of women in the country. It was designed with a community-based methodology closely linked to the specific features of the country.

In this way a first line of work was activated from the point of view of gender equality and, going beyond the Protocol along this line, the Government took on an undertaking to society through the development of concrete policies to encourage a more just and equal relationship

¹ A description of PAVD will be found at the question referring to examples of policies, legislative changes, programs and successful programs related to the Platform for Action.

between members of society.

This was an intense year for the efforts invested by the Government of Andorra in promoting the rights of women and as a result it presented the first report on the situation and the follow up of the Convention on the Elimination of All Forms of Discrimination against Women to the Committee (CEDAW) on the 10th of July 2001.

Following this presentation, as positive points, the Committee noted its satisfaction with the setting up of the State Secretariat for the Family as a mechanism to deal with questions relating to women and to see to the application of the Beijing Platform for Action and praised the Government for its undertaking to include the Committee's recommendations in its four-year plan.

As a result of the recommendations which the Committee made to Andorra, the Ministry of Health and Welfare set up the guidelines which from then on were going to be the lines for work in the following years:

- The promotion of responsible social participation set in motion by structuring civil society and encouraging the setting up of associations.

- The struggle against the obstacles which hinder and impede the effective fulfilment of the rights of women and which imply any form of discrimination against them such as: cultural stereotypes and prejudices about the traditional roles of women and men; domestic violence; insufficient income; the negative effects of family break up.

- The inclusion of the gender perspective in planning and carrying out programs and projects designed to attend to the specific social needs of women (as a particularly vulnerable group).

Moreover, as we have noted in the introduction, on the 14th of October 2002 the Government of Andorra deposited with the United Nations the instrument of ratification of the Optional Protocol to the Convention, which was ratified by the Government on the 4th of November of the same year.

The State Secretariat for the Family has given the widest publicity to the contents of the Convention and the Optional Protocol by distributing 6000 copies of a publication produced as part of the celebrations of the 8th of March 2003 among the schools, university community, libraries, teaching facilities, national and local public amenities and services, professional colleges of psychologists, doctors, nurses, midwives and lawyers and among the population at large, taking good care that this information arrived everywhere.

Following the recommendation of CEDAW, on the 4th of August 2004 the Government of Andorra approved the draft bill of the Qualified Law Amending the Qualified Law on Marriage of the 30th of June 1995, which is now before the Parliament. The amendment provides for the suppression of article 13 of the Law on Marriage, which requires that a widowed or divorced woman should wait for 300 days before remarrying, since this is considered discrimination and the internal adaptation of our regulations with regard to the proposed amendments to articles 75

and 76 of the Civil Registry Law.

The Government of Andorra is closely following the provisions of international bodies with regard to the equality of opportunity and in particular it has begun a relationship of technical cooperation with the Council of Europe. Thus the Principality of Andorra took part in the 5th Ministerial Conference for Gender Equality held in Skopje, Macedonia, on the 22nd-23rd of January 2003 in which the importance of gender equality as a key solution in changing societies was made clear.

During 2004, with the aim of designing an action plan for encouraging gender equality, the Ministry of Health and Welfare in cooperation with the Steering Committee for Equality between Women and Men of the Council of Europe (CDEG) organized a seminar as part of the preparation of a national action plan on gender equality of opportunities which took place in Andorra la Vella on the 27th-28th of January. Later on, on the 16th-18th of June last, representatives of the Ministry of Health and Welfare attended the 30th Meeting of the CDEG, all of which makes clear Andorra's wish to follow European provisions with regard to the promotion of effective gender equality.

With regard to all this work carried out, the conclusion has been reached that the promotion of the gender perspective among the various Government departments must be a priority task of the utmost importance, work of which must be begun so as to implement a transversal gender policy at governmental level.

In this way there has been a redefinition of the strategic lines to guide the work to be done when drawing up a national plan to encourage the gender equality of opportunity. These are:

1. The encouragement of social participation by and the leadership of women.
2. The fight against domestic violence.
3. The binomial: woman and work.
4. Attention to vulnerable groups: in particular single women with family responsibilities and elderly women.
5. The incorporation in other Government departments of the gender perspective as a transversal axis when designing actions.

Each of these strategic lines takes the form of general aims, specific aims and actions making up the programs and projects which the Government of Andorra is carrying out² in order to achieve gender equality, thus completing the program set out by the State Secretariat for the Family following the recommendations of CEDAW.

At present, work is in course on the 2nd report on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women in Andorra.

With regard to the Millennium Development Goals, the Targets and Indicators, one should note that at the level of the Inter-ministerial Commission for International Cooperation, the

² These will be specified in part II of the questionnaire.

Government of Andorra has set in motion the follow up of the Millennium Development Targets declaration as a basic criterion for granting subsidies to projects by non-profit making civic bodies in the social sphere and to decide on the contributions to international bodies and agencies.

Thus priority has been given to projects, which include gender equality in their design and implementation as well as those which attend to the overriding interest of children and those encouraging human rights and democracy. We would note that the Head of Government, at the beginning of this legislature, made an undertaking to reach 0.7% of the total budget of the Government of Andorra for allocation to projects of cooperation for development. This undertaking will come into effect in 2005. For 2004, the Government assigned 0.5% of its total budget to projects and actions for international cooperation, representing a sum of 1,248,702.89 €

Regarding the Principality of Andorra and goal 3 of the Millennium Declaration on the access to and elimination of gender disparity in primary and secondary education in particular by 2005 and at all levels by 2015, the provisional data for enrolment for the school year 2003-2004, show the following distribution in July 2004:

Educational level	Boys	%	Girls	%
Kindergarten	1,340	51%	1,287	49%
Primary school	2,118	53%	1,878	47%
Secondary school	1,333	50.7%	1,294	49.3%
Baccalaureate	296	44.3%	373	55.7%
Professional training	115	51.6%	108	48.4%
Total	5,202	51.3%	4,940	48.7%

Source: Ministry of Education, Culture, Youth and Sports, July 2004

Population data for July 2004 show us that by age segments for minors enrolling at the various school levels, the population has the following percentile distribution:

Age (years)	Boys %	Girls %	Total
2-5 yrs	51.5%	48.5%	100%
6-11 yrs	52.8%	47.2%	100%
12-15 yrs	51.3%	48.7%	100%
16-18 yrs	52%	48%	100%

Source: Ministry of Justice and Internal Affairs, July 2004

Thus the data show a similar schooling pattern for boys and girls at all educational levels.

An analysis of the data on university students by sex for the period 1991-2001 points to the fact that the number of women university students is greater than that of men and has the following distribution:

School year	Boys	%	Girls	%	Total
1991/92	299	39.8%	452	60.2%	751
1992/93	300	40.7%	438	59.3%	738
1993/94	326	42,5%	440	57.5%	766
1994/95	334	45.9%	394	54.1%	728
1995/96	331	43.7%	426	56.3%	757
1996/97	388	43.5%	503	56.5%	891
1997/98	408	43.8%	524	56.2%	932
1998/99	612	43.6%	793	56.4%	1,405
1999/00	580	43.3%	761	56.7%	1,341
2000/01	577	43.2%	758	56.8%	1,335

Source: Institut d'Estudis Andorrans. Statistical yearbook 2003.

