

THROUGH THEIR EYES

Images of the economic situation
of women from the developing
countries of Central Europe,
the Balkans and Central Asia

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INTRODUCTION

We have the pleasure to present you with a publication consisting of photographs taken by women from Azerbaijan, Armenia, Belarus, Montenegro, Georgia, Macedonia, Moldova, Kazakhstan, Kyrgyzstan, Serbia and Ukraine showing women from those countries in their economic context. The photographs are part of an exhibition titled "Through Their Eyes", shown in Poland, Slovakia, Germany and Belgium in 2009 and 2010¹.

The photographs were collected through a photography competition announced in the first half of 2008. The competition was aimed at female photographers from Albania, Azerbaijan, Armenia, Belarus, Bosnia and Herzegovina, Georgia, Macedonia, Moldova, Montenegro, Kyrgyzstan, Serbia, Ukraine and Uzbekistan. The artists were asked to show their own perspective on the economic situation of women from their countries and on one hand, if possible, undermine existing stereotypes related to the economic position of women, but on the other hand show the reality of women's lives.

Among the photographs the publication includes a very brief overview of the socio-economic situation of the 13 countries covered by the competition, including three countries from which we have not received any photographs (Albania, Bosnia and Herzegovina, and Montenegro). The information focuses on the economic situation of women and should assist the reader in understanding the complex situation in which the women portrayed by the photographs live their lives. This has been motivated by the fact that the knowledge about the economic situation of women in these countries is extremely limited in EU countries. This is largely caused by the inaccessibility of reliable, up to date gender specific data, an issue which the authors of the publication tackled not without some difficulty. For this reason, assistance provided by a number of NGOs as well as individuals from the above mentioned countries played a particularly important role in preparing the publication.

¹ The exhibition and the publication are part of a large regional, development education project co-funded by the European Commission "Through Their Eyes, Through Ours: Raising the public's awareness about development problems faced by women from developing countries in the EU Eastern Neighbourhood, Balkans and Central Asia" implemented by KARAT Coalition in partnership with GenderMediaCaucasus Journalists' Association (Georgia), Permaculture and Peacebuilding Center Ppc Shtip (Macedonia), Slovak Centre for Communication and Development (Slovakia), Women in Development Europe - WIDE (Belgium), WOMNET (Germany).

For many decades, the countries addressed by the publication, together with a number of countries which joined the EU in 2004 and 2007 as New Member States (NMS), formed the so called 'Eastern Block'. Further, for many countries of the former Eastern Block, their joint history and heritage goes beyond this. Therefore interest in the NMS in countries neighbouring the EU, as well as countries from the Balkans and the Caucasus is natural. Paradoxically however, knowledge about our eastern neighbours is limited, and knowledge about the economic situation of women is practically nonexistent. This publication aims to fill this gap, and on one hand provide some insightful data on the situation of women from these localities, and on other hand present to the reader images that depict the human face of the economic challenges faced by women.

What is particularly important when thinking about countries addressed by the publication is that all of them, with the exception of Bosnia and Herzegovina, are medium human development countries². Despite that they are often overlooked national or EU policies and programs focusing on development, as well as by programs implemented by NGOs and funded by donors, simply because in the development discourse 'real' developing countries are perceived to be those located in the 'global South' such as Africa and South America, as well as parts of Asia. It is enough, however, to look at the pictures presented in this publication, as well as data such as the percentage of people living below the poverty line, GDP figures and gender indices to see how far those countries are from the standards existing in developed countries. So one of the key messages of the publication is that East is also South!

The countries covered by this publication fall under different EU policies. For example Ukraine, Belarus, Georgia, Armenia, Azerbaijan and Moldova defined as EU Neighbourhood countries and; Kazakhstan and Kirgizstan as Central Asian countries are addressed under EU development policies, while Serbia, Bosnia and Albania are addressed by pre-accession instrument of the EU, still the needs of women there are similar to needs of women in other developing countries of the globe and therefore should be addressed as such.

Addressing the challenges faced by women in developing countries is problematic in itself. Firstly, policies addressing developing countries often do not pay sufficient attention to the specific needs of women. Secondly, while it is important to know that women in developing countries have specific needs, there is a risk of assuming that they are in such a difficult situation, caused by the traditional (patriar-

² 2007/2008 Human Development Report HDI rankings <http://hdr.undp.org/en/statistics/>

chal) social norms, a lack of skills and resources, and even more importantly a lack of interest in change, their situation cannot be improved. It is hoped that this publication will show that women from Albania, Azerbaijan, Armenia, Belarus, Bosnia and Herzegovina, Georgia, Macedonia, Moldova, Montenegro, Kyrgyzstan, Serbia, Ukraine and Uzbekistan, while being faced with the extreme challenges caused by economic, political and social conditions, have the skills, power, strength and determination to take advantages of opportunities presented to them.

The citizens of the EU, and particularly the citizens on the NMS, for whom taking on challenges of changing their socio-economic circumstances are quite recent experiences, should put pressure on the decision makers of the EU as well as their national leaders to provide women from Albania, Azerbaijan, Armenia, Belarus, Bosnia and Herzegovina, Georgia, Macedonia, Moldova, Montenegro, Kyrgyzstan, Serbia, Ukraine and Uzbekistan with the assistance they need to improve their lives

PROJECT PARTNERS

Women in Development Europe (WIDE) from Belgium

Gender Media Caucasus Association from Georgia

Womnet from Germany

Permaculture and Peacebuilding Centre Ppc Shtip from Macedonia

KARAT Coalition from Poland

Center for Communication and Development from Slovakia

ALBANIA

OFFICIAL NAME OF THE COUNTRY: The Republic of Albania

CAPITAL CITY: Tirana

OFFICIAL LANGUAGES: Albanian

AREA: 28 748 km²

POPULATION: 3,2 million³, women: 50.1%

LIFE EXPECTANCY: female 80 years; male 73 years

FERTILITY RATE: 2,04 children born/women (2006)

COUNTRY OVERVIEW

Albania regained its independence in 1990. The country's transition to democracy and capitalist economics has been associated with significant problems intensified by the military conflict of 1999 in neighbouring Serbia and Kosovo. Albania continues to be one of the poorest countries in Europe. It is in the 68th position according to the Human Development Index. The processes of restructurisation and modernisation of diverse sectors of its economy is slow. As a consequence, agriculture, an important sector, relies on old-fashioned equipment and methods. Further, the lack of sufficient infrastructure and corruption deters foreign investment.

GENDER AND ECONOMY OVERVIEW⁴

Although the Albanian constitution (see section below) prohibits discrimination on the basis of gender, in practice discrimination is still rampant. This has been strengthened by the fact that after the political transformation there was a return to extremely gender-biased customary law Kanun law. Basic economic statistics indicate that women in Albania are in a disadvantaged position. The majority of women are employed in agriculture, which brings very limited income (poverty in rural areas is widespread). Additionally in rural areas, women doing farm work are also responsible for childcare and domestic duties. While they receive little recognition for those tasks,

³ All statistics, used in this publication, unless otherwise indicated are based on UN data such as UNdata, Human Development Reports and UNFPA, State of World Population Report 2008.

⁴ Based on data by The International Fund for Agricultural Development (IFAD) <http://www.ifad.org/english/gender/cen>

at the same time this number of responsibilities limits their access to additional paid employment as well as other forms of social participation. Women occupy only 26.8% of senior managerial positions, on average a woman's salary is 20% lower than that of a man. Further after the change of the economic system more women than men lost employment, while state-owned assets were generally granted to men. As a consequence, the economic dependence of women on their husbands has increased. Paradoxically, due to poverty, large numbers of men have been migrating for employment purposes and this has contributed to a large number of single-parent households, a majority of which are headed by women.

LEGAL AND INSTITUTIONAL FRAMEWORK

CEDAW⁵ was ratified in 1994. The optional protocol was ratified in 2003.

Albania's new Constitution of 1998 guarantees equality before the law which states that "No one may be unjustly discriminated against for reasons such as gender, race, religion, ethnicity, language, political, religious or philosophical beliefs, economic condition, education, social status, or ancestry."

The Albanian Council of Ministers approved the Albania Strategy for Gender Equality and Against Domestic Violence in December 2008. The Strategy has eight priorities and a Plan of Action for 2007-2010.

ECONOMIC INDICATORS

GDP PER CAPITA: 2,678 US\$ (2005)

GDP REAL GROWTH RATE: 6% (2007)

UNEMPLOYMENT OF WOMEN: 18,3% (2004)

POPULATION BELOW POVERTY LINE: 25,4% (est. 2004)

GENDER INDEX⁶: 60 (2007/2008)

WOMEN WHO BECOME MEN

In some parts of Albania families follow a code of ethics called the Kanun, which allow women to become men. According to the Kanun, family wealth has to be inherited by men, marriages are arranged in early childhood, and when a woman marries she becomes part of (the property of) her husband's family. For Kanun followers, dress is an important indicator of gender. Men wear trousers, wristwatches and caps, women wear skirts, aprons, headscarves, and sometimes veils. Therefore if a woman dresses like a man, she is a man. A woman who take a vow under the the *Kanun*

⁵ The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) is an international convention adopted in 1979 by the United Nations General Assembly. Described as an international bill of rights for women, it came into force on 3 September 1981.

