



Convention on the Elimination of All Forms of Discrimination against Women

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Summary record of the 2163rd meeting

Held at the Palais des Nations, Geneva, on Wednesday, 25 June 2025, at 3 p.m.

Chair: Ms. Mikko (Vice-Chair)

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In the absence of Ms. Haidar, Ms. Mikko (Vice-Chair) took the Chair.

The meeting was called to order at 3 p.m.

Consideration of reports submitted by States Parties under article 18 of the Convention *(continued)*

Combined initial to fifth periodic reports of San Marino (continued)
(CEDAW/C/SMR/1-5; CEDAW/C/SMR/QPR/1-5)

1. *At the invitation of the Chair, the delegation of San Marino joined the meeting.*
2. **The Chair**, welcoming the Permanent Representative of San Marino to the meeting, explained that the other members of the delegation would be participating via video link.

Article 10

3. **Ms. Pia-Comella** said that she would be interested to learn how the State Party ensured the inclusion of migrant women and girls and women and girls with disabilities in the education system, how the topics of human rights, gender equality, gender stereotypes, gender identity and sexual orientation were addressed in schools and whether there were explicit references to human rights, racism and gender equality in the curricula for all subjects. She wished to know whether the Working Group for the Prevention and Combating of Cyberbullying had made specific recommendations in relation to female students and, if so, what they were and what the timeline was for their implementation. It would be helpful to receive sex-disaggregated data on the access of students, including those from disadvantaged groups, to financial aid and scholarships for students.

4. **A representative of San Marino** said that the country had two delegated decrees to support the inclusion in school of students with disabilities or learning difficulties. Both decrees applied to all schools and to all such students, regardless of their sex or ethnicity. Teachers received in-service training on how to support the students and were given additional training when individual cases were referred to schools by the Minors' Service.

5. Curricular guidelines relevant to human rights, racism and gender equality had been introduced in all schools in San Marino, from kindergarten to the secondary school level. There were courses at the university level that addressed gender-based violence, racism and discrimination. Specific projects to raise awareness of those issues were also included in school curricula. In July, an exhibition of drawings done by elementary and secondary school students for school projects related to human rights, gender parity and the fight against violence against women would open under the title "Open Dreams". The exhibition would be open to the public and was intended to draw attention to the work done in schools on human rights, citizenship and democracy.

6. All San Marinese students were eligible for financial support to cover travel expenses while studying abroad, the cost of books, university fees and, for students studying outside of San Marino, accommodation expenses. By law, the support was available to all persons, with no discrimination of any kind. In its strategic plan for the period 2024–2026, the University of San Marino had included a specific programme to foster inclusion of students with disabilities and help them undertake university-level studies.

7. **Ms. Pia-Comella** said that she would be grateful for written information on the amount of financial aid provided to female students and the impact of that aid on the students' ability to enter careers in science, technology, engineering and mathematics or to study at polytechnic institutes outside of San Marino.

Article 11

8. **Ms. Hacker** said that it would be helpful for the delegation to submit in writing disaggregated statistics on unemployment among women, the income of women and men in the public and private sectors, and any gender-based employment segregation. She wondered why the numbers of women and men employed in certain sectors differed considerably, why the persons laid off during the coronavirus disease (COVID-19) pandemic had primarily been

women, what steps the State Party had taken to help those women find new jobs and, to the extent that they existed, what the gender pay and pension gaps were in San Marino.

9. She would appreciate information on the measures involved in the labour market reforms intended to improve work-life balance, regulate part-time employment and provide incentives to employers for the employment of women. She wished to know what percentage of fathers took parental leave, how many days of leave they took on average and how the State Party encouraged the equal participation of fathers in child-rearing and household tasks. It would also be helpful to know what steps the State Party was taking to strengthen childcare and parental support services, what was being done to increase monitoring of the labour conditions of vulnerable groups, including migrant women, what the State Party was doing to combat sexual harassment in the workplace and what steps it was taking to achieve gender parity in leadership positions in the public sector and increase the number of women in leadership positions in the private sector.

10. **A representative of San Marino** said that employment decisions in the private sector were based on candidates' qualifications and experience, not their gender.

11. **A representative of San Marino** said that the Labour Office helped unemployed persons inventory their skills in preparation for the job application process. Delegated Decree No. 105/2022 provided incentives in the form of tax and other benefits to encourage employers to hire women. Such measures had led to a reduction in the disparity in the number of male and female workers, with the number of female workers having risen from some 9,000 to some 10,000 between April 2024 and April 2025, out of an overall workforce that had remained roughly the same size. Article 7 of the Delegated Decree provided fiscal incentives to employers who, in order to support female employees' return to work after childbirth, were willing to grant their requests to change existing contracts into part-time ones for the first three years following the birth of a child, with extensions being possible thereafter. Such provisions were key in promoting a better work-life balance.

