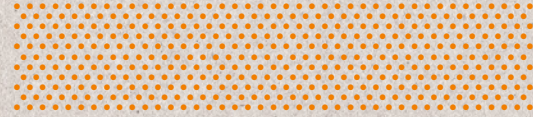




**STEP** Statistics  
Through  
Eastern  
Partnership



# GENDER STATISTICS IN THE EASTERN PARTNERSHIP (EaP)

## PROGRESS TOWARDS GENDER EQUALITY: WHAT DO THE STATISTICS TELL US?



Funded by



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Partnership



## ACKNOWLEDGEMENTS

The editors of this publication would like to thank colleagues in Eurostat, Unit B3 – Enlargement, Neighbourhood and Development Cooperation and expert advisors from the national statistical institutes of Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine who were closely involved in its preparation.



# *Statistics Through Eastern Partnership (STEP)*

**PROJECT DURATION: 2019-2022**

**BUDGET: €4.7 million**

## **BRIEF DESCRIPTION AND COUNTRIES COVERED**

Statistics Through Eastern Partnership (STEP) is the first regional statistics programme in the Eastern Partnership region. The [Eastern Partnership](#) (EaP) is a policy initiative between the European Union, its Member States and the six Eastern neighbour countries Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine. The EaP aims to deepen and strengthen the relations between the EU, its Member States and their EaP partner countries. The STEP programme is financed by the European Union. STEP is managed by [Eurostat](#), the statistical office of the European Union, with a mission to provide high quality statistics and data on Europe. It is implemented by a project consortium led by Expertise France. The programme addresses both subject matter statistics such as labour market, time-use, national accounts, business registers, energy and transport as well as cross-cutting issues like inclusion of user needs, increased use of administrative data, quality in statistics, gender issues and sustainable development goals.

## **OBJECTIVES**

The overall objective of STEP is to produce more and better statistics for evidence-based decision-making. The primary partners are the national statistical institutes of the EaP countries but other institutions in their national statistical systems are also included in the activities if deemed beneficial. The availability of reliable and comparable statistics is essential for informed policymaking at European, regional and country level. For this, statistics need to be produced in line with European and international norms and standards, including the [European Statistics Code of Practice](#).

## **ACTIONS IN BRIEF**

This will be achieved through four complementary actions:

1. improve the production and dissemination of good quality statistics in the partner countries;
2. increase the level of harmonisation of methodologies both between the countries and with the EU;
3. strengthen the institutional capacity of the NSIs of the region along the principles set out in the European Statistics Code of Practice;
4. support evidence-based policymaking, ensuring that statistical evidence substantiates policy choices, through improved cooperation and coordination between the national statistical institutes, policymakers and line institutions.

## **MORE INFORMATION AT:**

[www.eu-step.eu](http://www.eu-step.eu)

<https://ec.europa.eu/eurostat/web/european-neighbourhood-policy/enp-east/step>

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# List of acronyms

<b>AIDS</b>	Acquired immunodeficiency syndrome
<b>AM</b>	Armenia
<b>ARMSTAT</b>	Statistical Committee of the Republic of Armenia
<b>AZ</b>	Azerbaijan
<b>AZSTAT</b>	State Statistical Committee of the Republic of Azerbaijan
<b>BY</b>	Belarus
<b>BELSTAT</b>	National Statistical Committee of the Republic of Belarus
<b>BMI</b>	Body mass index
<b>CEDAW</b>	Convention for the Elimination of All Forms of Discrimination against Women
<b>DHS</b>	Demographic and Health Surveys
<b>DV</b>	Domestic violence
<b>EaP</b>	Eastern Partnership
<b>EU</b>	European Union
<b>GDI</b>	Gender Development Index
<b>GE</b>	Georgia
<b>Geostat</b>	National Statistics Office of Georgia
<b>GNI</b>	Gross National Income
<b>HDI</b>	Human Development Index
<b>HETUS</b>	Harmonised European Time-Use Surveys
<b>HIV</b>	Human immunodeficiency virus
<b>HLY</b>	Healthy life years
<b>IAC</b>	Inter-Agency Commission on Gender Equality, Violence against Women and Domestic Violence
<b>IAEG-GS</b>	Inter-agency and Expert Group on Gender Statistics
<b>IAEG-SDGs</b>	Inter-agency and Expert Group on SDG Indicators
<b>ICLS</b>	International Conference of Labour Statisticians
<b>ICSE</b>	International Classification of Status in Employment
<b>ICT</b>	Information and communication technology
<b>ILO</b>	International Labour Organisation
<b>IMF</b>	International Monetary Fund
<b>IPU</b>	Inter-Parliamentary Union
<b>ISCO</b>	International Standard Classification of Occupations
<b>ISIC</b>	International Standard Industrial Classification of All Economic Activities
<b>LFEP</b>	Labour Force Estimates and Projections
<b>LFS</b>	Labour Force Survey
<b>MICS</b>	Multiple Indicator Cluster Surveys

<b>MMEIG</b>	Maternal Mortality Estimation Inter-Agency Group
<b>MD</b>	Republic of Moldova
<b>NACE</b>	Statistical Classification of Economic Activities in the European Community
<b>NAP</b>	National Action Plan
<b>NBS Moldova</b>	National Bureau of Statistics of the Republic of Moldova
<b>NSI</b>	National Statistical Institute
<b>NSO</b>	National Statistical Office
<b>NSS</b>	National Statistical System
<b>OECD</b>	Organisation for Economic Cooperation and Development
<b>OSCE</b>	Organisation for Security and Cooperation in Europe
<b>PARIS21</b>	The Partnership in Statistics for Development in the 21st Century
<b>SDG</b>	Sustainable Development Goals
<b>STEM</b>	Science, Technology, Engineering and Mathematics
<b>STEP</b>	Statistics Through Eastern Partnership
<b>TUS</b>	Time-use surveys
<b>UA</b>	Ukraine
<b>UKRSTAT</b>	State Statistics Service of Ukraine
<b>UN</b>	United Nations
<b>UN Women</b>	United Nations entity dedicated to gender equality and the empowerment of women
<b>UNECE</b>	United Nations Economic Commission for Europe
<b>UNFPA</b>	United Nations Population Fund
<b>UNICEF</b>	United Nations Children's Fund
<b>UNDP</b>	United Nations Development Programme
<b>UNSC</b>	United Nations Statistical Commission
<b>UNSD</b>	United Nations Statistics Division
<b>VAW</b>	Violence against women
<b>WBG</b>	World Bank Group
<b>WHO</b>	World Health Organisation



# *Introduction*

The availability and the quality of statistics are essential for improved policy-making at regional and country level. Statistics Through Eastern Partnership (STEP) is the first regional statistics programme of the European Union in the Eastern Partnership (EaP) consisting of Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine. It aims to help make more and better statistics for evidence-based decision making in both the public and private sector. European and international norms and standards, including the European Statistics Code of practice, will guide the work.

The programme is financed by the European Union, managed by Eurostat and implemented by a consortium led by Expertise France. It began on 1 January 2019 and runs until 31 July 2022. National statistical institutes of the six countries are the main partners in the programme.

Gender statistics is one of the 16 projects under the programme with a range of activities that aim to improve the availability and accessibility of gender-related and sex-disaggregated data.

## *1.1 Objective of this publication*

The main objective of this publication is to present gender data which are comparable among countries of the Eastern Partnership (referred to throughout as EaP countries), providing descriptive analysis at the regional and national level. The priority has been to show data that are harmonised among partner countries and aligned with Eurostat methodologies where possible.

Collating and analysing the data also provides opportunity to identify challenges faced by the partner countries to produce and present national gender data. This publication provides good examples of how data can be presented in a way that connects it to policy priorities and supports the use of data in policy and decision-making.

There are several benefits in preparing a regional publication that go beyond the final product itself. Working together as a collective of countries provides opportunity to improve data comparability by highlighting areas where comparability is not possible. The publication facilitates the use of statistics in evidence-based policymaking and draws attention to important policy issues. A regional publication provides an opportunity to improve quality of data and metadata through analysis and use. Working together to develop effective ways to present and describe the information for broad audiences like policymakers and the general public can help to build capacity in communicating statistics.

## *1.2 Gender statistics in countries of the Eastern Partnership*

Gender statistics are produced from censuses, surveys and administrative records that are usually conducted and produced by government agencies and collated and published by national statistical offices. All six countries have a good amount of data produced and available for gender analysis.

Table 1 shows the most recent censuses and surveys relevant to the production of gender statistics that have been conducted or are planned. Each country has a relatively recent population and housing census, except Ukraine, which last conducted one in 2001. Demographic and Health Surveys (DHS) and Multiple Indicator Cluster Surveys (MICS), which both collect similar data, are well used in the target countries. All countries except Armenia and Azerbaijan have a recent MICS that can be used for key gender indicators (planned for 2022 in Azerbaijan).

Violence against women is a key gender equality issue and all countries except Belarus have conducted a prevalence study, with Azerbaijan's being more than ten years old. A Labour Force Survey (LFS) is conducted in all countries. Time-use surveys have the poorest coverage, with only Belarus and Moldova having conducted one in the last ten years. Georgia started the field work of time-use survey in September 2020 and planned to complete it in September 2021. The results will be released in spring 2022. STEP supported Armenia to conduct a pilot time-use survey from June 2020 to August 2021 and the results will be released at the end of 2021.

TABLE 1: OVERVIEW OF SURVEY AND CENSUS SOURCES FOR GENDER STATISTICS IN EaP COUNTRIES

	Population and Housing Census	Demographic and Health Surveys	Multiple Indicator Cluster Survey	Violence against Women Survey	Labour Force Surveys	Time-use Surveys
<b>Armenia</b>	2011, <b>2022</b>	2015-16		2015-16 (DHS) <b>2021 (VAW)</b>	2018, 2020, 2021	2004, 2008, <b>2021 (pilot)</b>
<b>Azerbaijan</b>	2009, 2019	2006	2000, <b>2022</b>	2006 (DHS)	Quarterly	2008, 2012
<b>Belarus</b>	2009, 2019		2019		Quarterly	2015
<b>Georgia</b>	2014		2018	2017	Quarterly	<b>2020-21</b>
<b>Moldova</b>	2014, <b>2024</b>	2005	2012	2010	Quarterly	2012
<b>Ukraine</b>	2001, <b>2023</b>	2007	2012	2019	2018	

Key:  Recent data collected  Data collected but out of date  No data collected

Note: year in bold indicates collection is planned but not yet completed.

Sources: Eurostat database <https://ec.europa.eu/eurostat/data/database>; MICS Surveys as included at <https://mics.unicef.org/surveys>; DHS Surveys as included at <https://dhsprogram.com/>; Charmes, J. 2015. *Compilation of Time-use Surveys* [http://www.hdr.undp.org/sites/default/files/charmes\\_hdr\\_2015\\_final.pdf](http://www.hdr.undp.org/sites/default/files/charmes_hdr_2015_final.pdf); Population and Housing Census details from UNSD at <https://unstats.un.org/unsd/demographic-social/census/censusdates/>. The websites of national statistical offices were used to check other surveys and censuses.

## 1.3 Methodology

This publication was prepared by Jessica Gardner, expert in gender statistics, under the guidance and leadership of the STEP Programme team. Gender statistics focal points from each of the national statistical institutes were involved throughout.

The work began with an assessment of data availability conducted by desk review by the consultant. The results from this are described below.

The first online meeting was held with national stakeholders in November 2020 to introduce and discuss objectives, roles and processes of the publication. An online questionnaire was then distributed to gather information on the institutional arrangements for gender statistics in each country and confirmation of the availability of the selected indicators.

Data were collated from existing sources, where possible, to reduce the burden on national statistical institutes, which are already reporting the data to international agencies. These sources included:

1. Eurostat database
2. UNECE Gender Statistics database – a collation of nationally contributed statistics updated annually
3. ILO Statistics database
4. WHO Global Health Observatory
5. United Nations World Population Prospects 2019

Tables of data were sent to national contacts for review and updates in late December 2020 and the inputs received were used for the final publication.

## 1.4 Selection of indicators

Key international frameworks were used to guide the initial shortlist of indicators that might be included in this publication. The United Nations Minimum Set of Gender Indicators represents the only globally adopted set of gender-related indicators and an excellent starting point for measuring issues key to achieving gender equality. The Sustainable Development Goal targets and indicators are also a valuable framework as they represent universal commitment and contain up to 80 indicators that are gender-related or can be sex-disaggregated to show differences between women and men, boys and girls. The indicators of these two frameworks are also indicators used by Eurostat.

### *United Nations Minimum Set of Gender Indicators*

Predating the SDG framework, this set of gender indicators was developed through the Inter-Agency Expert Group on Gender Statistics to fill a gap in international standards for gender indicators. There are 54 quantitative indicators and a set of qualitative indicators on issues such as the existence of laws and regulations. The majority of these indicators were also used by Eurostat to develop gender equality indicators in education, labour market, earnings and health.

There is a small amount of overlap between this set of indicators and the SDG gender-related indicators (out of the 32 UN indicators assessed for availability, eight are also SDG indicators). Annex 1 provides a list of the UN gender indicators and their availability in the region.

STEP's inception missions carried out a data availability assessment of the UN minimum set of gender indicators and the results were used as input to this availability assessment. Given the thematic focus of this publication, 32 of the UN minimum indicators were included and the findings are promising. All indicators except three have data for at least half the six target countries. The only indicators for which no data could be found were the 'Proportion of adult population owning land, by sex'.

The indicator on 'Proportion of women (aged 15-49) subjected to sexual violence by persons other than an intimate partner, since age 15' has the lowest coverage only being available in Moldova. 'Employment rate of persons aged 25-49 with a child under age 3 living in a household and with no children living in the household, by sex' also has low coverage, only being available in Belarus and Moldova. For all other indicators, most countries have data and there is often a good time series available for exploring trends.

### *Sustainable Development Goal gender-related indicators*

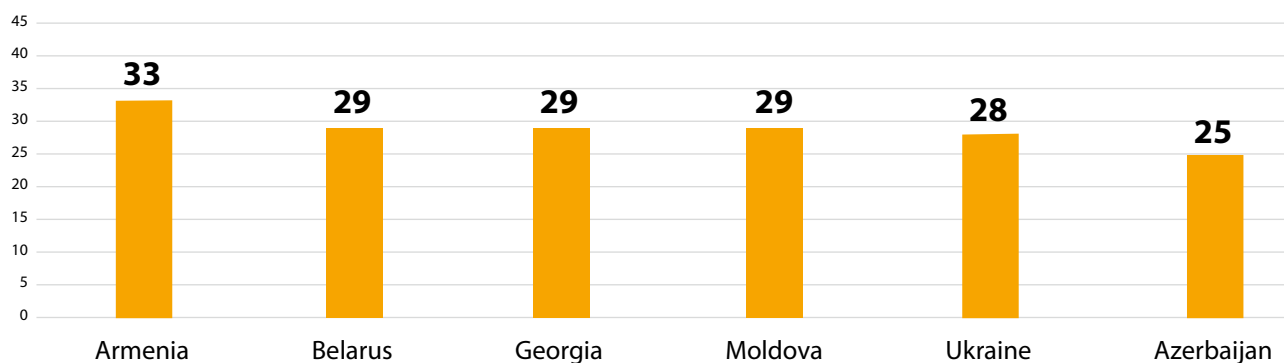
Adopted by the United Nations in 2015, there are 247 SDG indicators which are monitored by international 'custodian' agencies. Eurostat regularly monitors the progress towards the SDGs in an EU context. For this purpose, it developed a set of EU SDG indicators which is open to annual review to incorporate indicators from new data sources as well as to take into account new targets in line with the longer-term vision of the EU after 2020 and the priorities of the European Commission. As of 2021, the EU SDG contains 102 indicators.

UN Women has identified 51 indicators under SDG 1, 2, 3, 4, 5, 8, 11, 13 and 16 that are sex-disaggregated or gender-related. Assessing the availability of these indicators in the Global SDG database for the six target countries of this project provides insight into the availability of gender statistics.

Only those indicators that have data in the global database were retained for assessment, leaving 41 indicators. Other indicators were excluded either because they are not included in the Global database (1.b.1, 5.2.2, 11.2.1, 11.7.1, 11.7.2, 13.b.1, and 16.7.2), are not relevant to the target countries (5.3.2 on female genital mutilation and 16.1.2 on conflict related deaths), or no country reports sex-disaggregated data (10.2.1).

The assessment showed relatively good coverage for the 41 gender-related indicators in the Global SDG Database. A detailed overview of data availability for the SDG gender indicators is available in Annex 2. Armenia produced the highest number (33) of the 41 gender indicators, and Azerbaijan the least (25). The best data coverage was for SDG 3 with almost all of the six gender indicators available for all six countries. The gender equality goal – SDG 5 – had reasonable coverage with the main data gaps relating to land ownership (5.a.2), access to reproductive health care (5.6.1), and whether or not legal frameworks are in place to promote equality (5.1.1). Some of these measures are relatively new and countries still need support to produce them.

**FIGURE 1: NUMBER OF GENDER RELATED GLOBAL SDG INDICATORS CURRENTLY INCLUDED IN THE GLOBAL SDG DATABASE (OUT OF POSSIBLE 41 INDICATORS)**



Source: author's own assessment from data in the Global SDG Database on 10 September 2020. <https://unstats.un.org/sdgs/indicators/database/>

SDG 4 on education and SDG 8 on decent work and economic growth have weaker coverage than other goals. The gaps in education data relate to assessing the participation of youth and adults in training and education (4.3.1) and literacy and numeracy (4.6.1). Work-related data is lacking for informal employment (8.3.1) and average hourly earnings for calculating the gender pay gap (8.5.1). SDG 2 on hunger has poor coverage among these countries, but there is only one indicator under that goal on small-scale food production. This is likely not as high a policy priority for gender equality as other topics.

UN Women and PARIS21 have developed a framework for assessment data and statistical capacity gaps for better gender statistics. This is usually conducted as a nationally led process supported by PARIS21. The assessment involves reviewing gender-related policy commitments, identifying relevant indicators, and assessing data availability and statistical capacity to produce the gender data needed to meet national needs.<sup>1</sup>

(1) UN Women and PARIS21. 2020. *Assessing data and statistical capacity gaps for better gender statistics: Framework and implementation guidelines*. [https://paris21.org/sites/default/files/inline-files/Framework%202020\\_update\\_web\\_0.pdf](https://paris21.org/sites/default/files/inline-files/Framework%202020_update_web_0.pdf)

02

*Country  
population  
context*

## 2.1 Statistical overview

In 2017, the countries of the Eastern Partnership range in population size from under 3 million people in Armenia to 42 million people in Ukraine. Moldova and Georgia have relatively small populations at 2.8 million (usual resident population) and 3.7 million respectively. Azerbaijan is the second largest of these six countries at 9.9 million and Belarus follows closely with 9.5 million.<sup>2</sup> The population pyramids displayed on pages 16-18 show how the age and sex structure differs between countries with the effects of out migration reducing the relative size of the youth population in some countries, and aged societies in Ukraine, Georgia, and Belarus. The old-age dependency ratio in 2020 ranges from 25.3 people aged 65+ for every 100 people aged 15-64 in Ukraine, to 9.7 in Azerbaijan. It is high in Georgia (23.4), and Belarus (22.5).<sup>3</sup>

Population changes are influenced by births, deaths, and migration. Each has a gendered aspect. For example, fertility rates are linked to women and men's expectations of family size as well as attitudes to and the availability of family planning services. Fertility has fallen below replacement level (average of 2.1 children per woman aged 15-49) in all six countries. Latest data shows fertility was highest in Georgia at 2.0 children per woman (as at 2019) and lowest in Belarus (2018) and in Ukraine (2019)<sup>4</sup> with an average of 1.4 children per woman. Maternal mortality is an important gender indicator that reflects the coverage and effectiveness of the health system and the priority placed on ensuring women's reproductive role is safe and healthy. The maternal mortality ratio was 21 deaths per 100,000 live births in Armenia and in Azerbaijan in 2017 and 2019 respectively, and 31 deaths in Georgia in 2019. The ratio was lowest in Belarus at 2 deaths per 100,000 live births,<sup>5</sup> followed by Moldova (16 deaths) and Ukraine (20 deaths).