⁶ Gender Index is an indication of the standard of living in a country, developed by the United Nations (UN). It aims to show the inequalities between men and women in the following areas: long and healthy life, knowledge, and a decent standard of living. In 2007/2008 there has been 177 covered by the Gender Index.

to become a man is called 'sworn virgin'. After taking the vow she dresses, acts, and works like a man, and her family and community treat her as one. She cannot marry and has to remain celibate. According to the Kanun, a woman is permitted to become a man under certain conditions. If a woman chooses not to marry her pre-arranged husband, she may not marry anyone else, but in order to remain unmarried she must become a sworn virgin. A woman can also become a sworn virgin if she has no brothers. Since only men can be heads of household, and can inherit family wealth, if there are no sons, the wealth of the family can be taken by daughter's husband, or some other relative. To prevent this from happening, a family will sometimes designate a daughter to become a sworn virgin.

ARMENIA⁷

OFFICIAL NAME OF THE COUNTRY: The Republic of Armenia

CAPITAL CITY: Yerevan

OFFICIAL LANGUAGES: Armenian, Russian

AREA: 29 800 km²

POPULATION: 3 million (2007), women: 51%

LIFE EXPECTANCY: male 68.3 years, female 75 years (2006)

FERTILITY RATE: 1,37 children born/woman (2008)

COUNTRY OVERVIEW

An independent Republic of Armenia was proclaimed at the end of the first World War. It lasted only until the 1920s when it was incorporated into the Soviet Union. When the USSR collapsed in 1991, Armenia regained independence. An economic reform programme started in the mid-1990s led to some stability and growth. Armenia's economic problems were increased by a trade blockade, imposed by Turkey and Azerbaijan. Despite strong economic growth of 13.8% (2007 est.), Armenia's unemployment rate remains high. This economic hardship led to extremely significant migration, with the International Organization for Migration conservatively estimating that between 800,000 and one million people have migrated from Armenia since 1991.

GENDER AND ECONOMY OVERVIEW

Unfortunately, the brunt of social and economic problems have fallen on women, and that status of women has suffered considerably. 70% of Armenian's living below the poverty line are female, and 57% of the children not receiving even a primary school education are girls. Every year, four million girls and women are traded into marriage, prostitution and slavery⁸. Women also carry the burden of migration from Armenia. According to the United Nations Development Programme, the great majority of migrants are men. This in turn, has left many women without support

⁷ This chapter has been written with the assistance of Yenok Shatvoryan from Karat member organisation Hope and Help from Armenia.

⁸ United Nations Development Programme, Achieving MDGs in Armenia, <http://www.undp.am/?page=MDG3>

or assistance with household responsibilities and childcare. This has had a particularly strong impact in rural areas where social support is limited and where the pressure for men and women to adopt stereotypical gender roles in society and economy is strong⁹.

On the a positive note, although women hold very few high government positions, they have thrived in the non-governmental sector according to the Central European and Eurasian Law Initiative. The active civil society emerging in Armenia is largely run by women and this creates an environment of hope related to the improvement of the economic position of women in the Armenian society.

LEGAL AND INSTITUTIONAL FRAMEWORK

CEDAW was ratified in 1993 with no reservations. The Optional Protocol was ratified in 2006.

The Criminal Code contains no specific legal provisions concerning domestic violence, although the law does prohibit infliction of wilful light damage to health, and battery. There is no indication that any domestic violence shelters exist in Armenia. The 2000 The Advocates for Human Rights' report on domestic violence in Armenia notes that the Armenian government does not support NGO efforts to assist victims.

The Armenian Constitution provides for equal rights for both women and men granting citizens suffrage, protection of human rights, civil equality, protection under law, and equality in marriage.

The 2004 to 2010 National Plan of Action of the Republic of Armenia on the Improvement of the Status of Women and the Enhancement of their Role in Society has been developed. It focuses on improving the status of women in social, cultural and economic spheres of life, as well as combating violence against women and trafficking¹⁰.

ECONOMIC INDICATORS¹¹

GDP REAL GROWTH RATE: 10% (2007)

GDP PER CAPITA: 1,625 US\$ (2005)

WOMEN'S UNEMPLOYMENT RATE: 35% (2007)¹²

POPULATION BELOW POVERTY LINE: 50,9% (2004)

GENDER INDEX: 83 position (2007/2008)

⁹ Stop Violence Against Women, Country page: Armenia, <http://www.stopvaw.org/Armenia.html>

¹⁰ Op.cit

¹¹ Based on UN statistic for the years indicated in brackets.

¹² This is an unemployment rate calculated according to ILO (International Labour organisation) methodology. According to this method unemployed persons are the persons aged 16 and over who during the observed period: a) were without work or gainful employment, b) were seeking work by all means during the last four weeks before the observation period; c) were currently available for work during the two weeks. Jobless persons who had not seeking work during the given period, but were available to start to work are also considered as unemployed. The official unemployment rate of women for 2007 was much lower – 10.1%

TRAFFICKING OF WOMEN

Due to poverty, and the disadvantaged position of women in society, many Armenian women are victims of trafficking. They are commonly trafficked into Turkey or the United Arab Emirates. Unfortunately, there is no conclusive data regarding the number of women trafficked from Armenia. On 14 January 2004, the Armenian government approved an Action Plan for Prevention of Trafficking in Persons from the Republic of Armenia for 2004–2006.

STORY A TRAFFICKING VICTIM¹³

She was 19, and lived with her mother and brother in rural Armenia. Their father has left them, remarried and migrated to Russia. The mother's powerlessness and depression had a negative impact on her children. Since childhood, she has experienced physical violence from her mother. At the age of 16, she entered university. She met a young man at an Internet club. After a week of regular meetings he offered her a lucrative job abroad. When she agreed the man visited her mother, introduced himself as a her fiancée and got the mother's permission to marry.

The man introduced her to a woman, who confiscated her passport and took her to Moscow. After a week in Moscow, where she was kept in an apartment, she was taken to Dubai. In addition to the Armenian passport, she was provided with false Russian passport. In Dubai both passports were taken from her by a man she was met at the airport. He escorted her to an apartment, where 4 other Armenians girls had lived. She was informed that she has to work for one year, at a rate of \$300/day, which will then be split 50-50%, but she would only receive her 50% of the money earned at the end of her stay in Dubai. Four months later she was arrested in a disco and deported to Moscow on the basis of her Russian passport. In Moscow she was met by a member of trafficking group. Three days later she started to experience abdominal pains and started to bleed and was transported to Yerevan and underwent a surgery. The members of the trafficking group took care of her in the hospital. Two weeks after her recovery she was taken back to Dubai via Moscow to continue working, where her Armenian passport was confiscated again.

¹³ Case study provided by Karat member organisation Hope and Help from Armenia.



Susanna Vardanyan, *Yes to Love and Peace, No to War and Poverty*, Armenia

AZERBAIJAN¹⁴

OFFICIAL NAME OF THE COUNTRY: Republic of Azerbaijan

CAPITAL CITY: Baku

OFFICIAL LANGUAGES: Azeri, Russian

AREA: 86 600 km²

POPULATION: 8,48 mln (2006, World Bank), women 46%

LIFE EXPECTANCY: male 64 years, female 76,9 years (2006)

FERTILITY RATE: 1,8 children born/woman (2008)

COUNTRY OVERVIEW

Azerbaijan gained independence from the Soviet Union in 1991. The poverty rate has been reduced in recent years, but the economy of the country still does not benefit as much as it could from its natural resources (oil and gas). The conflict with Armenia contributes to the socio-economic problems experienced by Azerbaijan which has 600,000 internally displaced persons as a result of the conflict. Furthermore, a factor which slows down social and economic development is widespread corruption¹⁵.

GENDER AND ECONOMY OVERVIEW

Despite adequate legal protection (see below), the status of women is still not equal to that of men. Traditional attitudes towards the role of women have a significant impact on role of women in the economy but have also slowed down the struggle for the achievement of equality between women and men in areas such as violence against women. Some of the provisions which can be seen as having a positive impact on women such as 3 year long maternity leave, with 1.5 years of it being paid, can also discourage employers from employing women. The transition to a market economy has changed the basic economic structures in Azerbaijan. According to the Azerbaijan Gender Information Centre, the main factors that lead to the deteriora-

¹⁴ The chapter has been prepared with the assistance of Kamila Dadasheva from KARAT member organisation Azerbaijan Gender Association "Symmetry".

¹⁵ BBC Country profile: Azerbaijan, http://news.bbc.co.uk/2/hi/europe/country_profiles/1235976.stm, CIA The World Factbook, country profile: Azerbaijan, <https://www.cia.gov/library/publications/the-world-factbook/geos/aj.html>

tion of the situation of women in the labour market include overall economic difficulties experienced by the country and related decreases in production, insufficient national policies addressing women in the labour market, lack of information on available employment and business opportunities, difficulties in accessing credit and capital markets, low levels of technical and managerial skills, and lack of assertiveness and self-confidence¹⁶.

LEGAL AND INSTITUTIONAL FRAMEWORK

CEDAW ratified in 1995 with no reservations. The Optional Protocol ratified in 2001 with no reservations.

Article 25 of the 1995 Azerbaijan Constitution provides for full equality for men and women. Article 34 provides for the equal status of men and women within marriage.

The Azerbaijani Constitution and Criminal Code provide protections for women against domestic violence concerning domestic violence, the 2000 Criminal Code of Azerbaijan includes a provision dealing with physical or psychological suffering caused by violent acts or systematic beatings (Article 133)¹⁷.

In 2006 Parliament adopted the law “On Gender Equality”, as well as a “State Program on Poverty Reduction for 2006-2015” which is focused on women’s economic development and women’s entrepreneurship.