On the other hand 21% of the projects for international cooperation and for community development at national level subsidized by the Ministry of Health and Welfare are aimed at the educational promotion of children and adult women with a particular focus on the access to secondary education and professional training.

Among the main legislative and regulatory successes in promoting gender equality and giving women greater power during this last decade we note:

- Accession to the Convention on the Elimination of All Forms of Discrimination against Women which came into force in the Principality on the 14th of February 1997 and the ratification of the Optional Protocol to the same Convention on the 14th of October 2002.
- The passing into the parliamentary phase of the draft bill for the Qualified Law Amending the Qualified Law on Marriage of the 30th of June 1995, mentioned above.
- The definition for the first time as an offence of “*mistreatment in the domestic sphere*” in the draft bill for the amendment of the Law on the Andorran Penal Code.
- The approval the *Consell General* of Andorra (the Parliament in Andorra) on the 30th of June last of the proposal to ratify the European Social Charter revised with regard to 19 articles and 10 paragraphs (relating to the protection of the rights of national and immigrant working women and their families).
- The legislative reform under way on Andorran social security by means of the approval by the Government of the 26th of August last of the draft bill of the Law on Social Security which has now passed to the parliamentary stage for debate and approval and which makes provision for reforms improving the conditions of elderly women, housewives, widows and orphans in the country's social security system as well as benefits associated with maternity leave.

Finally, we would note the draft bill of the “Law for Social Care”, also approved by the Government on the 26th of August 2004 and now under parliamentary debate. This draft bill stresses that the encouragement of real gender equality is a social concern and that it is the Government's responsibility to see to its implementation. It identifies single parent families, which in the case of Andorra are mainly single women with family responsibilities, as a vulnerable collective group and sets out a series of social care benefits for improving their

quality of life.

As far as the financing and designing of budget lines are concerned, the State Secretariat for the Family set up in 2002 the budgetary project *Care Plan for Women* with a budgetary allocation of 166,780.73 €. This budget made allowance for various budgetary entries aimed at encouraging social participation by women, the fight against domestic violence, relations between the binomial woman and work and, finally, the passage of time in view of the coming years an allocation has been foreseen for the drawing up of a plan for encouraging equality of opportunities.

Work is currently in progress so that other Government departments such as Education, Police, Department of Finance, Department of Multilateral Affairs and Cooperation for Development; semi-public institutions such as the Andorran Health Care Service, the Andorran Social Security Chest, the Institute for Andorran Studies and the University of Andorra; and non-profit making civic bodies (mainly women's associations) should develop a budgetary line which would bear in mind the five priority action lines set out in January 2004.

It should be noted that during the 4th Session of Ongoing Training for Crèche Staff in cooperation with the Nursing School of the University of Andorra, a training module on coeducation has been developed in relation to early childhood and gender stereotypes.

At the same time, in the context of social policy on housing, the Government of Andorra set up on the 16th of June last the Housing Department, one of the aims of which is *to draw up proposals for measures aimed at the Andorran market on housing matters and in particular to improve the access to housing of the most sensitive groups*, among which the situation of single women with family responsibilities has been taken into account.

With regard to the Police Force, in this year 2004 the director has given an undertaking to work for the setting up of a specific care service for mistreated women and for the training and raising of awareness of this professional group which is similar to the undertaking taken on board by the director of the Andorran Health Care Service with regard to health workers in the country. This service has budgeted for 2005 the setting up of its own crèche so as to facilitate the meshing of the working and family lives of its staff.

The Ministry of Health and Welfare and the Institute for Andorran Studies have signed a cooperation agreement which is to be entrusted with carrying out the follow up of the impact on the population of the projects and actions implemented by the Ministry of Health and Welfare to encourage the gender equality of opportunity.

Projects aimed at encouraging equitable situations are being worked on together with the Department of Education. Thus during this summer school year a course has been drawn up on gender stereotypes and the prevention of domestic violence. At the end of this year and beginning of next, it is envisaged to work on a project for the prevention of bullying among adolescents, following a gender perspective and focusing adolescents and the educational community.

In this context, let us speak of the project in the educational sphere for raising awareness and information about gender inequalities and the prevention of domestic violence. Thus in March 2005 it is planned to hold some educational seminars aimed at the whole educational community (primary school teachers, educators, trainers, parents and other educational and socializing agents who may wish to take part) and dealing with coeducation and the prevention of bullying. These seminars are intended to offer a forum for discussion, exchange, drawing up strategies, observation, denunciation, work and reflection to encourage the sharing of the new educational challenges.

Another action planned for next November are workshops for the prevention of bullying by young people and adolescents aged 14-18. These workshops are aimed at identifying gender stereotypes and understanding gender identities in bullying relationships and to give the adolescents tools to identify the values, attitudes and behaviour making egalitarian relationship models possible and to adopt a critical attitude towards violence and apply conflict resolution strategies.

Among the general aims of the learning areas figuring in the educational programs at the various teaching levels in the Andorran educational system, particularly with regard to pre-primary and primary education, particular stress is laid on the promotion of education for tolerance, respect and solidarity, the prizing of the social and natural environment, good coexistence in personal relationships, the encouragement of the student's critical spirit, the knowledge of the human body and the acquiring of healthy habits.

With regard to the work done with children by this department, a great effort is being made to educate girls and boys in values such as tolerance, respect and democratic participation. Thus the Ministry of Education, Culture, Youth and Sports has been carrying out over the last few years a series of projects to favour the participation of students as citizens, regardless of sex.

With regard to the more explicitly Andorran educational system, the active participation of students in decision-making is encouraged with a view to their acquiring skills for establishing balanced and assertive relationships since democracy is taken as an element of practical learning through rehearsing the democratic form of life at school.

In this context since May 2003 every year a *Consell General* of the Young has been held every year. This is a parliament comprising, like the *Consell General*, 28 young members aged between 14 and 16 years old and elected democratically by secondary school students in the three educational systems in existence in the country. During the parliamentary session the representatives present the General Councillors with various draft bills.

Other actions carried out include the meeting of delegates of secondary and baccalaureate students which took place in November 2003 and which collected proposals from the young people themselves related to improvements to be introduced into the spheres of sports, leisure offer and culture aimed at young people, to access to the world of work, to the relationship between the educational systems, to school timetables, to school infrastructures and material, to school counselling, to study plans and to encourage the active participation of young people in decision-making.

These proposals were presented to the general public during the 2nd Educational Seminars held in May 2004. During these seminars, the activity “The Biggest Classroom in the World” was also organized: simultaneously a large part of secondary school students created a teaching unit about schooling and access to education in the world. The aim was to make the students reflect on the fact that millions of boys and girls around the world have no access to education and to increase their awareness of the fact that everyone, boys and girls, have a right to education.

Through its tutors a teaching centre helps the development and enhancement of students' capacities, skills and possibilities by adequately treating individual differences. Tutorial action as an educational activity aims at reinforcing the actions of both teachers, parents and students and of all the staff which acts directly or indirectly on education. There are individual tutorials and class tutorials.

