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National report submitted pursuant to Human Rights Council resolutions 5/1 and 16/21*

Benin

* The present document is being issued without formal editing.



Introduction

1. In recent years, Benin has carried out inclusive and transparent reforms in order to consolidate the rule of law, good governance, respect for human rights and sustainable development.
2. These reforms pave the way for the population's broader involvement in public affairs, improved quality of life and streamlined access to government services.
3. This report provides an update on developments related to the promotion and protection of human rights in Benin. It describes the implementation of the recommendations from the previous review, new mechanisms, progress, best practices and obstacles to the promotion and protection of human rights.

I. Report preparation process

4. This report was prepared pursuant to General Assembly resolution 60/251 of 15 March 2006 and paragraph 15 (a) of Human Rights Council resolution 5/1 of 18 June 2007. It was drafted in accordance with the general guidelines for the preparation of information under the universal periodic review (Council decision 17/119).
5. The report draws on the previous recommendations made to Benin. The process of preparing the report began with a data-collection workshop that brought together State agencies, the Benin Human Rights Commission and civil society organizations active in the field of human rights.
6. During a technical drafting workshop, a draft report was prepared by a small working group composed of focal points from certain line ministries who are members of the National Committee for Monitoring the Implementation of International Human Rights Instruments. The draft report was distributed among and approved by State agencies, the national human rights institution and civil society at a national seminar.
7. The process was coordinated by the Ministry of Justice and Legislation and received financial assistance from the United Nations Development Programme through the Project to Support Improved Access to Justice and Accountability, phase 2.

II. Developments in the legal, institutional and policy framework

8. Since its previous universal periodic review, Benin has taken several measures to strengthen its legislative, institutional and policy framework for the promotion and protection of human rights.

A. Legal framework

Constitution

9. With the adoption of Act No. 90-32 of 11 December 1990 establishing the Constitution of the Republic of Benin, as amended by Act No. 2019-40 of 7 November 2019, the following changes have been made:
 - The incorporation of the abolition of the death penalty into the Constitution¹
 - Increased representation of women in the National Assembly²
 - The establishment of the post of Vice-President of the Republic³
 - The creation of the Court of Audit⁴
 - The establishment of a limit on the number of terms an elected public office holder may serve (no more than three terms, whether or not consecutive, for members of parliament)⁵

- The alignment of the terms of elected office holders and introduction of general elections⁶
- The inclusion of the traditional chieftaincy system⁷ in the Constitution

International instruments

10. Benin has ratified the following international instruments:

- The Treaty on the Prohibition of Nuclear Weapons, on 11 December 2020
- The Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women, on 27 September 2019
- The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Older Persons in Africa, on 6 September 2019
- The Optional Protocol to the Convention on the Rights of the Child on a communications procedure, on 19 August 2019
- The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, on 6 July 2018
- The Convention on Protection of Children and Cooperation in respect of Intercountry Adoption, on 28 June 2018
- The Kigali Amendment to the Montreal Protocol, on 19 March 2018
- The African Union Convention on Cross-Border Cooperation, in 2018

Harmonization of national law with international instruments

11. Benin is continuing its efforts to bring its laws into compliance with international human rights law. In this connection, the general legal framework has been strengthened through the adoption of:

Laws

- Act No. 2022-04 of 16 February 2022 on Public Hygiene
- Act No. 2022-01 of 25 January 2022 on Technical and Vocational Education and Training
- Act No. 2021-14 of 20 December 2021 on the Territorial Administration Code
- Act No. 2021-13 of 20 December 2021, amending and supplementing Act No. 2002-07 of 24 August 2004 establishing the Personal and Family Code
- Act No. 2021-09 of 22 October 2021 on the Protection of Cultural Heritage
- Act No. 2021-12 of 21 October 2021, amending and supplementing Act No. 2003-04 of 3 March 2003 on Sexual Health and Reproduction
- Act No. 2021-11 of 21 October 2021, establishing special measures to prevent gender-related offences and to protect women
- Act No. 2020-37 of 3 February 2021 on the Protection of Health
- Act No. 2021-01 of 3 February 2021 on Biosafety
- Act No. 2021-03 of 1 February 2021 on the Organization of the Pharmaceutical Industry
- Act No. 2021-02 of 1 February 2021, amending and supplementing the Act of 2 July 2018 on Residential Leases
- Act No. 2020-35 of 6 January 2021, amending Act No. 2017-20 of 20 April 2018 establishing the Digital Code
- Act No. 2020-34 of 6 January 2021, establishing special provisions for streamlining and digitizing civil status registration

- Act No. 2020-26 of 29 September 2020 establishing the Public Procurement Code
- Act No. 2020-23 of 29 September 2020, amending and supplementing Act No. 2012-15 of 18 March 2013 establishing the Code of Criminal Procedure
- Act No. 2020-25 of 2 September 2020, amending Act No. 2018-17 of 25 July 2018 on Combating Money-Laundering and the Financing of Terrorism
- Act No. 2020-08 of 23 April 2020 on the Modernization of the Justice System
- Act No. 2020-09 of 23 April 2020 on the Establishment, Mission, Organization and Functioning of the Office of the High Commissioner for the Prevention of Corruption
- Act No. 2019-45 of 25 November 2019 on the Status of the Opposition
- Act No. 2019-43 of 15 November 2019, establishing the Electoral Code
- Act No. 2019-41 of 15 November 2019, establishing the Charter of Political Parties
- Act No. 2019-39 of 7 November 2019 on Amnesty for Serious, Ordinary and Minor Offences Committed during the Legislative Elections of April 2019
- Act No. 2019-11 of 25 February 2019 on the Legal and Judicial Strengthening of Public Governance
- Act No. 2018-16 of 26 December 2018, establishing the Criminal Code
- Act No. 2018-35 of 5 October 2018, amending and supplementing Act No. 2015-18 of 1 September 2017 establishing the General Civil Service Regulations
- Act No. 2018-14 of 28 June 2018, amending and supplementing Act No. 2012-15 establishing the Code of Criminal Procedure
- Act No. 2017-44 of 5 February 2018 on Intelligence Gathering