ECONOMIC INDICATORS ¹⁸

GDP REAL GROWTH RATE: 34,5%

GDP PER CAPITA: 1,498 US\$ (2005)

WOMEN’S UNEMPLOYMENT RATE: 1,3% official rate (2006)

POPULATION BELOW POVERTY LINE: 49,6% (2004)

GENDER INDEX: 98 (2007/2008)

¹⁶ Azerbaijan, Gender Information Center

¹⁷ Stop Violence Against Women, Country page: Azerbaijan, <http://www.stopvaw.org/Azerbaijan.html>

¹⁸ Based on UN statistic for the years indicated in brackets.

THE FACE OF A REFUGEE WOMAN

One of the photographs shown in the exhibition "Through Their Eyes" is titled "The Women Face of War". It was taken by Aytan Gahramanova in the town of Barda, in August 2008, and shows an old refugee woman who is about to drink from a pipe in the yard of the football stadium where she lives. In the background, a little sombre girl, with a very intense look in her eyes is sitting on the wood behind. The face of the Azerbaijani refugee woman is a mirror of her dramatic life: the 8 months living as a refugee, the death of her children, and 15 years of survival in poverty, living in the space under the stands of the football stadium, all the time hoping that one day she will return home...



Aytan Gahramanova, *The Women Face of War*, Azerbaijan

BELARUS¹⁹

OFFICIAL NAME OF THE COUNTRY: Republic of Belarus

CAPITAL CITY: Minsk

OFFICIAL LANGUAGES: Russian, Belarusian

AREA: 207 600 km²

POPULATION: 9,6 million (2007); women: 53% (2008)

LIFE EXPECTANCY: male 62,9 years, female: 75 years (2006)

FERTILITY RATE: 1,20 children born/woman (2008 est.)

COUNTRY OVERVIEW

Belarus became independent in 1991 following the collapse of the Soviet Union. Economically it is very weak due to its isolation. There is extremely limited foreign investment, state enterprises have not been privatised, and private business is virtually non-existent. Belarus also remains energy dependent on Russia. Since the presidential election of July 1994, its first president, Alexander Lukashenko has consolidated his authoritarian power. There are restrictions on freedom of speech and the press, peaceful assembly, and religion.

GENDER AND ECONOMY OVERVIEW

Despite the fact that gender equality is guaranteed by law, that women do have equal access to education at all levels, and that their educational achievements are greater than men's (more women than men have received tertiary education), there are still significant barriers to equality in Belarus. The traditional approach to gender roles encourages many women to concentrate on domestic responsibilities and forgo paid employment. Once women enter the labour market they do not have equal opportunities with men and they are paid less. Women tend to be employed in low paid sectors, and are more likely than men to be unemployed. According to Lyudmilla Petina of the Women's Independent Democratic Movement, and Svetlana Burova of the Belarusian Young Women's Christian Association, one of the reasons for this is that firms tend to employ men rather than women to avoid being bound by generous

¹⁹ This chapter has been written with the assistance of the KARAT member organisation Women's Independent Democratic Movement

maternity packages²⁰. The official unemployment rate of women is quite low but there is a large number of underemployed workers, including women.

In December 2008, a policy addressing gender will be introduced and it is anticipated that it will have a positive impact on the situation of women in Belarus, including their economic position. Another extremely positive factor is that despite restrictions to democracy, Belarus has a significant number of women's organisations, with large numbers of active and socially aware women.

LEGAL AND INSTITUTIONAL FRAMEWORK

CEDAW was ratified on 4 February 1981 with no reservations and entered into force on 3 September 1981. The Optional Protocol was ratified on 3 May 2004.

The Constitution of Belarus guarantees all citizens equality before the law and guarantees women equal rights in education, employment and socio-political, cultural and other spheres of activity²¹.

The Belarusian Criminal Code does not define or criminalize domestic violence and no distinction is made between violent crimes perpetrated by strangers and those by family members. A draft law on the prevention and elimination of domestic violence was drawn up in 2002, and approved by the Ministry of the Interior. It has not yet been passed by parliament.

ECONOMIC INDICATORS ²²

GDP REAL GROWTH RATE: 7% (2007)

GDP PER CAPITA: 3,024 US\$ (2005)

WOMEN'S UNEMPLOYMENT RATE: 1,5% (2006)

POPULATION BELOW POVERTY LINE: 41,9% (2003)

GENDER INDEX: 64 (2007/2008)

²⁰ Amnesty International USA (data), "Belarus domestic violence more than a private scandal" <http://www.amnestyusa.org/document.php?lang=e&id=ENGEUR490142006>

²¹ Amnesty International USA (data), "Belarus-domestic Violence more than a private scandal" <http://www.amnestyusa.org/document.php?lang=e&id=ENGEUR490142006>

²² Based on UN statistic for the years indicated in brackets.

STORY OF ZIFA

Zifa, from Kazakhstan, married a Belarusian man and moved to his country. But the marriage did not work out and she found herself in a foreign country, without citizenship, a home, permanent employment, or family support. To make matters worse, in Belarus the social support system is extremely limited even for its own citizens, and economic discrimination against women is widespread. What makes her situation even more difficult is that Belarusians have their own problems to deal with and are not going to worry much about women such as Zifa. This problems include economic hardship experienced by a large percentage of the society. But Zifa manages to survive, she supports herself through number of casual jobs, one of them in a public bath. Zifa is has depicted in the photograph titled "Birthday Celebration at work", by Elena Bazan from Belarus, which is shown at the exhibition "Through Their Eyes".



Elena Bazan, *Birthday celebration at work*, Belarus



Lozonga/Elena Zhukowa, *Light Breath*, Belarus

BOSNIA AND HERZEGOVINA²³

OFFICIAL NAME OF THE COUNTRY: Bosnia and Herzegovina

CAPITAL CITY: Sarajevo

OFFICIAL LANGUAGES: Bosnian, Croatian and Serbian

AREA: 51 129 km²

POPULATION: 4 million (2007), women: 49%

LIFE EXPECTANCY: male 72 years, female 77 years (2007)

FERTILITY RATE: 1,23 children born/woman (2008)

COUNTRY OVERVIEW²⁴

Bosnia and Herzegovina's became independent from former Yugoslavia in 1992 after a referendum. It is now an independent state under international administration. Its three main ethnic groups are Bosniaks (Bosnian Muslims), Croats and Serbs. The economy of the country is still experiencing significant problems. Together with Macedonia it is one of the poorest countries of the former Yugoslavia. A substantial current account deficit, high unemployment and a large share of black market activity are the most serious economic problems. The country's agriculture is privatised but is inefficient. The privatization process has been slow but the private sector is growing and foreign investment is gradually increasing. Currently foreign banks, primarily from Western Europe, control most of the banking sector. But the consequences of war, which caused production to drop by 80% from 1992 to 1995 and led to significant unemployment, still impact on the current economic situation of the country. On a positive note, in 2004–07, GDP growth exceeded 5% per year. The country receives large reconstruction assistance and humanitarian aid from the international community but this will be progressively reduced.

GENDER AND ECONOMY OVERVIEW

The economic problems faced by Bosnia and Herzegovina have a particularly strong impact on women. Women are at greater risk of living in poverty than men because

²³ The chapter has been written in cooperation with Amra Seleskovic from Karat member organisation from Bosnia and Herzegovina Association Vesta

²⁴ BBC Country Profile: Bosnia&Hercegovina, http://news.bbc.co.uk/2/hi/europe/country_profiles/1066886.stm

of the decrease in family benefits and social services they have relied. Further, it is harder for them to find employment, they are discriminated in the workplace, they receive lower salaries than men for the same type of work and are less frequently promoted. Additionally, a lack of affordable childcare prevents many from even seeking employment. Women who in the past held prestigious positions in public life are now limited to the domestic sphere.

The war has led to an increase in the number of households headed by women, decreased access to even basic social services such as health care and had a significant impact on reproductive and sexual health as it contributed to an increase in sexual violence. At the same time, despite all of its negative impacts, the war was a catalyst for women organising themselves around peacemaking. Similarly many women drew strength from economic difficulties experienced by their country - while unemployment has led to depression many men no longer able to support their families, women are more inventive in that they are ready to accept a wide range of jobs, even within the informal economy²⁵.

According to Amra Seleskovic of Association Vesta based in Bosnia and Herzegovina, the political engagement of women plays an important role in the improvement of their economic status "If they are in a position to make decisions, the future can still be changed" Ms Seleskovic has said. She pointed out that social inclusion is one of the basic issues that need to be addressed as currently women are excluded and cannot sufficiently contribute to the socio-economic development of the country. She also added that the problem of gender discrimination in employment can be addressed only by gender mechanisms, still lacking in the country. When asked about the most important economic issue for women she replied "Women in our country need more job opportunities. We have found numerous women in rural areas who do not have enough seeds, plants etc. Even this category of uneducated women has a lot of potential. Also, many highly educated, young women stay at home because they cannot find jobs". She pointed out that according to the UNDP Human Development Report for Bosnia and Herzegovina, women represent only 37,2% of the total labour market (this is the lowest percentage in South Eastern Europe).

LEGAL AND INSTITUTIONAL FRAMEWORK ²⁶

CEDAW was ratified in 1993 with no reservations. The Optional Protocol ratified in 2002.

An annex to the peace agreement establishing Bosnia and Herzegovina prohibits gender-based discrimination as an integral part of the constitution.