A broad measure of health is life expectancy. While a gender gap is universal (on average, women outlive men everywhere in the world), a narrower gap and longer life expectancy suggests better lifestyle choices, health care and health seeking behaviour. In 2019, women's life expectancy at birth was highest in Armenia (79.5 years), followed by Belarus (79.4 years) and Azerbaijan (78.7 years). Men are expected to live the longest in Azerbaijan (74 years) and the least in Moldova (66.8 years). The gender gap is big in Belarus with men expected to live 10.1 years less than women, as well as in Ukraine (9.8 years gap), Georgia (8.6 years) and Moldova (8.3 years).<sup>6</sup>

Healthy life expectancy provides an estimate of the average number of years women and men are expected to live in full health (without disease and/or injury).<sup>7</sup> This measure sees women in Belarus living longest with 69.4 years of healthy life expectancy in 2019 compared to 62.3 years for men. Women have a comparatively long healthy life expectancy in Armenia (69.1 years for women and 64.9 years for men). Healthy life expectancy is lowest for men in Ukraine at 60.6 years. The gender gap in healthy life expectancy is biggest in Ukraine where women are expected to have 67.8 years in full health and men only 60.6 years.

The gap between life expectancy and the average years spent in full health is an important measure for policymakers and providers of health and aged care. In 2019, there was at least ten years difference between women's healthy life expectancy and their overall life expectancy in Armenia, Azerbaijan, Belarus, Georgia and Ukraine. It was about eight years difference in Moldova. The number of years men are expected to live in less than full health is 7-10 years in all countries except Moldova where it was only 5 years.

(2) Source: UNECE Statistical Division Database. Population, 5-year Age Groups, by Country, Age, Year and Sex.

(3) Geostat United Nations, Department of Economic and Social Affairs, Population Division (2019). World Population Prospects 2019, Online Edition. Rev. 1. File POP/13-A: Old-age dependency ratio 65+/(15-64) by region, subregion and country, 1950-2100 (ratio of population 65+ per 100 population 15-64).

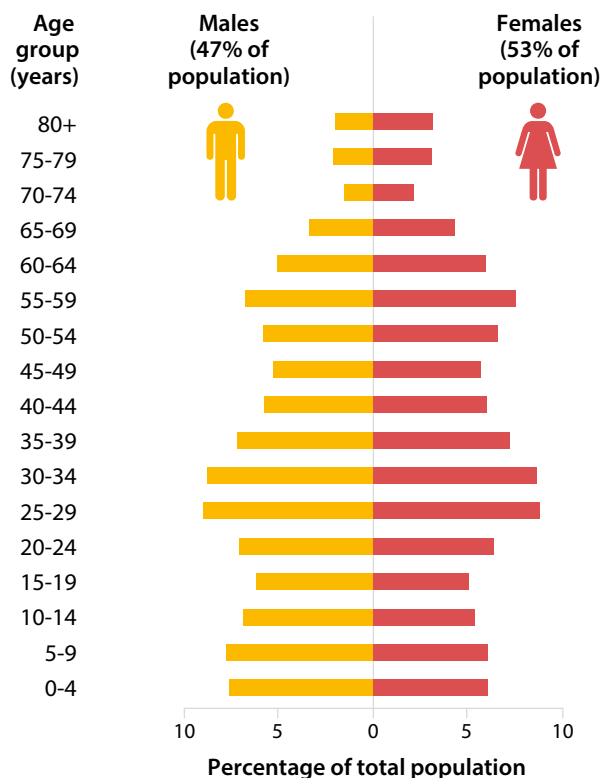
(4) UNECE Statistical Division Database, Fertility Rate by Country and Year; updated data provided by Moldova and the State Statistics Service of Ukraine.

(5) WHO, UNICEF, UNFPA, World Bank Group and UNPD (MMEIG) - September 2019. Indicator: Maternal mortality ratio (number of maternal deaths per 100,000 live births) | Sex: Female | Time period: 2017. [https://data.unicef.org/resources/data\\_explorer/unicef\\_f/?ag=UNICEF&df=GLOBAL\\_DATAFLOW&ver=1.0&dq=MNCH\\_MMR.&startPeriod=2007&endPeriod=2017](https://data.unicef.org/resources/data_explorer/unicef_f/?ag=UNICEF&df=GLOBAL_DATAFLOW&ver=1.0&dq=MNCH_MMR.&startPeriod=2007&endPeriod=2017); data for Georgia in 2019 provided by Geostat.

(6) Source: WHO Global Health Observatory ([https://www.who.int/data/gho/data/indicators/indicator-details/GHO/life-expectancy-at-birth-\(years\)](https://www.who.int/data/gho/data/indicators/indicator-details/GHO/life-expectancy-at-birth-(years))); data for Georgia provided by Geostat; for Moldova data provided by Statistics Moldova and exclude the territory of the Transnistria and municipality of Bender.

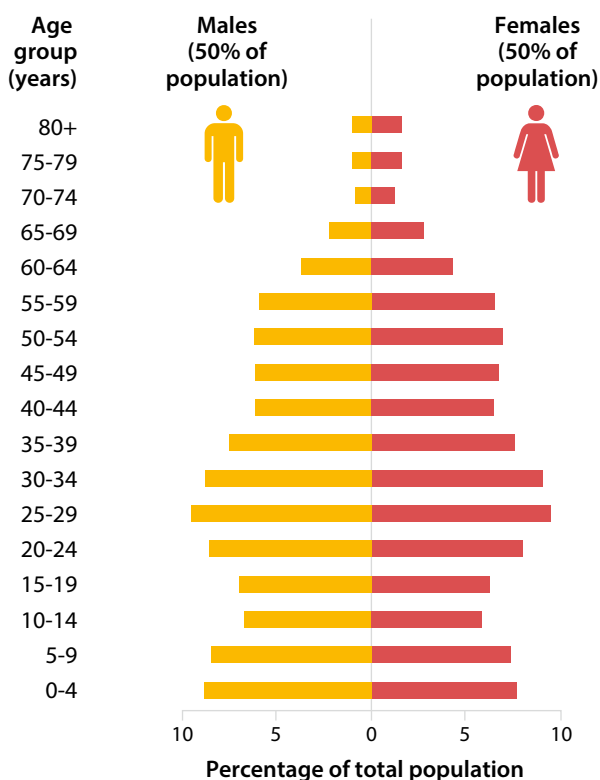
(7) Source: WHO Global Health Observatory (<https://www.who.int/data/gho/data/indicators/indicator-details/GHO/gho-ghe-hale-healthy-life-expectancy-at-birth>)

## Armenia



	Male	Female
Population aged 18+ (%), 2020	72.1	78.9
Population aged 65+ (%), 2020	10.3	14.2
Life expectancy at birth (years), 2019	73.1	79.5
Healthy life expectancy at birth (years), 2019	64.9	69.1
Old-age dependency ratio (ratio of population 65+ per 100 population 15-64), 2020		18.3
Total fertility rate (average children per woman), 2019		1.6
Adolescent birth rate (live births per 1,000 women aged 15-19), 2019		17
Maternal mortality rate (deaths per 100,000 live births), 2017-2019		21
Percentage of women aged 20-24 years old who were married or in union before age 18 (%), 2005-2019		5
Proportion of ever-partnered women (aged 15-49) subjected to physical and/or sexual violence by a current or former intimate partner, in the last 12 months (%), 2016		3.5
Gender Development Index, 2019		0.982

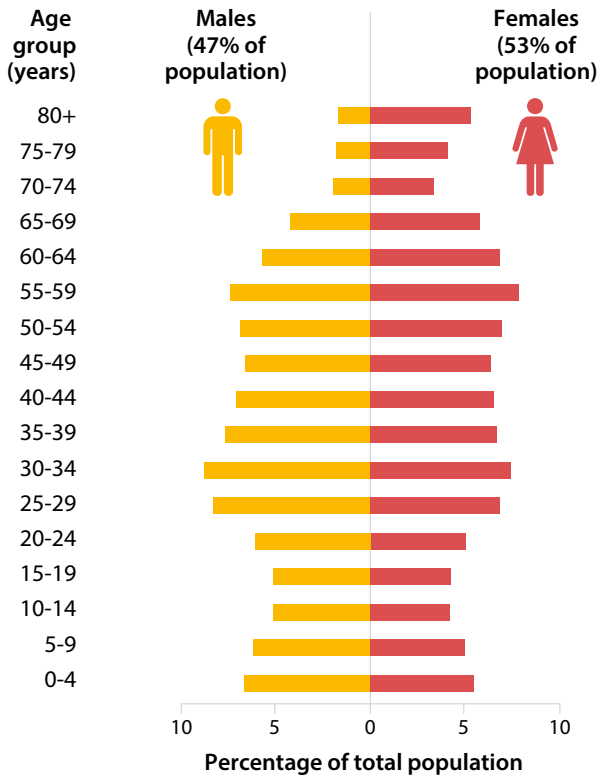
## Azerbaijan



	Male	Female
Population aged 18+ (%), 2020	71.9	75.8
Population aged 65+ (%), 2020	5.9	8.0
Life expectancy at birth (years), 2019	74.0	78.7
Healthy life expectancy at birth (years), 2019	63.6	68.5
Old-age dependency ratio (ratio of population 65+ per 100 population 15-64), 2020		9.7
Total fertility rate (average children per woman), 2019		1.8
Adolescent birth rate (live births per 1,000 women aged 15-19), 2019		48
Maternal mortality rate (deaths per 100,000 live births), 2017		21
Percentage of women aged 20-24 years old who were married or in union before age 18 (%), 2005-2019		11
Proportion of ever-partnered women (aged 15-49) subjected to physical and/or sexual violence by a current or former intimate partner, in the last 12 months (%), 2006		9.8
Gender Development Index, 2019		0.943

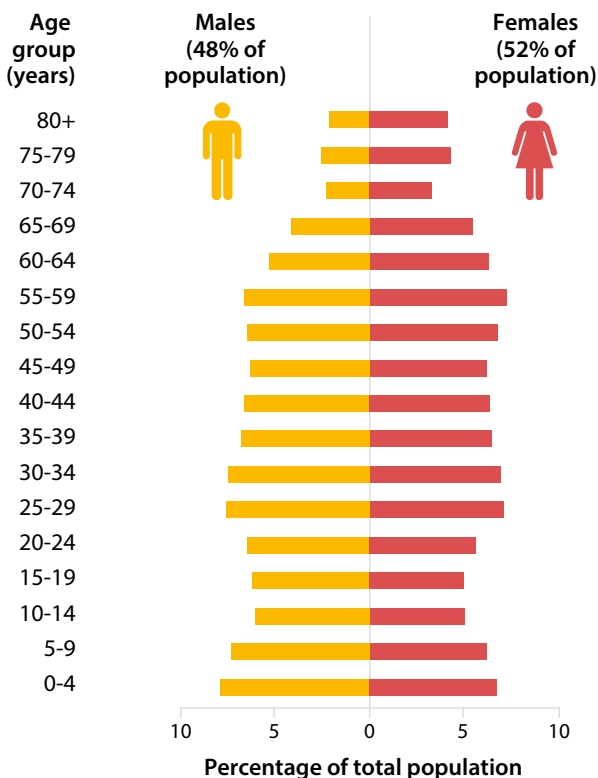


## Belarus



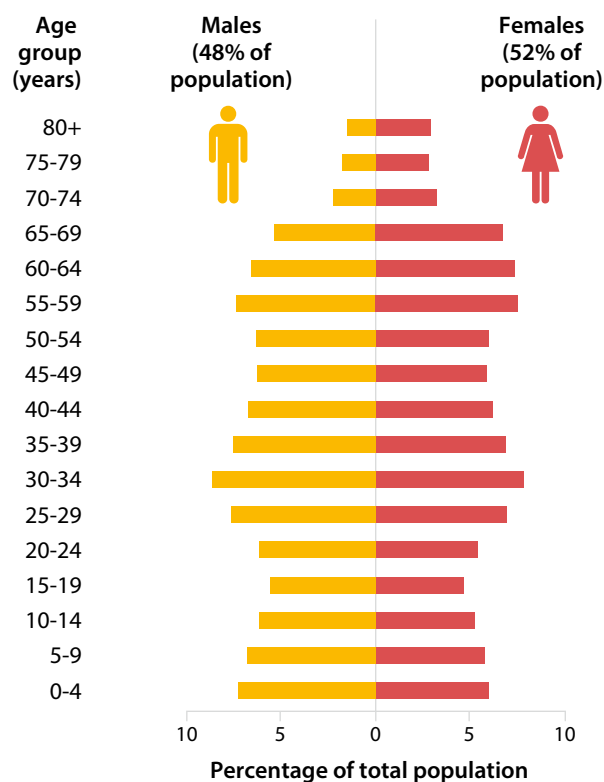
	Male	Female
Population aged 18+ (%), 2019	77.9	82.0
Population aged 65+ (%), 2019	10.9	19.1
Life expectancy at birth (years), 2019	69.3	79.4
Healthy life expectancy at birth (years), 2019	62.3	69.4
Old-age dependency ratio (ratio of population 65+ per 100 population 15-64), 2019		22.5
Total fertility rate (average children per woman), 2018		1.4
Adolescent birth rate (live births per 1,000 women aged 15-19), 2017		13
Maternal mortality rate (deaths per 100,000 live births), 2017		2
Percentage of women aged 20-24 years old who were married or in union before age 18 (%), 2005-2019		5
Proportion of ever-partnered women (aged 15-49) subjected to physical and/or sexual violence by a current or former intimate partner, in the last 12 months (%), 2012		Indicator not produced
Gender Development Index, 2019		1.007

## Georgia



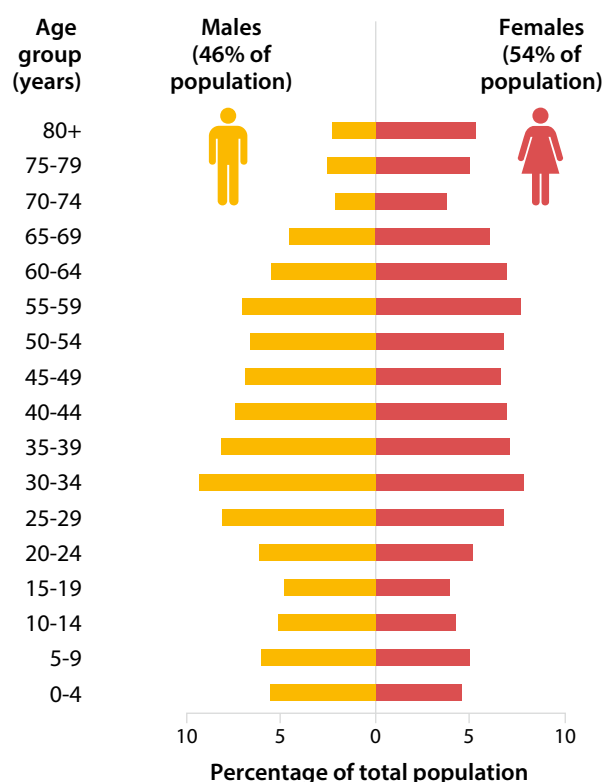
	Male	Female
Population aged 18+ (%), 2020	74.3	78.2
Population aged 65+ (%), 2020	11.8	18.2
Life expectancy at birth (years), 2019	69.8	78.4
Healthy life expectancy at birth (years), 2019	61.4	67.9
Old-age dependency ratio (ratio of population 65+ per 100 population 15-64), 2020		23.4
Total fertility rate (average children per woman), 2019		2.0
Adolescent birth rate (live births per 1,000 women aged 15-19), 2019		29
Maternal mortality rate (deaths per 100,000 live births), 2019		31
Percentage of women aged 20-24 years old who were married or in union before age 18 (%), 2005-2019		14
Proportion of ever-partnered women (aged 15-49) subjected to physical and/or sexual violence by a current or former intimate partner, in the last 12 months (%), 2017		1.0
Gender Development Index, 2019		0.980

## Moldova



	Male	Female
Population aged 18+ (%), 2020	76.2	80.3
Population aged 65+ (%), 2020	11.4	17.3
Life expectancy at birth (years), 2019	66.8	75.1
Healthy life expectancy at birth (years), 2019	61.9	67.1
Old-age dependency ratio (ratio of population 65+ per 100 population 15-64), 2020		21.6
Total fertility rate (average children per woman), 2019		1.8
Adolescent birth rate (live births per 1,000 women aged 15-19), 2019		29
Maternal mortality rate (deaths per 100,000 live births), 2019		16
Percentage of women aged 20-24 years old who were married or in union before age 18 (%), 2005-2019		12
Proportion of ever-partnered women (aged 15-49) subjected to physical and/or sexual violence by a current or former intimate partner, in the last 12 months (%), 2018		9
Gender Development Index, 2019		1.014

## Ukraine



	Male	Female
Population aged 18+ (%), 2020	79.2	83.1
Population aged 65+ (%), 2020	12.2	21.0
Life expectancy at birth (years), 2019	68.0	77.8
Healthy life expectancy at birth (years), 2019	60.6	67.8
Old-age dependency ratio (ratio of population 65+ per 100 population 15-64), 2020		25.3
Total fertility rate (average children per woman), 2017		1.4
Adolescent birth rate (live births per 1,000 women aged 15-19), 2017		21
Maternal mortality rate (deaths per 100,000 live births), 2017		20
Percentage of women aged 20-24 years old who were married or in union before age 18 (%), 2005-2019		9
Proportion of ever-partnered women (aged 15-49) subjected to physical and/or sexual violence by a current or former intimate partner, in the last 12 months (%), 2018		8
Gender Development Index, 2019		1.000

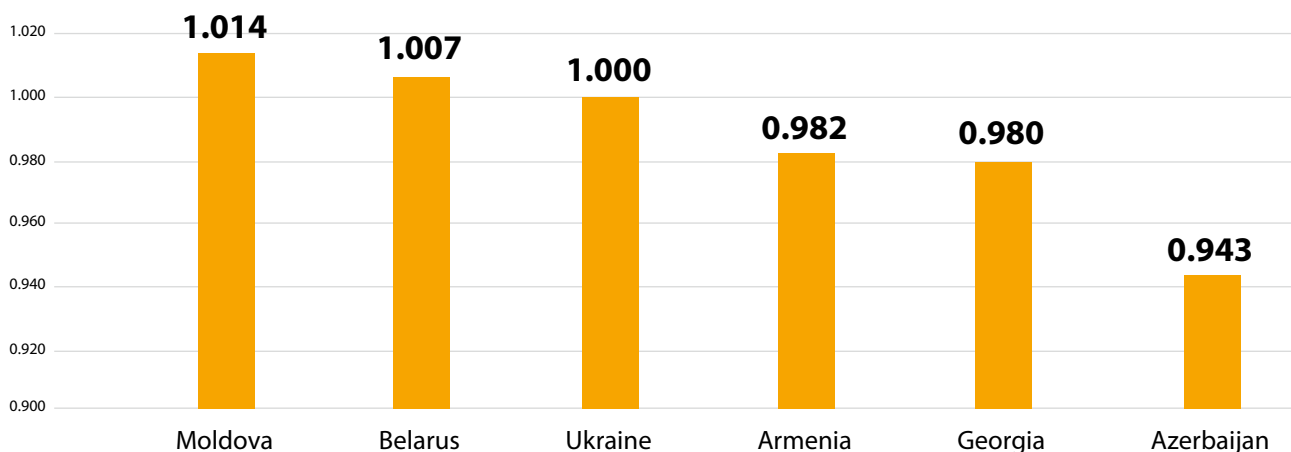
## 2.2 Social and policy context for gender equality

There is a history of action towards achieving gender equality in the countries of the Eastern Partnership region. All EaP countries adopted the Beijing Platform for Action in 1995 that called upon United Nations members to accelerate action towards gender equality and women's empowerment in all areas of life. All countries have also ratified the Convention for the Elimination of All Forms of Discrimination against Women (CEDAW).