To conclude this first part of the questionnaire about relations established with NGOs and civil society groups as well as with the private sector in order to support gender equality and to further empower women we would stress the relation and cooperation of the Ministry of Health and Welfare with women's associations in the country linked to the women and social participation program which we shall describe in the second part of the questionnaire.

This is organized along 3 basic axes:

- the setting up of coordination and communication channels with women's associations in order to guarantee a closeness to the needs of the female population of the country when designing policies and actions;
- the subsidizing, support and technical follow up of projects drawn up by these bodies, following a transversal optic from the gender perspective;
- the training of elements in the associations to encourage responsible social participation by civil society in the development of its social actions and initiatives in our community.

At the same time, the Ministry of Health and Welfare has given its support to women as a group for the action and reflection set out in March last year.

We would comment that part of the social policy of the Government of Andorra is planned on the basis of answers to demands from women's associations such as action against domestic violence, the revision of widows' and orphans' pensions, the situation of single women with family responsibilities or the situation of housewives.

As far as other private bodies are concerned, we would note the cooperation set up between the Ministry of Health and Welfare and the Chamber of Commerce, Industry and Services of the Principality of Andorra by developing a joint project for balancing family and working life. The Institute of Andorran Studies and UNICEF are also taking part in this project and the last named aims at understanding the effect of adult working conditions on child welfare.

Part II: Progress in implementation of the critical areas of concern of the Beijing Platform for Action and the further initiatives and actions identified in the twenty-third special session of the General Assembly

A. WOMEN AND POVERTY

On the 25th of September 1995 the Government of Andorra approved the National Social Service Plan which has enabled the setting up of an organized system of actions to contribute to the balanced development of Andorran society, the general well-being and the quality of life of all citizens, thanks to a model based on the fact that individuals, families and institutions should accept their responsibilities and act with solidarity so that persons may live in dignity and autonomy, contributing to and enjoy social progress.

Later, on the 4th of December 1996, the Government of Andorra enacted the Regulations for Social Assistance Benefits which describe the characteristics of financial social assistance benefits aimed at guaranteeing the coverage of minimum basic needs, social reinsertion and the autonomy of persons and families with deep social lacks.

Strategic aim A1. Regarding legislative improvements, as we have already mentioned above, the legislative reform of the Andorran social security system is currently under way by means of a draft for a Law on Social Security which sets changes to improve the conditions of elderly women, housewives, widows and orphans in the country's social security system as well as the benefits linked to maternity leave.

We also recall the draft bill for social care, which identifies single parent families which, in the case of Andorra, are mainly single women with family responsibilities, as a vulnerable collective group and sets out a series of social care benefits to improve their quality of life.

Strategic aim A2. With regard to care for vulnerable groups, the survey on the various conditions of life of women and men in the family and work contexts and their health and welfare, which the Ministry of Health and Welfare ordered in 2002, alerted to the vulnerable situation of employed women responsible for single parent homes.

These data are complemented by the data collected by primary care teams, which show that 183 single parent families have requested the intervention of professionals from these teams and that this represents 22% of all dossiers handled.

Thus 35% of social care benefits have been allocated to single parent families, the most frequent of which being those referring to the family sphere, childhood and youth (help for upkeep, help to pay the rent, help to pay the crèche).

Bearing these data in mind and the conclusions of the survey on gender inequalities, work has been begun to set out policies to improve the conditions of life of single parent families. This has been a project headed by the Welfare and Family Departments of the Ministry of Health and Welfare and by the associations of women in the country, in which particular stress has been laid on the opinion and perception which the single parent families themselves have of their situation

and the resources which they would need in order to improve their well-being and quality of life.

As part of the celebrations of the 8th of March this year and during the holding of the 3rd cycle of lectures on the social role of women on the threshold of the 21st century, the Ministry of Health and Welfare invited Mrs. Gabriella Battaini-Dragoni, the current Director General of Education and Welfare, Youth and Sport of the Council of Europe to speak to the population about the social vulnerability of women all over Europe, bringing her experience of more than 3 years as Director General of Social Cohesion in the same body.

Mrs. Battaini-Dragoni described many risk situations, which cause women in Europe to suffer situations of poverty, being understood as the manifestations of various forms of violence: structural, cultural, social or direct.

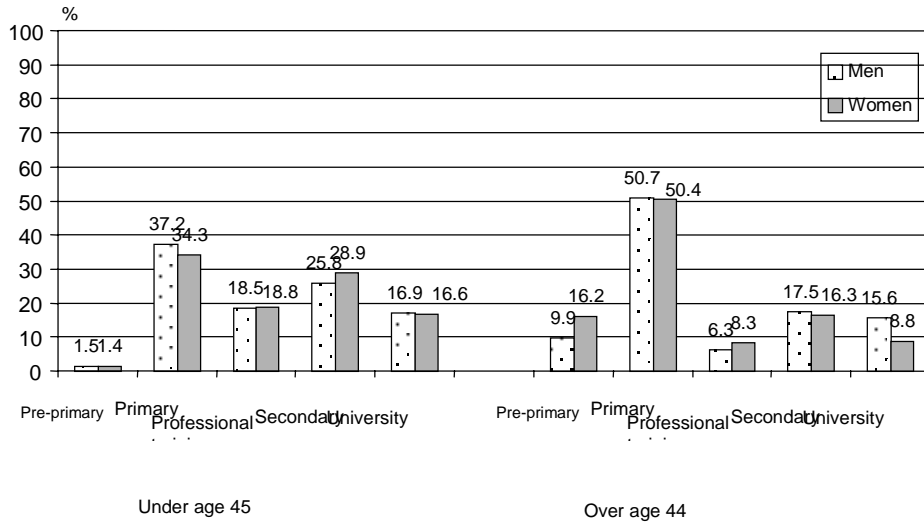
B. EDUCATION AND TRAINING OF WOMEN

Strategic aim B1. The educational structure of Andorra is peculiar, as three different free public educational systems coexist: the Andorran, the Spanish and the French.

The Constitution proclaims the basic guarantee of the right to education in article 20 which states that everyone has the right to education which should be directed to the full development of the human personality and dignity, reinforcing respect for freedom and the fundamental rights of liberty. This article is implemented by the Qualified Law on Education of the 3rd of September 1993. Below we shall see the situation regard access to education and training of women in the Principality of Andorra.

Strategic aim B2. In 2002 the Government of Andorra (taking advantage of the drawing up of the National Health Questionnaire for 2002) drew up a survey of gender inequalities in Andorra. This survey included 2505 persons representing the non-institutionalised population of Andorra aged 15 and above.

From this survey it is clear that with regard to the highest educational level achieved most of the population of Andorra only completed primary school. But gender differences in educational level are limited to the over-44s. Among younger people, men and women have a similar educational level. The percentile distribution of educational level by age and sex is as follows:



Thus, as we have seen in the first part of the Questionnaire, at present the level of schooling is similar for boys and girls at all educational levels and it is clear that the number of women university students is higher than the number of male students.

Access to basic education is guaranteed for adults by means of the adult training system. Article 4 of the Qualified Law on Education prescribes that this training is free of charge for persons resident in the country.