The Gender Equality Law in Bosnia and Herzegovina was adopted in 2003 after years of policy advocacy by women's NGOs. The Law established the Agency for

²⁵ Based on Bosnia and Herzegovina, Human Development Report, 2003, UNDP Bosnia and Herzegovina and The International Fund for Agricultural Development (IFAD), <http://www.ifad.org/english/gender/cen/profiles/bih.htm> and information provided by Association Vesta

²⁶ UN, General Assembly, Bosnia and Herzegovina making Progress towards gender equality, women's antidiscrimination Committee told as it concludes review of report <http://www.un.org/News/Press/docs/2006/wom1557.doc.htm>

Gender Equality as the state gender equality mechanism. It also mandated the creation of gender equality strategies and programmes in education, employment, access to resources, social protection, health care, sports and culture, public life, media and the prevention of violence.

ECONOMIC INDICATORS

GDP REAL GROWTH RATE: 6% (2007 est.),

GDP PER CAPITA: 2546 US\$ (2005)

WOMEN'S UNEMPLOYMENT RATE: 34,9% (2006)

POPULATION BELOW POVERTY LINE: 19,5% (2004)

GENDER INDEX: 66 (2007/2008)

GEORGIA²⁷

OFFICIAL NAME OF THE COUNTRY: Georgia

CAPITAL CITY: Tbilisi

OFFICIAL LANGUAGES: Georgian

AREA: 69 700 km²

POPULATION: 4,38 million²⁸ (women 52,6%²⁹)

LIFE EXPECTANCY: male 70.5 years, female 79.4 years³⁰

FERTILITY RATE: 1,40 children born/woman (2008)

ECONOMIC OVERVIEW

Georgia regained independence from the Soviet Union in 1991. As a country situated on the border of Europe and Asia it has been always been an arena of conflicting interests, and tense relations with empires such as the Persian, Byzantine, Ottoman, Mongolian and Russian, with the latter tension continuing until today. Economically Georgia faces problems typical for post Soviet Union countries: poverty, corruption, crime, dependence on Russia for energy supplies. At the same time Georgia is popular as a tourist destination due to its unique ancient cultural heritage, and famous traditions of hospitality. It has to be mentioned that Russian-Georgian military conflict of August 2008 affected the labour market as well as FDI, however, more data is needed to assess its consequences.

GENDER AND COUNTRY OVERVIEW³¹

In Georgian society, the gender roles have been defined in a traditional way with men being breadwinners and women being child-bearers. But what is extremely important is that an increasing number of women have assumed the role of breadwin-

²⁷ This chapter has been written with assistance of shirena dzotsenidze from Karat member organisation from Georgia Center for Women and Development

²⁸ National Department for Statistics, 2008; data excludes population in two regions: Abkhazia and South Ossetia

²⁹ National Department for Statistics, 2008

³⁰ Ibidem

³¹ Based on information provided by Center for Women and Development

ners after the economic crises of the 1990s caused by the collapse of economic links between republics in the Soviet Union. That phenomenon changed to some extent the traditional stereotypical gender roles existing in society.

It should be noted, however, that vertical occupational segregation still exists on the labour market – Women are usually employed at lower level positions and thus are paid less. Similarly in self-employment women more often run micro or small sized enterprises, while men are involved in businesses of a larger scale.

	NUMBER OF EMPLOYED PERSONS³²		AVERAGE MONTHLY INCOME, IN GEL	
	Women	Men	Women	Men
Private	66798	108288	157	355
Private	6458	14247	163	286
Government	47313	54677	206	378
Total	120569	177212	169	348

As for pensioners, from 2004 to 2005 the number of women pensioners increased by 4.5% and women make up 65.7% of total pensioners³³.

According to existing data there are about 155 NGOs concerned with women's issues, out of which 80 are registered in Tbilisi and 75 are regional organisations. Unfortunately, the activities of these NGOs have not been transferred into women's movements until now, for there is big competition between organizations³⁴.

LEGAL AND INSTITUTIONAL FRAMEWORK

CEDAW was ratified in 1994. The Optional Protocol acceded to in 2002.

The Constitution of Georgia states that “Everyone is free by birth and is equal before the law, regardless of race, colour, language, sex, religion, political and other opinions, national, ethnic and social belonging, origin, property and title, place of residence.” Additionally Penal Code punishes the violation of human rights based on sex.

In 2006 the Georgian Parliament adopted a State Concept on Gender Equality that recognized the international principles of gender equality in all spheres of life and provided the framework for the elimination of discrimination against women. The State Concept calls on the government to take measures, including legislative action, to achieve gender equality.

A law on domestic violence³⁵ came into effect on 9 June 2006. In this law, the definition of domestic violence goes beyond physical violence to include economic, psychological, and sexual violence. The impact of the law has been a positive one, however, a number of measures need to be strengthened including establishing shelters

³² Based on statistical publication “Women and Men in Georgia 2006”

³³ Ibidem

³⁴ Information provided by Tina Shugarova of Women's Political Resource Center, Georgia

³⁵ Information provided by Koba Bochorishvili from Centre for Protection of Constitutional Rights



Olga Ciskariszwili-Soselia, *Poverty Trap*, Georgia



Natalia Mumladze, *Fighting with poverty*, Georgia

for victims and rehabilitation centres for offenders, and revising the law to address problems which became visible during its implementation.

ECONOMIC INDICATORS

GDP REAL GROWTH RATE: 7% (2007 est.)

GDP PER CAPITA: 1,429 US\$ (2005)

WOMEN'S UNEMPLOYMENT RATE: 17.1% (2005)

POPULATION BELOW POVERTY LINE: 54.5% (2006)

GENDER INDEX: 96 (2007/2008)

THE 'CRIMINAL' DEMAND BY WOMEN ³⁶

In 2004, President Saakashvili won the elections, and many voters hoped that he and his team will get rid of corruption and poverty, albeit with their citizens' passive involvement. President Saakashvili announced that his team will lead the citizens of Georgia to economic prosperity. It was not mentioned, however, that this will be done by sacrificing social rights and programs. Considering that according to the UN data of the last several years, more than 50% of the Georgian population was living under the poverty line, this approach of the governmental team has lead to social unrest in the fall of 2007 after which the government tried to include social issues in its agenda. What is particularly interesting is the issue of the Labour Code of Georgia that was adopted in 2006 and that is oriented towards employers' rights rather than towards defending the rights of employees. Prior to the adoption of the Labour Code of Georgia, some representatives of Georgian society and the 3rd Sector tried to influence the government and parliamentarians to consider employees rights. However, it should be noted that some NGOs supported the employer focused approach. One such NGO named women as criminals for demanding social benefits such as maternity leave. Furthermore the benefit was portrayed as a burden for the state and businesses. This ignored the fact that children, during who's earliest months women so criminally asked for maternity leave, and who's birth will be so burdensome for the state and economic development of the country, will be the future workers and tax payers.

³⁶ By Shorena Dzotsenidze from Center for Women and Development

KAZAKHSTAN

OFFICIAL NAME OF THE COUNTRY: Republic of Kazakhstan

CAPITAL CITY: Astana

OFFICIAL LANGUAGES: Kazakh, Russian

AREA: 2 717 300 km²

POPULATION: 15,31 mln (2007)

LIFE EXPECTANCY: male 61 years; female 71,8 years (2008)

FERTILITY RATE: 2,29 children born/woman (2008)

COUNTRY OVERVIEW

Kazakhstan regained its independence in 1991. Since independence, there has been major foreign investment in the Caspian oil sector. Despite fast and stable economic growth the country is still experiencing poverty and unemployment. Kazakhstan is one of the countries where the number of drug addicted people is still increasing and consequently there is a growing incidence of HIV/AIDS. The country is also dealing with the consequence of Soviet-era nuclear testing and toxic waste dumping, and therefore faces serious health problems.

GENDER AND ECONOMY OVERVIEW³⁷

As in many other transition countries women in Kazakhstan seem to be more disadvantaged by the changes than the men. Many women have lost their jobs during the transition to a market economy and traditional gender roles make it difficult for many women to combine paid employment with domestic responsibilities. Consequently there is an extensive vertical segregation causing an urgent problem of gender inequality in the labor market of Kazakhstan. Only 3,5% of heads of government bodies, managers of all levels, and heads of organisations are women, while 76,7% of workers at lower levels are women. The economic growth in the country creates hope that this situation will improve. Women increasingly become involved in business and according to official statistics around 40% of Kazakh women have their own businesses.

³⁷ Based on Euroasianet.org, <http://www.eurasianet.org/departments/business/articles/pp010806.shtml> and Gender equality and status of women in Kazakhstan, UNDP, 2005, <http://www.iknowpolitics.org/files/Status%20of%20Women%20in%20Kazakhstan%20Foreword,%20Chapter%201.pdf>

LEGAL AND INSTITUTIONAL FRAMEWORK

CEDAW was ratified in 1992. Optional Protocol was ratified in 2001.

UNIFEM helped build coalitions of non-governmental groups and government officials to draft a domestic violence law; the national Commission on Women and Family Affairs has recommended the draft law for inclusion in the Government's 2006 plan for introducing new legislation. Advocacy for the alignment of indicators from CEDAW, the Beijing Platform for Action and the MDGs has convinced the Government to adopt a new gender equality policy that specifies investments in development priorities linked to women's equality and rights³⁸.

ECONOMIC INDICATORS³⁹

GDP REAL GROWTH RATE: 10% (2007)

GDP PER CAPITA: 3,772 US\$, (2005)

WOMEN'S UNEMPLOYMENT RATE: 9,8% (2004)

POPULATION BELOW POVERTY LINE: 34,6% (2007)

GENDER INDEX: Rank 73 (2007/2008)

³⁸ United Nations Development Fund for Women

³⁹ Based on UN statistic for the years indicated in brackets.