The Gender Development Index (GDI) provides an internationally comparable measure of gender equality in between the EaP countries. Produced annually by the United Nations, the index measures inequalities in three basic dimensions of human development: health, education, and economic empowerment. It is based on four sex-disaggregated indicators: life expectancy; expected years of schooling; mean years of schooling; and gross national income per capita. The result is a number to three decimal points that shows nearness to gender parity (a GDI of 1.000), with numbers above 1 showing women are better situated than men and a lower number showing that women are disadvantaged compared to men.<sup>8</sup>

As shown in Figure 2 below, the measure suggests outcomes are most positive for women in Moldova. With the highest GDI of the EaP countries at 1.014, women do slightly better than men due to a relatively narrow gender gap in gross national income (GNI) and better life expectancy and education outcomes for women than men. The GDI is lowest in Azerbaijan at 0.943. Here women have fewer mean years of schooling (10.2 years for females compared to 10.9 years for males) and the gap in income is vast (female GNI is \$8,919 and male GNI is \$18,664).

FIGURE 2: GENDER DEVELOPMENT INDEX, EaP COUNTRIES, 2019



Note: All data are from the 2020 report and relate to 2019.

Source: United Nations Development Programme. 2020. Human Development Report 2020.

The GDI does not provide a ranking but divides countries into five groups. Armenia, Belarus, Georgia, Moldova and Ukraine are all in Group 1 meaning they have high equality in Human Development Index achievements between women and men (absolute deviation of less than 2.5 percent). Azerbaijan is in Group 3 comprising countries with medium equality in HDI achievements between women and men (absolute deviation of 5–7.5 percent).

(8) UNDP. 2020. Technical notes. [http://hdr.undp.org/sites/default/files/hdr2020\\_technical\\_notes.pdf](http://hdr.undp.org/sites/default/files/hdr2020_technical_notes.pdf)

## National policies for gender equality

Most EaP countries have a current national policy, strategy and/or action plan for achieving gender equality:

- **Armenia** – Law on Guaranteeing Equal Rights and Opportunities for Women and Men (2013) and the Gender Strategy Action Plan for 2019-2023<sup>9</sup>
- **Azerbaijan** – Law of the Republic of Azerbaijan on State Guarantees of Equal Rights for Women and Men (2006) and National Plan of Action on Women's Issues 2000–2005
- **Belarus** – National Action Plan for Promoting Gender Equality (including domestic violence) (2021-2025)<sup>10</sup>
- **Georgia** – Gender Equality Law adopted in 2006 with a National Gender Equality Council and Inter-Agency Commission on Gender Equality, Violence against Women and Domestic Violence (IAC)<sup>11</sup>
- **Moldova** – Strategy for ensuring equality between women and men in the Republic of Moldova for 2017-2021 and the Action plan on its implementation<sup>12</sup>
- **Ukraine** – Government Commissioner for Gender Equality Policy<sup>13</sup>

National priorities are generally aligned with the global goals for gender equality.<sup>14</sup> These include:

- SDG Target 5.1 End all forms of discrimination against all women and girls everywhere
- SDG Target 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
- SDG Target 5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation
- SDG Target 5.4 Recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate
- SDG Target 5.5 Ensure women's full and effective participation and equal opportunities for leadership roles at all levels of decision making in political, economic and public life
- SDG Target 5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences
- SDG Target 5.A Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
- SDG Target 5.B Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women
- SDG Target 5.C Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

(9) UN Women. 2019. Armenia Country Gender Equality Brief. <https://www2.unwomen.org/-/media/field%20office%20eca/attachments/publications/2020/05/armenia%20country%20gender%20equality%20brief.pdf?la=en&vs=5238>

(10) National Legal Internet Portal of the Republic of Belarus. <https://pravo.by/document/?guid=12551&p0=C22000793&p1=1&p5=0>.

(11) Asian Development Bank. 2018. Georgia Country Gender Assessment. <https://www.adb.org/sites/default/files/institutional-document/479186/georgia-country-gender-assessment.pdf>

(12) Order of the Government of the Republic of Moldova of April 28, 2017 No. 259. <https://cis-legislation.com/document.fwx?rgn=98916>

(13) Cabinet Ministers of Ukraine Decree dated June 7, 2017 No. 390 about the Government Commissioner on gender policy. <https://www.kmu.gov.ua/npas/250049925>

(14) United Nations Sustainable Development Goal 5. <https://sdgs.un.org/goals/goal5>.

# *Breaking the glass ceiling*

The year 2020 marks a quarter of a century since the United Nations adopted the 1995 Beijing Declaration and Platform for Action focusing on 12 areas of concern. One of these urgent priorities was 'Women and the economy', which called for action in addressing the considerable gap women faced in accessing economic resources and opportunities. Twenty-five years later, not one country has fully achieved gender equality and women remain a long way behind men in many areas, including in the paid economy and earnings.<sup>15</sup>

All countries produce regular statistics on the employment status of people of working age (typically age 15 and above). These statistics are based on data from household sample surveys or population and housing censuses, the best source being an LFS. All EaP countries now conduct a regular LFS. Collected from either the complete or a representative sample of the population, such data sources provide an estimate of how many women and men are working for pay or profit (employed) or who are not employed but are seeking to become so (unemployed). These and other concepts are defined through the International Conference of Labour Statisticians (ICLS) and guidance is provided by the International Labour Organisation (ILO). Some of the key concepts and their definitions are in Table 2 below.

**TABLE 2: KEY CONCEPTS IN LABOUR STATISTICS**

Concept	Brief definition	Preferred and/or most common data source
<b>Working-age population</b>	All persons in a specified age group for which an inquiry on economic activity is made, commonly persons aged 15 and above.	Labour Force Survey
<b>Labour force</b>	All persons of working age making up the labour supply, that is, the sum of the employed and the unemployed.	Labour Force Survey
<b>Labour force participation rate</b>	The size of the labour force expressed as a percentage of the working age population	Labour Force Survey
<b>Employment</b>	All persons of working age engaged in any activity to produce goods or provide services for pay or profit during a short reference period, whether 'at work' or 'not at work' due to temporary absence or working-time arrangements (usually one hour in the last seven days).	Labour Force Survey
<b>Unemployment</b>	All persons of working age not in employment, seeking employment and available to take up employment given a job opportunity, during a specified reference period.	Labour Force Survey
<b>Unemployment rate</b>	Unemployment expressed as a percentage of the labour force.	Labour Force Survey

Source: Adapted from ILO. 2017. *Quick Guide on Sources and Uses of Labour Statistics*. ILO: Geneva. [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms\\_590092.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_590092.pdf)

## 3.1 Data sources and methodologies

Labour statistics are usually produced from household surveys with the best source being a dedicated LFS. Key indicators of the labour force can also be produced from a Population and Housing Census or any nationally representative household survey that collects demographic and economic characteristics from the general population. Administrative data can also be used for some measures of the labour market, such as calculating the gender pay gap based on taxation records or using a statistical business register to determine the number of women and men working in each sector.

All the EaP countries run regular LFSs. It is worth mentioning that STEP supports a pilot LFS in Azerbaijan aiming at running a regular LFS. The standards and methods all EaP countries use are aligned to international standards but adapted to the national context. Labour statistics is an evolving field as jobs and economies change over time. There have been important adjustments to the standards for measuring work in recent years. In 2013 at the 19<sup>th</sup> International Conference of Labour Statisticians (ICLS) a newly agreed international definition of work was adopted. It defines employment as all work done in exchange for pay or profit. This narrowed the definition of employment, so it is distinct to own-use production – the production of goods or services for the own household. Previously the 13<sup>th</sup> ICLS in 1982 provided the definition of employment and this included subsistence production.

Countries are adopting the 19<sup>th</sup> ICLS standard at their own pace step by step or module by module and so far, Armenia, Belarus, Moldova and Ukraine have fully adopted the new definitions.<sup>16</sup> In the case of Georgia, the 19<sup>th</sup> ICLS was fully introduced in 2020 and the labour force participation rate for 2019 presented below has been recalculated to reflect the new standards. The full range of indicators produced from the 2020 labour force survey will be published in 2021.

Eurostat cooperates with the European Neighbourhood Policy (ENP) countries in Eastern Europe, namely Armenia (AM), Azerbaijan (AZ), Belarus (BY), Georgia (GE), Moldova (MD) and Ukraine (UA) with the main objective to set up a continuing process of statistical harmonisation to allow gradual convergence towards harmonised and comparable economic and social data as well as to increase compliance with European and international standards. Eurostat collects statistical data from ENP-East countries through an annual data collection exercise and releases the data through a statistical database available on its website and open to the public. An extensive range of indicators is presented in this database, including indicators from almost every theme covered by European statistics. Metadata in the form of SDMX and definitions and concepts of the indicators have been developed. As such, the definitions that countries have been asked to follow are based on international and EU standards. The vast majority of the indicators that have been collected for ENP-East countries are the ones that are also collected for EU Member States. The data for the ENP-East partner countries are supplied by and under the responsibility of the national statistical authorities of each of the countries. Data from other sources are very limited and clearly identified.

**TABLE 3: LABOUR FORCE SURVEYS CONDUCTED BY EaP countries**

Country	Year conducted	Sample size	Age range	Standards fully used
<b>Armenia</b>	2020	7,788 households 28,098 respondents	15 years and above	19 <sup>th</sup> ICLS ICSE-93 ISCO-88 NACE Rev. 2
<b>Azerbaijan</b>	2019	20,850 households 50,200 respondents	15 years and above	19 <sup>th</sup> ICLS ICSE-93 ISCO-08 NACE Rev. 2
<b>Belarus</b>	2019	25,779 households 44,693 respondents	15-74 years old	19 <sup>th</sup> ICLS ICSE-93 ISCO-08 NACE Rev. 2
<b>Georgia</b>	2019	25,344 households 61,386 respondents	15 years and above	13 <sup>th</sup> ICLS ICSE-93 ISCO-08 NACE Rev. 2
<b>Moldova</b>	2019	30,480 respondents	15 years and above	19 <sup>th</sup> ICLS ICSE-93 ISCO-08 NACE Rev. 2
<b>Ukraine</b>	2019	277,212	15 years and above	19 <sup>th</sup> ICLS ICSE-93 ISCO-88 NACE Rev. 2

Notes: the table above refers to the year of the data provided. In some cases, countries have conducted more recent labour force surveys (e.g. Georgia conducted one in 2020 and data will be published in May 2021). NACE Rev. 2 is the statistical classification of economic activities in the European Community. Sources: Armenia: provided by Armstat, latest microdata published are for 2019 at <https://www.armstat.am/en/?mid=212>; Belarus: IMF Special Data Dissemination Standard (<https://dsbb.imf.org/sdds/dqaf-base/country/BLR/category/EMP00>) and National Statistical Committee for the Republic of Belarus: List of classifiers used by state statistics bodies (<https://www.belstat.gov.by/klasyfikatory/perechen-klasyfikatorov-ispolzuemyh-organami-gosudarstvennoi-statistiki/>); Georgia: National Statistical Office of Georgia; Moldova: ILO Survey Catalogue (<https://www.ilo.org/surveyLib/index.php/catalog/3126>) and Statistics Moldova. 2019. Labour Force in Moldova: Employment and Unemployment. [https://statistica.gov.md/public/files/publicatii\\_electronice/Forta\\_de\\_munca/AFM\\_2019\\_rom.pdf](https://statistica.gov.md/public/files/publicatii_electronice/Forta_de_munca/AFM_2019_rom.pdf); Ukraine: ILO Survey Catalogue (<https://www.ilo.org/surveyLib/index.php/catalog/3228>) and State Statistics Service of Ukraine. 2020. Labour Force of Ukraine 2019. [http://ukrstat.gov.ua/druk/publicat/kat\\_e/2020/08/Zb\\_rs\\_e\\_2019.pdf](http://ukrstat.gov.ua/druk/publicat/kat_e/2020/08/Zb_rs_e_2019.pdf)

(16) Findings from STEP inception report and updated information from national statistical office.

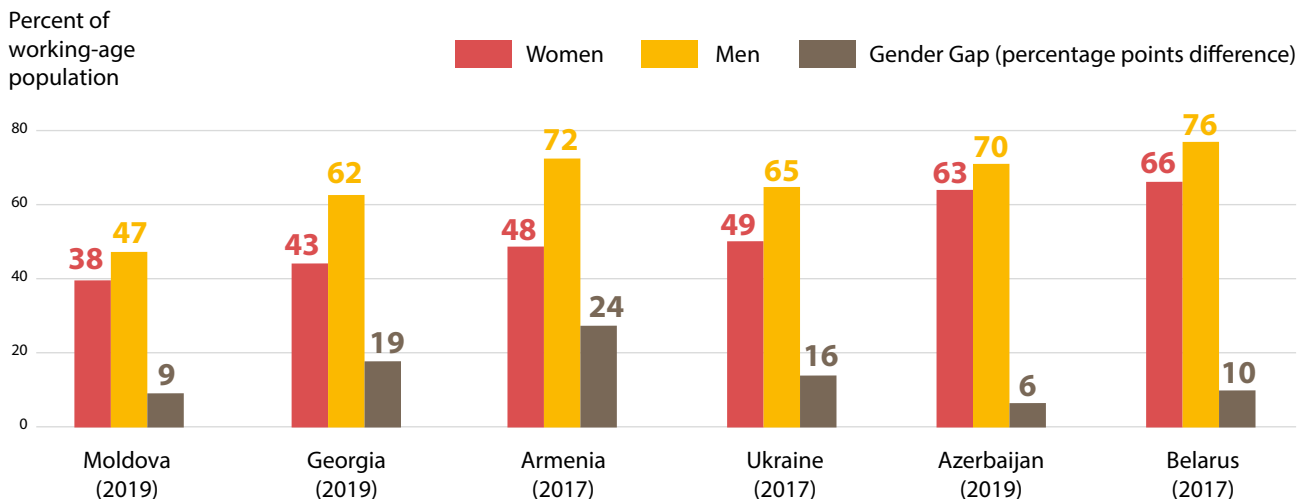


## 3.2 Women are less likely than men to be employed or seeking employment

Gender gaps in labour force participation are almost universal, with a lower proportion of women in paid employment compared to men. Gender gaps in labour force participation exist in all EaP countries, all European Union countries and in every region across the globe.

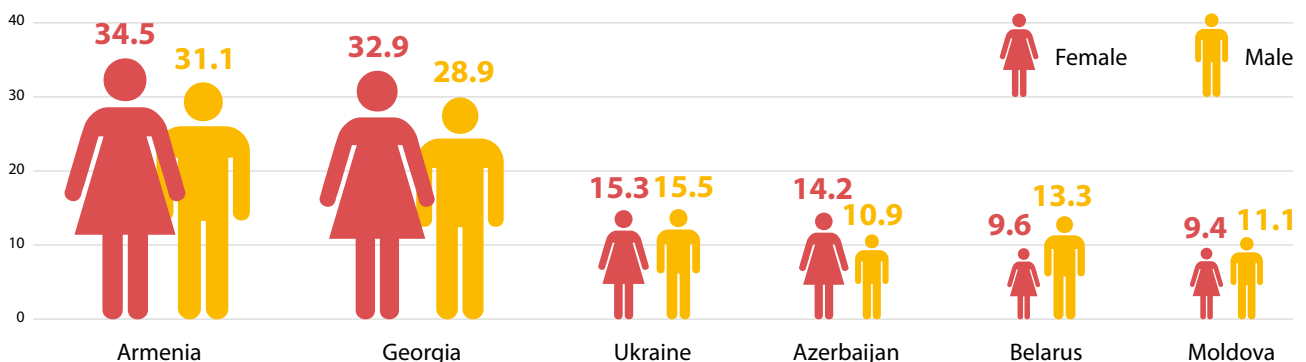
Labour force participation in the six EaP countries ranges from just over one third of women (38%) and less than half of men (47%) in Moldova up to as high as 66% of women and 76% of men in Belarus. The gender gap (men - women) is highest in Armenia and Georgia at 24 and 19 percentage points difference, respectively. Azerbaijan has the lowest gender gap at 6 percentage points with 63% of women and 70% of men participating in labour force. Gender gaps have not shifted much in the last twenty years. In 2000, the gap in Georgia was 18 percentage points based on the old statistical standards for employment and in 2019 it was similar at 19 percentage points based on the new standards.

FIGURE 3: LABOUR FORCE PARTICIPATION RATE, BY SEX, AND GENDER GAP, EaP COUNTRIES, 2019



Source: Data provided directly by national statistical offices.

FIGURE 4: YOUTH UNEMPLOYMENT RATE FOR PERSONS AGED 15-24 BY SEX, EaP COUNTRIES, MOST RECENT YEAR



Source: Eurostat database [https://ec.europa.eu/eurostat/databrowser/view/ENPE\\_LFSA\\_URGAN\\_\\_custom\\_1193472/default/table?lang=en](https://ec.europa.eu/eurostat/databrowser/view/ENPE_LFSA_URGAN__custom_1193472/default/table?lang=en)



### 3.3 What type of employment are women and men engaged in?

Everyone engaged in employment has a certain status in employment. Based on the still widely used Status in Employment classification (ICSE-93),<sup>17</sup> people work as:

- **Employees** – workers in paid employment jobs with stable contracts on a continuous basis
- **Employers** – self-employed workers who have engaged one or more persons to work for them
- **Own-account workers** – workers who are self-employed or have one or more partners and have not engaged any employees on a continuous basis
- **Contributing family workers** – workers who are self-employed in a market-oriented business operated by a family or household member but not to a degree where they are considered partners
- **Members of producer's cooperatives** – workers who are self-employed in a cooperative in which each member takes part on an equal footing with other members.<sup>18</sup>

Gender statistics on the proportion of the employed population who are own-account workers and family workers are important for policymakers as these types of jobs are more susceptible to being lost. Together, these categories make up the population in vulnerable employment. Employers are also an interesting category to examine from a gender perspective. Although also self-employed, the fact they have hired employees suggests their business is well established.

The status of the employed differs significantly between the EaP countries (data are not available for Azerbaijan). Georgia has the highest proportion of employed people in vulnerable employment with the rates being similar between women and men. For women, 20.1% are own account workers and 25.1% are family workers. Among employed men 38.7% are own account workers and 11.3% are family workers. At the other end of the scale, Belarus has hardly anyone allocated to these categories, only 2.1% of women are own account workers and 4.6% of men. There are no family workers according to the data from Belarus.