At the same time, as we mentioned in part I of the Questionnaire, the Department of Welfare and the Family of the Ministry of Health and Welfare, the Department of Educational Systems and the Department of Educational Innovation, Research and Development of the Ministry of Education, Culture, Youth and Sport are working jointly on the carrying out of actions aimed at encouraging gender equality of opportunity and coeducation.

Regarding to the system of educational grants, this is the first year in which the specific weight of social factors and in particular the situation of single women with family responsibilities has been recognized when evaluating for the granting of grants by the Ministry of Education, Culture, Youth and Sport of the Government of Andorra.

Strategic aim B3. Finally, concerning the access of women to vocational training, science, technology and ongoing education, we would point out that the Ministry of Education, Culture, Youth and Sport of the Government of Andorra is planning to set up a Centre for Educational and Professional Guidance (COEP) which will provide training at educational and professional level. Access to this centre will be open and accessible for the whole population and will be free of charge. It is planned to start work at the beginning of September 2004.

Prior to this and going back two years the same Ministry set in motion the Andorran Institute for Insertion (IADI) in which a procedure for professional guidance has been set up. At present the beneficiaries of the training on offer are young people but there are plans for this Institute to become accessible to all sectors of the population through the Centre for Educational and Professional Guidance.

To conclude this point, we would mention the recent approval by the Principality of Andorra of

articles 9 and 10 of the revised European Social Charter.

C. WOMEN AND HEALTH

Article 30 of the Andorran Constitution ensures the fundamental right to the protection of health thanks to a system of social security guaranteed by the State. This right is also protected by the General Law on Health of the 20th of March 1989. The whole population can access the health protection services.

The Government of Andorra aims to promote, plan and protect health, understood in its wider sense, as defined by the World Health Organization. The organization of the health system in the Principality of Andorra depends on a social security system with mixed financing (public and private).

Health benefits, treatments and health services are planned and made available taking the gender into account and bearing in mind the situations, circumstances and characteristics of women at each phase of their life cycle.

We also wish to put on record that the Principality of Andorra has recently approved the European Social Charter with 19 revised articles and 10 revised paragraphs, among which article 11 – The right to protection of health, article 12 – The right to social security and article 13 – The right to social and medical assistance.

The infant mortality rate for the last three five year periods has been as follows:

- 1996-2000: 2.4 for every 1000 live births
- 1997-2001: 2.4 for every 1000 live births
- 1998-2002: 2.3 for every 1000 live births

We would stress that the maternal mortality rate has been zero for the last three five year periods.

In general, the number of deaths of residents registered in Andorra and the relevant gross mortality rates have increased³ progressively in the latest periods of five years, going from a rate of 3 per 1000 inhabitants in the five year period 1994-1998 to 3.4 per 1000 inhabitants in the five year period 1998-2002.

From a gender perspective, in all periods surveyed (within these periods of five years) deaths are distributed in the proportion 60% men and 40% women. During the last five year period surveyed, 1998-2002, 2.8 women in every 1000 died and 4 men in every 1000.

The birth rate in Andorra increased between the period 1994-1998 and the period 1998-2002, going from 10.5 to 11.81 per 1000 inhabitants. The fertility rate has also increased during the same periods going from 37.5 in the first period to 43.33 per 1000 women aged between 15 and 49 in the second.

³ This increase may be real or be affected by the project for improving the collection of data and checking of deaths begun in 1998.

With regard to the fertility rate it is noteworthy that women become mothers at a later age seeing that in the period 1998-2002 if we observe the fertility rate per age group of the mother, the age group 30-34 was the most fertile with a fertility rate of 86.36 per 1000 women, the highest of all the age groups.

We would point out that this year the first health survey in Andorra of the population aged 0 to 15 will be made.

In the survey on gender inequality in health, conditions of working and family life in Andorra, which was made in 2002, we find that women visit health professionals more often. It comes to light that most of the health indicators are less favourable to women: they have a worse perceived state of health, worse mental health, less vitality, more chronic limitation of normal activities and main activities.

66% of women regularly visit a gynaecologist and 78% of these say that they have cytologies done.

Strategic aim C1. In 2003 the celebration of world heart day addressed the elderly woman. The Ministry of Health and Welfare with the slogan: “*one heart for your whole life*” carried out an information campaign on the prevention of heart ailments, risk behaviour at all ages in a woman and the consequences which this behaviour may have on a woman's well-being.

Strategic aim C2. At the same time, as a support to actions taken by the associations of women in the country, the State Secretariat for Welfare has for three years subsidized a project for raising awareness about and giving information on cancer in a person's life which at the same time offers mutual aid to women with breast cancer. The collective group responsible for this project is the group ALBA of the Association of Women of Andorra. This year the project is focusing prostate cancer in men.

Strategic aim C3. The Association of Migrant and Andorran Woman carried out a project in 2002, which under the title *Equality for Sexual and Reproductive Health* addressed sexual education and the prevention of infectious and contagious diseases. This project was financed by the Ministry of Health and Welfare.

As part of this cooperation, this year the Ministry of Health and Welfare has subsidized an AIDS information and prevention campaign by the collective group *SOM COM SOM* with the aim of improving the degree of knowledge of the sickness and its transmission.

International cooperation

To conclude this point related to actions taken by civic bodies and subsidized by the Ministry of Health and Welfare, mention should be made of the Program of Education for Life and Youth Participation in Djibouti set up by UNICEF in cooperation with the government of that country with the aim of reducing the propagation of the AIDS virus and the consumption of drugs.

D. VIOLENCE AGAINST WOMEN

Strategic aims D1 and D2. At national level we would point to the translation into Catalan and the diffusion to the population of the Recommendation **Rec (2002)5 on the Protection of Women against Violence**, which was approved by the Committee of Ministers of the Council of Europe on the 30th of April 2002 and which sets out a total of 85 measures to combat the various forms of violence which are at present exercised specially against women.

With regard to violence against women, the Government of Andorra has focused on domestic violence. As we noted in part I of the Questionnaire, in June 2001 the Minister of Health and Welfare and the Minister of Justice and Internal Affairs signed the Protocol for Action in Cases of Domestic Violence (PAVD) as an instrument for coordinating and procedure in the various actions of agents involved in the problem so as to give effective replies to the phenomenon of domestic violence in Andorra.

In 2003 147 cases were detected of adults mistreated inside the home⁴ and 95% of these were women.

Two further phases were planned to implement this Protocol:

Phase II (at present under consolidation) focused on:

1. The incorporation in the process of new institutions. In this second phase the Colleges of Lawyers, Psychologists and Nurses and Midwives of Andorra have been incorporated.

The introduction of new agents (bodies, institutions, social agents) able to work and improve prevention, detection and intervention in cases of domestic violence will be determined by the work groups (described below).

The **PAVD work groups** were set up: health, psychosocial and police groups, which aim to offer a space for reflection and in depth study of the specific subjects in each sphere for intervention. The main objectives of the setting up of the work groups are to enhance mutual acquaintance and favour the coordination of the professionals involved; to formulate the proposals for improvement in the Protocol and also to enable information on their progress to be shared. A working group has been set up for each type of intervention defined in the Protocol and meets once every two months.