Regulations

- Decree No. 2022-72 of 9 February 2022, establishing the procedures for setting up, organizing and running the children's reception and protection centres
- Decree No. 2021-391 of 21 July 2021, establishing and approving the statutes of the National Women's Institute
- Decree No. 2021-183 of 28 April 2021, appointing a leader of the opposition
- Decree No. 2020-522 of 4 November 2020 on the powers, organization and operation of the Central Authority for International Adoption
- Decree No. 2020-432 of 16 September 2020, establishing the operating conditions and monitoring procedures for adoption agencies
- Decree No. 2020-29 of 8 March 2020, establishing the institutional framework for the implementation of a national strategy for technical and vocational education and training
- Decree No. 2020-100 of 26 February 2020, implementing the National Civil Register
- Decree No. 2020-99 of 26 February 2020 on personal identification numbers
- Decree No. 2019-456 of 16 October 2019 on the powers, organization and functioning of disciplinary bodies
- Decree No. 2019-457 of 16 October 2019 on the powers, composition and functioning of the joint administrative commissions

- Decree No. 2019-8 of 9 January 2019, establishing the National Welfare Agency
- Decree No. 2018-529 of 14 November 2018, establishing the National Agency for the Security of Information Systems
- Decree No. 2018-395 of 29 August 2018, establishing the National Education Council
- Decree No. 2018-206 of 6 June 2018 on the organization, powers and operation of the National Agency for the Identification of Persons
- Decree No. 2018-95 of 30 March 2018, establishing the National Agency for the Construction of Education Sector Infrastructure
- Decree No. 2017-572 of 13 December 2017 on the establishment, organization and functioning of the Benin Prison Agency
- Order No. 33/MTFP/DC/SGM/DAFP/SA/ 036SGG19 of 26 November 2019, on the rules of procedure of the National Disciplinary Council
- Order No. 34/MEMP/DC/SGM/CTJ/DEP/SP/SA 025SGG18, amending the regulations governing public and private nursery and primary schools

B. Institutional framework

National human rights institution

12. The Benin Human Rights Commission was launched on 3 January 2019. It enjoys administrative and financial independence and was granted category A status at the international level on 18 March 2022 and affiliate status with the African Commission on Human and Peoples' Rights on 14 November 2021. Since 2019, it has issued several annual and ad hoc reports on the situation of human rights.

Other advances

13. Other advances include:
- The formal establishment of the Electoral Council and the Directorate General of Elections, both of which are attached to the National Independent Electoral Commission
 - The appointment of the leader of the opposition
 - The setting up of a child support hotline (138)
 - The establishment of the National Agency for the Identification of Persons
 - The establishment of the National Women's Institute
 - The establishment of the National Police
 - The launch of the Central Authority for International Adoption
 - The establishment of the Office of the High Commissioner for the Prevention of Corruption
 - The strengthening of the operational capacities of the National Education Council
 - The launch of the Integrated Data System for the Family, Women and Children-New Generation

C. Public policies

Government Action Programme (2016–2021)

14. The first pillar of this programme is based on the following key areas:

- Fostering a new attitude to good governance among the public and the political class
 - Strengthening national unity
 - Asserting the authority of the State
 - Enhancing the credibility of the State
15. The second pillar focuses on:
- Reviving the economy by investing heavily in growth sectors
 - Competently managing public finances
 - Establishing the basic infrastructure required for socioeconomic development
 - Reconstructing the Beninese school system
 - Promoting art, culture and the craft industry
16. The third pillar is based on:
- Initiating large-scale public works projects in all communes
 - Reforming the health-care system
 - Progressively improving living conditions
17. In view of the results obtained under the first programme, the Government intends to pursue the course of action taken through the Government Action Programme (2021–2026).

National Development Plan

18. The National Development Plan (2018–2025) stems from the document entitled “Benin Alafia 2025”, which makes the following forecast: “Benin is, in 2025, a leading country, a well-governed, united and peaceful country, with a prosperous and competitive economy, cultural influence and social well-being.”
19. The plan’s overall objective is to turn the agro-industry and services into drivers of inclusive and sustainable economic growth.
20. Its strategic objectives will be based on the following three key areas:
- Diversification of agricultural production, supported by the development of services
 - Transformation of agro-industry and the further development of services
 - Use of knowledge through innovation and biotechnology
21. The Growth Programme for Sustainable Development is the first stage of implementation of the National Development Plan.

Other public policy documents

22. Several policy documents are being developed with a view to implementing the National Development Plan, including:
- The National Employment Policy (2020–2025)
 - The Holistic Social Protection Policy (2019–2025)
 - The National Programme for the Development of the Justice Sector (2017–2022)
 - The National Health Policy (2018–2030)
 - The National Health Development Plan (2018–2022)
 - The National Community Health Policy (2020–2024)
 - The Post-2015 Education Sector Plan (2018–2030)
 - The National School Food Policy
 - The National Action Plan for the Elimination of the Worst Forms of Child Labour (2019–2023)

- The National Strategy for the Provision of Safe Drinking Water in Rural Areas (2017–2030)
 - The National Plan for Investment in Agriculture and Food and Nutrition Security (2017–2021)
 - The Strategic Plan for the Development of the Agricultural Sector (2018–2023)
 - The National Strategy Plan for Technical and Vocational Education and Training
23. The following strategic documents are in the process of being adopted:
- The National Labour Policy (2021–2025)
 - The Country Programme for the Promotion of Decent Work (2022–2024)
 - The National Action Plan to Combat the Worst Forms of Child Labour (2020–2024)
 - The National Occupational Health and Safety Policy
 - The national document on combating trafficking in persons
 - The National Internal Security Policy

III. Promotion and protection of human rights on the ground

A. Civil and political rights

Right to life and physical integrity

24. Articles 8 and 15 of the amended Constitution reaffirm respect for the right to life and the inviolability of the human person.
25. The current Criminal Code does not contain any reference to the death penalty.
26. Pursuant to Decree No. 2018-043 of 15 February 2018, the sentences of the last 14 inmates on death row have been commuted to life imprisonment. Of these 14 inmates, 6 have been pardoned (see Decree No. 2022-035 of 6 January 2022).
27. In order to put an end to unlawful abortions that kill women, abortion has been authorized and regulated.
28. Benin has strengthened its efforts to prosecute and convict the perpetrators of acts that violate the right to life and physical integrity, such as murder, infanticide, violence, assault and mob violence.