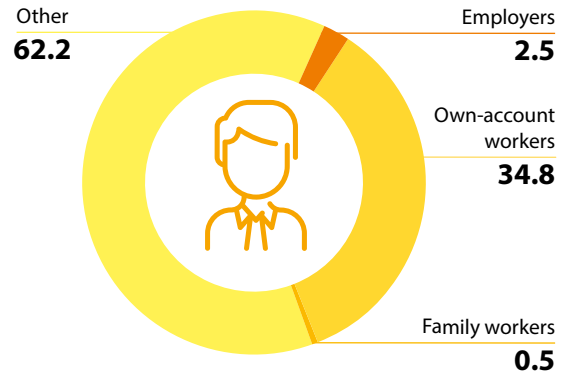
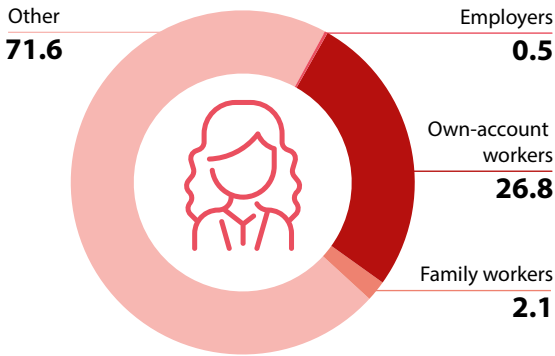
Employers are typically a small proportion of the employed and that is the case across the EaP countries. The share is highest in Azerbaijan, where 8.5% of employed women and 15.9% of employed men are employers.

(17) The ICSE-93 was updated by the International Classification of Status in Employment (ICSE-18) in 2018 (see <https://ilostat.ilo.org/resources/concepts-and-definitions/classification-status-at-work/>) but ICSE-93 is the standard used in all EaP countries at the time this data was produced.

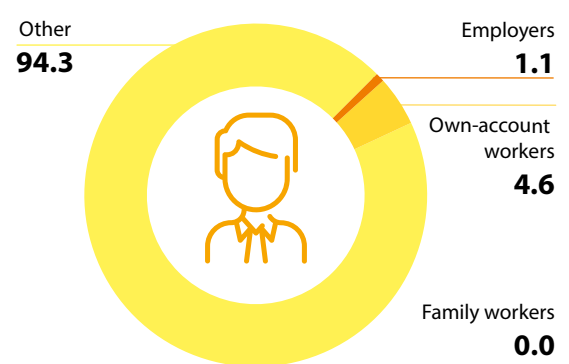
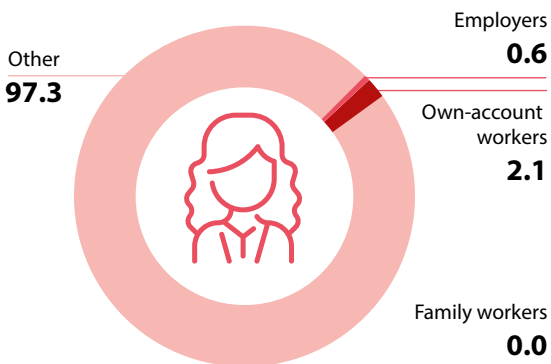
(18) ILO. 1993. Resolution concerning the International Classification of Status in Employment (ICSE), adopted by the Fifteenth International Conference of Labour Statisticians (January 1993). [http://www.ilo.ch/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms\\_087562.pdf](http://www.ilo.ch/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087562.pdf)

FIGURE 5: PROPORTION OF THE EMPLOYED POPULATION WHO ARE EMPLOYERS, OWN-ACCOUNT WORKERS, OR FAMILY WORKERS (%), EaP COUNTRIES, 2019

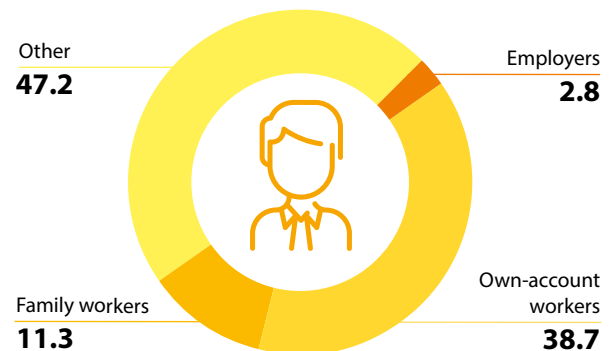
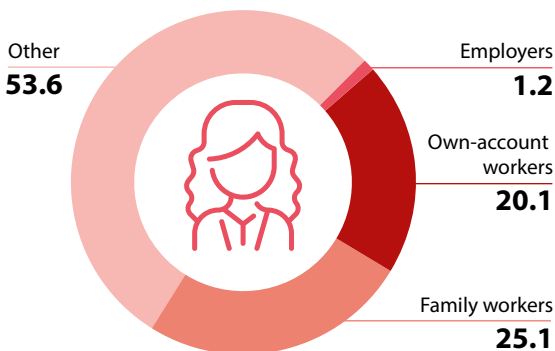
**Armenia 2017**



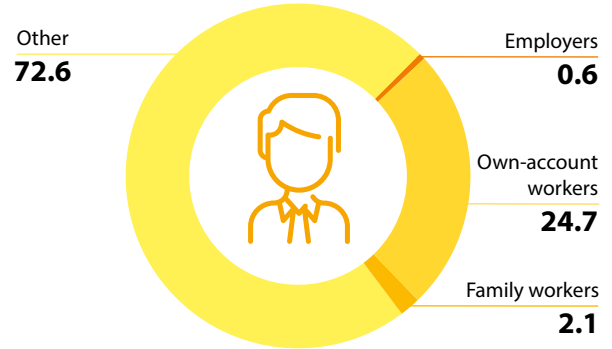
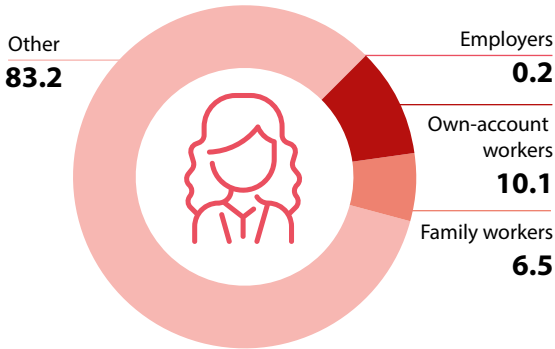
**Belarus 2017**



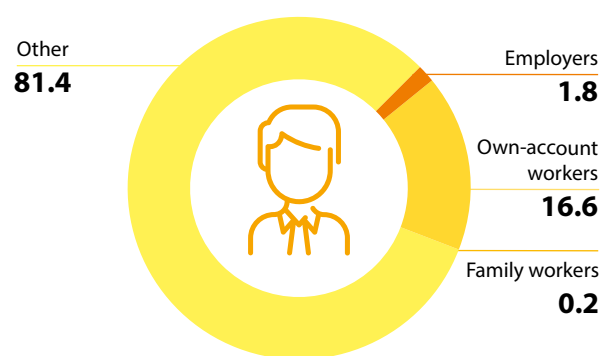
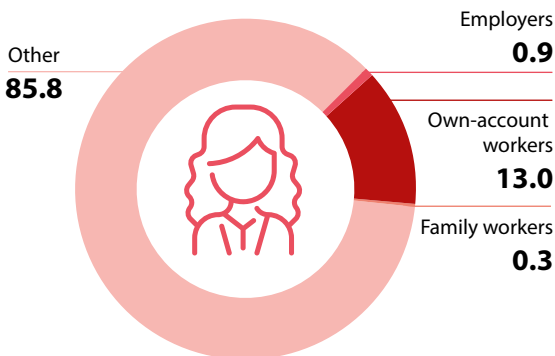
**Georgia 2017**



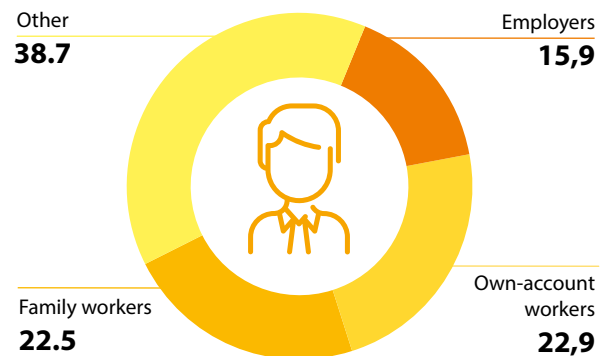
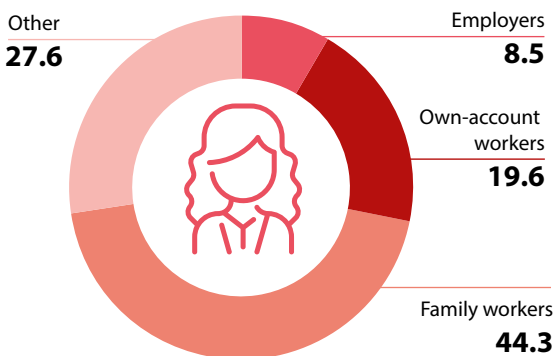
### Moldova 2019



### Ukraine 2019



### Azerbaijan 2019



Source: Data provided directly by national statistical offices.



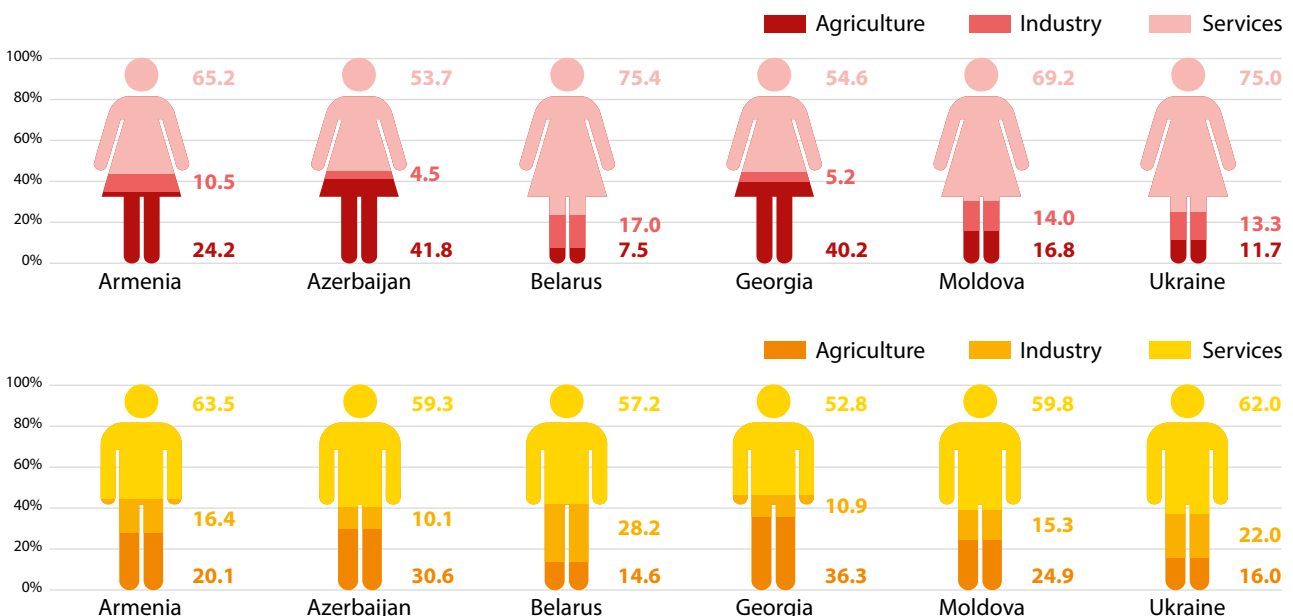
Labour statistics provide all sorts of different viewpoints on the employed population. Status in employment, as above, is one view, another is the sector in which people work and the types of jobs (or occupations) they do. National systems group jobs according to area of activity based on the International Standard Classification of All Economic Activities. Jobs in any economy can be divided into three mutually exclusive sectors:

- 1. Agriculture** – agriculture, forestry and fishing
- 2. Industry** – mining, manufacturing, utility (electricity, gas and water) supply, and construction
- 3. Services** – includes wholesale and retail trade, transport and storage, accommodation and food services, information and communication, finance and insurance, real estate, professional, scientific, and technical activities, administrative and support services, public administration, and defence.<sup>19</sup>

How jobs are spread across these industries, how that differs between women and men and how it is changing over time is important information for policy and decision-makers. To which sector a job is classified does not depend on the type of job, but rather on the characteristics of the economic unit where the person works (e.g. a nurse working at a mine would be classified as being in the mining sector).

As economies develop the structure of economic activities tends to shift from agriculture and labour-intensive activities to industry and then to the services sector. Gender statistics reveal whether women and men are more concentrated in certain sectors. Women might tend towards lower paid jobs in agriculture and services sector and men may dominate industrial sector positions.<sup>20</sup> That is indeed what the data show (Figure 6). In all countries except Azerbaijan, relatively more women than men are in the services sector. There is a much higher proportion of women in agriculture in Armenia, Azerbaijan, and Georgia than is the case for men. The industrial sector – usually includes mining, manufacturing and construction – is a male-dominated sector in all EaP countries. Almost a third of men (28.2%) in Belarus are employed in the industrial sector, even with this figure excluding construction, as is the case for Belarus's national classification. By comparison, only 7.5% of employed Belarusian women are in the agriculture sector.

**FIGURE 6: PROPORTION (%) OF THE EMPLOYED POPULATION IN EACH SECTOR OF ACTIVITY BY SEX, EaP COUNTRIES, 2019**



Notes: Armenia data refer to 2017; Belarus: Data refer to the national classification; Georgia: Data do not cover Abkhazia AR and Tskhinvali Region; Moldova: Data exclude the territory of the Transnistria and municipality of Bender.

Source: UNECE Statistical Division Database, *Employment by Country, Sex, Measurement, Year and Sector of Activity*; updated data provided by The State Statistical Committee of the Republic of Azerbaijan, National Statistical Committee of the Republic of Belarus, Moldova and the State Statistics Service of Ukraine.

(19) ILO. *International Standard Classification of All Economic Activities (ISIC) Rev.4*. <https://ilostat.ilo.org/resources/concepts-and-definitions/classification-economic-activities/>  
 (20) ILO. *Indicator description: Employment by economic activity*. <https://ilostat.ilo.org/resources/concepts-and-definitions/description-employment-by-economic-activity/>

People are often segregated into certain occupations due to social norms around what type of work is suited to women and to men. Part of achieving gender equality is to ensure employment opportunities are not limited based on sex. That often involves efforts to overcome stereotypes and encourage women and men to take up roles based on their interest and skills rather than gender norms. The push to get more women into science, technology, engineering, and mathematics (STEM) related jobs is an example. Having recognised the gender gaps in these relatively high paying fields of expertise, many countries have run campaigns and programmes to encourage more women to study and work in STEM.

People are categorised into ten broad occupational groups based on national classifications, which are aligned to the International Standard Classification of Occupations (ISCO).<sup>21</sup> There have been two versions of ISCO released in 1988 (ISCO-88) and this was revised in 2008 (ISCO-08).

The distribution of the employed population by occupation is shown for each STEP country in Table 4. Figures in bold indicate which occupational group has the highest proportion of employed people. In Azerbaijan and Georgia, both women and men are concentrated in skilled agriculture, forestry and fishery work. These data are based on the 13<sup>th</sup> ICLS definition of employment which includes people producing goods for their own consumption (e.g. subsistence farming). When the new and narrower definition is adopted, the distribution of occupations is likely to change to reflect the occupations of people working in exchange for pay or profit.

**TABLE 4: DISTRIBUTION (%) OF EMPLOYED POPULATION BY OCCUPATIONAL GROUP AND SEX, EaP COUNTRIES, 2019**

	Armenia		Azerbaijan		Belarus		Georgia		Moldova		Ukraine	
	M	F	M	F	M	F	M	F	M	F	M	F
<b>Managers</b>	4.5	2.1	1.6	0.9	9.0	8.6	7.0	4.5	7.4	6.5	9.0	6.9
<b>Professionals</b>	11.8	<b>23.3</b>	9.5	15.8	13.6	<b>29.4</b>	7.3	18.4	10.5	<b>24.3</b>	13.7	22.7
<b>Technicians and associate professionals</b>	6.3	12.7	8.1	10.7	5.9	15.3	6.9	8.5	5.4	8.7	7.8	15.7
<b>Clerical support workers</b>	1.8	4.9	2.0	7.5	1.4	5.4	3.3	6.5	1.8	4.2	1.1	5.4
<b>Service and sales workers</b>	15.4	18.6	10.7	14.1	8.3	21.8	8.8	13.4	8.1	20.5	10.5	<b>23.2</b>
<b>Skilled agricultural, forestry and fishery workers</b>	<b>18.2</b>	22.3	<b>32.1</b>	<b>28.1</b>	3.0	3.2	<b>35.2</b>	<b>39.8</b>	14.9	12.3	1.1	0.9
<b>Craft and related workers</b>	16.9	6.2	10.7	3.5	<b>27.2</b>	5.5	13.8	2.4	<b>21.4</b>	8.9	<b>20.2</b>	4.0
<b>Plant and machine operators and assemblers</b>	12.0	0.6	11.8	1.6	24.0	2.6	10.3	0.4	15.5	1.6	17.9	3.7
<b>Elementary occupations</b>	13.2	9.4	13.2	17.8	7.6	8.2	7.4	6.1	14.7	12.9	18.7	17.5
<b>Armed forces</b>	n.a.	n.a.	0.3	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Notes: n.a. = data are not available; M = male; F = female. Figures in bold indicate which occupational group has the highest proportion of employed people. Azerbaijan: Data compiled according to ISCO-08; Georgia: Data do not cover Abkhazia AR and Tskhinvali Region; Moldova: Data exclude the territory of the Transnistria and municipality of Bender; Ukraine: data excludes zone I and II contaminated by the radiation from Chernobyl.

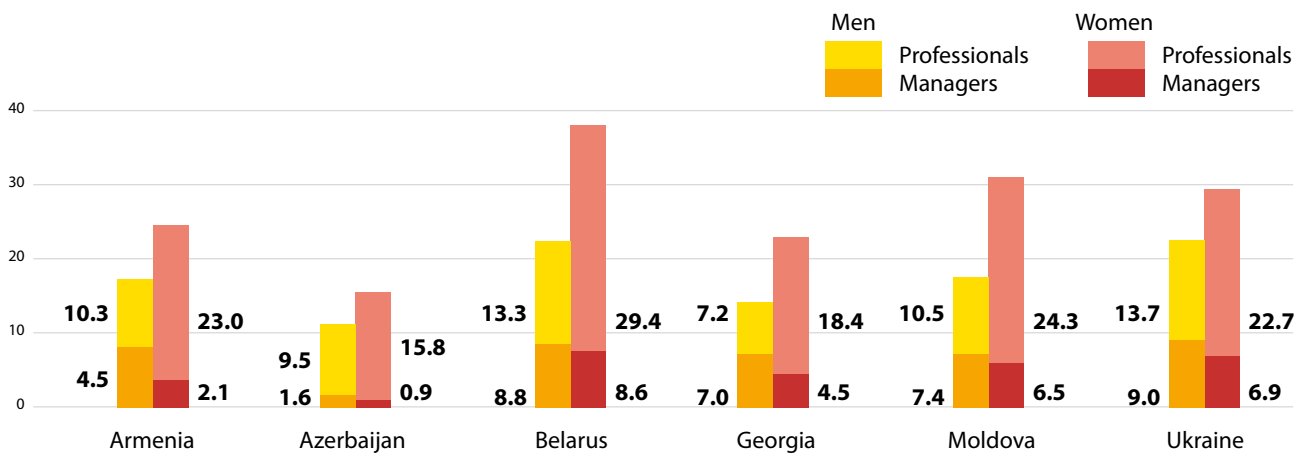
Source: UNECE Statistical Division Database, *Employment by Country, Sex, Occupation, Measurement and Year*; updated data provided by The State Statistical Committee of the Republic of Azerbaijan, National Statistical Committee of the Republic of Belarus, National Statistics Office of Georgia, National Bureau of Statistics of Moldova, and the State Statistics Service of Ukraine.