The **PAVD Follow up Commission** was also set up and comprises at least one representative from each sphere of intervention and is chaired by the Secretary of State for the Family. It aims at being a space for following up, decision-making and evaluation of the working of the Protocol and at the same time it is planned for it to be an instrument for collecting information, detecting new needs and proposals for changes and improvements bearing in mind the work, contributions and reflections of each working group.

The members of this Commission are: the Secretary of State for the Family, the Secretary of

⁴ The circuit for childcare is separate, which is why those cases are not counted here.

State for Welfare, the Director of the Police Force, the Director General of SAAS (Andorran Health Care Services), the Head of the Legal and Forensics Medicine Service, the President of the College of Doctors of Andorra, the Dean of the College of Lawyers of Andorra, the President of the College of Psychologists of Andorra and the President of the College of Nurses and Midwives of Andorra.

2. The designing of a joint training plan for the members of the various areas and of specific training depending on the needs detected. It is a question of prospecting the situation: redefining the professional tasks, lacunae in the professional, instrumental and material resources required.

3. The drawing up of a universal, homogenized statistical guide for the collection of data at the time of intervention. It is a question of having available statistical tools appropriate for the services and institutions, which will give a standardized reading of the information and to make a proposal for the indicators.

During this phase the framework program for the fight against domestic violence is being designed.

Phase III relates to the incorporation of the proposals for changes in the process and the development of new resources.

Representatives of the State Secretariat for Education, the Andorran Audiovisual Council and the Institute of Andorran Studies have been incorporated into this process of redefinition. During this phase **the working groups have been reoriented** for specific subjects by means of the inter-institutional work at present being carried out which was begun in March 2004.

The working groups are the following: the working group for inter-institutional coordination and PAVD follow up, working group for the data analysis and investigation and research of new resources and models for intervention and the working group for information, raising of awareness and prevention regarding domestic violence.

With regard to the training of the various professionals involved, there is in the framework of the program *domestic violence* **the project for raising professional awareness of matters of domestic violence**. Training and awareness raising actions have been carried out in the psychosocial sphere (77 persons), police (50 persons), health (65 persons), juridical and legal (80 persons). Work has also been done with the psycho pedagogical team of the Andorran School and with families sheltering victims of domestic violence.

In November 2004 there will be the first Pyrenean Conferences on gender-based violence.

With the aim of informing the population and raising its awareness of the existence of the problem, **the project for social information and raising of awareness** about domestic violence has been designed which takes the form of holding on the 25th of November the International Day for the Elimination of Violence against Women, the publication of various informative materials on the phenomenon of domestic violence, its professional treatment and the various

resources available in the Principality: brochures, lists of resources, white bands, book points.

Specifically prompted by our interest in finding out the real extent of the problem of domestic violence, the statistical guide which was designed in 2002 has led to the setting up of a **computer program for data collection** which is used by all agents and which guarantees the confidentiality of the victim's data and enables data on her profile to be ascertained as well as the action taken.

At present the **resources available to give answers to the problems** are:

1. **The resource of immediate care for victims of domestic violence** managed by the Area of Primary Health Care which dealt with 16 cases during the first six months of the year. This resource consists of a daily round the clock duty shift of social workers 365 days per year for emergency and dangerous situations.
2. **Social care for victims of domestic violence**, managed by the Area for Primary Social Care. Once the emergency intervention by the social worker on duty is over, it is the social worker for the territorial area who sets up an integrated working plan with the family so that the victim (and the family) can recover a situation of stability with the necessary support and underpinning.
3. **The shelter resources for cases of domestic violence** are coordinated by the Area of Specialized Social Care and consist of sheltering family and temporary sheltering establishments with a total of 7 places.

At the same time we would point out that during the carrying out of these phases there has been coordination and communication with the judicial authorities in the country. These, however, were involved directly only in the first stage of designing the Protocol. The Magistracy of Andorra and the General Prosecutor's Office of Andorra have appointed a spokesperson respectively between the Ministry of Health and Welfare and these institutions to deal with the carrying out of the Protocol and the projects and actions carried out in the fight against domestic violence.

Finally we would mention that in cooperation with the Association of Women of Andorra and the College of Psychologists it is planned to sign a convention for the setting up of a free psychological care service for women in the Principality.

E. WOMEN AND ARMED CONFLICT

Strategic aim E2. There are no armed forces in the Principality of Andorra. Thus the *Decree on the Possession, Use and Circulation of Weapons of the 3rd of July 1989* article 2 prohibits “the manufacture, importing, circulation, holding, use, purchase and sale and advertising of the following weapons: 1a The weapons of war ...”.

International cooperation

With regard to the promotion of non violent means of resolving conflicts, the reduction of the

extent of abuse of human rights in conflict situations and the encouragement of a culture of peace, the Government of Andorra has signed a convention for cooperation with the United Nations Children's Fund and the Andorran National Committee for UNICEF to jointly finance a project in Bosnia Herzegovina which under the name "Foundations for Democracy" aims at diffusing a model of national primary education based on democratic values, providing the children with the necessary knowledge, skills and attitudes to think critically, to choose and take decisions responsibly, to express themselves freely and to prevent conflicts.

The project also notes the serious state of marginalization of the rights of children in the post war reconstruction programs and the unfavourable social and family environment, which is hardly suitable for the proper growth and development of the children. It condemns the fact that after the war there has been a serious reduction in access to basic services such as education and health care, which produces a context in which children and young people find themselves in a situation of social risk with regard to unsure sexual behaviour, violence, abuses, sexual exploitation trade and the trafficking of human beings. The Government of Andorra will contribute 615,530 € to the carrying out of this project.

Finally one should mention the contributions made to the foundation "*Together*" which was set up in 2002 on the initiative of the Government of Slovenia and with which the Ministry for Foreign Affairs began to cooperate in the same year, financing two of its programs.

The foundation "*Together*" a regional centre for the psychological well-being of children is a Slovene NGO the main objective of which is to protect and improve the psychosocial well-being of children, in particular those who have been victims of armed conflicts in south-eastern regions of Europe such as Bosnia Herzegovina, Macedonia or Kosovo.

To achieve this aim and to implant bases for common coexistence in societies which have been dislocated by war and ethnic conflicts, "*Together*" finances, follows up and involves itself in various programs relating to the training of teachers and other school staff in health programs and programs for apprenticeship in social democracy, among others.

The Andorran participation has up to now focused on the financing of almost two complete programs: one carried out in Kosovo and the other in Macedonia. Both are aimed at training and providing psychological help for trainers in the first instance and thereafter for teachers so that they will be able to detect and provide help for pupils who may be suffering from psychological problems. These actions are directed basically to an essentially rural population, which normally has no access to this kind of help.

The Principality has made three contributions in 2002, 2003 and 2004 which have enabled the involvement of 10 schools, 4,754 pupils and 286 primary school teachers in the initial program which Andorra financed in Kosovo and of 7 schools, 3,237 pupils and 206 primary school teachers in the initial program also financed by Andorra in Macedonia during the last two years.

Thus we have seen how, with the transversal axes of encouraging: the gender perspective in designing actions carried out, the overriding interest of the child and that of governability and democracy in the framework of international cooperation, the Government of Andorra

recognizes the specific vulnerability of girls and female adolescents in situations of conflict and post conflict, following the observations of the international bodies which refer to the financing of aid programs to the victims of conflicts (in particular women and children) and to the supporting of efforts for reconstruction and repatriation after the conflict.