Administration of justice and fair trials

29. Benin has adopted Act No. 2020-08 of 23 April 2020 on the Modernization of the Justice System. This Act makes it possible to improve the organization of judicial services to make them more accessible to users and to expedite proceedings leading to fair court decisions. The main new developments provided for by the Act are:
- The establishment of criminal divisions in the courts of first instance, providing for the right of appeal and speedy trials in criminal cases
 - The establishment of procedural time limits
 - The abolition of the conciliation division in labour courts, as it had become a cause of delays that were detrimental to the parties
 - The introduction of a standardized procedure for settling small claims not exceeding 5 million CFA francs (CFAF), making use of electronic communication so that parties may dispense with stamp duty formalities in civil and commercial disputes
 - The simplification of formalities involving the process of appeal under the Private and State-owned Land Code

- The broadening of the activities of the Judicial Training School to include the basic theoretical training of notaries, bailiffs, and the valuers and auctioneers of movables
- The gradual move to paperless legal proceedings involving the referral of cases to courts, follow-up on proceedings and the electronic payment of related costs
- The establishment of advice centres for litigants to ensure that they are better informed about the workings of the justice system and that they receive appropriate assistance when completing formalities

30. The Government has also established commercial courts in the cities of Cotonou, Porto-Novo and Parakou. The court in Cotonou is now operational.

31. The administrative divisions of the courts have been made operational so that disputes between the administrative authorities and citizens can be handled at the local level.

32. Other reforms under way include the establishment of legal aid for vulnerable groups and a special land court.

33. The Constitutional Court has handed down several rulings on access to justice and human rights violations (see annexes).

Fundamental freedoms and participation in public affairs

34. Freedom of the press and employment conditions for professionals have been strengthened during the reporting period. The following measures have been taken:

- An evaluation of the Information Code
- The allocation of new radio and television frequencies
- The strengthening of training programmes for media professionals
- The promotion of productions that highlight Beninese culture
- The review of the basic provisions of the media management bodies

35. Freedom of the press, opinion and expression have been strengthened by:

- The deployment of broadband Internet throughout the country
- The transition from analogue broadcasting to digital terrestrial television
- The implementation of smart public services (public e-services)

36. In addition, several key developments relating to participation in public affairs have taken place, including:

- The reform of the party system, with the new conditions set out in law leading to a reduction in the number of political parties
- The adoption of a new charter for political parties and a new status for the opposition
- The revision of the Electoral Code
- The provision of public financing for political parties

37. A bill on freedom of association is in the process of being adopted.

Combating torture and other cruel, inhuman or degrading treatment or punishment

38. Torture is defined and established as an offence in articles 522 and 523 of the Criminal Code.

39. Benin intends to designate by law its national human rights institution as the national preventive mechanism.

40. Inspections of places of detention and custody facilities are ongoing.

41. The Benin Prison Agency has trained prison staff in the prevention of torture and other cruel, inhuman or degrading treatment or punishment.

42. The Constitutional Court has issued several decisions on this subject (see annexes).

Conditions of detention

43. The main reforms concern:
- The reform of the strategic framework
 - The improvement of detention conditions
 - The social and occupational reintegration of prisoners

Reform of the strategic framework

44. This reform is based on the development of the following documents and tools
- A strategic plan
 - A guide for inmates
 - A guide for prison staff
 - Standard prison regulations
 - A bill on the prison system
 - A computerized management system for prisons
45. A performance framework and a plan for the social and occupational reintegration of prisoners are being developed.

The improvement of detention conditions

46. The following significant advances have been observed:
- The ongoing extension and renovation of the prisons in Parakou, Abomey, Savalou, Kandi, Akpro-Misséréte and Ouidah
 - The construction of five new prisons to reduce prison overcrowding and serve the newly established courts
 - The construction of a prison hospital with a view to reducing the stigma suffered by prisoners during health referrals
 - The provisional release of 2,231 prisoners (858 in 2020 and 1,373 in 2021)
 - The establishment of health care for prisoners, including consultations, medicines and certain tests
 - The strengthening of prison infirmaries to allow first aid to be provided
 - The management of solid waste and the emptying of septic tanks in prisons by the Benin Prison Agency
 - The purchase of a tanker truck for emptying septic tanks in 2022
 - The purchase of nine prison vans per year to strengthen the Benin Prison Agency's fleet
 - The routine monitoring of the quality of meals provided to prisoners
 - The construction and equipping of a kitchen on a trial basis at Abomey civilian prison in 2022
47. The statistics for presidential pardons are as follows:

| <i>Year</i> | <i>Number</i> | <i>Decree</i> |
|-------------|---------------|---|
| 2017 | 251 | No. 2018-7 of 17 January 2018 |
| 2018 | 149 | No. 2019-52 of 14 December 2019 |
| 2019 | 341 | No. 2019-229 of 31 December 2019 |
| 2020 | 124 | No. 2020-484 of 10 October 2020 |
| 2021 | 702 | No. 2021-418 of 3 August 2021 and No. 2022-35 of 6 January 2022 |

Source: Benin Prison Agency, May 2022.

Social and occupational reintegration of prisoners

48. Prisoners carry out training and income-generating activities such as making liquid and solid soap, hairdressing and sewing. Materials for these activities were purchased in 2020.

49. Since 2019, measures have been taken to allow inmates to take various national examinations. Trainers are called on to improve the results.

(a) In 2019–2020

Of the six examination candidates for the certificate of completion of the first stage of secondary education, the school-leaving certificate and the industrial technical diploma, three candidates passed (two in the examinations for the school-leaving certificate and one in the examinations for the industrial technical diploma).

(b) In 2020–2021

- A total of 21 candidates passed the examinations for the vocational qualification certificate (sewing, hairdressing, weaving etc.) in the session held in April 2021.
- Of the 43 examination candidates for the certificate obtained at the end of primary school, the certificate of completion of the first stage of secondary education and the school-leaving certificate, a total of 15 passed (1 for the certificate obtained at the end of primary school, 6 for the certificate of completion of the first stage of secondary education and 8 for the school-leaving certificate).

50. A social and occupational reintegration plan is being drafted.

Trafficking in persons, slavery and similar practices

51. Trafficking in persons is defined and punishable under articles 499 to 504 of the Criminal Code.

52. An interministerial committee has been set up to coordinate measures to tackle trafficking in persons.

53. Benin has developed a national policy to combat trafficking in persons and a corresponding action plan. The adoption of these documents is under way.

54. The country is receiving assistance under a regional project to support the fight against trafficking in persons in the countries of the Gulf of Guinea (2019–2022). The project is co-funded by the European Union and France and is being implemented in six countries of the Gulf of Guinea (Benin, Côte d’Ivoire, Ghana, Guinea, Nigeria and Togo).