(21) ILO. International Standard Classification of Occupations (ISCO). <https://ilostat.ilo.org/resources/concepts-and-definitions/classification-occupation/>



The share of women in management is a key gender indicator that is covered in the next chapter. Table 4 provides a different measure being the proportion of employed women in the managers occupational group (among all employed women) compared to the proportion of employed men who are managers. A greater proportion of men are managers than women. When combined with professional occupations, a higher percentage of women are in these top highly skilled occupation categories. Rates are highest in Belarus where 8.6% of women are managers and 29.4% are professionals compared to 8.8% and 13.3% respectively for men. Rates are lowest in Azerbaijan where a tiny fraction of people are classified as managers (0.9% of women and 1.6% of men).

**FIGURE 7: PROPORTION (%) OF EMPLOYED POPULATION WHO ARE MANAGERS OR PROFESSIONALS BY SEX, EAP COUNTRIES, 2019**



Source: UNECE Statistical Division Database, *Employment by Country, Sex, Occupation, Measurement and Year*; updated data provided by The Statistical Committee of the Republic of Armenia, The State Statistical Committee of the Republic of Azerbaijan, National Statistical Committee of the Republic of Belarus, National Statistics Office of Georgia, Moldova and the State Statistics Service of Ukraine.

### 3.4 Time for narrowing the gender pay gap

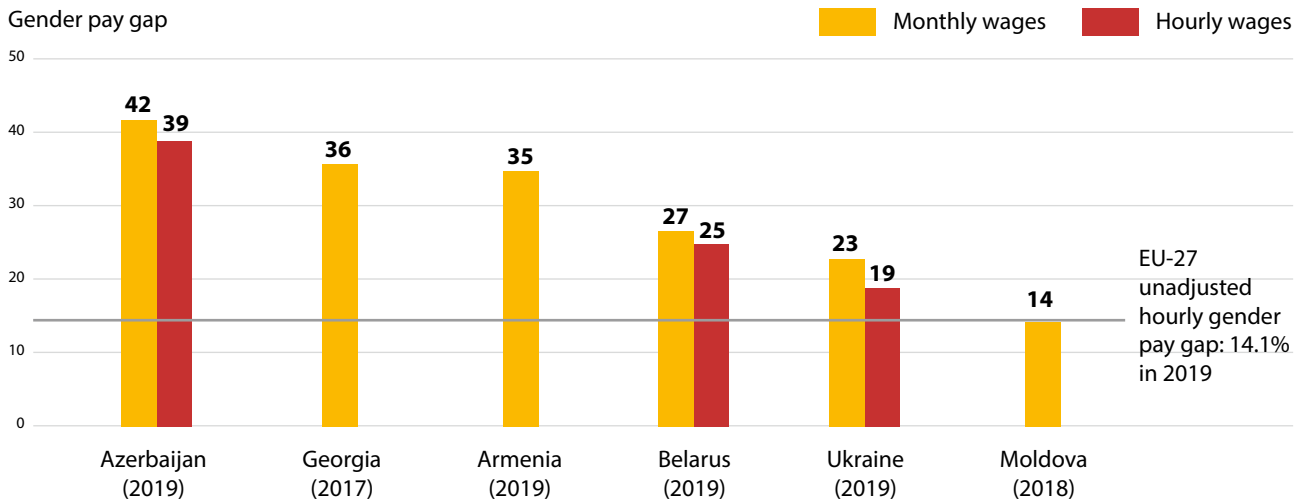
Globally, there is a gender pay gap of 16%, meaning women earn 84% of what men earn.<sup>22</sup> A priority for gender equality is to narrow this gap. The pay gap is the difference between male and female earnings expressed as a percentage of men's earnings. It is a telling measure reflecting the differences and gender biases that see men with greater access to the full-time work and higher salaries. While laws on equal pay for equal work are widespread, in practice, women remain in lower-paid jobs and work fewer hours than men.

Statistics are essential for bringing this gender gap to light and tracking progress towards narrowing it. Two measures are available in most EAP countries. The gap in monthly wages is useful for seeing the difference in earnings over a period. The gap based on hourly earnings provides a measure of what women and men are being paid regardless of how many hours they work per month. The gap based on hourly wages is a measure of their position in the labour market and removes differences based on casual or part-time work.

In five of the six EAP countries, the gender pay gap is wider than the global average. The gap is biggest in Azerbaijan, where women earn 42% less than men based on monthly earnings, and 39% when looking at hourly pay. The gap is also high in Georgia with women taking home 36% less than men's earnings based on monthly wages. Only in Moldova is the monthly earnings gap narrower than the global average. At 14%, the gap between women and men in Moldova is slightly less than the global gap of 16%.

(22) UN Women. 2020. *Explainer: Everything you need to know about pushing for equal pay*. <https://www.unwomen.org/en/news/stories/2020/9/explainer-everything-you-need-to-know-about-equal-pay>

**FIGURE 8: GENDER PAY GAP, EaP COUNTRIES, MOST RECENT YEAR (%)**



Notes: Gender pay gap is the difference between men’s and women’s average earnings from employment, shown as a percentage of men’s average earnings. The UNECE gender statistics database presents two indicators on gender pay gap, which represent two different concerns of gender equality. Gender Pay Gap in hourly wage rates refers to the gender gap in average hourly earnings. This indicator aims to capture the difference between men’s and women’s overall position in the labour market. It measures the difference between men’s and women’s wage rates independent of the number of hours worked, the type of activity or the type of occupation. Gender Pay Gap in monthly earnings refers to the gender gap in average monthly earnings. This indicator aims to capture the variance between men’s and women’s earnings over a specific period of time. It reflects differences in time worked and type of work performed, which translates into gender differences in economic autonomy.

Armenia: data cover paid employees; Belarus: data refer to December of each year; enterprises with less than 100 employees are excluded; Georgia: data do not cover Abkhazia AR and Tskhinvali Region; Moldova: Information is presented without the data on districts from the left side of the river Nistru and municipality Bender. Data includes units with one and more employees; Ukraine: data cover the territories under the government control. Data include enterprises, institutions and organisations with 10 and more employees.

Source: Eurostat, Gender Pay Gap Statistics at [https://ec.europa.eu/eurostat/databrowser/view/sdg\\_05\\_20/default/table?lang=en](https://ec.europa.eu/eurostat/databrowser/view/sdg_05_20/default/table?lang=en)

UNECE Statistical Division Database, Gender Pay Gap by Reference Period, Country and Year; updated data provided by The Statistical Committee of the Republic of Armenia, The State Statistical Committee of the Republic of Azerbaijan, Moldova and the State Statistics Service of Ukraine.

### ***3.5 Burden of unpaid domestic and care work are holding women back***

A major contributor to the gender gap in labour force participation is the unfair distribution of work in the home. Where available, data on time use tells a compelling story of the heavy burden unpaid domestic and care work puts on women.

Data from Armenia, Belarus and Moldova reveal major gaps in the average amount of time spent each day on domestic work (Table 5). Women spend 4-5 hours every day preparing food, washing dishes, cleaning, doing laundry, gardening, shopping and caring for children or other adults in the household. By comparison, men spend less than four hours a day in Armenia, just over two hours in Belarus and Moldova. Until housework can be more evenly shared between women and men it will be difficult for women to engage in other forms of work including work to generate income.

**TABLE 5: TIME SPENT IN DOMESTIC ACTIVITIES BY SEX AND TYPE OF ACTIVITY, ARMENIA, BELARUS AND MOLDOVA (AVERAGE HOURS PER DAY)**

Domestic activity	Armenia 2008		Azerbaijan 2012		Belarus 2015		Moldova 2012	
	Male	Female	Male	Female	Male	Female	Male	Female
Food preparation, dish washing	0.07	1.75	0.04	1.61	0.32	1.75	0.39	2.01
Cleaning and other upkeep	0.03	0.85	0.14	1.31	0.36	0.64	0.69	0.85
Laundry, ironing, handicrafts and producing textiles	0.00	0.72	0.04	0.64	0.02	0.33	0.04	0.46
Gardening, construction, and repairs	0.32	0.10	0.35	0.17	0.92	0.67	1.18	0.76
Shopping and services	0.13	0.20	0.20	0.17	0.25	0.43	0.31	0.34
Childcare	0.12	0.72	0.07	0.23	0.20	0.62	0.17	0.62
Adult care	0.03	0.05	0.02	0.05	n.a.	n.a.	0.01	0.03
<b>Total time spent (hours per day)</b>	<b>0.70</b>	<b>4.39</b>	<b>0.86</b>	<b>4.18</b>	<b>2.07</b>	<b>4.44</b>	<b>2.79</b>	<b>5.07</b>
<b>Gender gap (female – male time spent)</b>	<b>3.69 hours</b>		<b>3.32 hours</b>		<b>2.37 hours</b>		<b>2.28 hours</b>	

Notes: n.a. = not available

For Armenia data refer to October 2008 and to the population aged 15-80; for Belarus, 'Adult care' was included in 'Other Activities' and is not shown here; for Moldova data refer to people aged 20-74 years old and exclude the territory of the Transnistria and municipality of Bender.

Source: UNECE Gender Statistics Database, *Time Spent in Domestic Activities by Country, Sex, Activity and Year*. Totals calculated by author based on time spent in each activity.

These data come from time-use surveys, which collect information from individuals on how they spend their time during a typical day. There are various methods used to collect this data, from a detailed diary that tracks activities in 10 or 15-minute intervals, to stylised questions that ask people to recall how much time they spent on various tasks during the previous week.

Currently, four of the EaP countries – Armenia, Azerbaijan, Belarus, and Moldova – have conducted a time-use survey so far. Each followed standards and methods recommended by Eurostat, the United Nations or both. All four surveys involved completing a time-use diary for either one or two full days – a method found to get quality data while limiting the burden on the respondents. The sample size ranged from 512 households in Armenia to more than 10,500 households in Moldova. Table 6 provides a summary of the methods used.



TABLE 6: TIME-USE SURVEY METHODS USED BY ARMENIA, AZERBAIJAN, BELARUS AND MOLDOVA

Country	Year conducted	Sample size	Age range	Method used	Standards used
Armenia	2008	512 households 1,342 individuals	15-80 years	Time-use diary completed by all household members in age range for one weekday and one weekend day <sup>23</sup>	Guidelines on Harmonised European Time-Use Surveys (HETUS)
Azerbaijan	2008	3,910 households 9,633 individuals	16-74	Time-use diary completed by all household members in age range for one weekday and one weekend day	Guidelines on Harmonised European Time-Use Surveys (HETUS)
	2012	4,250 households 13,137 individuals	16-74	Time-use diary completed by all household members in age range for one weekday and one weekend day	Guidelines on Harmonised European Time-Use Surveys (HETUS)
Belarus	April 2014-March 2015	6,000 households	10 years and above	Time-use diary completed by all household members in age range for one weekday and one weekend day <sup>24</sup>	Guidelines on Harmonised European Time-use Surveys (HETUS)
Moldova	June 2011-May 2012	10,642 households	10 years and above	Time-use diary completed by all household members in age range for one 24-hour period. The 366 days that year evenly distributed across the sample <sup>25</sup>	Guide to the production of time use data: Measuring paid and unpaid work, UN, New York, 2005 Guide to harmonised research on time-use in Europe, Eurostat, 2008

Time-use surveys are the only way to produce statistics essential for recognising and valuing all forms of work. They are the source for producing SDG Indicator 5.4.1 on the 'Proportion of time spent on unpaid domestic and care work, by sex, age and location.'<sup>26</sup> This indicator is needed to monitor progress towards SDG 5 to Achieve gender equality and empower all women and girls.

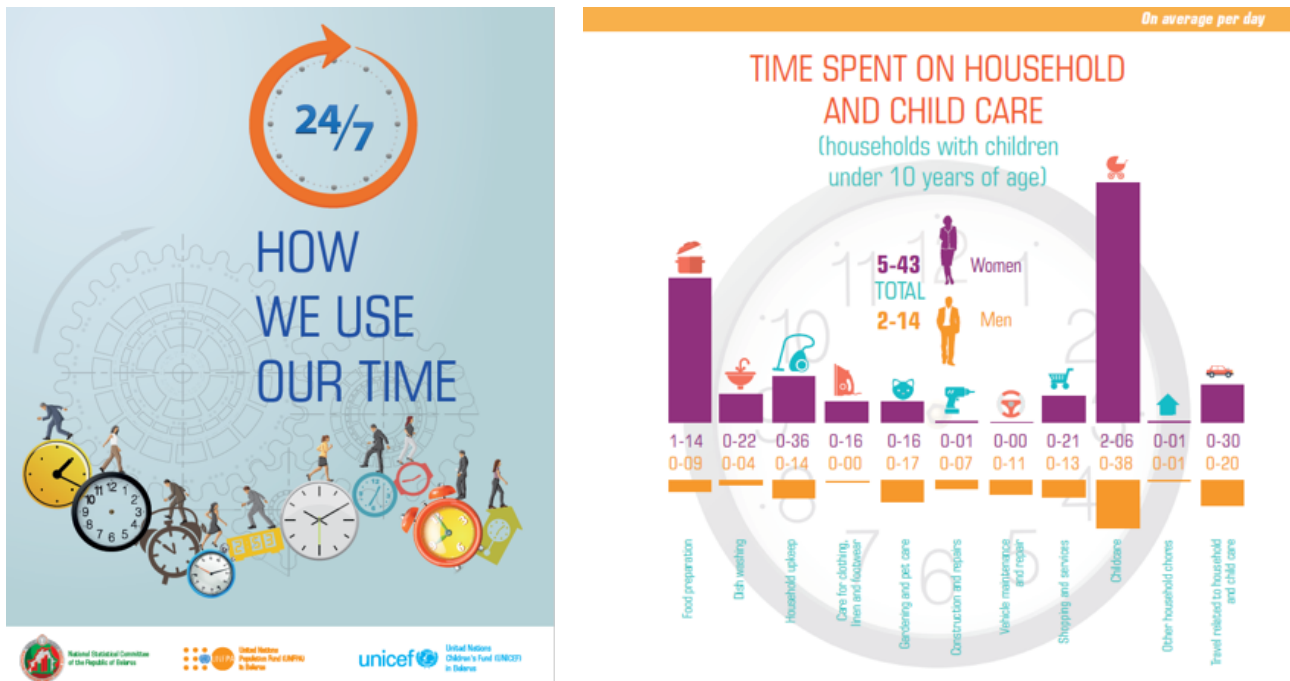
In Europe, time-use surveys are guided by the European Commission's Harmonised European Time-use Survey (HETUS) – a standard national survey conducted to quantify how people spend their time. There have been two rounds of surveys: the 2000 round in which the survey was conducted in 15 countries and the 2010 round in 18 countries including three non-EU countries (Norway, Serbia, and Turkey). The third version of the Harmonised European Time-Use Surveys (HETUS) 2018 guidelines was issued by Eurostat and made available on their website in April 2019. These guidelines were developed to support European countries to participate in the third round of HETUS. In addition, European countries, together with Eurostat, will complete HETUS with new tools and sources for collecting data in the years to come. Eurostat works – with the help of a dedicated Task Force TUS on Innovative Tools and Sources – to develop additional guidelines of this kind from 2021 onwards. Such additional guidelines, e.g. on new ways and mixed modes of data collection, will be added as an annex to the HETUS 2018 guidelines.<sup>27</sup>

Results from the 2015 TUS conducted in Belarus have been summarised in a short publication entitled 'How We Use Our Time' (Figure 9).

(23) National Statistical Service of the Republic of Armenia. 2009. Report on Time-Use Sample Survey in the Republic of Armenia 2008 October 1-31. [https://www.armstat.am/file/article/time\\_use\\_09e.pdf](https://www.armstat.am/file/article/time_use_09e.pdf)  
 (24) National Statistical Committee for the Republic of Belarus: Time-Use Survey. <https://www.belstat.gov.by/en/gosudarstvennye-statisticheskie-nablyudeniya/vyborochnye-obsledovaniya/time-use-survey/>  
 (25) Statistics Moldova. 2013. Synthesis of Use of time in Moldova (in Moldovan only) [https://statistica.gov.md/public/files/publicatii\\_electronice/Utilizarea\\_timpului\\_RM/Utilizarea\\_timpului\\_RM.pdf](https://statistica.gov.md/public/files/publicatii_electronice/Utilizarea_timpului_RM/Utilizarea_timpului_RM.pdf)  
 (26) United Nations Statistics Division: SDG Indicators, Metadata Repository, Indicator 5.4.1. <https://unstats.un.org/sdgs/metadata?Text=&Goal=5&Target=5.4>  
 (27) Eurostat: Harmonised European Time-use Surveys (HETUS) – Harmonised European Time-use Surveys (HETUS) — 2018 guidelines — Re-edition - Products Manuals and Guidelines - Eurostat (europa.eu)



FIGURE 9: COVER AND ONE OF THE DATA VISUALIZATIONS IN BELARUS PUBLICATION ON TIME-USE



Source: National Statistical Committee of the Republic of Belarus, UNFPA and UNICEF. N.d. *How We Use Our Time*. Belstat: Minsk. [https://www.belstat.gov.by/upload-belstat/upload-belstat-pdf/oficial\\_statistika/time\\_eng.pdf](https://www.belstat.gov.by/upload-belstat/upload-belstat-pdf/oficial_statistika/time_eng.pdf)

The Belarus data reveal a telling picture about the gender gaps in time use:

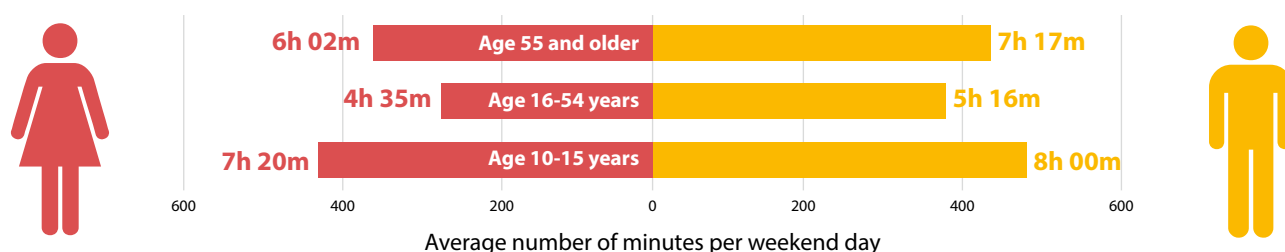
- Almost all (90%) women engage in cooking compared to only 44% of men
- Household chores like washing dishes were done by 83% of women and 31% of men
- In households with children under 10 years of age, women spend an average of 5 hours and 43 minutes on housework and childcare compared to men who spend 2 hours and 14 minutes – a gender gap of almost 3.5 hours.
- Men and boys have more free time than women and girls at all stages of life, from childhood through to older age (Figure 10)

Moldova conducted a TUS in 2012 and the survey results reveal the gender gap in time use:

- Six out of ten mothers spend two hours per day to wash, feed and dress their children, and only two out of ten fathers do similar activities for an hour a day;
- Girls are studying 18 minutes more than boys per day;
- Women are paid only for three out of ten minutes worked, while men are paid for five minutes;
- The employment rate for men and women with disabilities is almost the same (10.3% and 10.9%), but men work two hours less than women per day.