F. WOMEN AND THE ECONOMY

Strategic aim F1. With regard to the promotion of women's economic rights and independence, with regard to the access to employment under equality of opportunity, we must report that the Principality of Andorra has enacted Law 8/2003 on the 12th of June 2003 on work contracts under which all forms of discrimination by the business owner, including gender discrimination, are forbidden and subject to sanction.

With regard to *maternity or adoption leave*, we would note that this Law at Heading II Chapter V article 21 provides for the work relationship to be suspended for 16 weeks in the case of maternity and 12 in the case of adoption. In the case of a multiple birth or adoption two weeks are added on for each child.

This Law presents some changes with regard to the accounting for periods of sick leave if prescribed by a doctor in case of need for rest. Before it was accounted for within the time fixed for maternity leave. The situation is similar in the case of premature births, which are not accounted for as a period of maternity leave until the date at which the birth would normally have taken place. We would also mention the fact that as of the sixth week after the birth the father may replace the mother and benefit from the maternity leave.

Another new thing is the recognition of maternity leave for adopting families and the fact that in a case of adoption either the father or the mother may, at their choice, take the adoption leave so long as the total leave taken does not exceed the total period of leave prescribed.

This Law also brings from 6 to 9 months the period available for periods of 2 hour leave for nursing.

Article 23 of this Law recognizes the right of workers with more than three years employment in the same working place to ask for and obtain unpaid leave on account of a birth, adoption of a child or reunion with family members.

The regulations of the Andorran Social Security Chest apply this legislation and prescribe the right to maternity aid medical benefits. With the maternity card women have a right to four free periodical medical check ups and analysis, the remaining check ups following the same system of joint financing as the other benefits of social security in the country.

One should also note the recent enactment of the proposal to ratify 19 articles and 10 paragraphs⁵ out of the 31 articles making up the revised European Social Charter, among which there are the following articles:

⁵ This information is listed in appendix 1.

Article 1 - The right to work, article 2 - The right to just conditions of work, article 4 - The right to a fair remuneration with paragraph 3 which sets out the equality of remuneration for both sexes, article 17 – The right of mothers and children to social and economic protection, article 20 - The right to equality of opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex, article 26 - The right to dignity at work and article 31 - The right to housing.

According to the conclusions of the aforementioned survey on gender inequality with regard to their conditions of family life, work and health in Andorra (2002), most of the population of Andorran is working, which means that the conditions of work have a central role with regard to the health and well-being of Andorran society. With regard to paid work and family situations one can say that:

- Although women and men have similar educational levels, women occupy less qualified jobs than men and they are usually the ones who do the domestic tasks.
- Andorran women have more difficulty in occupying positions of responsibility.
- Men's salaries are higher than women's.
- Balancing working life and home life continues to be one of the biggest issues for women.
- Working women who are responsible for single parent homes are a group at risk which works a lot both at a paid job and at home.

Strategic aim F6. The program **women and work** of the Ministry of Health and Welfare aims at encouraging real, effective gender equality of opportunity in the work place and at encouraging the balancing of family and working life in Andorra.

This last objective takes the form of the project for balancing family life and working life being carried out in cooperation with the Institute of Andorran Studies and the Chamber of Commerce, Industry and Services which aims at divulging the good practices which Andorran businesses carry out to facilitate the balancing of this binomial by identifying them, recognizing them and giving them maximum diffusion and publicity. This project will finalize with some awareness raising seminars for the business sector.

Another program addressing the balancing of family life and working life are the crèches placed under the State Secretariat for the Family, which comprise resources such as the ordinary children's crèches, children's crèches covering the time after school, the crèches on ski slopes and in shopping centres and those who look after children at home. The aim of the program is to offer the widest possible range of quality possibilities or resources for child minding aimed at families which during working hours are unable to care for their children, thus favouring the balancing of family life and working life and respecting the overriding interest of the child.

On this point, we would recall that the Andorran Health Care Service has made allowance in its budget for 2005 the setting up of its own crèche for its staff in order to facilitate the balancing of the binomial: family life - working life.

Strategic aim F3. Finally we would add that in cooperation with the Association of Migrant and

Andorran Women and the Chamber of Commerce, Industry and Services, the Department of Welfare of the Ministry of Health and Welfare has subsidized a project for enhancing women with low training levels to make it easier for them to enter the job market and have access to well paid jobs.

G. WOMEN IN POWER AND DECISION-MAKING

Data related to the access of women to public positions and decision-making and power in Andorra are as follows:

OFFICE	WOMEN	%	MEN	%	TOTAL	%
President of Institutions of Justice	1	9.1%	10	90.9%	11	100%
Magistracy	6	60%	4	40%	10	100%
Public Prosecutor	2	50%	2	50%	4	100%
General Council	5	21.7%	18	78.3%	23	100%
Ministers	3	33.3%	6	66.7%	9	100%
Secretaries of State	4	57.1%	3	42.9%	7	100%
Ambassadors	3	37.5%	5	62.5%	8	100%
Directors	9	39.1%	14	60.2%	23	100%
Mayors	2	14.3%	12	85.7%	14	100%
Town councilors	23	27.4%	61	72.6%	84	100%

The Ministry of Health and Welfare has designed the **Women's Social Participation and Leadership Program** as a part of actions designed to achieve effective gender equality. This program aims at enhancing the social participation of women and the presence of women in positions of responsibility.

Strategic aims G1 and G2. The program comprises the following projects:

- a. **Project for social participation by women and encouraging membership of associations,** which aims at encouraging the participation of women in the social, political, economic and cultural life of our community.

In carrying out this project the aim is to enhance the public voice of women and to support their initiatives by improving the mechanisms of coordination and communication between the associations of women in the country and the Ministry of Health and Welfare.

During the last few years technical and financial support has been given to the associations of women to carry out projects, among others in the spheres of health, social mediation with women, legal and psychological aid for women, the legal status of women in Andorra and access to work by vulnerable groups of women.

- b. **Project for Information and the Raising of Social Awareness about Women's Rights:**

In the context of this project actions are being carried out with a view to divulging the

contents of the Convention on the Elimination of All Forms of Discrimination against Women and the situation of women's rights in Andorra. Actions to be noted are:

- i. The **T'HO CREUS?** campaign for raising awareness about the encouragement of gender equality of opportunity which lays particular stress on the gender stereotypes at present in existence.

This is a campaign, based on the image which works monthly, of how stereotypes affect the vital dimensions of health, work, family, access to situations of responsibility and sports and leisure activities. It should be stressed that this is the first time that an institution has spoken publicly of these situations, which lead to gender inequality.

It is interesting to highlight the fact that during the follow up to the campaign done by means of a survey by the Observation Post of the Center for Sociological Research of the Institute of Andorran Studies, it has been the first time that 4% of the population aged 18 or over has stated that the gender difference is one of the three major problems in Andorra.

- ii. **Celebration of the 8th of March**, the United Nations' Day for Women's Rights and International Peace. As part of the 8th of March celebrations, since 2002 there have been cycles of lectures about the social role of women at the beginning of the 21st century. The organization of this event aims at creating a forum for debate and reflection about the development of the role of women in our society and the positive and negative consequences of the changes, which have favoured this development.