12. San Marino had ratified the International Labour Organization (ILO) Violence and Harassment Convention, 2019 (No. 190), in 2022. One of the objectives of the National Multi-year Plan on the Elimination of Violence and Harassment in the World of Work was to establish a working group for the preparation of a set of legal provisions on workplace harassment, discrimination and violence.

13. **Ms. Hacker** said that she wondered whether there was currently any law against sexual harassment in the workplace. The delegation might comment on the State Party's efforts to encourage fathers to assume greater household and child-rearing responsibilities. She would appreciate an explanation of the system described in paragraph 86 of the State Party's combined initial to fifth periodic reports, whereby new workers were employed to work alongside pregnant women. If the reforms undertaken by the State Party were intended to encourage women to bear more children, she wondered whether the concerns about an ageing population could be addressed by other means, such as, for example, accepting asylum-seekers with children.

14. **The Chair** said that the delegation might touch on the gender pay and pension gaps. She wondered whether parental leave was available to fathers in San Marino and how popular it was among them.

15. **A representative of San Marino** said that Law No. 129 of 2022 provided for paternity leave as well as other specific types of leave – for example leave to accompany a child to see a doctor – that could be requested by fathers as well as mothers.

16. **A representative of San Marino** said that, under the law, parental leave could also be taken by foster parents, whether they were foster mothers or foster fathers.

17. **A representative of San Marino** said that workers hired in specific sectors of the economy were covered by collective agreements that set out salaries and working conditions, with no differences in the compensation for men and women. The Government was working with social partners to establish childcare benefits that would be available to both male and female workers. Several businesses in San Marino already provided childcare facilities for their female workers.

18. **A representative of San Marino** said that workplace harassment was punishable under the law. Where the harassment involved discrimination against a female worker, the penalty would be increased. Acts of sexual harassment that were committed in an educational or work environment, including during an internship, or in a situation involving abuse of authority were punished more severely than when those conditions were absent. Acts of sexual violence were punished more harshly when committed in the performance of professional duties.

19. **A representative of San Marino** said that a working group had been established to prepare a bill that would increase the assistance for working women provided for under Law No. 129 of 2022 and increase leaves for fathers, thereby allowing them to make a greater contribution in the home.

Article 12

20. **Ms. Peláez Narváez** said that she wished to know what measures were being taken to ensure the right to health for all women, including women sex workers, migrant women and women with disabilities. She wondered what challenges the Women's Health Centre faced in its efforts to provide services, how the sustainability of the Centre was guaranteed and what measures it took to ensure equal access to treatment for women sex workers, migrant women and women with disabilities. It would be interesting to hear about any steps being taken to provide all women, including those belonging to disadvantaged groups, with access to sexual and reproductive healthcare and free or low-cost contraception.

21. She would like to know whether sex education formed part of the school curriculum or was taught on an ad hoc basis in schools. She would welcome information on any measures taken to ensure access to gynaecological and obstetric care for women with disabilities, migrant women, women sex workers and lesbian, bisexual, transgender and intersex women. Given that persons with psychosocial disabilities could be subjected to forced sterilization under the law of 2009 on health interventions for persons with mental health problems, she wondered what would be done to bring that law into line with human rights principles and to combat forced sterilization, which mainly affected women and girls with disabilities.

22. It would be useful to know whether the Criminal Code or any other laws had been amended to provide for exceptions to the ban on abortion after the twelfth week of pregnancy, for example in cases of incest, rape or child pregnancy, or on health grounds, and how many women had had a legal abortion in 2023 and 2024.

23. She would be grateful to know whether gender mainstreaming was promoted in mental health services and support services for victims of domestic violence and whether any measures were taken to ensure that those services accounted for the specific needs of women and children. She would welcome information on any steps taken to ensure the availability of sufficient healthcare staff and mental health services specifically tasked with assisting women victims of sexual violence, gender-based violence, sexual exploitation and trafficking. She wondered whether women's needs were taken into account in mental health policies and whether measures were taken to ensure that women users of mental health facilities were not subjected to sexual violence.

24. **A representative of San Marino** said that healthcare in San Marino was available to all persons without discrimination on grounds of race, ethnicity or religion. For many years, the Women's Health Centre, which was entirely funded by the State, had provided counselling, reproductive healthcare and other forms of support to women and their children. Abortions after the twelfth week of pregnancy could be authorized if the pregnancy resulted from sexual violence or incest or if the pregnancy was not viable. Information on the number of legal abortions performed in recent years would be provided in writing.

25. **Ms. Peláez Narváez** said that she wished to know whether the State Party would consider amending the law to lift the restrictions on access to abortion after the twelfth week of pregnancy. She would be grateful for data on the number of women with disabilities, women sex workers and migrant women who had received treatment for breast cancer or cervical cancer in the previous two years. She wondered whether a gender perspective was integrated into assessments of disability and whether any priority in the conduct of such

assessments was given to women who had acquired a disability as a result of gender-based violence.