MANAGING DESPITE EVERYTHING

A powerful photograph by Polina Legina from Kazakhstan titled “A Bather” shows the extent of poverty experienced by some women in Kazakhstan. At the same time however it shows the inventiveness and determination of women to meet their own basic needs. The author noticed the homeless woman depicted in the photograph from the widow of her Office. Completely naked, she was bathing in the city fountain. She simply did not have anywhere else to wash. The author argues that the society in which this woman is forced to use a fountain instead of a bath can hardly be called civilised. But even in such conditions it was evident that this woman was deriving great pleasure from the bath and it was this that changed this strange scene into a beautiful picture.



Polina Legina, *A Bather*, Kazakhstan

KYRGYZSTAN⁴⁰

OFFICIAL NAME OF THE COUNTRY: Kyrgyz Republic

CAPITAL CITY: Bishkek

OFFICIAL LANGUAGES: Kyrgyz, Russian

AREA: 199 900 km²

POPULATION: 5,3 million (UN, 2007), women: 50%

LIFE EXPECTANCY: male 62 years, female 70 years (2006)

FERTILITY RATE: 2,45 children born/woman (2008)

COUNTRY OVERVIEW⁴¹

Kyrgyzstan became a Soviet republic in 1936 and achieved independence in 1991. The important natural resources of Kyrgyzstan are oil and gas. The economy of the entire country is experiencing extensive problems such as high unemployment and poverty, with the south of the country being in a particularly difficult situation. The recent political instability contributes to the problem. Kyrgyzstan is a country with a strong nomadic tradition and a multi-ethnic population of Kyrgyz (65%), Uzbeks (13.8%), Tajiks, Russians (12.5%)⁴², Ukrainians and Germans, but also Uighur, Dungan, and Koreans. However there were demographic changes connected with migration processes and the dynamic of birth rate in different ethnic groups. The country is mainly agricultural, with 62,8% of the population living in the countryside. The predominant religion is Islam. According to UN statistics, 41% of population live under the poverty line (2004). But according to information provided by "Pangea", in 2007 the figures for absolute poverty of are 6,6% and for the relative poverty of 35%. This means that 1.829 million people are deprived of basic human needs, and 3.449 million people live below the relative poverty threshold.

⁴⁰ The chapter was written in collaboration with Aktuigun Pazylova from International Public Fund „Pangea for a world free of violence“ (Karat member organisation from Kyrgyzstan) as well as input by Munara Beknazorova (Women's Support Center) also from Kyrgyzstan.

⁴¹ Based on BBC Country Profile Kyrgyzstan http://news.bbc.co.uk/2/hi/asia-pacific/country_profiles/1296485.stm and the input by Karat member organisation from Kyrgyz Republic International Public Fund „Pangea for a world free of violence“

⁴² National Statistic Committee of the Kyrgyz Republic, 2000: Results of the first national population census 1999

GENDER AND ECONOMY OVERVIEW⁴³

The basic economic problems faced by women in Kyrgyzstan are unemployment, poverty, and the low level of social security. Unemployed women constitute 52% of all unemployed. The gender segregation in employment strengthens the existing traditional gender division of labour. Men constitute more than 90% of workers in mining, building, transport and communications, they also dominate manufacturing and distribution of electric power, gas and water, with 77,8% of people employed in those sectors consisting of men. Women dominate sectors such as education, public health and social services. The wages in these feminised sectors are approximately 2,5 times lower than those in traditional “men’s” sectors. The fact that sectors dominated by female employees are financed from the state budget and hence are not regulated by market forces means the wages in those sectors continue to be lower than wages in the private sector. Another reason for the lower salaries of women is a lower number of woman than men in management positions. Women do not occupy supervising posts even in traditional “women’s” sectors.

The share of women in the economically active population steadily decreases owing to the disadvantaged position of women in the labour market and the difficulty of combining paid work with family responsibilities. The level of official unemployment among women in all age groups exceeds the rate of unemployment among men by more than 1.5 times. Women spend more time searching for work than their male colleagues, and they constitute majority of persons seeking work for over a year. Interestingly, unemployment of men has stimulated the labour market activity of women, with women searching for different ways to earn money. This occurs not only in families where women are the only bread winners but also in families where men do not earn enough to meet the all needs of the household.

Migration to more prosperous regions of the country is an important factor impacting the economic situation of women in Kirgizstan. Women who migrate in search of work predominantly work in agriculture and in sales (in the markets), but in most cases their work is unregistered (informal), they are still poor, they have no home, and do not have access to health care or to other services (for example their children usually do not attend school). The fact that in most families traditional gender roles are still the norm strengthens the economic discrimination of women. Women who work outside the home cannot rely on their husbands for assistance as far as domestic chores are concerned, similarly even when there are laws protecting the interests of women in the labour market, they are not observed (for example men are entitled to parental leave but do not take advantage of it).

⁴³ Two first paragraphs of this section are based on information provided by the International Public Fund „Pangea”, and the last one on the information provided by Munara Beknazarova (Women’s Support Center)

LEGAL AND INSTITUTIONAL FRAMEWORK ⁴⁴

CEDAW was acceded to in 1997. The Optional Protocol was ratified in 2002.

The Constitution of the Kyrgyz Republic guarantees equal protection to both sexes. Article 13 states that “All persons in the Kyrgyz Republic are equal before the law and the court. No person shall be subject to any kind of discrimination, violation of his rights and freedoms on the ground of origin, sex, race, nationality, language, religion, political and religious convictions or any other circumstances of personal or public character.” The same article states that “In the Kyrgyz Republic men and women have equal freedoms and rights, and equal opportunities for their realization”.

The Law of the Kyrgyz Republic on Gender Equality was adopted by the Parliament on 31 January 2003 and signed by the President of the Kyrgyz Republic. Since June 2006, this law has been in the process of review by experts with the purpose of changing the law or to introduce amendments.

The legal system of Kyrgyzstan includes a “Law on social and legal protection from violence in the family.

ECONOMIC INDICATORS⁴⁵

GDP REAL GROWTH RATE: 5% (2007)

GDP PER CAPITA: 475 US\$ (2005)

WOMEN’S UNEMPLOYMENT RATE: 35,5% (2006)

POPULATION BELOW POVERTY LINE: 41% (2004)

GENDER INDEX: 116 (2007/2008)

POWER TO THE WOMEN

In the first years of independence, women played more prominent roles in Kyrgyzstan than elsewhere in Central Asia. Since 1991 women have occupied the positions of state procurator (the top law enforcement official in the national government), minister for education, ambassador to the United States and Canada, and minister for foreign affairs. Women have also excelled in banking and business, and the editor of Central Asia’s most independent newspaper, Respublika, is a woman. Roza Otunbayeva, who was minister for foreign affairs in 1996, had been mentioned frequently as a successor to Akayev⁴⁶. According to “Pangea”, in today’s Kyrgyzstan, 160 organisations and NGOs work for the improvement of the situation of the country’s women and women head up 80% of the NGOs. Further, according to Munara Beknazarova of the Women’s Support Center, while in 2005 there was no women in the government, in 2007, as a consequence of a new law governing gender relations in the context of elections, women constitute 26% of parliamentarians.

⁴⁴ Based on Stop Violence Against Women, Country Page:Kyrgyzstan, <http://www.stopvaw.org/Kyrgyzstan.html>

⁴⁵ Based on UN statistic for the years indicated in brackets.

⁴⁶ Library of Congress Country Studies, Kyrgyzstan, *Social structure, 1996* <http://lcweb2.loc.gov/cgi-bin/query>



Žanara, *Social expectations of women vs reality,* Kyrgyz Republic



Žanara, *Social expectations of women vs reality,* Kyrgyz Republic

MACEDONIA⁴⁷

OFFICIAL NAME OF THE COUNTRY: Former Yugoslav Republic of Macedonia

CAPITAL CITY: Skopje

OFFICIAL LANGUAGES: Macedonian, Albanian, Turkish, Roma, Serbian

AREA: 25 333 km²

POPULATION: 2 million (2008); women 51%

LIFE EXPECTANCY: male 72 years, female 77 years

FERTILITY RATE: 1,42 children born/woman (2008)

COUNTRY OVERVIEW

The peaceful gaining of independence by Macedonia in 1991, after the breakup of Yugoslavia, was followed by the 2001 crises related to the ethnic Albanian minority. Economically, Macedonia is quite stable but despite making extensive fiscal and business sector reforms it still experiences problems with attracting foreign investment. Similarly job creation is a problem in the country and this leads to unemployment. In 2005, the Macedonia became an EU candidate country.

GENDER AND ECONOMY OVERVIEW

Similarly to many other countries, the Republic of Macedonia is facing marked discrepancies between the position of women and men in the labour market. According to the State Statistical Office, in 2008 the women's employment rate was 39.2%, compared with the men's rate of 60.8%. The proportion is similar with regards to unemployment: women 38%, men 62%. Women dominate sectors such as education, health services and garment manufacturing, while men dominate construction, agriculture and mining. Due to the impact of tradition and stereotypes, occupational segregation also exists in the informal economy. Women are home based workers (knitting, weaving, embroidering, and making biscuits), and unpaid family workers in agriculture while men are street vendors or plumbers, electricians or construction workers. The only data that exists about the gender wage gap is 17% (of gross wages), presented in the publication "The stories behind the numbers" published by UNIFEM in 2003.