The content of these lectures, the debate and the conclusions are published every year together with articles for reflection about gender stereotypes and their implications for individual lives.

- iii. The preparation of material for the diffusion of the content of the Convention on the Elimination of All Forms of Discrimination against Women, which, as we have said above, reaches the population.

- c. **Project for encouraging the presence of women in positions of responsibility and leadership.** This project aims at setting up mechanisms for the access of women to positions of responsibility and to support initiatives directed towards making it possible for women to act in positions of leadership and decision-making.

In this context, we would mention the technical and financial support which the Ministry provides for initiatives carried out with this goal in mind and the work done by the associations of women and the recent setting up of the collective groups "women for action and reflection" should be noted.

During the last few years the associations of women in the country have made a great effort to raise the awareness of the authorities and the population regarding the inequalities existing in the country between the situations of women and men. The Ministry of Health and Welfare

made it possible for the Association of Women of Andorra to take part in the Beijing Conference +5.

Meanwhile, in cooperation with this Association and with the support of the Andorran National Commission for UNESCO, the *First Congress on the Situation of Women in the Small Countries of Europe* was held in 2003 with the aim of getting to know the varying situations of women in these countries and the actions and policies set up with the goal of achieving gender equality. The second congress was held this year in the Principality of Monaco.

We would also note in this context the project “Parity – Educate in Equality” of the Association of Migrant and Andorran Women subsidized this year by the Ministry of Health and Welfare which is aimed at enhancing the role of women and their full participation under conditions of equality in all spheres of society, including their participation in decision-making processes and their access to power which are basic axes for the aim of equality, progress and peace.

I. HUMAN RIGHTS OF WOMEN

Strategic aim I.1. Heading I, article 3, points 3 and 4 of our Constitution lays down that Andorra incorporates within its legal framework the universally recognized principles of international public law. International treaties and agreements are integrated into the legal framework on their publication in the Official Journal of the Principality of Andorra and may not be amended or abolished by law.

Heading II, Chapter I, articles 4, 5 and 6 of the Constitution recognize the intangibility of human dignity as a guarantee of personal rights, the being in force of the Universal Declaration of Human Rights in Andorra and equality before the law as well as the responsibility of public authorities to create the conditions for this equality to be real and effective.

The fundamental rights of the person and public freedoms are included in Chapters III and IV of our Great Charter.

On the 4th of June 1998 the figure of ombudsman was introduced to Andorra by the enacting of the Law Creating and Defining the Functions of the *Raonador del ciutadà* (ombudsman) as an institution with the mission to defend and watch over the compliance with and application of the rights and freedoms included in the Constitution of the Principality of Andorra, acting as a delegate or commissioner for the General Council.

It should be noted that with regard to the actions taken by the Ministry of Health and Welfare to encourage gender equality of opportunity the Ombudsman has sent his congratulations to the State Secretariat for the Family.

HUMAN RIGHTS AND INTERNATIONAL TREATIES IN ANDORRA

United Nations' international treaties

In force for the Principality of Andorra

- **Convention on the Elimination of All Forms of Discrimination against Women**, adhesion on the 15th of January 1997, entered into force in the Principality on the 14th of February 1997.
- **Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women**, signed on the 9th of July 2001, ratified on the 14th of October 2002, entered into force on the 14th of January 2003.
- **Convention on the Rights of the Child**, signed on the 2nd of October 1995, ratified on the 2nd of January 1996, entered into force on the 1st of February 1996.
- **Optional Protocol to the Convention on the Rights of the Child on the Involvement of Children in Armed Conflicts**, signed on the 7th of September 2000, ratified on the 30th of April 2001, entered into force on the 12th of February 2002.
- **Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography**, signed on the 7th of September 2000, ratified on the 30th of April 2001, entered into force on the 18th of January 2002.
- **Rome Statute of the International Criminal Court**, signed on the 18th of July 1998, ratified on the 30th of April 2001, entered into force on the 1st of July 2002.

Signed and awaiting ratification

- **International Covenant on Civil and Political Rights**, signed on the 5th of August 2002.
- **Optional Protocol to the International Covenant on Civil and Political Rights**, signed on the 5th of August 2002.
- **Second Optional Protocol to the International Covenant on Civil and Political Rights**, signed on the 5th of August 2002.
- **Convention against Torture and Other Cruel, Inhumane or Degrading Treatment or Punishment**, signed on the 5th of August 2002.
- **International Convention on the Elimination of All Forms of Racial Discrimination**, signed on the 5th of August 2002.

Council of Europe international treaties

In force for the Principality of Andorra

- **Convention for the Protection of Human Rights and Fundamental Freedoms** - Rome, the 4th of November 1950, signed on the 10th of November 1994, ratified on the 22nd of January 1996, entered into force on the 22nd of January 1996.
- **Protocol n°11 to the Convention for the Protection of Human Rights and Fundamental Freedoms**, signed on the 10th of November 1994, ratified on the 22nd of January 1996, entered into force on the 1st of November 1998.
- **European Agreement relating to Persons Participating in Proceedings of the European Court for Human Rights**, signed and ratified on the 24th of November 1998, entered into force on the 1st of January 1999.
- **European Convention for the Prevention of Torture, Inhuman or Degrading Treatment or Punishment**, signed on the 10th of September 1996, ratified on the 6th of January 1997, entered into force on the 1st of May 1997.
- **Protocol n°1 to the European Convention for the Prevention of Torture, Inhuman or Degrading Treatment or Punishment**, signed on the 4th of November 1999 and ratified on the 13th of July 2000, entered into force on the 1st of March 2002.
- **Protocol n°2 to the European Convention for the Prevention of Torture, Inhuman or Degrading Treatment or Punishment**, signed on the 4th of November 1999 and ratified on the 13th of July 2000, entered into force on the 1st of March 2002.

Strategic aim I.3. At the same time we would point out that for the last few years the Ministry of Health and Welfare has been subsidizing projects of the associations of women in the country aimed at information and diffusion of the legislative treatment of women in Andorra and a free legal consultancy for women in the Principality.

International cooperation

Finally we would mention that out of the projects subsidized by the Ministry of Health and Welfare in the context of international cooperation and development cooperation, around 25% have been specifically aimed at encouraging the gender equality of opportunity. The areas of impact and the improvement of these programs and projects have been mainly the development of capacities in community leaders, the access to education and formation by women and girls, the development of work capacities in women, the provision of community resources for balancing family life and work and the improvement of health resources, among others.

J. WOMEN AND THE MEDIA

Strategic aim J.1. According to the data of the Observation Post⁶ of the Centre for Sociological Research of the Institute of Andorran Studies for the first four months of 2004, 65 % of people in Andorra have a computer at home (in the Observation Post for February 2002 51% of those surveyed had a computer at home) and 54% of the total population surveyed is linked up to the Internet.

In this context it is considered that the higher proportion of ICT (information and communication technologies) equipment in homes with the most family members may be due to the presence of young people who are more often users of these technologies.