26. **A representative of San Marino** said that the question posed in the referendum on abortion had specifically asked voters whether women should be allowed to terminate a pregnancy up until the twelfth week of gestation. The 12-week limit established in the law decriminalizing abortion therefore reflected the will of the people, as expressed in the referendum. The Constitutional Court had issued a ruling establishing that the decision to decriminalize abortion was in alignment with public attitudes towards that question. San Marino Hospital screened women for breast cancer, cervical cancer and other conditions affecting women's reproductive health. The Women's Health Centre also carried out monitoring to identify cancer risks. No one in San Marino was subjected to forced sterilization.

27. Under a project on health education launched in 2023, a series of age-appropriate activities dedicated to sex education had been organized in schools. The activities in question were optional for primary school students but mandatory for older students. In primary schools, the subjects covered during the activities included the human life cycle and puberty. In lower secondary school, the subjects that were covered included changes in the body and mind, adolescence, men's and women's reproductive systems, and feelings and emotions. In upper secondary schools, the subjects covered included sexually transmitted diseases, sexuality and sexual orientation. In addition to those activities, campaigns to raise young people's awareness of sexual health matters had been conducted.

28. In 2023, a centre that provided psychological support to schoolchildren had been opened. Students of all ages could contact the centre and receive support from psychologists and other specially trained staff. Schools also provided children with access to mental health support. Ad hoc activities were conducted in schools to raise children's awareness of mental health and the importance of tolerance. The Women's Health Centre had conducted a campaign to raise awareness of measures that should be taken to prevent certain illnesses. Projects had been implemented in coordination with schools to raise children's awareness of the risks of HIV.

Article 13

29. **Ms. Eghobamien-Mshelia** said that she would be grateful for information, disaggregated by the recipients' sex, age, marital status and employment status, on the allocation of family allowances and pension payments. Information on any plans to establish a non-discriminatory system of paid parental leave would also be welcome.

30. It would be interesting to know how many single pregnant women and single-parent families with a child under 3 years of age had received support under Law No. 158 of 29 November 2022, which related to forms of support for single pregnant women and single-parent families in vulnerable socioeconomic situations. Given that Law No. 158 targeted pregnant women and single-parent families "without any kind of family support", it would be interesting to know exactly what the State Party meant by that phrase. She wished to know how many teenage girls became pregnant every year and what conditions they were required to meet in order to gain access to specific support services.

31. She would be interested to hear about any plans in place to improve the collection of disaggregated data. She wondered whether the new office of statistics that the State Party planned to establish would gather information on the time that women spent on unpaid care and household work. It would be useful to know whether the State Party had considered setting up mechanisms for monitoring the progress made in establishing inclusive social security systems.

32. She would like to know what laws and policies were being implemented to promote women's entrepreneurship and access to financial assets, business ownership and public procurement opportunities. Details of any policies or measures for promoting inclusivity within the private sector would be appreciated. She wondered whether any government-led programmes supported women entrepreneurs by enhancing their access to financial resources and their economic agency. She wished to know whether sex-disaggregated data on business activities, entrepreneurship and women-owned and led businesses were generated and

published on a regular basis. She would be grateful for information on the proportion of entrepreneurs who were women, any laws that prohibited discrimination in the assessment of loan applications, gender quotas established for corporate boards and gender-sensitive criteria applied in public procurement processes.

33. She would welcome details of any training or capacity-building initiatives taken to promote women's participation in sectors where they were underrepresented, such as financial technology, e-commerce, digital technologies, artificial intelligence and robotics. She wondered whether the Government made funding available for persons working in those fields and, if so, what proportion of those funds were allocated to women. Information on any plans to enhance funding for programmes that promoted women's and girls' participation in sports and culture would be appreciated.

34. **A representative of San Marino** said that legislative measures had been taken to make it easier for men and women to open new businesses. Women and men had equal opportunities to become entrepreneurs. A significant numbers of young women were entering the e-commerce sector, which was expanding rapidly. The Government was considering developing a bill that, if made law, would make it easier for women under 35 to launch an e-commerce business. Both employers and employees were entitled to receive the family allowance.

35. **A representative of San Marino** said that developments concerning parental leave and support for single pregnant women were outlined in paragraphs 80 to 82 of the report. A bill that would provide for additional allowances for households with young children and enhanced support for new fathers was currently under examination. Individuals in vulnerable situations were entitled to financial assistance and provided with access to mental health and housing services.

36. **A representative of San Marino** said that the number of abortions performed in 2023 and 2024 was 18 and 22, respectively.