55. Its overall objective is to support the authorities and civil society in the six countries concerned in relation to different aspects of the fight against trafficking in persons.

56. The project is based on two methodological approaches: the comprehensive approach (prevention, suppression, victim support and coordination) and the inclusive approach.

57. The target groups and beneficiaries of the project include:

- 9,200 victims of trafficking who have been identified and assisted
- 120,000 migrants or potential migrants who have undergone awareness training
- 10,000 potential employers who have undergone awareness training
- 1,200 judicial officers and stakeholders in the criminal justice system who have been trained
- 450 public officials and members of the internal security forces who have been trained
- 120 State and non-State actors who are benefiting from regional exchange programmes

B. Economic, social and cultural rights

Right to work and to just and favourable conditions of work

58. The review of Act No. 98-004 of 27 January 1998 on the Labour Code is under way and the observations of the Supreme Court have been taken into account.

59. In the area of employment, the services of the Directorate General of Labour are being modernized through the move to paperless documents, including:

- Work contracts for nationals
- Work contracts for expatriates
- Work permits for expatriates

60. The table below contains labour statistics for 2020 and 2021.

| Item | Year | |
|---------------------------|--------|-------|
| | 2020 | 2021 |
| Contracts for nationals | 10 914 | 7 371 |
| Contracts for expatriates | 723 | 803 |
| Work permits | 1 006 | 994 |
| Individual disputes | 136 | 42 |
| Collective disputes | 21 | 34 |
| Collective redundancies | 39 | 12 |

Source: Directorate General of Labour 2022.

61. The National Agency for the Promotion of Employment has put in place various programmes to improve young people's employability, including:

- A special programme to bring more teacher candidates into the education system
- A special programme to integrate people into the world of work
- A youth inclusion project

62. The purpose of the youth inclusion project, which is supported by the World Bank Group, is to increase access to employment for underemployed or inactive young persons aged from 15 to 30 years with a low level of education (no higher than the certificate of completion of the first stage of secondary education). The project is ultimately intended to benefit 35,000 young people by:

- Strengthening the vocational training system through apprenticeships in order to improve technical skills
- Providing non-repayable start-up funds in the form of cash transfers

63. Since 2020, Benin has been implementing an innovative programme that places companies at the heart of measures to find employment for young job seekers. The purpose of the programme, which is funded by the State, is to place 2,000 young graduates per year in private or public companies over a period of two years. The programme runs from 2020 to 2024 and will benefit 8,000 candidates. Its overall cost is estimated at CFAF 40 billion.

64. The Government plans to raise the guaranteed minimum wage by 30 per cent and to increase the salaries of civil servants.

65. It has undertaken to build a ministerial complex and an administrative complex to improve the work environment for staff.

66. Furthermore, civil servants' working hours were changed in January 2021 and are now from 8 a.m. to 12:30 p.m. and from 2 pm to 5:30 p.m.

Right to social security

67. The Government has established the Insurance for the Strengthening of Human Capital programme, which is the main tool for implementing the social protection strategy, adopted in 2018. It consists of an integrated package of four services, which are:

- Health insurance
- Credit
- Training for persons working in the informal sector
- Pension insurance for persons working in the informal sector who are not currently covered by a pension or health insurance scheme, especially persons living in extreme poverty

68. The purpose of the package is to lift people out of relative poverty and increase their access to basic social services and sustainable and equitable economic opportunities.

69. The measures envisaged are ultimately aimed at:

- Ensuring lower cost access to the health system for poor communities (about 4.3 million Beninese nationals)
- Improving the skills of approximately 1.8 million Beninese nationals working in the informal sector through operational training
- Ensuring access to credit for about 1.8 million Beninese nationals working in the informal sector
- Enabling around 2 million Beninese nationals working in the informal sector to take part in a pension scheme

Right to an adequate standard of living

Poverty

70. Income poverty in Benin is more prevalent in rural areas than in urban areas. Indeed, the incidence of income poverty is 31.4 per cent in urban areas compared to 44.2 per cent in rural areas.

71. The extent of income poverty varies from one department to another. The departments of Ouémè (18.3 per cent) and Littoral (18.9 per cent) have the lowest poverty rates and stand out clearly from all the other departments. Atacora (60.5 per cent), Borgou (53.3 per cent) and Couffo (52.39 per cent) are the departments with the highest poverty rates.

72. Between 2015 and 2019, the non-income poverty rate, like the income poverty rate, declined among rural households, from 36 per cent to 28.6 per cent. By contrast, the non-income poverty rate for urban households rose from 20.5 per cent to 23 per cent over the same period. The gradual decline in non-income poverty in recent years reflects the fact that access to basic infrastructure⁸ has improved.

Food

73. Benin has continued its efforts to fight hunger. The reforms carried out in the agriculture sector in 2018 have facilitated the establishment of a new institutional and governance framework for the sector.

74. Fishery production from inland fisheries rose by 23.7 per cent from 37,000 tons in 2018 to 45,762.2 tons in 2019.

75. Regarding the production of meat, milk and table eggs, meat production is estimated to have increased from 74.62 tons in 2018 to 76.161 tons in 2019.

76. Milk production is estimated to have increased from 121,975 tons in 2018 to 125,145 tons in 2019. Table egg production increased from 16,795 tons in 2018 to 17,341 tons in 2019.

77. Rice production has gradually increased from 281,428 tons in 2016 to 411,578 tons in 2020, increasing by 1 per cent between 2019 (406,083 tons) and 2020.

78. Between 2015 and 2020, maize production increased by 25 per cent and rose from 1,580,750 tons in 2019 to 1,611,615 tons in 2020, which is an increase of 2 per cent.

79. These results show that production is clearly increasing.

80. Among other measures, the Government, with the financial support of development partners, was able to provide 50,000 pregnant women in 2018 and 147,882 pregnant women in 2019 with advice on nutrition and iron/folic acid supplements during their pregnancy.

81. The number of mothers of children aged up to 23 months who have received advice on optimal newborn and infant feeding increased from 60,000 in 2018 to 72,207 in 2019.

Access to housing

82. Steps are being taken to promote access to housing for the middle classes. Financing has been secured for the first phase of construction of 12,049 out of a planned 20,000 affordable and social housing units. Plans are in place to build these housing units in every department in the country.