One notes a greater use by men (69%) than women (51%) and also by younger persons. At this point it should be noted that the age factor lies behind the gender difference in computer use since there is a higher proportion of women in the older age groups and this is inversely related to interest for ICT, all of which explains why on the whole women are underrepresented in computer use.

In fact, in the younger age groups, the gender differences in the use of computers are not statistically significant while in the over-40s these differences are wider.

By educational level the proportion of persons who have used a computer in the last three months increases from those who finished or did not finish primary school (29%) to those who have a secondary school education (70%) or have been to university (88%), and by occupation there is a notably greater degree of use among office workers (93%), professionals and technicians (92%), students (83%) and owners, directors and mid level executives (78%) while at the other end of the scale those who have least used a computer are retired people (18%), unqualified workers (26%) and housewives (27%). By sectors those who have most used a computer work in liberal professions (100%), financial bodies and insurance (97%) and in the civil service (86%) while those who least use one are those working in hotels and the catering trade (45%).

L. THE GIRL CHILD

Strategic aims L2 and L3. On the 2nd of January 1996 the Government of Andorra ratified the Convention on the Rights of the Child, presenting the Committee for the Rights of the Child with a report in 1999. This report formulated a whole series of questions to which replies were given by means of an addendum in 2001. Last year a campaign began to divulge the Convention on the Rights of the Child and this year work is in course on a project for promoting the rights of children, which aims at encouraging the participation of children in achieving their well-being by following the precepts of the Convention. This project is being launched by the State Secretariat

⁶ The Observation Post is a survey aimed at the whole population of Andorra aged 18 and over and carried out regularly. It studies a series of indicators, which are representative of Andorran society and are useful to analyze the various phenomena, which form our society. Normally there are about 700 persons surveyed selected in a systematically random fashion in all homes with a phone. Within the household the person chosen has also been selected randomly so as to obtain the most representative possible sample of the whole population. Each Observation Post is designed to have a 95.5% trustworthiness rating and a margin of error of less than 3.90% with a worst case scenario of P=Q=50.

for the Family in cooperation with the associations which work in the sphere of children.

As a prelude to this project the Department of Welfare of the Ministry of Health and Welfare has subsidized during the last few years a project of the Andorran National Committee for UNICEF based on the raising of awareness and information of the population and professional groups working in the sphere of children about the contents of the Convention. This project will be parallel to the encouragement of children to take part.

International cooperation.

At the same time, as we have noted in part I of the Questionnaire, the Inter ministerial Commission for International Cooperation set itself as a priority criterion for subsidizing projects, among other things, those which promote the overriding interest of the child. At present 37% of projects subsidized satisfy this criterion.

With regard to the Ministry for Foreign Affairs, in the area of voluntary contributions to United Nations funds and programs relating to women Andorra has for the last few years been contributing yearly to the United Nations Development Fund for Women (UNIFEM).

The Andorran contribution to the UNIFEM program has been made in accordance with the following data:

YEAR	AMOUNT (in €)
0	15.01
1	90.15
2	75.96
3	31.00
4	00.00

Source: Ministry of Foreign Affairs

It should be mentioned that in 1999, also in the area of voluntary contributions to United Nations funds and programs, Andorra made a contribution of 11,252.39 € to the Commission on the Status of Woman (CSW).

Regarding to contributions to specific programs benefiting women as a group, Andorra has contributed to the following projects:

Voluntary contribution to the UNICEF project “The Education of Girls in Developing Countries”. In 2002 the Department of Multilateral Affairs and Cooperation for Development made a contribution of 50,000 € to this project, the strategy of which is not only to increase the percentage of girls attending school but also to make a complete analysis of the situation.

On the basis of data provided by the document titled *Accelerating Progress in Education for Girls* gender inequality was noted with regard to access to primary and secondary education. The document outlines a strategy to accelerate advance in education for girls and set out how UNICEF intends to work with governments, civil societies and the private sector to ensure an

association which will help countries to comply with gender equality as a part of education for all.

The strategy focuses on the rights as set out in the Convention on the Rights of the Child and the Convention on the Elimination of All Forms of Discrimination against Women. For this reason there is a focus on the over 120 million children (mostly girls) who find themselves denied access to a basic education. The task being carried out by development agencies and foundations as a part of the movement *education for all* is born in mind. For this reason there is no wish to replace the initiatives already in existence but it is aimed to complement and increase them in order to accelerate progress in education for girls. It is a question of obtaining credible results by 2005.

Part III: Institutional Development

As we have noted in part I of the Questionnaire, the State Secretariat for the Family of the Ministry of Health and Welfare was set up in June 2001 as a single well defined structure which fully includes aspects relating to women.

Another institutional mechanism set up during the last four years is the Commission for Following up the Protocol for Action in Cases of Domestic Violence (PAVD) mentioned above and for combining and channelling the efforts made by the public administration, the Andorran health care service and professional groups and associations of women, among others, who are engaged in finding an answer for the problems of domestic violence.

If we think of the actions taken in 2001 and the current situation, we can observe a substantial change with regard to compliance with the Beijing Platform for Action (1995) and the Outcome of the Twenty-third Special Session of the General Assembly (2000). This development makes it clear that the Government has given importance to the encouragement of gender equality and to the promotion of women's rights.

In conclusion to this point we must refer to the firm determination of the Government to make the application of the Convention on the Elimination of All Forms of Discrimination against Women effective and to include the recommendation of the Committee (CEDAW), as far as possible, in the designing of policies and actions aimed at improving the situation of women in Andorra, without losing track of the gender perspective.

Part IV: Main challenges and actions to address them

We might identify the following points as the main challenges and actions to be taken up during the coming years:

1. The setting up of institutional structures and the maintenance of those already existing for the improvement of the situation of women. Work is required to draw up a national action plan to encourage equality of opportunity as a Government project.

As we have already pointed out, there is a will and predisposition on the part of various aforementioned Government departments and the cooperation of other non governmental bodies to facilitate the drawing up of programs, projects and actions carried out in the sphere of the promotion of the achievement and fulfilment of the Convention on the Elimination of All Forms of Discrimination against Women.

The encouragement of gender equality continues to be mainly a priority of the Ministry of Health and Welfare; although there is a tendency to transversal action, work continues to be within the framework of sector by sector planning and action.

With regard to this point we would recall that during the visit of the experts from the CDGE, the need to make gender equality a Government project to ensure the effectiveness of actions and efficiency in results was clearly seen.

2. The rapid development in planning, designing and carrying out actions has been accompanied by a progressive incorporation of professional resources needing to be created as well as specific training for the organizational change and the designing of actions with a gender perspective.
3. Persistence of a stereotyped vision of women and men. Despite the actions taken, there is still a long way to go for change.
4. Situation of the immigrant population, particularly women: access to rights, temporary stay in the country, ignorance of the language, living conditions, working conditions.
5. The existence of work segregation (horizontal and vertical). The Ministry of Health and Welfare is planning to carry out a survey next year (2005) to examine in depth the causes of wage inequality and to suggest measures to be taken to eradicate these.
6. The balance between working life and home life continues to be a women's concern. Working hours as well as the number of hours worked make it difficult to strike a balance between these vital spheres.
7. There is need for work on the designing and implementing a system for collecting data information by sex at national level.
8. The difficulty of women to access positions of responsibility.