37. **A representative of San Marino** said that individuals who did not qualify for family allowances had access to other forms of government subsidies. A special fund had been established to support families facing financial difficulties.

38. With regard to sport, the San Marino National Olympic Committee sought to promote equality among all athletes and across all disciplines. Women athletes had achieved some very good results at the Olympic Games, in particular in shooting sports.

39. **A representative of San Marino** said that, in March 2024, the University of San Marino had organized an event to raise awareness among sports officials and coaches of the need to promote inclusion and equality and combat discrimination in sport.

40. **Ms. Eghobamien-Mshelia** said that she would like to know what support was available to women with children who fell behind on their pension contributions, unemployed women and women who worked in the informal sector. Further information on the services available to individuals in vulnerable situations would be welcome. She would appreciate a reply to her earlier questions on the State Party's interpretation of the phrase "without any kind of family support" and on capacity-building initiatives for women in the area of digital technology, financial technology (fintech), artificial intelligence and robotics. What leadership roles did women occupy in the sports sector?

Article 14

41. **Ms. Jarbussynova** said that she would welcome information on the number of women who lived in rural areas, their socioeconomic situation and any steps taken to incorporate gender equality-related objectives into rural development projects and collect disaggregated data on disadvantaged groups of women. While progress had been made in terms of assistance for foreign carers, such workers continued to be granted temporary work permits under which they had limited rights, thus putting them at risk of exploitation. Accordingly, she would like to know what was being done to prevent violence against foreign carers and protect them from intersectional discrimination based on their gender and migration status. The delegation might explain what measures were in place to guarantee inclusive employment opportunities for women with disabilities and clarify whether its

guardianship system had been reviewed to ensure compliance with the relevant provisions of the Convention on the Rights of Persons with Disabilities. In view of reports that lesbian, bisexual, transgender and intersex women continued to face prejudice, she wished to know what steps were being taken to recognize same-sex marriage and facilitate access to legal gender recognition.

42. **A representative of San Marino** said that women in rural communities had the same rights and received the same treatment as those in urban areas.

43. **A representative of San Marino** said that the country's universal healthcare system meant that all individuals, regardless of where they lived, had access to medical treatment. A service providing emergency home-based care had been established to facilitate access for people living in the most remote areas.

44. Information on foreign carers was contained in paragraphs 177 to 187 of the report. A system had been set up to monitor the situation of older persons and the foreign workers who cared for them. There was society-wide recognition of the valuable role played by foreign carers, who faced no discrimination.

45. **A representative of San Marino** said that foreign nationals wishing to work as carers were required to be interviewed by a member of the police in order to obtain a work permit. The police would then conduct background checks and on-site visits to the individual's potential place of work. Foreign carers were treated well and provided with all necessary information, including guidance on where to seek help in the event of any issues.

46. **Ms. Peláez Narváez** said that she would welcome information on the number of women with disabilities who, in the past five years, had undergone forced sterilization procedures that had been authorized by their legal guardian. It would be interesting to hear what steps the State Party planned to take to meet the specific needs of transgender individuals, in particular in relation to sex reassignment.

Articles 15 and 16

47. **Ms. González Ferrer** said that she would like to know what steps the courts took to ensure that incidences of domestic violence were taken into account by judges when ruling on child custody cases, what decisions judges generally made in such cases and whether they integrated a gender perspective into those decisions. Information on the support and protection available to children and adolescents who had witnessed gender-based violence within their family would also be appreciated. It would be useful to know how many children had been given their mother's surname since the adoption of Regulation No. 3 of 19 February 2016 and what challenges the State Party had faced in implementing the laws designed to ensure that same-sex couples enjoyed equal access to family support services and adoption. She wondered whether mechanisms had been established to oversee family mediation proceedings and ensure that they were conducted in accordance with the standards set out in the Convention.

48. **A representative of San Marino** said that protection was granted to all victims of gender-based violence. The Government was currently focusing on tackling gender-based violence against children and raising awareness of the issue among parents.

49. **A representative of San Marino** said that judges handling child custody cases always took the best interests of the children concerned into account. Steps taken to ensure that such judges ordered the appropriate protection measures had included the signature, in 2024, of an operational protocol designed to facilitate the exchange of information on domestic violence between criminal and civil judges and law enforcement officials. Recourse to mediation was not permitted in cases involving such violence. Women's enjoyment of the same marital rights as men was guaranteed by law.

50. **A representative of San Marino** said that the delegation would respond to the unanswered questions in writing. He wished to reiterate his Government's commitment to the progressive implementation of the Convention at the national level and thank Committee members for their input. The Committee's concluding observations would be carefully reviewed by the relevant authorities.

51. **The Chair** said that she wished to thank the delegation for its participation in the constructive dialogue and encourage the State Party to take all measures necessary to give effect to the recommendations in the Committee's concluding observations.

The meeting rose at 5 p.m.