⁴⁷ This chapter has been written in consultation with Katerina Milenkova from Karat member organisation Permaculture and Peacebuilding Centre Shtip and Savka Todorovska from Union of Women's organizations of the Republic of Macedonia (also member organisation of Karat).

LEGAL AND INSTITUTIONAL FRAMEWORK⁴⁸

CEDAW was ratified in January 1994. The Optional Protocol was ratified in 2000.

The Law on Equal Opportunities of Women and Men was passed in May 2006.

The 1991 Constitution includes a general provision addressing discrimination on several grounds, including sex.

The Labour Relations Act amended in relation non-discrimination at work in 2003.

Gender-based discrimination is punishable under the Penal Code. The Penal Code also addresses violence against women, and can be used to prosecute domestic violence.

In March 1997, the Unit for Promotion of Gender Equality was established within the Ministry of Labour and Social Policy. Its purpose is to influence the advancement of women in Macedonia in conformity with international conventions and documents such as CEDAW.

In 1997, the National Ombudsman's Office was created to monitor human rights, including women's rights.

In 1999, the Gender Task Force was opened; in 2000 it established the Macedonian Women's Lobby (MWL) in order to aid the implementation of the National Action Plan (approved by the Government in December 1992).

In 2003, The Club of Women's MPs was established within the Parliament to create a better climate for achieving women's rights.

During the period 2002-2008 local Committees were established in almost all of the Municipal Councils to initiate resolutions and solve problems concerning gender equality issues. The national action plan for gender equality and operational plan are prepared and will be the directions for the preparation of the local operational plans.

ECONOMIC INDICATORS⁴⁹

GDP REAL GROWTH RATE: 4% (2007)

GDP PER CAPITA: 2,835 US\$ (2005)

WOMEN'S UNEMPLOYMENT RATE: 37,2% (2006)

POPULATION BELOW POVERTY LINE: 21,7% (2006)

GENDER INDEX: 69 (2007/2008)

GENDER EQUALITY AT WORK?⁵⁰

In 2004 the State Statistical Office of Macedonia prepared a time use survey of women and men.

⁴⁸ Based on United Nation Development Fund for Women, Country Pages: Macedonia <http://www.unifem.sk/index.cfm?module=project&page=country&CountryISO=MK>

⁴⁹ Based on UN statistic for the years indicated in brackets.

⁵⁰ This section was written by Katerina Milenkova



Zoya Naskova, *Rural Women: Carrying the Burden with a Smile*, Macedonia, e-mail: lovmacedonia@verizon.net

The Survey showed that women are occupied with childcare, handcrafts, household, while men do plumbing, electricity or construction. Outside the household, no matter if it is formal employment, or informal employment, women and men continue to be involved in different occupations: you never see a woman doing plumbing or building, and you never see a man doing knitting.

Even in environments where more women than men are employed (as occurs in some towns in Macedonia with a highly developed garment industry), it is still the women who care for children and the household (mothers and grandmothers of the children).



Zoya Naskova, *Rural Women: Carrying the Burden with a Smile*, Macedonia, e-mail: lovmacedonia@verizon.net

The question to consider is whether we are on the right track to gender equality or does something additional have to be done in order to overcome this inequality? How to fight with tradition and values when people respect customary law much more than the written law?

The focus must be on programmes that will meet the strategic needs of women and in every programme the occupational segregation should be considered in order to achieve a gender balanced participation in the labour market.

REPUBLIC OF MOLDOVA⁵¹

OFFICIAL NAME OF THE COUNTRY: Republic of Moldova

CAPITAL CITY: Chisinau

OFFICIAL LANGUAGES: Moldovan

AREA: 33 800 km²

POPULATION: 3,8 million (2007), women 52%

LIFE EXPECTANCY: male 65 years, female 72 years (2006)

FERTILITY RATE: 1,4 children born/woman (2008)

COUNTRY OVERVIEW⁵²

Moldova gained independence in 1991. The poor economic performance of the country has led to growing poverty and declining social welfare. The country has a large foreign debt, high unemployment, and is heavily dependent on Russia for energy supplies. A large proportion of the work force are employed in agriculture – a sector experiencing serious problems with productivity. Consequently poverty is concentrated in rural areas with 70% of the poor living there. Economic growth has increased recently, but Moldova remains Europe's poorest country. Two-thirds of Moldovans are of Romanian descent and the countries share a common cultural heritage.

GENDER AND ECONOMY OVERVIEW⁵³

The economic situation of women and men in Moldova is different. While women are under-represented in management and over-represented in the social sector characterised by poorly paid positions, unemployment has a greater impact on men than women. At the same time it can be argued that because women represent the majority of the unpaid labour force, their unemployment is simply less visible. Since women spend more time occupied with unpaid domestic chores they are unable to undertake

⁵¹ This chapter has been written in consultation with Valentina Bodrug-Lungu from Gender Center (Karat member organisation from Moldova).

⁵² Based on International Fund for Agriculture Development, Republic of Moldova Gender Profile, and information provided by Gender-Center

⁵³ Based on UNDP, Republic of Moldova, <http://www.undp.md/mdg/MDG3/gender.shtml> and information provided by Gender Center

training or gain other skills that would enable them to obtain better paid employment. The economic hardship experienced by women in particular and the entire population of the country is one of the key reasons for Moldova being the main European source for women and girls trafficked in Western Europe, the Balkans and the Middle East.

According to data from the National Bureau of Statistics in Moldova, officially the rate of unemployment among men is 6,3% and among women 3,9%. However, it has been argued by Valentina Bodrug-Lungu of the Gender Center that the statistics do not always reflect reality. Among the main problems she points to is the growth of employment migration abroad (roughly 25% of working age Moldovans are employed abroad), the gender gap in pensions and a wages, and the low level of female business ownership, especially in the countryside. Further, women are still victims of domestic violence, trafficking, and sexual harassment in the workplace.

Valentina Bodrug-Lungu of the Gender Center stated that other important achievements concerning gender equality are observed in the country. They include an increase in the number of women in decision making positions (women constitute 21,7% of parliamentarians and 18% of mayors are women, with the prime minister being a woman, and 5 out 16 ministers being women). Further, steps aimed at the improvement of the economic situation of women and social protection have been undertaken.

LEGAL AND INSTITUTIONAL FRAMEWORK ⁵⁴

CEDAW was accepted on 1994 with no reservations. Optional protocol was ratified in 2006.

In February 2006, the Moldovan Parliament adopted the Law on Ensuring Equal Opportunities for Women and Men. The law is a step forward, however it does not address enforcement mechanisms nor the specific budgets for implementation of the law.

In 2006 a Government Commission for Equality between Women and Men was created. It is a consultative and coordinating body in charge of the implementation of the state policy for equality of opportunities between women and men.

On 1 March 2007, the Moldovan Parliament adopted a new domestic violence law, the Moldovan Draft Law on Prevention and Combating Domestic Violence.

Adoption of the National Gender Equality Strategy for 2009-2015 is currently under way.

ECONOMIC INDICATORS ⁵⁵

GDP REAL GROWTH RATE: 5% (2007)

GDP PER CAPITA: 694 US\$ (2005)

WOMEN'S UNEMPLOYMENT RATE: 7,7% (2006)

POPULATION BELOW POVERTY LINE: 48,5% (2005)

GENDER INDEX: 111 (2007/2008)

⁵⁴ Based on Stop Violence Against Women, Country Page: Moldova, <http://www.stopvaw.org/Moldova.html>

⁵⁵ Based on UN statistic for the years indicated in brackets.

The photograph depicts an old working woman from Moldova. According to the artist who photographed her, this woman experienced joys but also sadness and worries during her life. It is a woman who warmed the place where she was with her presence. Life left its imprint on her face – evidence of working hard to feed her family. Such a woman, even in old age, does not stop toiling for her children, and wants nothing in return, as she humbly follows the rules set by society...



Natalia Czobanu, *Impression of old age*, Moldova

MONTENEGRO

OFFICIAL NAME OF THE COUNTRY: Republic of Montenegro

CAPITAL CITY: Podgorica

OFFICIAL LANGUAGES: Serbo-Croatian (Montenegrin)

AREA: 13 812 km²

POPULATION: 598,000 , sex ratio: women: 50,2%

LIFE EXPECTANCY: male 72 years, female 77 years (2006)

FERTILITY RATE: 1,83 children born/woman (2008)

COUNTRY OVERVIEW⁵⁶

Montenegro is one of the youngest states in the world – it emerged in 2006. Since the end of the Second World War it was part of Yugoslavia, and after the collapse of Yugoslavia it formed a union with Serbia. During this time, however, while being economically dependent on Serbia the country was still economically separate in many ways – it maintained its own central bank, used the Euro instead of the Yugoslav dinar as its official currency, collected customs tariffs, and managed its own budget. It also had a separate membership in several international financial institutions, such as the European Bank for Reconstruction and Development. Montenegro has privatized its dominant industry, aluminium, and most of its financial sector, and started to attract foreign direct investment in the tourism sector. The country still experiences serious economic problems with unemployment being a key issue. Due to the fact that the country is characterized by a large amount of pristine forests and high mountains, tourism, while still underdeveloped, provides potential for economic growth.

