

**Short-term high quality studies to support activities under the Eastern Partnership
HiQSTEP PROJECT**

**WOMEN IN POWER AND DECISION-MAKING
IN THE EASTERN PARTNERSHIP COUNTRIES**

STUDY REPORT

This report has been prepared by the KANTOR Management Consultants Consortium. The findings, conclusions and interpretations expressed in this document are those of the Consortium alone and should in no way be taken to reflect the policies or opinions of the European Commission.

Preface

This study report on *Women in Power and Decision-Making in the Eastern Partnership Countries, 2015* is part of the project *Short term high quality studies to support activities under the Eastern Partnership – HiQSTEP, EuropeAid/132574/C/SER/Multi*, carried out by an international consortium under the leadership of Kantor Management Consultants.

This study has been carried out to support the activities of *Platform I - 'Democracy, Good Governance and Stability'* – of the Eastern Partnership at the request of the Government of Sweden, supported by Georgia and Moldova.

Gender has been identified as priority area by the EaP Platform I Work Programme 2014-2017. The Directorate-General for Neighbourhood and Enlargement Negotiations (DG NEAR), the European Union External Action Service and the European Institute for Gender Equality are the driving forces in cooperation with EaP partner countries on this theme. The European Institute for Gender Equality has provided methodological support to the present Study to ensure comparability between the EU-28 and Eastern Partnership data.

The Study has been implemented by the following team under the leadership of *Serena Romano, Study Team Leader*.

Composition of the team:

Kateryna Shalayeva, Study Team Coordinator

Country Researchers:

Sevan Petrosyan in Armenia

Uliviyya Mammadova in Azerbaijan

Iouri Zagoumenov in Belarus

Georgeta Mincu in Moldova

Nana Berekashvili and Tsisana Goderdzishvili in Georgia

Sviltlana Repik in Ukraine.

The overall supervision, quality check and management have been carried out by *Przemysław Musiałkowski, Team Leader of the HiQSTEP Project*.

Special thanks to Kristaps Petermanis and Merle Paats of EIGE for their kind support and guidance with regard to EIGE methodology and indicators and to Emma Sandahl of the European Commission for her comments.

November 30, 2015

The Study Team wishes to dedicate this report to the memory of Valeria Solesin, a twenty-eight-year-old researcher and student of demographics at the Sorbonne University who died in the Bataclan concert hall attack in Paris, on November 13, 2015, at the time when the drafting of this report was in its final stage.

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Abbreviations and acronyms

BEIS	Basic, Economy, Infrastructure, Social (Ministry)
BPfA	Beijing Platform for Action
CEDAW	Convention on the Elimination of All Forms of Discriminations against Women
EU	European Union
EaP	Eastern Partnership
HiQSTEP	High Quality Studies for the Eastern Partnership
IDP	Internally Displaced Person
MDGs	Millennium Development Goals
STL	Study Team Leader

Country codes

AM	Armenia
AZ	Azerbaijan
BY	Belarus
GE	Georgia
MD	Moldova
UA	Ukraine

1 EXECUTIVE SUMMARY

In the Eastern Partnership Countries, women are remarkably absent from the structures of power. In politics, 17 women are currently appointed to Senior Minister posts out of 136 such posts, women elected as Parliament Members constitute 16 per cent and 3 political parties are led by women. Only 17 per cent of women managed to break the glass ceiling to reach the highest ranking civil servants positions. Small bright spots can be found in the judiciary, where women judges count for 29 per cent of the Supreme Courts posts, and in Local Assemblies, where their share reached 27 per cent.

Looking more closely at some countries, timid but possibly real gender-related advances can be identified, such as in Ukraine where two women were appointed to the most important financial positions of the Minister of Finance and the Head of the Central Bank. However, the Minister of Finance is the only woman in the Ukrainian cabinet. In Moldova, a different approach led to the appointment of 6 women out of 22 as Senior Ministers¹, the highest number in the EaP, and to the attribution of socio-cultural portfolios to 4 of them. In Georgia, a system of exams based on qualifications resulted in a higher number of women judges than men (51 to 49 per cent respectively).