83. A platform has been created to allow citizens to obtain access to housing without paying a deposit. The programme is scheduled to end in 2025.

Access to safe drinking water

84. The reforms undertaken have made it possible to supply drinking water to 69 of the 77 main towns in the country. As a result, the number of persons who have registered for access to safe drinking water increased from 268,000 in 2018 to 321,391 in 2021, while the percentage of persons with such access in urban areas increased from 57.89 per cent to 70.02 per cent in December 2021.

85. At the commune level, the financing of the maintenance arrangements for simple works has made it possible to significantly improve access to safe drinking water for over 300,000 people.

86. The installation of 50 metering pumps has improved access for at least 150,000 people. Furthermore, 31 devices for locally produced chlorine have been installed in village water supply systems throughout the country under the Water, Sanitation and Hygiene Programme.

87. The Government has substantially reduced the cost of registration, from CFAF 120,000 to CFAF 50,000, with the possibility of paying CFAF 20,000 when the meter is installed and spreading the rest of the payment over six months.

Healthy environment and hygiene

88. The Government has set up a rainwater sanitation programme for Cotonou and all smaller towns. An operational development plan has been designed and implemented for the 125 km-long coastal strip that includes five coastal cities, with a total population of 1,777,741 inhabitants.

89. In 2020, 414,368 people benefited from projects to protect them against erosion, flooding and droughts.

90. A sanitation and solid household waste management project is currently being implemented in the cities of Grand Nokoué (Cotonou, Porto-Novo, Abomey-Calavi and Ouidah).

Right to health

91. The Government's vision for health is linked to Sustainable Development Goal 3: ensure healthy lives and promote well-being for all at all ages.

92. To this end, the Government has reorganized the health system and established more effective health coverage by:

- Improving governance and resource management in the sector
- Ensuring universal access to health services and improved quality of care
- Strengthening the partnership for health

93. The health insurance component of the Insurance for the Strengthening of Human Capital programme is currently being operationalized.

94. Where infrastructure and equipment are concerned, the following developments have taken place:

- The commissioning of the Allada-Zè-Toffo health zone hospital
- The ongoing construction of the Abomey-Calavi University referral hospital
- The construction of departmental blood transfusion units in Porto-Novo, Abomey and Parakou; the units in Parakou and Porto-Novo have been put into service and are operational
- The refurbishment of the maternity wards in the public health facilities in the Adjarra – Akpro-Missérété – Avrankou – Pobè – Adja-Ouèrè – Kétou health zone
- The construction and fitting out of three dialysis units for the Porto-Novo departmental university hospital centre and the departmental hospitals of Atacora and Mono
- Technical studies for the construction and fitting out of the hospitals in the Avrankou – Adjara – Akpro-Missérété, Adjohoun – Bonou – Dangbo and Zogbodomey – Bohicon – Zákpotá zone
- The increase in existing hospitals' technical capacity

95. With regard to the development of human resources in health, general practitioners, specialists and paramedics have been recruited, trained and distributed equitably throughout the country. The following measures have been taken:

- The construction of an institute of nursing and obstetrical care to double the supply of nurses and midwives
- The provision of training grants in various specialist areas to 43 doctors and 60 paramedics
- The implementation of a health-sector employment platform
- The State-funded recruitment of 1,738 officials
- The recruitment of 1,200 officials, funded by the health units themselves

Other progress

96. The following progress has been made:

- Improvements in HIV/AIDS screening and care
- Free treatment for mother-to-child transmission of HIV/AIDS
- Increase in the number of functional health zones
- Continuation of free caesarean sections
- Free psychosocial and medical care for obstetric fistula
- Reduction in the cost of emergency obstetric and neonatal care
- Implementation of an accelerated plan to combat malaria, to reduce the number of deaths from malaria by 25 per cent by 2025
- Continuation of free malaria treatment for children aged 5 years or under and pregnant women
- Continuation of free treatment for tuberculosis

- Increase in the budget of the Health-Care Fund for the Poor
- Annual distribution of long-lasting insecticide-treated mosquito nets to all households
- Indoor residual spraying in some areas where malaria is endemic
- Extension of immunization coverage by type of vaccine

97. The table below shows the resources allocated to the sector:

| <i>Year</i> | <i>Budget (in thousands of CFAF)</i> |
|-------------|--------------------------------------|
| 2018 | 68 586 782 |
| 2019 | 63 609 804 |
| 2020 | 109 471 819 |
| 2021 | 106 934 307 |
| 2022 | 98 099 658 |

Source: Directorate of Planning, Administration and Finance/Ministry of Health 2022.

98. The table shows that resources are increasing during the health crisis.

Right to education

99. Considerable progress has been made in the area of education. In recent years, the quality of teaching and educational provision, the working conditions of teachers, the conditions of access to education and student retention rates have improved considerably.

100. Free primary education remains the rule. It has been strengthened by the provision of free textbooks to schoolchildren.

101. Thanks to the Government's policies, 51 per cent of nursery and primary schools were equipped with school canteens in 2019. The funding allocated to school canteens has increased exponentially, from an annual average of CFAF 1 billion in 2017 to CFAF 14 billion in 2019. Significant progress has been made in implementing the policy on expanding school canteens: the coverage rate stands at 75 per cent of schools in 2022 and is expected to rise to 100 per cent by 2026.

102. In order to promote learners' development and ensure their safety, several discussions have been held and have resulted in the following:

- The development of a document on alternatives to corporal punishment and the introduction of differentiated instruction
- The adoption of the Good Practice Charter by all primary and secondary schools in March 2022

103. To enable Beninese schools to cope with natural and human disasters, the Government developed a basic training guide on the provision of psychosocial support in schools and guidance document on the reorganization of educational activities in November 2018. A total of 1,062 teachers and school principals in flood-prone areas have been trained to implement these documents. This action has enhanced the resilience of the nursery and primary education subsector.

104. In addition, a database of teacher candidates has been developed. This programme has made it possible to deploy around 16,000 additional secondary school teachers and around 11,000 primary school teachers with work contracts.

105. The Government has continued its policy of waiving school fees for girls. This measure benefited 230,107 schoolgirls in 2019, at a cost of around CFAF 2.5 billion.