GENDER AND ECONOMY OVERVIEW⁵⁷

There are numerous de jure protections for women, which unfortunately have limited impact on the lives of women. Women constitute the poorest part of the total popu-

⁵⁶ Based on the 2008 CIA World Factbook, <https://www.cia.gov/library/publications/the-world-factbook/>

⁵⁷ Based on information from Stop Violence Against Women http://www.stopvaw.org/Montenegro_Country_Page.html

lation of Montenegro, which is still a traditional patriarchal society, with females being in a submissive and subordinate position to males. The main role of women is perceived to be that of a family caretakers concentrating on childcare and domestic chores. Women are not well represented in decision-making and their paid employment is generally only accepted as a addition to the family budget. Only a small number of women run their own businesses. At the same time women are equally or even better educated than men, but this unfortunately is not directly related to a better situation in the labour market: women are employed predominantly in health, social protection, and education, which are sectors with lower wages. What is especially important is that during the socio-economic changes of the 1990s women were a group particularly discriminated in the labour market and were forced to accept any employment, regardless of their educational background including work in the black market.

LEGAL AND INSTITUTIONAL FRAMEWORK

Ratified CEDAW and the Optional Protocol in 2006.

The equality of all citizens of Montenegro is assured by the constitution and by-laws. The Constitution of the Republic of Montenegro states that all citizens are free and equal regardless of personal attributes, and everyone is equal before the law (Article 15).

The Parliament Committee for Gender Equality was established in 2001 to monitor and promote human rights and freedoms concerning gender equality guaranteed under the Constitution. The Committee's duties include cooperating with NGOs that focus on gender equality.

The **Gender Equality Office** was established by a Decision of the Government of Montenegro in 2003. The Office performs tasks related to the implementation of the principle of gender equality and implementation of international conventions, coordinates the activities of governmental bodies from this field and cooperates with NGOs dealing with gender equality issues and women's human rights⁵⁸.

ECONOMIC INDICATORS

GDP REAL GROWTH RATE: 7.5% (2007 est.)⁵⁹

GDP PER CAPITA: 5,928 US\$ (2007)⁶⁰

WOMEN'S UNEMPLOYMENT RATE: 35,5% (2005)

POPULATION BELOW POVERTY LINE: 7% (2007 est.)⁶¹

GENDER INDEX: Lack of data

⁵⁸ Stop Violence Against Women, Country Pages: Montenegro, http://www.stopvaw.org/Montenegro_Country_Page.html

⁵⁹ CIA World Factbook, 2008, Country Profile: Serbia, <https://www.cia.gov/library/publications/the-world-factbook/geos/ri.html>

⁶⁰ Based on UN statistic for the years indicated in brackets.

⁶¹ The source of this data is the 2008 CIA World Factbook, however this figure seems hard to believe considering the economic difficulties faced by the country. The fact that Montenegro is a new state leads to a lack of [official] UN statistics, and makes verifying of this data difficult.

SERBIA⁶²

OFFICIAL NAME OF THE COUNTRY: Republic of Serbia

CAPITAL CITY: Belgrade

OFFICIAL LANGUAGES: Serbian; in the Autonomous Province of Vojvodina: Serbian, Hungarian, Croatian, Ruthenian, Slovak and Rumunian; in local municipalities: besides Serbian, minority languages as defined in the municipality's statute

AREA: 88 361 km²⁶³

POPULATION: 9,9 million⁶⁴; women: 51,37%⁶⁵ (2007)

LIFE EXPECTANCY: male 70,7 years, female 76,2 years⁶⁶

FERTILITY RATE: 1,4⁶⁷ children born/woman (2008)

COUNTRY OVERVIEW

After the breakup of the former Socialist Federal Republic of Yugoslavia in 1991, Serbia has passed several state transformations. In 1992, the governments of Serbia and Montenegro formed the Federal Republic of Yugoslavia (FRY). In 2003, it was renamed the State Union of Serbia and Montenegro. This Union ended on 21 May 2006, after Montenegro proclaimed independence. Following this the National Assembly of Serbia declared the Republic of Serbia on 5 June 2006. The political turbulence has been reinforced after the unilateral declaration of independence by Kosovo⁶⁸ on 17 February 2008.

⁶² This chapter has been written by Mirjana Dokmanovic, and edited by Anita Seibert with input from Ruzica Rudic Vranic Femina Creativa Association for the Economic Empowerment of Women (Karat member organisation from Serbia), and Majda Sikosek from Felicitas, also from Serbia.

⁶³ Source: Republic of Serbia. The Statistical Office of the Republic of Serbia. Available on line: <http://webzrs.stat.gov.rs/axd/osn.php?kljuc=1>

⁶⁴ Based on UN data from 2007 which includes Kosovo; UN mission estimates Kosovo population at 2 million. Kosovo has declared independence on the 17th February 2008.

⁶⁵ Source: Republic of Serbia. The Statistical Office of the Republic of Serbia. Available on line: <http://webzrs.stat.gov.rs/axd/drugastrana.php?Sifra=0013&izbor=odel&tab=28>

⁶⁶ Source: Republic of Serbia. The Statistical Office of the Republic of Serbia. Women and Men in Serbia 2008. Available at <http://webzrs.stat.gov.rs/axd/dokumenti/razno/MuZe08s.pdf>

⁶⁷ Source: Republic of Serbia. The Statistical Office of the Republic of Serbia. Available on line <http://webzrs.stat.gov.rs/axd/dokumenti/razno/MuZe08s.pdf>

⁶⁸ Serbian province which status has been regulated by the UN Security Council Resolution 1244

Serbia's economic development is still heavily marked by the legacy of the past and turbulent conflicts in the ex-Yugoslav region during the 1990s. The dissolution of the former Yugoslavia and associated hostilities and armed conflicts, were followed by the international economic sanctions imposed on the FRY, economic hardship, serious hyperinflation, the Kosovo crisis and the NATO intervention and bombing in 1999. After the fall of the Milosevic regime in September 2000, Serbia has started the new phase of political and economic transition. The economic trends in the country are influenced by Serbia's aspiration to enter the EU. The Government's economic strategy is based on privatisation and the sale of state-owned and socially owned enterprises, reducing size of the public sector and the level of public spending, and increasing labour flexibility. The new labour law and law on employment made the procedures of employment and dismissal of workers more flexible and easier. Permanent jobs have been replaced with temporary and part-time jobs.

The main industries are agriculture (wheat, corn, cattle breeding, fruit growing), manufacturing, light industry, metalworking, textiles, garment manufacturing, leather, tobacco, chemicals.

GENDER AND ECONOMY OVERVIEW

In the Serbian economy, women are concentrated in low-paid sectors. Women make up 70–80% of employees in public administration, health care, social care, and hotel and restaurant management. They face greater barriers than men in advancing their careers with many women experiencing a 'glass-ceiling', with only 10% of managers being women. Regardless of their equal levels of education and qualifications, women tend to stay unemployed longer than men due to social norms that dictate that a man gets a job before a woman. In 2006, the unemployment rate of women was 25.5%, in comparison with 18.6% of men. Alarming, women who lose employment increasingly shift to the informal or grey economy. Women's labour force mobility is also restricted by family responsibilities.

Private employers discriminate against women, notwithstanding the prohibition of such conduct by the Labour Law. Women often suffer from multiple discrimination on the grounds of age, ethnicity, disability and sexual orientation. In preparation for EU membership, economic and social rights from the previous socialist period (paid overtime work, paid vacation, free or low cost childcare, free or low cost health care) have been reduced or abolished. These trends negatively affected women due to their vulnerability to discrimination in the labour market, and family responsibilities. On the other hand, however, due to the influence of the EU and the need to harmonise Serbian legislation with EU legislation, the country has developed institutional mechanisms for the advancement of women, and there are also efforts to adopt gender equality and anti-discriminatory legislation. However, gender equality mechanisms and legislation are not strong enough to counter gender inequalities and social insecurity enhanced by a neo-liberal economic agenda.

STREET LIFE

The photograph by Maja Medić, from Serbia titled "Street Life" shows the everyday life of the many Roma women in Belgrade – begging in the streets the whole day long. The artist points out that "We are at the beginning of the XXI century and everybody is very proud of the progress that we as humans have made but for some people, some women, life is no different than ages ago."



Maja Medić, *Street Life*, Serbia.

LEGAL AND INSTITUTIONAL FRAMEWORK

CEDAW was ratified in 2001 and the Optional Protocol in 2003.

The 2001 Serbian Labour Law prohibits discrimination on the basis of sex and marital status.

In 2003, an amendment was passed to the Criminal Code of the Republic of Serbia concerning sexual harassment, domestic violence and human trafficking.

The Law on Gender Equality and the National Strategy for the Advancement of Women and Gender Equality were drafted in 2005, but not adopted until now.

At the level of the Autonomous Province of Vojvodina, the Provincial Assembly adopted a Declaration on Gender Equality and Decision on Gender Equality.

Gender quotas (30%) have been introduced into elections laws at a national, provincial and local level.

The Constitution of Serbia (2007) guarantees equality of women and men and develops a policy of equal opportunity as an obligation of the State (Article 15), and introduces affirmative action (Article 21.4). Article 100.2 provides for equality and representation of both sexes in the National Assembly, in accordance with the law.

Institutional mechanisms at the national level include a parliamentary committee on gender equality; a council on gender equality (a governmental body); the Gender Equality Department within the Ministry of Labour and Social Policy; and the Deputy Ombudsperson for Gender Equality

At level of the Autonomous Province of Vojvodina, institutional mechanisms include the Provincial Secretariat for Labour, Employment and Gender Equality; the Council on Gender Equality as a body of the Secretariat; a Committee on Gender Equality as a body in the provincial Assembly; the Deputy-Ombudsperson for Gender Equality, and the Provincial Institute on Gender Equality.