Source: National Bureau of Statistics of the Republic of Moldova, <https://statistica.gov.md/pageview.php?l=en&id=4446&idc=350>

FIGURE 10: FREE TIME AVAILABLE ON A WEEKEND DAY BY SEX AND BROAD AGE GROUPS, BELARUS, 2015



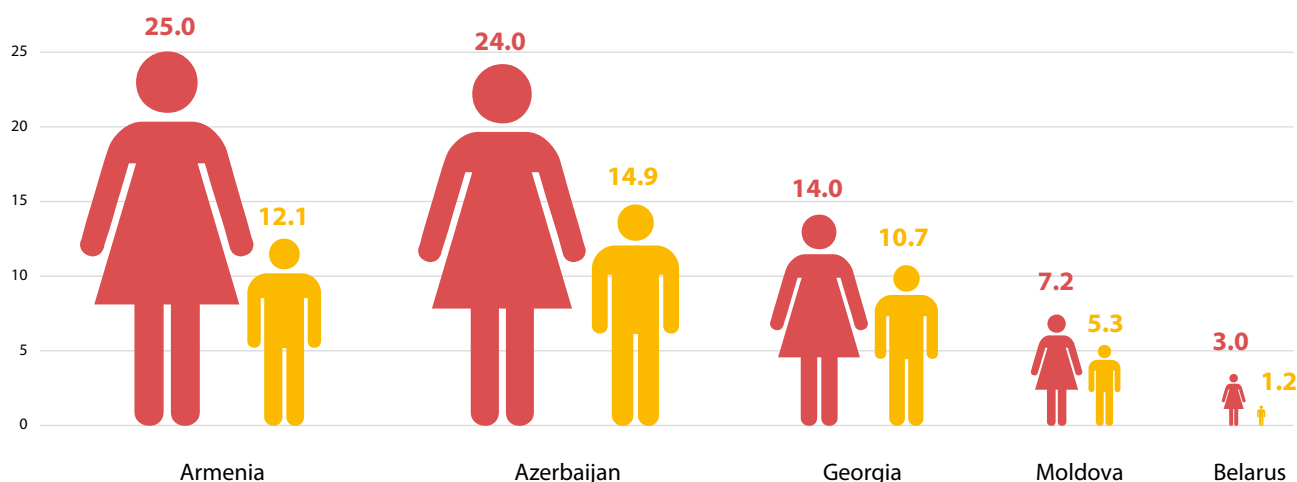
Source: National Statistical Committee of the Republic of Belarus, UNFPA and UNICEF. N.d. *How We Use Our Time*. Belstat: Minsk. [https://www.belstat.gov.by/upload-belstat/upload-belstat-pdf/oficial\\_statistika/time\\_eng.pdf](https://www.belstat.gov.by/upload-belstat/upload-belstat-pdf/oficial_statistika/time_eng.pdf)

### 3.6 Women need more support to engage in paid work

Women’s underrepresentation in the labour market is linked to responsibilities in the home. In recognition of this, the European Pillar of Social Rights has invested in the ‘Work-Life Balance Initiative’. The aim is to enable parents and carers to achieve a better balance between work and family life and to encourage more sharing of this work between women and men. Policy measures include introducing leave for fathers and carers, and flexible working arrangements for parents with children up to 8 years old.<sup>28</sup>

Such arrangements include working part-time for both women and men. Data from EaP countries shows that part-time work is popular in Armenia with 25% of women and 12% of men working part-time and also in Azerbaijan with 24% of women and 15% of men (Figure 11).

FIGURE 11: PROPORTION OF EMPLOYED WORKING PART-TIME (%), BY SEX, EaP COUNTRIES, 2019



Notes: A part-time worker is an employed person whose normal hours of work are less than those of comparable full-time workers. In most countries, the distinction between part-time and full-time work is based on self-declaration. In a few countries, work is defined as part-time when the hours usually worked are below a fixed threshold.

Georgia: Data do not cover Abkhazia AR and Tskhinvali Region; Moldova: data exclude the territory of the Transnistria and municipality of Bender; Ukraine: no data available.

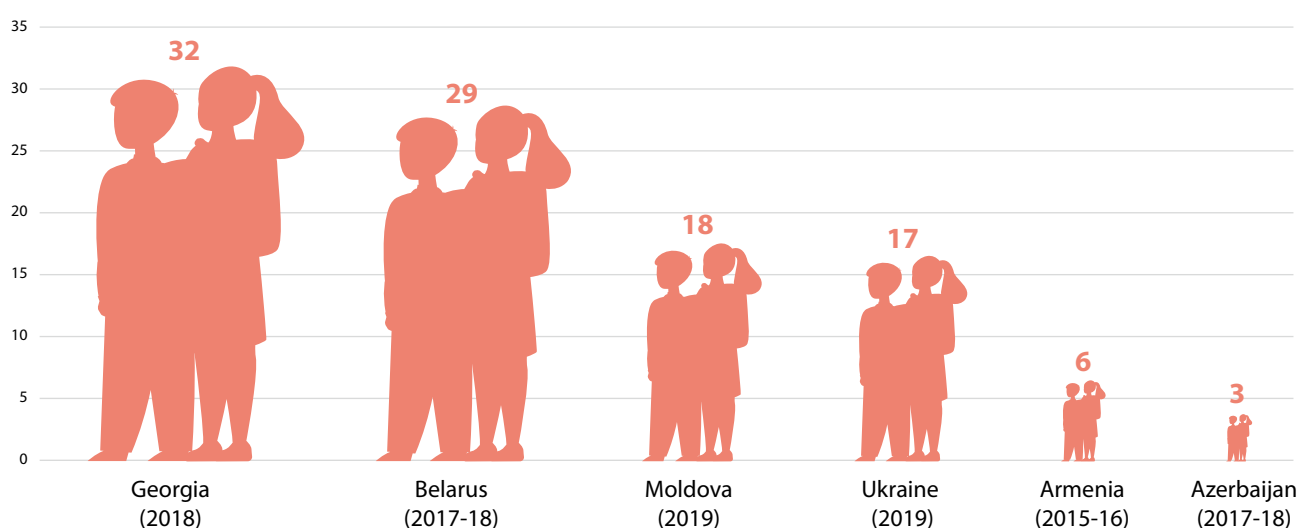
Source: Data provided directly by national statistical offices.

(28) European Commission Employment, Social Affairs & Inclusion: *Work-life balance*. <https://ec.europa.eu/social/main.jsp?catId=1311&langId=en>



Another important measure of women's economic empowerment relates to the availability and use of formal childcare. A United Nations gender indicator among the minimum set of gender statistics examines the enrolment rate of children aged under 3 years (per 100 children). The latest data show formal childcare is most common in Georgia and Belarus, where close to a third of children under 3 years are enrolled (Figure 12). Formal childcare is not widely used in Armenia and Azerbaijan where less than 10% of children are enrolled. The wide variance in the use of formal childcare in EaP countries seems typical. In OECD countries for example, enrolment rates in early childhood education and care for 0-2 year olds varies enormously with an average of 32% of children being enrolled.<sup>29</sup>

**FIGURE 12: ENROLMENT RATE OF CHILDREN AGED UNDER 3, PER 100 CHILDREN, EaP COUNTRIES, LATEST DATA AVAILABLE**



Notes: Child-care refers to formal child-care arrangements, public or private, such as group care in child-care centres (creche) or registered childminders based in their own homes looking after two or more children. Child-care refers to children at youngest age (typically children aged under 3); pre-primary schools are excluded. Georgia: Data cover only State child care organisations (not private) and refer to December. Data do not cover Abkhazia AR and Tskhinvali Region; Moldova: data exclude the territory of the Transnistria and municipality of Bender; Ukraine: data refer to calendar year. For all years, data refer to children aged 0-2. Source: UNECE Gender Statistics Database, Child Care by Indicator, Country and Year; updated data provided by Moldova and the State Statistics Service of Ukraine.

These indicators are some of the ones available for revealing gender gaps in the labour market. They show how gender roles shape capacity to engage in paid work and that fairer sharing of unpaid domestic and care work, flexible working arrangements and formal childcare will all play a role in whether women participate in the labour force. For those already in the labour force, gender statistics reveal inequities in pay, male dominance in the industrial sector, fewer women than men in management and more women than men working in professional occupations. The next section looks more closely at women in leadership and decision-making positions and finds they are underrepresented.

(29) OECD. 2019. OECD Family Database: PF3.2: Enrolment in childcare and pre-school. [https://www.oecd.org/els/soc/PF3\\_2\\_Enrolment\\_childcare\\_preschool.pdf](https://www.oecd.org/els/soc/PF3_2_Enrolment_childcare_preschool.pdf)

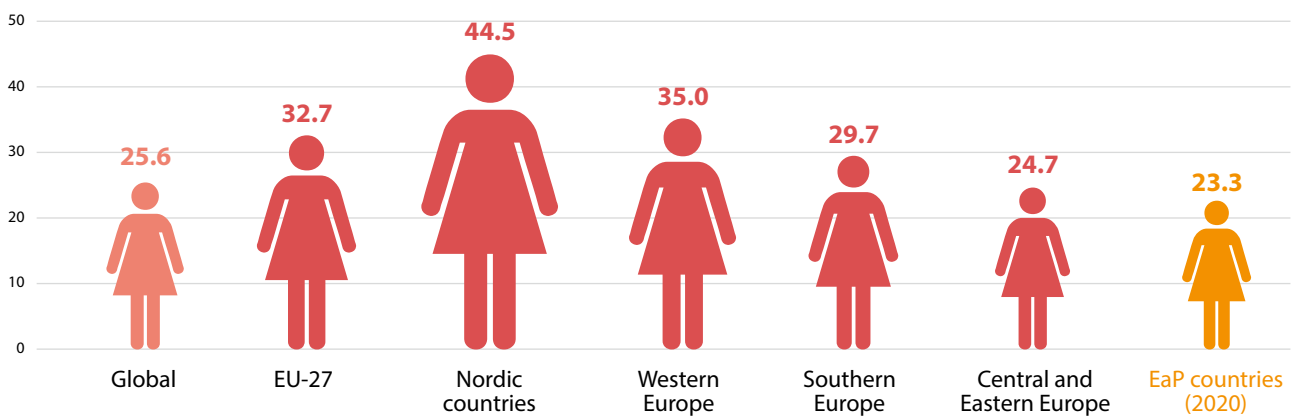
# *Decision- making and influence*

In Europe and globally, women are underrepresented in positions of influence and decision-making. This starts at the highest level – national parliaments – and is seen across the private sector and in many other public institutions. This section presents a few of the main indicators that show the gender gaps in this area. Achieving more equitable share of power and influence is one of SDG targets under Goal 5 for Gender Equality. Data are usually from administrative sources and can be used to show how changes are happening over time.

## 4.1 National parliaments far from equal in women's representation

Despite representing half the population, only a quarter (25.6%) of members of national parliaments globally are women. The average is higher for 27 countries of the European Union than that the global value. This regional average within Europe hides the variance by sub-region with Nordic countries, which are much closer to equal representation, at 44.5%, than the countries of Central and Eastern Europe, which, at 24.7%, is below the global average with the EaP countries slightly below that at 23.6% (Figure 13).

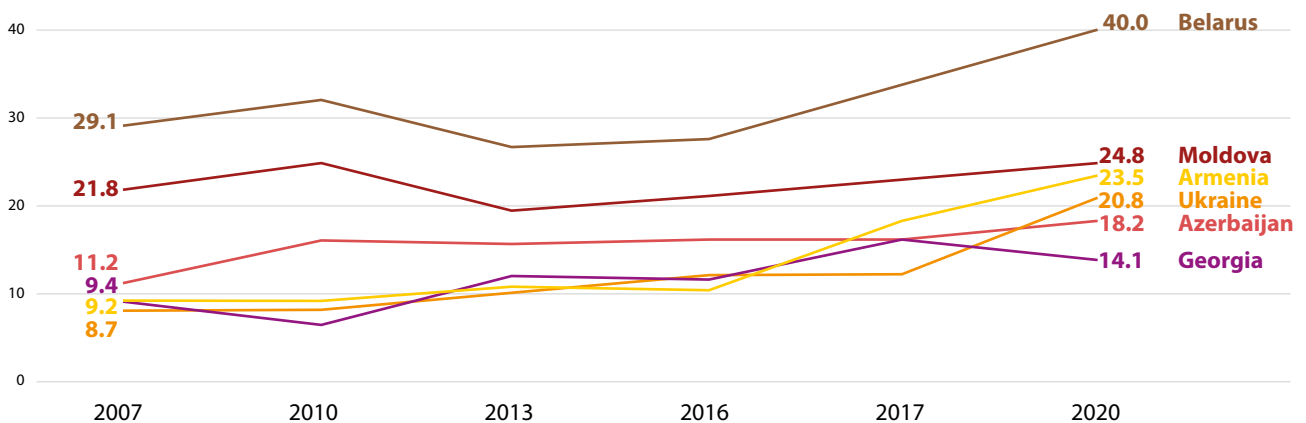
**FIGURE 13: WOMEN'S SHARE (%) OF SEATS IN NATIONAL PARLIAMENTS (LOWER CHAMBER OR UNICAMERAL), 2021**



Source: Inter-Parliamentary Union. Global and regional averages of women in national parliaments, Averages as of 1st January 2021. [https://data.ipu.org/women-averages?month=1&year=2021&op=Show+averages&form\\_build\\_id=form-zPpgALSgZqYefyclVWHaCh2THDDfEwQF10uCcHzblLA&form\\_id=ipu\\_\\_women\\_averages\\_filter\\_form](https://data.ipu.org/women-averages?month=1&year=2021&op=Show+averages&form_build_id=form-zPpgALSgZqYefyclVWHaCh2THDDfEwQF10uCcHzblLA&form_id=ipu__women_averages_filter_form)

Time series data on women's share of parliamentary seats shows that the pace of change has been slow. The biggest increase in women's representation has been in Belarus, which now has 40% of parliamentary seats occupied by women. In all other EaP countries, the share is below the global average. Change has been particularly slow in Georgia and Azerbaijan, where only 14.1% and 18.2% of seats are held by women.

**FIGURE 14: WOMEN'S SHARE (%) OF NATIONAL PARLIAMENTARY SEATS IN EaP COUNTRIES, 2007-2020**



Notes: Georgia: data do not cover Abkhazia AR and Tskhinvali Region; Moldova: data exclude the territory of the Transnistria and municipality of Bender; Moldova: data are as of 1 January.

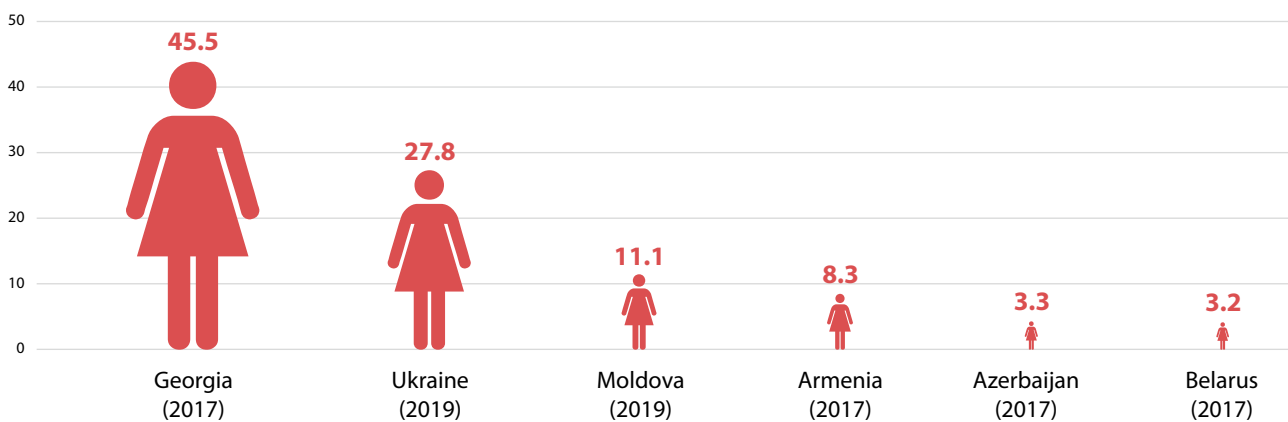
Source: UNECE Gender Statistics Database, Members of national parliaments by Sex, Measurement, Country and Year; updated data provided by The State Statistical Committee of the Republic of Azerbaijan, Moldova and the State Statistics Service of Ukraine.

Quotas are one way to boost women’s participation, either by requiring that a certain proportion of electoral candidates are women, or by reserving some of the parliamentary seats for women. Moldova introduced an electoral law quota in 2016 that requires at least 40% of every political party’s candidates to be women and at least 40% be men.<sup>30</sup> Armenia also has an electoral law quota, the most recent adopted in 2011, which requires no more than 80% of candidates be men or women (one in five). There are plans to increase this to one in every three candidates having to be women in 2021.<sup>31</sup>

## 4.2 Women’s representation in positions of power and influence

Getting women into parliament is one thing, but what is their level of influence once there? One measure of this is the percentage of ministerial positions that are held by women. According to the latest data available, except for in Georgia, a small proportion of cabinet ministers are women. Georgia has nearly half of ministerial positions occupied by women (45.5% being 5 of 11 cabinet ministers). Following them, the highest share is in the Ukraine parliament, where 27.8% of members of parliament (MPs) with a ministerial portfolio are women. The share is as low as 3.3% in the Azerbaijan parliament (Figure 15).

FIGURE 15: WOMEN’S SHARE (%) OF GOVERNMENT MINISTERIAL POSITIONS, EaP COUNTRIES, 2019



Notes: Moldova data exclude the territory of the Transnistria and municipality of Bender.  
Source: data provided directly by national statistical offices.