106. Technical education and vocational training are currently being reformed. In this regard, the following actions have been taken:

- The launch of a construction file for 30 agricultural schools

- The establishment of a national framework for consultation to promote technical and vocational education and training
- The establishment of seven sector-based technical commissions: construction and public works; tourism and hotels; catering, agricultural engineering; energy; the maintenance of motorized equipment; the digital economy and digitization; and the environment, water, sanitation, hygiene and cleaning

107. The following progress has been made in the area of higher education and scientific research:

- The increase in the number of recipients of university scholarships and assistance, from 14,197 in 2017/18 and 29,977 in 2018/19 (15,780 new recipients) to 20,010 in the 2019/20 academic year
- The recruitment of 200 teaching assistants for 2018/19 in order to strengthen the teaching corps
- The continuation of efforts to eliminate fraud in the private higher education sector
- The organization of national examinations at the master's and bachelor's degree level

Anti-corruption, transparency and good governance

108. Benin has undertaken to further strengthen the mechanism to combat corruption.

109. In this connection, the Office of the High Commissioner for the Prevention of Corruption has been set up alongside the Court for the Prevention of Financial Offences and Terrorism.

110. The following measures are also being taken:

- The continued investigation of corruption cases
- A crackdown on acts of corruption
- The promotion of campaigns to raise awareness about the fight against corruption
- The establishment of whistle-blowing and complaints units within the Office of the President and certain line ministries

111. In addition, the Government is implementing a vast project to digitalize procedures and services used by the public. Public e-service platforms have been established to meet the needs of users as quickly as possible.

112. These platforms allow various services to be paid for and delivered online.

113. Their implementation and the increased use of electronic documents and email have reduced the delivery and payment times for certain services and invoices and the contact between users and public officials, all of which contributes, either directly or indirectly, to the fight against corruption and the reduction of delays due to slow administrative procedures.

C. Rights of vulnerable persons

Women, gender equality and empowerment

114. The Government has established and launched the National Women's Institute. The newly configured institute has legal personality, financial independence and significant powers to take more decisive action in support of women.

115. The Sahel Women's Empowerment and the Demographic Dividend regional initiative for the period 2020–2024 is being implemented. The overall purpose of this project is to accelerate the demographic transition and achieve the broader objectives of realizing the demographic dividend and reducing gender inequality in recipient countries.

116. The main beneficiaries of the project are women and girls aged from 10 to 24 years. Its indirect beneficiaries are children, the workforce, health professionals, government

officials, civil society, grassroots communities and religious leaders. Through this project, the Government has achieved significant results.

117. The following measures have been taken:

- The retention of girls in school through skills development
- The establishment and launch of the Observatory for the Demographic Dividend

118. In terms of results:⁹

- 62,210 young beneficiaries (30,240 of whom are in school and 31,970 out of school) have been affected.
- 1,530 teacher trainers have received various types of training.
- 770 young leaders and members of monitoring groups in educational establishments have received various types of training.
- 5,000 midwives have received various types of training.
- 3,080 religious leaders have received various types of training.

119. As part of its efforts to empower women, the Government has continued its policy of offering credit under the Alafia microcredit scheme.

120. The implementation mechanism is based on electronic disbursement and reimbursement. Online financial training is provided to beneficiaries in order to support them.

121. The Government has laid the groundwork for the second phase, which will involve amounts ranging from CFAF 50,001 to CFAF 100,000.

122. As at 3 May 2022, CFAF 12,420,364,385 has been disbursed and 239,025 persons around the country have benefited from the programme (see annex 3).

123. A gender and environment unit has been officially established within the ministries. In addition, a gender-sensitive budget is being developed at the national level.

Children

124. Benin is continuing to apply its Children's Code. It has adopted a second action plan for the implementation (2021–25) of its National Child Protection Policy.

125. The following measures have been taken to protect children:

- The establishment and launch of the green line hotline (138), which had registered 72,490 calls as at 31 March 2022, an average of 3,000 calls per month
- The prohibition of corporal punishment in schools
- The strengthening and extension of services provided by the Central Office for the Protection of Minors, the Family and the Repression of Human Trafficking to other regions
- The establishment of the Central Authority for International Adoption
- The conclusion of cooperation agreements to combat child trafficking and economic exploitation with Burkina Faso, Togo and other countries in the subregion
- The continuation of the zero-tolerance campaign to end child marriage
- The introduction of new persons responsible for declaring births (health facility birth attendants)
- The continuation of the administrative census for identifying individuals
- The move to a paperless civil status registration system
- The setting up of host/foster families for children who have lost the protection of their families
- The continuation of capacity-building of actors in the child protection chain

- The setting up of the Integrated Data System for the Family, Women and Children-New Generation, with a corresponding web application, up and running in 85 social welfare centres
- Care and support in 2019 for 8,763 children, including 4,856 girls at risk or victims of violence, compared with 5,888 children, including 3,664 girls, in 2018
- The organization of legal clinics on human rights, with support provided under phase 2 of the Project to Support Improved Access to Justice and Accountability on issues related to early marriage, child labour, corporal punishment, violence and trafficking

126. The Government has authorized the registration of abandoned children or children with unknown parents.

127. With regard to child labour, 360 inspections were conducted by the Directorate General of Labour and the departmental directorates in 2019. These inspections resulted in four children being removed from situations involving the worst forms of child labour. In 2020, the authorities identified 2,836 children engaging in the worst forms of child labour, 38 of whom were removed. (*Source: Directorate General of Labour-Departmental Directorate of Labour and Public Service 2022.*)¹⁰

Persons with disabilities

128. The decrees implementing Act No. 2017-06 of 29 September 2017 on the Protection and Promotion of the Rights of Persons with Disabilities have been drafted and are in the process of being adopted.

129. The State has set up a programme to protect persons with disabilities, under which inclusion focal points have been established in each ministry.

130. Public buildings are being adapted to international standards in order to make them more accessible to persons with disabilities.

Older persons

131. A bill that is pending adoption has been drafted to incorporate the Protocol to the African Charter on Human and People's Rights on the Rights of Older Persons in Africa into national law.

132. The retirement component of the Insurance for the Strengthening of Human Capital programme is intended for older persons working in the informal sector.

Migrants, refugees, internally displaced persons and stateless persons

133. Benin is continuing to take measures to ensure respect for migrant workers' rights.

134. In 2020, there were 1,881 refugees in the country. In 2021, Benin welcomed 140 refugees from Burkina Faso. The country is working to strengthen protection for refugees and improve their living conditions, including by granting them equal access to education, sports, health care, employment and social benefits.