ECONOMIC INDICATORS

GDP REAL GROWTH RATE: 7,1% (2007)⁶⁹

GDP PER CAPITA: 5396 USD⁷⁰

WOMEN'S UNEMPLOYMENT RATE: 14,0% (04.2008)⁷¹

POPULATION BELOW POVERTY LINE: 6,6% (2007)⁷²

GENDER INDEX: No data available

⁶⁹ Statistical Office of Serbia. Available at: <http://webzrs.stat.gov.rs/axd/index.php>

⁷⁰ Statistical Office of Serbia. Available at: <http://webzrs.stat.gov.rs/axd/drugastrana.php?Sifra=0001&izbor=odel&tab=30>

⁷¹ Statistical Office of Serbia. Available at <http://webzrs.stat.gov.rs/axd/drugastrana.php?Sifra=0018&izbor=odel&tab=152>

⁷² Government of Republic Serbia. Poverty Reduction Strategy. Available at: <http://www.prsp.sr.gov.yu/kolikoje.jsp>

UKRAINE

OFFICIAL NAME OF THE COUNTRY: Ukraine

CAPITAL CITY: Kyiv (Kiev)

OFFICIAL LANGUAGES: Ukrainian

AREA: 603 700 km²

POPULATION: 47,100,500; 53% of women

LIFE EXPECTANCY: male 62 years, female 74 years (2006)

FERTILITY RATE: 1,21 children born/woman (2008)

COUNTRY OVERVIEW

Ukraine has been independent since 1991. The country has fertile agricultural plains, with large pockets of heavy industry in the east. A peaceful “Orange Revolution” in 2004 forced the authorities to allow internationally monitored elections. Despite this, however, democracy and governance are still weak, and corruption jeopardises economic growth, reform, and privatization.⁷³ As a consequence Ukraine is the 5th poorest country in Europe⁷⁴.

GENDER AND ECONOMY OVERVIEW

While Ukraine has successfully created gender sensitive legislation in line with international conventions ratified by Ukraine, a double-standard regarding gender roles still exists in the country. The key obstacles for gender equality are the limited gender mainstreaming in public administration and labour policy; the insufficient representation of women in decision-making and discrimination of women in the labour market related to their family status and age. The gender gap in income continues to grow⁷⁵. The difficult economic situation of women in Ukraine is strengthened by the general economic hardship experienced by the entire society. Many Ukrainian women travel to wealthier European countries in search of work. In most cas-

⁷³ Country briefings Ukraine, The Economist, 22 Oct, 2008: <http://www.economist.com/countries/Ukraine/profile.cfm?folder=Profile-FactSheet>

⁷⁴ CIA World Factbook 2008, Country Profile: Ukrain, <https://www.cia.gov/library/publications/the-world-factbook/geos/up.html>

⁷⁵ Millenium Development Goals Ukraine, Report prepared by Ministry of Economy Ukraine 2005+5,(2005), http://www.un.org.ua/files/MDG_Ukraine_2000_plus_5_ENG.pdf



Elene, *Football Player*, Ukraine

es they are employed in the informal sector and performing tasks not reflecting their level of education and professional skills (childcare, agriculture, hospitality) and without work permits. The women make the most of the existing situation according to Nela Kozak an Ukrainian woman now living in Poland, women in Ukraine are very good at managing everything, regardless the difficulties they experience in their everyday life. They manage to combine paid work with domestic work and support their families despite the fact that everything is their responsibility. "It is a tradition in Ukraine that a husband gives his entire wage to the wife." – Ms Kozak said – "On one hand this is very good because this way she has control over the finances, but on the other hand while passing his salary, he passes all the responsibility to the wife. Beyond this point the husband is not concerned if the family has enough money to live on, and the wife is the one responsible for paying all the bills, buying food and everything else for the home, for the children and for him."

LEGAL AND INSTITUTIONAL FRAMEWORK

CEDAW was ratified in 1981 with no reservations. The Optional Protocol ratified in 2003.

Gender discrimination is specifically prohibited under the **Constitution** of Ukraine. Article 24 states that "Equality of the rights of women and men is ensured: by providing women with opportunities equal to those of men, in public and political, and cultural activity, in obtaining education and in professional training, in work and its remuneration; by special measures for the protection of work and health of women; by establishing pension privileges, by creating conditions that allow women to combine work and motherhood; by legal protection, material and moral support of motherhood and childhood, including the provision of paid leave and other privileges to pregnant women and mothers."

In 2005 the parliament adopted the law "On Ensuring the Equal Rights and Opportunities of Women and Men".

ECONOMIC INDICATORS⁷⁶

GDP REAL GROWTH RATE: 6% (2007)

GDP PER CAPITA: 1,761 US\$ (2005)

WOMEN'S UNEMPLOYMENT RATE: 4,8% (2006)

POPULATION BELOW POVERTY LINE: 37,7% (2008)⁷⁷

GENDER INDEX: 76 (2007/2008)

⁷⁶ Based on UN statistic for the years indicated in brackets.

⁷⁷ CIA World Fact Book 2008, <https://www.cia.gov/library/publications/the-world-factbook/geos/up.html>

WOMEN IN NON-TRADITIONAL PROFESSIONS

The work titled "Profession: football player" by Elena from Ukraine" consists of six photographs showing a professional football game between women teams from Kharkov and Chernikov (Ukraine). The game was played at the stadium of the tractor factory in Kharkov in August 2008 as part of the Ukrainian Women's Football Cup. Ignoring the lack of feminine role models for this occupation, women successfully engage in it.



Elena, Football Player, Ukraine

UZBEKISTAN

OFFICIAL NAME OF THE COUNTRY: Republic of Uzbekistan

CAPITAL CITY: Tashkent

OFFICIAL LANGUAGES: Uzbek

AREA: 447 400 km²

POPULATION: 27,4 million, women 52%

LIFE EXPECTANCY: male 64 years; female 70 years

FERTILITY RATE: 2,01 children born/woman

COUNTRY OVERVIEW

Uzbekistan has been independent since 1991. The country is the world's second-largest cotton exporter and one of the largest producer. The economy depends on agriculture but the country seeks to develop its natural resources including oil, gas and gold. Current concerns include economic stagnation and curtailment of human rights and democratization¹. The economic reforms from centrally planned economy to free market economy are very painful and slow, and poverty and unemployment are widespread. The rigid political regime controls tightly political life (the opposition doesn't exist), media and civil society².

GENDER AND ECONOMY OVERVIEW³

The economic transition in Uzbekistan has had a bitter impact on women's socio-economic status: the feminization of poverty, including higher levels of women's unemployment, and deteriorating education status of women.

Due to the economic hardship, the education and professional opportunities has become less affordable for women and their participation in higher education

¹ CIA The Word Factbook, Country profile: Uzbekistan <https://www.cia.gov/library/publications/the-world-factbook/geos/uz.html>

² BBC, Country Profile: Uzbekistan http://news.bbc.co.uk/2/hi/asia-pacific/country_profiles/1238242.stm

³ This paragraph is based on: Mee Wendy, Country Briefing Paper. Women in the Republic of Uzbekistan, 2001 http://www.adb.org/Documents/Books/Country_Briefing_Papers/Women_in_Uzbekistan/women_in_uzbekistan.pdf



Komila Rakhimova, *Women and men working together toward dynamic future, Uzbekistan.*

has decreased. It is due to several factors like increased cost of education, reemergence of traditional gender ideologies and their impact on reluctance to allow girls to study. As a result, women are more at risk of poverty than men. The rate of unemployment for women is higher than that of men. Most of the unemployed women are unskilled women from rural areas trained for agricultural work. The employed women, concentrated in the predominantly female sectors of the government service such as health and education, experience a deterioration of their economic status due to a serious decline of the real value of their wages since 1991. In the private sector women face the barriers since there is a marked preference to employ men. The transition to a market economy rendered women less competitive than men in the labour market.

LEGAL AND INSTITUTIONAL FRAMEWORK

CEDAW was ratified in 1995 with no reservations. The Optional Protocol to CEDAW has not been signed nor ratified.

The Constitution of Uzbekistan guarantees all citizens equality before the law without discrimination based on sex. The Constitution also proclaims that men and women shall have equal rights.

The Uzbek labor laws provide for equal pay for equal work.

The Criminal Code addresses discrimination ("violation of equality") including discrimination based on sex. The Criminal Code prohibits employers from knowingly refusing to hire and from knowingly firing a woman due to her pregnancy or childcare issues. Violation of this article is punishable⁴.

ECONOMIC INDICATORS

GDP REAL GROWTH RATE: 7.4% (2007)⁵

GDP PER CAPITA: 704\$ (2007)⁶

WOMEN'S UNEMPLOYMENT RATE: 15,8% (2006)⁷

POPULATION BELOW POVERTY LINE: 27,5% (2000)⁸

GENDER INDEX: 113 (2007/2008)⁹

⁴ Stop violence against women: <http://www.stopvaw.org/Uzbekistan.html>

⁵ UN Statistic Division <http://unstats.un.org/unsd/snaama/resultsCountry.asp?Country=860&SLevel=99&Year=2007&Selection=country&x=28&y=7>

⁶ UN Statistic Division <http://unstats.un.org/unsd/snaama/resultsCountry.asp?Country=860&SLevel=99&Year=2007&Selection=country&x=28&y=7>

⁷ Uzbekistan in Figures: www.statistics.uz;

⁸ UN site for MDG indicators: <http://mdgs.un.org/unsd/mdg/SeriesDetail.aspx?srid=581>

⁹ Human Development Report 2007/2008 <http://hdrstats.undp.org/indicators/268.html>



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