Local government representation of women is another of the SDG indicators used to track progress towards gender equality. In EaP countries in 2018, women’s share of local government positions ranges from 9% in Armenia to 48% in Belarus. Azerbaijan local government has 35% women (2018), in Moldova women’s share is 36% (2019) and in Ukraine it is 25% (2019). In Georgia in 2019, women held 14.0% of local government seats.<sup>32</sup>

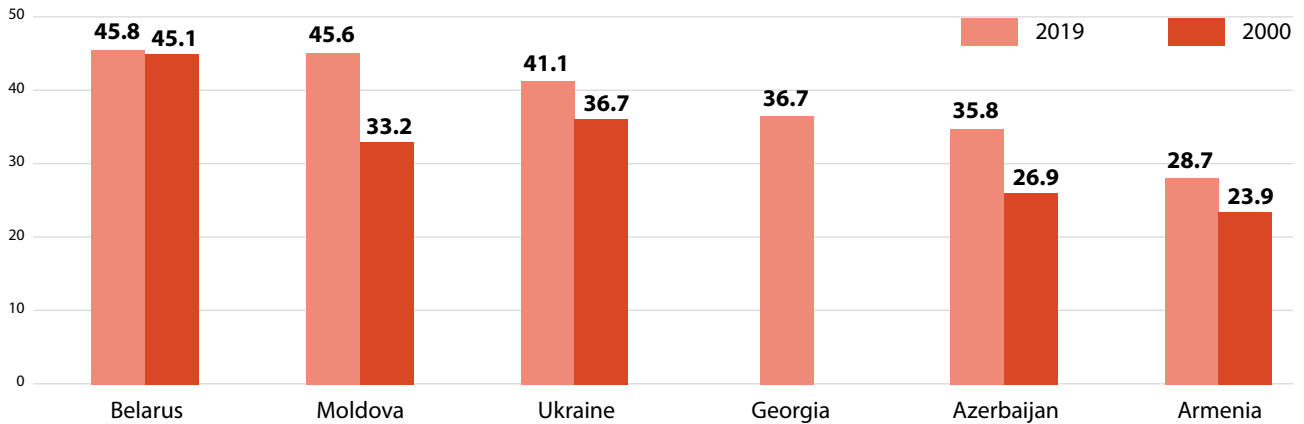
Women’s share of management positions is another measure of women’s participation in leadership and positions of influence. Women have an almost equal share of managerial positions in Belarus (45.8% in 2019 up from 45.1% in 2000). Women’s share is lowest in Armenia where they only hold 28.7% of managerial positions and this has not changed much in almost 20 years. The biggest improvement in this period has been in Georgia, where women’s share has risen from 19.0% in 2000 to 36.7% in 2019. Despite the improvement, Georgia has the third lowest women’s share of management jobs of the EaP countries (Figure 16).

(30) IPU, Gender Quotas Database : Moldova. <https://www.idea.int/data-tools/data/gender-quotas/country-view/202/35>

(31) IPU, Gender Quotas Database: Armenia. <https://www.idea.int/data-tools/data/gender-quotas/country-view/48/35>

(32) UNECE Statistical Division Database, Seats held in local government by Sex, Measurement, Country and Year and updated data from National Statistics Office of Georgia.

FIGURE 16: WOMEN'S SHARE (%) OF MANAGERIAL POSITIONS, EaP COUNTRIES, 2000 COMPARED TO 2019

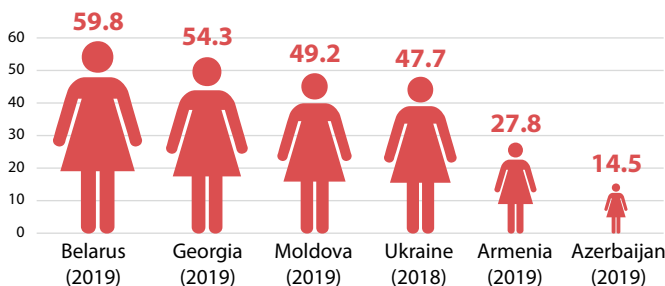


Notes: Armenia data for 2000 are from 2001 and for 2019 are from 2017; Georgia data do not cover Abkhazia and South Ossetia (Tskhinvali); Moldova data exclude the territory of the Transnistria and municipality of Bender; Ukraine data for 2019 are from 2017 and data do not cover the area of radioactive contamination from the Chernobyl disaster. Source: UNECE Gender Statistics Database, Employment by Occupation, Sex, Measurement, Country and Year; updated data provided by The State Statistical Committee for the Republic of Azerbaijan, National Statistical Committee of the Republic of Belarus, National Statistics Office of Georgia, Moldova and the State Statistics Service of Ukraine.

In other areas of power and influence, women's representation is varied. Data on the percentage of women who are judges show that women hold more than half of these positions in Belarus (59.8%) and in Georgia (54.3%), and that the share is almost half in Moldova and Ukraine (Figure 17). Only in Armenia and Azerbaijan women's share of these decision-making roles is low.

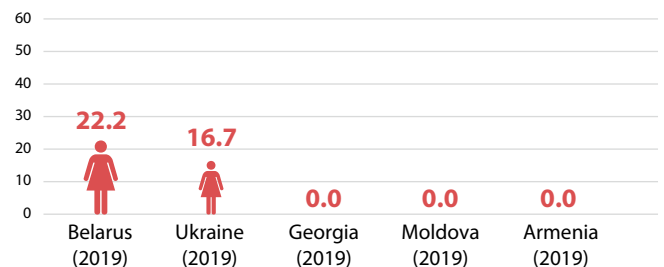
The data on central bank board members tells a different story (Figure 18). Women hold none of these positions in Georgia, Moldova, and Armenia. In Belarus, women make up 22.2% of central bank board members and in Ukraine they hold 16.7% of these positions. Data are not available from Azerbaijan.

FIGURE 17: PERCENTAGE OF JUDGES WHO ARE WOMEN, EaP COUNTRIES (%)



Notes: Georgia data do not cover Abkhazia AR and Tskhinvali Region; Moldova data exclude the territory of the Transnistria and municipality of Bender. Source: data provided directly by national statistical offices.

FIGURE 18: PERCENTAGE OF CENTRAL BANK BOARD MEMBERS WHO ARE WOMEN, EaP COUNTRIES (%)



Notes: Azerbaijan data are not available; Georgia data do not cover Abkhazia AR and Tskhinvali Region; Moldova data exclude the territory of the Transnistria and municipality of Bender. Source: data provided directly by national statistical offices.



# *Regional challenges and perspectives*

A well-functioning system of gender statistics requires resources and mechanisms for coordination and user-producer dialogue. This enabling environment is essential. It includes political will for data-driven action to achieve gender equality, and for policies and processes that demand sex-disaggregated and gender-related data are produced and used. Partnerships within the national statistical system and with the media, private sector, academia, research institutes and in civil society organisations are also key.

With an enabling environment in place, work is needed to produce gender data, for example, by adjusting administrative forms and records, survey questionnaires, and population and housing censuses so they collect the relevant data and that this is analysed and made available to policy and decision-makers. For specialised topics like violence against women and time use, dedicated surveys are needed. Once collected, data need to be analysed from a gender perspective and made accessible through reports, databases and other statistical products that make the data easy to access, to interpret and to use.

## 5.1 Achievements and gaps in EaP countries

All EaP countries have been working on gender statistics. An online questionnaire was circulated in late 2020 to gather information through national STEP Programme focal points on the current practices, achievements, and gaps in their national system for gender statistics. Combined with a desk review of the NSI websites to check the kinds of gender data and products available, this provided an overview of achievements and gaps in strengthening national gender statistics systems.

### Legal provisions for gender statistics

Laws and regulations that require the production and use of sex-disaggregated and gender-related data provide a mandate for the national statistical system to work on gender statistics. The legal provisions for gender data vary considerably between EaP countries, from no explicit legal provisions (Armenia, Azerbaijan, Ukraine), to inclusion of gender statistics in the overarching law on official statistics (Belarus), to explicit provisions in national laws on gender equality or regulations that require the production to be sex-disaggregated and/or gender responsive (Georgia, Moldova).

#### EXPLICIT LEGAL PROVISIONS IN MOLDOVA

According to the Law No. 5/2006 on ensuring equal opportunities for women and men a dedicated article (article 22) on gender statistics states:

- (1) The National Bureau of Statistics shall collect, process and generalise the statistical information disaggregated by sex.
- (2) The central and local public administration authorities, parties, other socio-political organisations, legal entities and individuals carrying out entrepreneurial activity shall present to the National Bureau of Statistics the necessary information disaggregated by sex.

Source: Moldova: Law No. 5-XVI of 2006 on ensuring equal opportunities for women and men [Republic of Moldova], 9 February 2006, available at: <https://www.refworld.org/docid/4c3d88b42.html> [accessed 23 March 2021]

### Institutional mechanisms

EaP countries use a range of institutional mechanisms to further the work on gender statistics. Azerbaijan and Ukraine have a dedicated unit working on gender statistics. In Armenia and Belarus, there is a single person in the NSI working as a focal point/desk for gender statistics. In Georgia, the Social Infrastructure Division of the National Statistics Office of Georgia is responsible for gender statistics.

Gender focal points in different ministries/agencies can be used to support work on gender statistics across the national statistical system and the use of the resulting information in policy and decision-making. Belarus, Moldova, and Ukraine have such focal points in place across government ministries. They also have gender statistics working groups, advisory groups or some other standing group. Such mechanisms are not in place in Armenia, Azerbaijan and Georgia. However, in Georgia informal and ad hoc arrangements are in place.

Gender statistics cuts across all fields of statistics and policymaking and there are many agencies involved in collecting, analysing and using gender data. Coordination mechanisms are vital to ensure a harmonised approach and to pool resources to support a stronger system for producing and using gender statistics. None of the EaP countries have a national mechanism just for coordinating work on gender statistics, although in Belarus and Moldova, the overarching national statistical coordination mechanism plays that role.

All countries except Armenia reported having a mechanism for facilitating dialogue between producers and users of gender statistics. The frequency and effectiveness of those mechanisms is unclear and sharing of experiences between EaP countries in this and other coordination issues could be valuable. This could be a good topic for future regional workshops or meetings on gender statistics.

A good system of gender statistics requires the National Statistical Institute to work closely with the national lead agency for gender equality and with other data producing ministries, such as health, education, immigration, etc. National coordination bodies for statistics can also provide a way to coordinate the work on gender statistics so it is efficient, and the resulting data are cohesive and comparable.

In all EaP countries the NSI compiles inputs from other agencies, produces statistical outputs/products and organises consultations with producers and users. Except for in Ukraine, the NSI provides guidance or training on gender statistics. Other government ministries and agencies produce gender statistics outputs/products in all countries except Azerbaijan. In Armenia and Moldova, line ministries other than the NSI also compile inputs from other agencies and provide guidance/training on gender statistics.

The national mechanisms for the advancement of women or gender equality are active in compiling data in Armenia, Belarus, Georgia, and Moldova. They are also providing training and facilitating user-producer dialogue in some countries. National coordination bodies for statistics are most active in supporting consultation between producers and users, providing this support in all countries. They are an important mechanism for gender statistics in Belarus, compiling inputs from other agencies, providing training, and producing statistical outputs.

**TABLE 7: INSTITUTIONS AND ORGANISATIONS INVOLVED IN GENDER STATISTICS AT NATIONAL LEVEL, EaP COUNTRIES, 2020**

	<b>Compiles inputs from other agencies</b>	<b>Provides guidance/training</b>	<b>Produces statistical outputs/products</b>	<b>Organises consultations among producers and with users</b>
<b>National Statistical Institute</b>	AM, AZ, BY, GE, MD, UA	AM, AZ, BY, GE, MD	AM, AZ, BY, GE, MD, UA	AM, AZ, BY, GE, MD, UA
<b>National Coordination Body for Statistics</b>	BY, GE	BY, GE	BY, GE	AM, AZ, BY, GE, MD, UA
<b>National mechanism for the Advancement of Women or gender equality</b>	AM, BY, GE, MD	AM, BY		AM, AZ, GE, UA
<b>Other ministries or agencies of the government</b>	AM, MD	AM, MD, UA	AM, BY, GE, MD, UA	AM, AZ

Notes: AM=Armenia; AZ=Azerbaijan; BY=Belarus; GE=Georgia; MD=Moldova; UA=Ukraine.  
Source: Initial questionnaire to countries for STEP Regional Publication on Gender Aspects.



**TABLE 8: AVAILABILITY OF GENDER STATISTICS-RELATED INSTITUTIONAL MECHANISMS, BUDGET AND PRODUCTS, EaP COUNTRIES, 2020**

		AM	AZ	BY	GE	MD	UA
<b>Institutional mechanisms</b>	Single gender statistics focal point/desk in the NSI	X		X	X	X	
	Dedicated Gender Statistics Unit		X				X
	Gender focal points in different ministries /agencies			X	X	X	X
	Gender statistics working groups, advisory groups or another standing group			X	X	X	X
	National gender statistics coordination mechanism			X <sup>33</sup>	X <sup>34</sup>	X <sup>35</sup>	
	Mechanism for dialogue between producers and users of gender statistics		X	X	X	X	X
<b>Budget</b>	Dedicated budget for gender statistics						
	Regular budget						
	Some funded activities / ad hoc budget			X	X	X	X
<b>Products</b>	Women and men publications	X <sup>36</sup>	X <sup>37</sup>	X <sup>38</sup>	X <sup>39</sup>	X <sup>40</sup>	
	Gender statistics publications	X <sup>41</sup>				X <sup>42,43</sup>	
	Gender statistics websites/webpage		X <sup>44</sup>	X <sup>45</sup>	X <sup>46</sup>	X <sup>47</sup>	
	Online databases				X <sup>48</sup>	X <sup>49</sup>	

Notes: AM=Armenia; AZ=Azerbaijan; BY=Belarus; GE=Georgia; MD=Moldova; UA=Ukraine.

Source: Initial questionnaire to countries for Regional Publication on Gender Aspects and NSI websites.

(33) National Statistical Committee of the Republic of Belarus.

(34) Coordination occurs through Geostat and the National Strategy for the Development of Statistics in Georgia.

(35) National Bureau of Statistics as a coordinator of national statistical system.

(36) Statistical Committee of the Republic of Armenia. 2020. Women and Men in Armenia 2020 (available in Armenian and English). <https://www.armstat.am/en/?nid=82&id=2322>

(37) The State Statistical Committee of the Republic of Azerbaijan. Gender Indicators. <https://www.stat.gov.az/source/gender/?lang=en>

(38) National Statistical Committee of the Republic of Belarus. 2018. Women and men in the Republic of Belarus, 2018. [https://belstat.gov.by/en/ofitsialnaya-statistika/publications/statistical-publications-data-books-bulletins/public\\_compilation/index\\_9284/](https://belstat.gov.by/en/ofitsialnaya-statistika/publications/statistical-publications-data-books-bulletins/public_compilation/index_9284/)

(39) Geostat. 2021. Women and Men in Georgia 2020. <https://www.geostat.ge/en/single-archive/3353>

(40) Statistics Moldova. Women and Men in the Republic of Moldova. <https://statistica.gov.md/pageview.php?l=en&id=2199&idc=263>

(41) Statistical Committee of the Republic of Armenia and UN Women. 2020. Analysis of the Gender Pay Gap and Gender Inequality in the Labour Market in Armenia (available in Armenian and English). <https://www.armstat.am/en/?nid=82&id=2322>

(42) Statistics Moldova. Analytical notes on the study results "Time Use of women and men in the Republic of Moldova" <https://statistica.gov.md/pageview.php?l=en&id=4446&idc=350>; Statistics Moldova et al. 2014. Women and Men in Agriculture in the Republic of Moldova. [https://statistica.gov.md/public/files/Recensamint/Recensamint\\_agricol/Femei\\_barbati\\_agr/Femei\\_barbati\\_agric\\_eng.pdf](https://statistica.gov.md/public/files/Recensamint/Recensamint_agricol/Femei_barbati_agr/Femei_barbati_agric_eng.pdf) and Statistics Moldova and United Nations Moldova. 2011. Violence against Women in the Family in the Republic of Moldova. [https://statistica.gov.md/public/files/publicatii\\_electronice/Violenta/Raport\\_violen\\_fem\\_eng.pdf](https://statistica.gov.md/public/files/publicatii_electronice/Violenta/Raport_violen_fem_eng.pdf). Recent products - Profiles of women from Moldova (<https://statistica.gov.md/pageview.php?l=en&id=5294&idc=350>), Analytical study on Women and Men in ICT (<https://statistica.gov.md/pageview.php?l=ro&idc=350&id=6544>), and Women and men in entrepreneurship (<https://statistica.gov.md/pageview.php?l=ro&idc=350&id=6723>) are expected to be added.

(43) Statistics Moldova. Statistical portrait of women and men (annual press releases around the International Women's Day).

<https://statistica.gov.md/newsview.php?l=ro&idc=168&id=6934>

(44) The State Statistical Committee of the Republic of Azerbaijan. Gender Indicators. <https://www.stat.gov.az/source/gender/?lang=en>

(45) National Statistical Committee of the Republic of Belarus. <https://www.belstat.gov.by/ofitsialnaya-statistika/makroekonomika-i-okruzhayushchaya-sreda/gendernaya-statistika-i-statistika-otdelnykh-grupp-naseleniya/gendernaya-statistika/>

(46) Geostat. Gender Statistics. <https://www.geostat.ge/en/single-categories/115/gender-statistics>

(47) Statistics Moldova. Gender Statistics. <https://statistica.gov.md/category.php?l=en&idc=264> and GenderPulse <https://genderpulse.md/ro>

(48) Geostat and UN Women. Gender Statistics. <http://gender.geostat.ge/gender/index.php?lang=en>

(49) Statistics Moldova. Statistical Databank: Gender Statistics. <https://statbank.statistica.md/pxweb/pxweb/en/50%20Statistica%20gender/>

## ***Budget and resources***

One of the most telling findings of this exercise is that none of the EaP countries have a dedicated regular budget for gender statistics. Even when gender is well integrated across the various domains of statistical production, regular dedicated activities, such as gender sensitisation training for statisticians and the preparation and dissemination of gender data, products call for some dedicated budget for gender statistics in the annual programme. In all countries except Armenia and Azerbaijan there has been ad hoc funds allocated to gender statistics activities.

## ***Dissemination of gender statistics***

Availability and accessibility of gender statistics is still under development in EaP countries. An impressive range of gender statistics products has been published in Moldova and Georgia. Both countries have developed easy to use online databases that provide the latest gender statistics, as well as publications to present the latest data (e.g. Women and Men in Georgia 2020<sup>50</sup>) or explore a particular subject matter area from a gender perspective (e.g. Women and Men in Agriculture in the Republic of Moldova<sup>51</sup>). In Belarus and Ukraine, the availability of gender statistics is very limited, and it is difficult to find gender-related data on the NSI websites.

# ***5.2 Methodological challenges***

## ***Gender statistics***

While there is a good amount of gender data available in all EaP countries, more efforts are needed to integrate gender into all relevant statistical domains. One element of gender statistics is that all data should be sex-disaggregated wherever possible. Yet, many of the online databases of STEP country NSIs are continuing to disseminate aggregated data and missing out on the opportunity to provide more meaningful information through disaggregated data.

Sensitising subject-matter statisticians to the concept of gender and the national and regional goals for gender equality is an ongoing process. Induction and refresher training should be provided to producers of official statistics so they can integrate gender into their work and produce the much needed gender data.

Training workshops at national level are needed to support gender sensitive data collection, analysis, and dissemination. A request in the questionnaire from the Armenian NSI for a workshop states that "...designed to increase the level of understanding of gender equality issues with a statistics perspective and analytical capacities of participants. The suggested topics may include headline indicators in each domain, as well as gender equality indicators with the respect to SDGs; how to become more efficient in communicating data (presentation of data in a user-friendly way, etc.)."

STEP organised an online workshop in July 2020 on "Measures of gender statistics and mainstreaming gender in national statistical system" to support the countries in integrating gender statistics in statistical domains.

(50) Geostat. 2021. Women and Men in Georgia 2020. <https://www.geostat.ge/en/single-archive/3353>

(51) Statistics Moldova et al. 2014. Women and Men in Agriculture in the Republic of Moldova. [https://statistica.gov.md/public/files/Recensamint/Recensamint\\_agricol/Femei\\_barbati\\_agri/Femei\\_barbati\\_agric\\_eng.pdf](https://statistica.gov.md/public/files/Recensamint/Recensamint_agricol/Femei_barbati_agri/Femei_barbati_agric_eng.pdf)

## ***Labour force statistics***

This publication has taken a close look at key labour force statistics. This is an area where concepts and definitions underlying data production are evolving and there are different standards in place. The findings show that EaP countries are moving at their own pace to adopt the new conceptual framework for measuring work agreed in 2013 at the 19<sup>th</sup> ICLS. The new standards have a big impact on labour force statistics with a major change in the definition of employment. Until all countries adopt the new standards, the comparability of data across the EaP countries is limited. Documenting the transition to the 19<sup>th</sup> ICLS and adoption of the new classifications would help EaP countries exchange lessons learned and learn from each other.