135. A bill on the status of refugees and stateless persons has been sent to the parliament.

IV. Implementation of the recommendations made during the previous review

136. Benin has had some difficulty implementing the recommendations from the third universal periodic review but has achieved significant results from which some good practices have emerged.

137. The relevant actions taken during the reporting period are summarized below.

A. International instruments and cooperation with international human rights mechanisms

Recommendations Nos. 118.1–118.11 and Nos. 118.30–118.31

138. Benin has continued to accede to and ratify several international human rights instruments (see p. 2).

139. All due periodic reports have been submitted. The delay in the submission of the third periodic report has been rectified.

140. The following reports have been submitted within the framework of cooperation with the treaty bodies:

- The combined initial and second to ninth periodic reports on the implementation of the International Convention on the Elimination of All Forms of Racial Discrimination
- The third periodic report on the implementation of the International Covenant on Economic, Social and Cultural Rights
- The third periodic report on the implementation of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
- The combined sixth to tenth periodic reports under the African Charter on Human and Peoples' Rights
- The initial report on the implementation of the Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography
- The initial report on the implementation of the Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict
- The second periodic report on the implementation of the African Charter on the Rights and Welfare of the Child

141. Benin is awaiting invitations from the other treaty bodies to submit reports that have not yet been submitted.

B. National human rights institution

Recommendations Nos. 118.13–118.29, No. 118.81, No. 118.126 and No. 118.28

142. In order to operationalize the national human rights institution, the members of the institution were elected by their peers and appointed and sworn in before the Constitutional Court.

143. The institution enjoys administrative and financial independence and its members benefit from certain privileges and guarantees against prosecution in the exercise of their duties.

144. In the 2020 budgetary year, it was provided with a headquarters and allocated a budget of CFAF 570 million for the year. For the 2021 and 2022 years, its budgetary allocation was CFAF 600 million.

C. Rights of vulnerable groups

Rights of women

Recommendations No. 118.29, No. 118.81, No. 118.126, No. 118.128, No. 118.129, Nos. 118.132–118.142, Nos. 118.145–118.149 and No. 118.159

145. Benin has established the National Women's Institute, which is a public social and scientific institution that enjoys legal personality and financial independence. The Institute reports to the Office of the President and has been tasked with promoting the rights of women

in the political, economic, social, legal and cultural spheres, in both the public and private sectors, and to combat all forms of discrimination and violence against women and girls.

146. It has a counselling and reporting service to deal with acts of discrimination and violence against women and has the right to take legal action and sue for damages related to such acts.

147. The Institute is now the framework for consultation with civil society organizations working to promote women's rights and protect women and girls.

148. In this connection, it is responsible for:

- Conducting a survey of all forms of violence and, more generally, all forms of discrimination against women and girls
- Initiating and conducting studies and research in this area
- Participating in the development of policies, strategies, plans and programmes of action to protect and promote the rights of women and girls in Benin
- Organizing efforts to combat all forms of discrimination against women
- Carrying out, in consultation with the ministry responsible for social affairs, activities to raise awareness among the general public and certain target groups

149. The Institute collaborates with public and private national and international agencies whose activities contribute to the achievement of its mission. In 2022, it will establish 100 focal points in departments, communes, districts, in the public and private sectors and in places of teaching, learning and training.

150. Its projected budget for 2022 is CFAF 777,422,000. It also has a fund to assist victims of gender-based violence.

151. Since the appointment of the President and the Executive Secretary on 1 September 2021, the Institute has already received more than 100 complaints, most of which concern psychological violence (25 cases), physical violence (15 cases), refusal to pay maintenance (12 cases), property-related violence (11 cases) and violence against children (10 cases). A total of 29 cases were brought before the courts, 5 of which resulted in convictions.

152. In order to combat violence against women and girls, Benin adopted Act No. 2021-11 of 20 December 2021, establishing special measures to punish gender-related offences and to protect women. Sexual harassment, sexual assault, early marriage, forced marriage, female genital mutilation and aggravated violence against women or girls, among other offences, are punishable under this Act.

Children's rights

Recommendations Nos. 118.150–118.158 and Nos. 118.160–118.180

(See pp. 19–20 of the report)

Rights of persons with disabilities

Recommendations Nos. 118.187–118.191

(See p. 20 of the report)

D. National legislation

Recommendations No. 118.30, Nos. 118.32–No. 118.42, No. 118.80, No. 118.83 and No. 118.85

153. Benin has adopted a Criminal Code that incorporates the majority of international treaties on human rights. New developments include the following:

- The definition and punishment of torture, trafficking in persons and gender-based violence
- The lack of reference to the death penalty

- The institution of community service as a penalty
154. A new draft nationality code has been prepared and is pending adoption.
155. The list of laws adopted during the reporting period is given above (see pp. 3–6).

E. Economic, social and cultural rights
Recommendations Nos. 118.44–118.52, Nos. 118.92–118.125 and No. 118.131

156. The Government Action Programme (2016–2021) has been implemented. The Programme has had an impact on all sectors of economic, social and cultural life. It is linked to the Sustainable Development Goals and to Africa’s Agenda for Children 2040: Fostering an Africa Fit for Children and Agenda 2063: The Africa We Want of the African Union.

157. The following results have been obtained under the Programme:

- The start of large-scale public works projects in all communes
- The implementation of 77 priority reforms, in addition to 53 others that were not included in the Programme, with a completion rate of 85 per cent
- The implementation of 45 flagship projects¹¹ and 299 projects identified as priorities now under way with a marked effect on all industries

158. A total of 86.2 per cent of the funding required for all the projects has been committed, with 38.1 per cent of projects having been completed as at 31 December 2020. The measures taken are having an increasing impact on all social agencies.

F. Right of access to justice
Recommendations No. 118.61, No. 118.62 and No. 118.64

159. In order to improve access to justice and bring the justice system closer to the people, Benin has expanded its court system by opening the following five new courts:

- The Court of Audit
- The Court for the Prevention of Economic Offences and Terrorism
- The Comè, Dassa and Malanville courts of first instance

160. Benin has also adopted Act No. 2020-08 of 23 April 2020 on the Modernization of the Justice System, which introduced several mechanisms for expediting the issuance of court decisions. These include:

- The possibility of transmitting certain procedural documents electronically (the application instituting proceedings and the summons, the notice of appeal (art. 3), the service of the summons to the defendant and the transmission of observations (art. 768.5))
- The possibility of exchanging observations and evidence prior to the hearing of the oral pleadings (art. 768.8)
- The placement of a restriction on the number of referrals (art. 604 (18))
- The establishment of time limits on the issuance of court decisions by judges (arts. 588, 588.1 and 786.6)
- The establishment of an advisory office for users of the justice system in each court (title 2, chap. 1, art. 12)
- The obligation for chief judges to transmit statistical information on the activity of the courts every year, specifying the number of cases handled and in progress, the time taken to process cases and the nature of the decisions handed down (chap. 2, art. 7)

G. Conditions of detention**Recommendations Nos. 118.65–118.76, No. 118.82 and Nos. 118.86–118.191**

161. Benin has continued to carry out reforms in order to improve prison conditions. (See pp. 10–11.)

H. Gender and equality**Recommendations Nos. 118.130, No. 118.134, No. 118.139, No. 118.143 and No. 118.144**

162. Benin has amended its Constitution to improve the representation of women in the National Assembly. In this connection, the new article 26 provides for positive discrimination in favour of women. Under the Electoral Code, 24 seats are exclusively reserved for women.

163. The Personal and Family Code has been amended. One of the new developments introduced by the law lay in the various options offered to parents and children of age under the new article 6 with regard to the possibility of adding the woman's name to the surname.

164. A national forum to accelerate the progress of girls' education was held in March 2022.

H. Birth registration**Recommendations Nos. 118.181–118.186**

165. Benin is continuing to carry out the administrative census for identifying individuals in order to provide the country with a reliable database that can be used to organize elections.

166. The following measures are being taken to promote birth registration:

- The move to paperless civil status records
- The introduction of new birth registrars: health facility birth attendants
- The institution of the paternity certificate
- The possibility of reporting births beyond the 30-day period thereafter

V. Limitations and challenges

167. The implementation of the recommendations has been hampered by all kinds of difficulties that hinder State interventions.

168. In addition to the challenges associated with the coronavirus disease (COVID-19) pandemic, other obstacles that have been faced relate to:

- The lack of human, material and financial resources
- The fact that certain implementing decrees have not been adopted
- The persistence of entrenched social and cultural attitudes, illiteracy, lack of knowledge of the laws in force and the low level of education among certain groups
- The lack of resources for supporting children in difficult circumstances and persons with disabilities
- The unevenness of Internet coverage across the country
- The low level of electrical energy production
- The social and occupational reintegration of prisoners
- The promotion of the rights of older persons
- Climate change

169. In view of the difficulties encountered and the limited availability of resources, Benin must increase its cooperation with its partners in order to better fulfil its commitments in the area of human rights.

170. The challenges to be met concern the acceleration of the economic and social development of the country by:

- Strengthening democracy, the rule of law and good governance
- Continuing the structural transformation of the economy
- Bringing about a sustainable increase in the social well-being of the population
- Strengthening the fight against radicalization, violent extremism and terrorism
- Strengthening the response capacity of the national human rights institution by providing it with sufficient funds to enable it to function properly

VI. Priorities, good practices and commitments to improve the human rights situation

A. Priorities

171. These involve:

- Reforming schools in Benin
- Reforming the health system
- Continuing efforts to progressively improve living conditions
- Promoting art, culture and the craft industry
- Continuing efforts to establish the basic infrastructure required for socioeconomic development
- Reducing social and gender inequalities
- Promoting the rights of women
- Promoting decent employment for women and young people
- Protecting persons with disabilities and older persons
- Responding to the need for a system for collecting and analysing human rights data and indicators at the national and local levels
- Strengthening access to equitable justice for all
- Developing a national policy document on the promotion and protection of human rights

B. Good practices

172. To strengthen the effective exercise of human rights, Benin has undertaken a number of initiatives, including:

- Establishing gender units within the ministries and institutions of the State in order to develop a culture of women's rights within the public administration
- Progressively expanding the number of school canteens
- Making certain procedures and services available online
- Introducing health insurance for persons living in poverty and extreme poverty
- Creating and regularly updating teaching aids for human rights education

- Producing annual reports on the situation of human rights and ad hoc and detailed reports
- Drafting and submitting reports to treaty bodies
- Involving and consulting civil society organizations, parliamentarians, judicial actors and the Benin Human Rights Commission in all stages of the preparation of the report for the fourth universal periodic review

C. Commitments

173. In order to respond appropriately to the challenges faced, Benin will take steps to:
- Implement treaty body, special procedures and universal periodic review recommendations and decisions
 - Strengthen cooperation with United Nations and regional human rights mechanisms
 - Work towards universal respect for human rights

VII. Expectations for cooperation

174. Benin reiterates its willingness to comply with its international human rights obligations and to work on a daily basis to improve the living conditions of its population.

175. For this reason, in order to implement the Government Action Programme (2021–2026), it calls for international cooperation in the form of technical or financial support to:

- Implement the recommendations from the fourth universal periodic review cycle
- Strengthen the capacities of the National Committee for Monitoring the Implementation of International Human Rights Instruments
- Run the Benin Human Rights Commission
- Strengthen basic social services
- Combat radicalization, violent extremism and terrorism
- Promote human rights education
- Successfully reform the justice, health and education sectors

176. In order to ensure better follow-up to implementation of the concluding observations and recommendations of the treaty bodies and the universal periodic review mechanism, it is imperative to build the capacity of the actors concerned.

177. In order to develop and implement public policies based on a human rights approach, the persons involved must receive ongoing training.

Conclusion

178. This report provides an account of the progress made since the last review and describes the challenges faced by Benin in meeting its human rights obligations.

179. Benin reiterates its commitment to promoting and protecting these rights.

180. The international community is therefore called on to further support Benin in its efforts to promote human rights culture, the integration of human rights into public policies and human rights education for the benefit of the population.

Notes

¹ Article 15 nouveau.

² Article 26 nouveau.

- ³ Article 41 nouveau.
⁴ Article 56 nouveau.
⁵ Article 45 et 80 nouveaux.
⁶ Article 157 nouveau.
⁷ Article 151 nouveau.
⁸ Source : INSAE ; EHCVM 2019.
⁹ Source : Rapport d'activité SWEDD (2020).
¹⁰ Direction Départementale du Travail et de la Fonction Publique.
¹¹ Voir PAG (2016–2021).
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