STEP organised an online workshop in June 2020 on “Household sample surveys in labour statistics” and a webinar on “Monitoring labour markets amid lockdowns to contain the COVID-19 virus: Essential labour force survey content and treatment of special groups” in May 2020. In addition, STEP supports Azerbaijan to conduct pilot labour force survey to implement fully the recommendations of the 19<sup>th</sup> ICLS by providing technical assistance missions in LFS methodology and sampling and by providing funding to organise pilot LFS.

## ***Time-use surveys***

These are quite technical surveys and the methodologies for collecting and analysing the data are evolving. Four of the six EaP countries have done a time-use survey and for Armenia it was in 2008 and Azerbaijan in 2008 and 2012. STEP is supporting the upcoming pilot time-use survey in Armenia by providing expertise on survey design, sampling and IT. Belarus and Moldova have conducted the survey more recently and invested a lot in the analysis and dissemination of gender-related information. They have valuable experience and lessons to share with the other EaP countries and the rest of the region in the methodological and other challenges to overcome. Currently, Georgia is conducting a time-use survey with financial support from UN Women and results will be available in 2022.

The STEP work programme foresees a training course on the Harmonised European Time-use Survey (HETUS), to build capacity in EaP countries in the application of this methodology in upcoming time-use surveys.

## ***Measuring the prevalence of violence against women***

Violence against women is a cause and consequence of gender inequality and eliminating it is a shared goal across the globe. Data are an essential part of the efforts to achieve this. Statistics on the proportion of women who have experienced violence provide the basis for understanding the patterns, consequences and risk factors.

Not explored in detail in the publication, statistics on violence against women are one of the main fields of gender statistics. Safe and ethically conducted household surveys on violence against women using international best practices are the only way to estimate the prevalence of violence against women, the most common form of which is intimate partner violence and the majority of which goes unreported. It is recommended such studies are conducted every 5-10 years. The resulting data are needed to monitor progress towards SDG Target 5.2 to eliminate all forms of violence against women and will provide useful information to design approaches to prevention and response.

All EaP countries have conducted a study on the prevalence of violence against women. It has been 15 years since Azerbaijan used the Demographic and Health Survey (DHS) module to produce national statistics on this issue in 2006 so they are also a candidate for running such a survey soon. It is also time for Belarus to plan for a new prevalence survey, the last being a limited Multiple Indicator Cluster Survey (MICS) module conducted in 2012. Guidance and support to follow international standards are usually essential for running these surveys safely and ethically.

## 5.3 STEP Key expert recommendations for future work

There are many opportunities to strengthen gender statistics that have benefits not only in bringing gender issues to light with data, but in improving the overall capacity of the statistical system and data quality. All EaP countries expressed that they plan to expand the production of gender statistics on new topics (Armenia, Azerbaijan, Belarus, Moldova, Ukraine), produce statistics more regularly (Georgia) or make gender statistics more accessible to users (Belarus). Sharing of experiences, resources, and materials between EaP countries could help the region to make more progress towards better gender data.

**Recommendation:** EaP countries find ways to share experiences, curricula, and training materials for gender statistics training to subject matter statisticians within the NSI and across the national statistical system, as well as to users of gender statistics.

**Recommendation:** National gender statistics focal points and units should participate in existing regional and global forums on gender statistics such as the UNECE Work Session on Gender Statistics, the United Nations Statistics Division led Inter-agency Expert Group on Gender Statistics (IAEG-GS) and STEP.

Methodological challenges involve getting support from lead agencies. The EU provides support in capacity building in the development of methodologies to calculate or estimate statistical indicators in all fields of official statistics. The International Labour Organization (ILO) can provide support for labour statistics, the United Nations Statistics Division, UNECE, and UN Women for time-use surveys, and the Organisation for Security and Co-operation in Europe (OSCE), the UNFPA kNOwVAWdata Initiative for measuring the prevalence of violence against women and the EU.

**Recommendation:** EaP countries continue to share and document experiences introducing new labour statistics standards such as the 19<sup>th</sup> ICLS and ICSE-18 through the STEP activities on this.

**Recommendation:** If political will exists to produce updated statistics on the prevalence of violence against women, the National Statistical Institutes should seek guidance and support for conducting such surveys.

While there is a good amount of gender data available across the region, it needs to be regularly updated. This publication has focused on topics for which new data are produced frequently, either quarterly or annually. More resources should be directed towards analysing and presenting labour statistics that are sex-disaggregated and described in a way that highlight gender gaps and changes over time and explain how this is linked to national and regional commitments to gender equality.

**Recommendation:** All countries to direct resources towards analysing labour statistics from a gender perspective and ensure LFS reports and online databases provide sex-disaggregated and gender-related information.

**Recommendation:** Continue work to apply to the European Statistics Code of Practice<sup>52</sup> to strengthen practices throughout the collection, production, and dissemination of statistics, including gender statistics.

This regional publication is an opportunity to put the spotlight on the importance and value of integrating gender into statistical production. The drivers and benefits are already well known to the national experts involved in preparing this publication. The STEP Programme should take the opportunity to ensure gender is integrated in all 16 of its projects and statisticians engaged in the programme are sensitised to the concept of gender and their role in contributing to better gender data.

**Recommendation:** Work being undertaken as part of the STEP Programme to improve data on the labour market, time-use, national accounts, business register, energy and transport as well as cross-cutting issues like inclusion of user needs, increased use of administrative data, quality in statistics, and sustainable development goals should include building an understanding of related gender concerns in these areas and ensuring data being produced are sex-disaggregated and gender relevant.

(52) Eurostat. 2017. *European statistics Code of Practice*. <https://ec.europa.eu/eurostat/web/products-catalogues/-/KS-02-18-142>.

# Annex 1

## Detailed assessment of availability of selected United Nations Minimum Set of Gender Indicators in regional and international databases (as at December 2020)

Indicator	Source database	Armenia	Azerbaijan	Belarus	Georgia	Moldova	Ukraine	Countries with data
1. Average number of hours spent on unpaid domestic work by sex	UNECE Gender Statistics Database (time spent on domestic activities)	2008		2015		2012		3
2. Average number of hours spent on paid and unpaid domestic work combined (total work burden), by sex	SDG Indicator 5.4.1 Proportion of time spent on unpaid care work, by sex, age and location (%)	2008		2015		2012		3
4. Proportion of employed who are own account workers, by sex	UNECE Gender Statistics Database (Employment by status)	2017		2017	2017	2017	2017	5
5. Proportion of employed who are contributing family workers, by sex	UNECE Gender Statistics Database (Employment by status)	2017		2017	2017	2017	2017	5
6. Proportion of employed who are employers, by sex	UNECE Gender Statistics Database (Employment by status)	2017		2017	2017	2017	2017	5
7. Percentage of firms owned by women, by size	World Bank Data (Firms with female participation in ownership)	2013	2013	2018	2019	2019	2019	6
8. Percentage distribution of employed population by sector, each sex (Sectors here refer to Agriculture; Industry; Services)	UNECE Gender Statistics Database (Employment by sector)	2017	2017	2017	2017	2017	2017	6



Indicator	Source database	Armenia	Azerbaijan	Belarus	Georgia	Moldova	Ukraine	Countries with data
<b>9. Informal employment as a percentage of total non-agricultural employment, by sex</b>	UNECE Gender Statistics Database (Employment by status)	2017		2017	2017	2017	2017	5
<b>11. Proportion of population with access to credit, by sex</b>	<a href="https://globalfin-dex.worldbank.org/">https://globalfin-dex.worldbank.org/</a>	2017	2017	2017	2017	2017	2017	6
<b>12. Proportion of adult population owning land, by sex</b>	<a href="http://www.fao.org/gender-landrights-database/en/">http://www.fao.org/gender-landrights-database/en/</a>							0
<b>14. Proportion of employed working part-time, by sex</b>	UNECE Gender Statistics Database (Employment by full-time and part-time status)	2017	2017	2019	2017	2017		5
<b>15. Employment rate of persons aged 25-49 with a child under age 3 living in a household and with no children living in the household, by sex</b>	UNECE Gender Statistics Database (Employment rate of persons aged 25-49 by age of youngest child and sex)			2017		2012		2
<b>16. Proportion of children under age 3 in formal care</b>	UNECE Gender Statistics Database (Childcare enrolment)	2015-16	2014-15	2015-16	2010-11	2015-16	2015-16	6
<b>22. Gross enrolment ratio in secondary education, by sex</b>	UNECE Gender Statistics Database (Gross enrolment ratio)	2015-16	2013-14	2015-16	2015-16	2014-15	2013-14	6
<b>23. Gross enrolment ratio in tertiary education, by sex</b>	World Bank Data (Gross enrolment tertiary)	2018	2018	2018	2019	2018	2014	6
<b>25. Share of female science, engineering, manufacturing and construction graduates at tertiary level</b>	UNECE Gender Statistics Database (Tertiary students by field of study)		2017-18	2016-17	2017-18		2017-18	4
<b>26. Proportion of females among tertiary education teachers or professors</b>	UNECE Gender Statistics Database (Teachers by level of education)	2015-16	2015-16	2015-16	2015-16	2015-16		5

Indicator	Source database	Armenia	Azerbaijan	Belarus	Georgia	Moldova	Ukraine	Countries with data
<b>31. Educational attainment of the population, aged 25 and older, by sex</b>	UNECE Gender Statistics Database (Educational attainment)	2011	2017	2009	2017	2017	2017	6
<b>32. Contraceptive prevalence among women who are married or in a union, aged 15-49</b>	<a href="#">UN Population Division 2019 Data Booklet on Contraceptive Use</a>	2015	2011	2012	2010	2012	2012	6
<b>37. Smoking prevalence among persons aged 15 and over, by sex</b>	UNECE Gender Statistics Database (Smokers as a percentage of population)	2010	2017	2017	2002	2016	2017	6
<b>38. Proportion of adults who are obese, by sex</b>	UNECE Gender Statistics Database (Population by BMI)	2005	2017	2017		2005		4
<b>41. Life expectancy at age 60, by sex</b>	UNECE Gender Statistics Database (Life expectancy at age 65)	2017	2017	2017	2017	2017	2017	6
<b>42. Adult mortality by cause and age groups</b>	UNECE Gender Statistics Database (Death rate by causes of death)	2015	2007	2014	2015	2015	2015	6
<b>43. Women's share of government ministerial positions</b>	UNECE Gender Statistics Database (Government ministers)	2017	2017	2019	2017	2017	2017	6
<b>44. Proportion of seats held by women in national parliament</b>	Global SDG Database	2020	2020	2020	2020	2020	2020	6
<b>45. Women's share of managerial positions</b>	Global SDG Database	2017	2018	2019	2018	2018	2018	6
<b>46. Percentage of female police officers</b>	UNECE Gender Statistics Database				2017	2017	2017	3
<b>47. Percentage of female judges</b>	UNECE Gender Statistics Database	2017	2017	2019	2017	2017		5
<b>48. Proportion of ever-partnered women (aged 15-49) subjected to physical and/or sexual violence by a current or former intimate partner, in the last 12 months</b>	Global SDG Database	2016	2006			2005	2007	4

Indicator	Source database	Armenia	Azerbaijan	Belarus	Georgia	Moldova	Ukraine	Countries with data
49. Proportion of women (aged 15-49) subjected to sexual violence by persons other than an intimate partner, since age 15								0
51. Percentage of women aged 20-24 years old who were married or in union before age 18	Global SDG Database	2016	2011	2019	2018	2012	2012	6
52. Adolescent birth rate	Global SDG Database	2017	2017	2017	2018	2018	2017	6

# Annex 2

## Detailed view of availability of gender-related indicators in the Global SDG Database

Target	Indicator	Armenia	Azerbaijan	Belarus	Georgia	Moldova	Ukraine
1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day	1.1.1 Proportion of the population living below the international poverty line by sex, age, employment status and geographic location (urban/rural)	Yes	Yes	Yes	Yes	Yes	No
	1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	Yes	Yes	Yes	Yes	Yes	Yes
1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	1.2.1 Proportion of population living below the national poverty line, by sex and age	Yes	Yes	Yes	Yes	Yes	Yes
	1.2.2 Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	Yes	No	No	No	No	No
1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable	1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable	Yes	Yes	Yes	Yes	Yes	Yes
	2.3.2 Average income of small-scale food producers, by sex and indigenous status	Yes	No	No	Yes	No	No
3.1 By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births	3.1.1 Maternal mortality ratio	Yes	Yes	Yes	Yes	Yes	Yes
	3.1.2 Proportion of births attended by skilled health personnel	Yes	Yes	Yes	Yes	Yes	Yes
3.3 By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases	3.3.1 Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations	Yes	No	Yes	Yes	Yes	Yes

Target	Indicator	Armenia	Azerbaijan	Belarus	Georgia	Moldova	Ukraine
<b>3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes</b>	3.7.1 Proportion of women of reproductive age (aged 15–49 years) who have their need for family planning satisfied with modern methods	Yes	Yes	Yes	Yes	Yes	Yes
	3.7.2 Adolescent birth rate (aged 10–14 years; aged 15–19 years) per 1,000 women in that age group	Yes	Yes	Yes	Yes	Yes	Yes
<b>3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all</b>	3.8.1 Coverage of essential health services	Yes	Yes	Yes	Yes	Yes	Yes
<b>4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes</b>	4.1.1 Proportion of children and young people (a) in grades 2/3; (b) at the end of primary; and (c) at the end of lower secondary achieving at least a minimum proficiency level in (i) reading and (ii) mathematics, by sex	Yes	Yes	Yes	Yes	Yes	Yes
<b>4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education</b>	4.2.1 Proportion of children aged 24-59 months who are developmentally on track in health, learning and psychosocial well-being, by sex	No	No	Yes	Yes	Yes	Yes
	4.2.2 Participation rate in organized learning (one year before the official primary entry age), by sex	Yes	Yes	Yes	Yes	Yes	No
<b>4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university</b>	4.3.1 Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex	No	No	No	Yes	No	No

Target	Indicator	Armenia	Azerbaijan	Belarus	Georgia	Moldova	Ukraine
<b>4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations</b>	4.5.1 Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated	Yes	Yes	Yes	Yes	Yes	Yes
<b>4.6 By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy</b>	4.6.1 Proportion of population in a given age group achieving at least a fixed level of proficiency in functional (a) literacy and (b) numeracy skills, by sex	Yes	No	No	Yes	No	No
<b>4.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all</b>	4.a.1 Proportion of schools offering basic services, by type of service	No	Yes	Yes	Yes	Yes	No
<b>5.1 End all forms of discrimination against all women and girls everywhere</b>	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex	Yes	No	Yes	No	No	Yes
<b>5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation</b>	5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age	Yes	Yes	No	No	Yes	Yes
	5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence	No	No	No	No	No	No
<b>5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation</b>	5.3.1 Proportion of women aged 20–24 years who were married or in a union before age 15 and before age 18	Yes	Yes	Yes	Yes	Yes	Yes
	5.3.2 Proportion of girls and women aged 15–49 years who have undergone female genital mutilation/cutting, by age	No	No	No	No	No	No

Target	Indicator	Armenia	Azerbaijan	Belarus	Georgia	Moldova	Ukraine
5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location	Yes	Yes	Yes	No	Yes	No
	5.5.1 Proportion of seats held by women in (a) national parliaments and (b) local governments	Yes	Yes	Yes	Yes	Yes	Yes
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	5.5.2 Proportion of women in managerial positions	Yes	Yes	No	Yes	Yes	Yes
	5.6.1 Proportion of women aged 15–49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care	5.6.1 Proportion of women aged 15–49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care	Yes	No	No	No	No
5.6.2 Number of countries with laws and regulations that guarantee full and equal access to women and men aged 15 years and older to sexual and reproductive health care, information and education		Yes	No	Yes	Yes	Yes	Yes
5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws	5.a.2 Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control	No	No	Yes	No	No	No
5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women	5.b.1 Proportion of individuals who own a mobile telephone, by sex	Yes	Yes	Yes	Yes	Yes	Yes
5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment	Yes	Yes	Yes	Yes	Yes	No

Target	Indicator	Armenia	Azerbaijan	Belarus	Georgia	Moldova	Ukraine
<b>8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services</b>	8.3.1 Proportion of informal employment in total employment, by sector and sex	<b>Yes</b>	No	No	No	No	No
<b>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</b>	8.5.1 Average hourly earnings of employees, by sex, age, occupation and persons with disabilities	No	No	No	No	No	<b>Yes</b>
	8.5.2 Unemployment rate, by sex, age and persons with disabilities	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>
<b>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</b>	8.7.1 Proportion and number of children aged 5–17 years engaged in child labour, by sex and age	<b>Yes</b>	No	<b>Yes</b>	<b>Yes</b>	No	<b>Yes</b>
<b>8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</b>	8.8.1 Fatal and non-fatal occupational injuries per 100,000 workers, by sex and migrant status	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	No	<b>Yes</b>	<b>Yes</b>
	8.8.2 Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status	<b>Yes</b>	No	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>
<b>10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</b>	10.2.1 Proportion of people living below 50 per cent of median income, by sex, age and persons with disabilities	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>



Target	Indicator	Armenia	Azerbaijan	Belarus	Georgia	Moldova	Ukraine
<b>16.1 Significantly reduce all forms of violence and related death rates everywhere</b>	16.1.1 Number of victims of intentional homicide per 100,000 population, by sex and age	Yes	Yes	Yes	Yes	Yes	Yes
	16.2.2 Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation	Yes	Yes	Yes	Yes	Yes	Yes
	16.2.3 Proportion of young women and men aged 18–29 years who experienced sexual violence by age 18	No	Yes	No	No	Yes	Yes
<b>16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels</b>	16.7.1 Proportions of positions in national and local institutions, including (a) the legislatures; (b) the public service; and (c) the judiciary, compared to national distributions, by sex, age, persons with disabilities and population groups	Yes	Yes	Yes	Yes	Yes	Yes



## **“Gender Statistics in the Eastern Partnership – Progress towards gender equality: what do the statistics tell us?”**

is one of the flagship regional publications produced within the framework of the STEP programme. It allowed the national statistical institutes of the six partner countries to work together to improve data comparability, quality of data and metadata and presentation standards while contributing to facilitating the use of statistics in evidence-based decision-making. Each chapter of this publication presents statistical information in tables and figures, accompanied by a descriptive text highlighting the main findings. This publication is developed as part of the STEP programme which is funded by the EU, managed by Eurostat and implemented by Expertise France.

### **More information on STEP**

#### **STEP pages on the Eurostat website:**

<https://ec.europa.eu/eurostat/web/european-neighbourhood-policy/enp-east/step>

#### **STEP website**

<http://www.eu-step.eu/>

#### **Twitter**

[https://twitter.com/eu\\_step](https://twitter.com/eu_step)

### **More information on statistics in the Eastern Partnership countries:**

#### **Armenia**

<https://armstat.am/en/>

#### **Azerbaijan**

<https://www.stat.gov.az/>

#### **Belarus**

<https://www.belstat.gov.by/en/>

#### **Moldova**

<https://statistica.gov.md/index.php?l=en>

#### **Georgia**

<https://www.geostat.ge/en>

#### **Ukraine**

<http://ukrstat.gov.ua/>



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