Women are even less present in positions of economic power. They represent 9 per cent of members of the boards of central banks, 15 per cent of members of the governing bodies of trade-unions and 10 per cent of members of the governing bodies of employers' organisations. Women in the boards of companies registered on the stock exchange are less than 15 per cent. Ukraine, however, stands out again as the only EaP country with two women Presidents and two women Vice-Presidents in two of its organisations representing workers.

These results are not surprising when one analyses the social and economic situation endured by women in the EaP Countries, where they often face severe horizontal and vertical segregations that constrain them in low-paid and informal jobs – predominantly in services sectors such as retail trade, education and health care. Protective regulations that prohibit the employment of women in dangerous or harmful conditions can further deprive women of jobs, which is the case in Azerbaijan, Belarus and Ukraine. Despite their higher levels of education than those of men across EaP Countries, gender pay gaps for women can be as high as 50 per cent, as is the case in Azerbaijan. Except in Belarus², women's unemployment is higher than men's and they are more exposed to poverty.

The combination of these factors drives large numbers of women to entrepreneurship, such as in Belarus where women are 63 per cent of all individual entrepreneurs³. Access to credit or even micro-credit is difficult and the span of women's activities remains limited. Women will often be

¹ The present study refers to the Streluț government that ruled Moldova from July 30, 2015 to October 29, 2015 and was in place until January 20, 2016 when it was replaced by the government of Mr Filip with 5 women out of 21.

² By the end of 2015 women represented 35% of all unemployed in Belarus;

<http://www.belta.by/society/view/udelnyj-ves-zhenschin-sredi-zaregistrirrovannyh-bezrabotnyh-snizilsja-v-belarusi-do-35-179642-2016/>

³ The legal system in all EaP Countries allows registering as individual entrepreneurs without creating a separate legal entity.

excluded from the trade networks that facilitate the launch and development of businesses and companies for men. Many women, especially in rural areas, work in the agricultural sector of countries, such as Georgia, where land is mostly owned by men. Their work is not registered and they cannot benefit from allowances nor can they apply for compensations, thereby limiting their capacity to engage in society and politics.

When all other possibilities fail, women resort to emigrating: this is the case of Armenia, Georgia, Moldova and Ukraine. Not only has Moldova the lowest level of labour participation amongst the EaP Countries, but it also experiences a continuing decrease of the active female labour force, losing 7 per cent of its active female population in the 2004-2014 decade.

The lack of social services is particularly critical, when one considers that child-care services were more readily available prior to the current transition period. This is compounded by the fact that men are rarely involved in children's education.

Women are scarcely present at the highest echelons of universities, with an average of 12 per cent women rectors in the EaP Countries, or in media, although some more women are appointed in positions at the second level of power. Their capacity to influence the public discourse appears therefore limited.

All Eastern Partnership Countries are affected by different forms of violence against women including human trafficking and harmful practices. Violence against women negatively affects women's general well-being and prevents them from fully participating in society.

From a legal standpoint, women in the Eastern Partnership Countries benefit from virtually all the gender equality requisites. All EaP constitutions, adopted between 1994 and 1996, rigorously impose parity between women and men and all legislations provide for equal rights, albeit in varying degrees. In contrast, however, legislation on violence and harassment against women remains insufficient.

All these factors have direct and indirect implications on women's roles in leadership and decision-making.

KEY WORDS – women almost absent from structures of power, the economy and media – high gender-pay gaps – vertical and horizontal labour segregations – poverty – women individual entrepreneurs - emigration – lack of social services – legal parity and equal rights guaranteed by constitutions – women active in civil society.

1.1 Background and purpose

The *Study on Women in Power and Decision-Making in the Eastern Partnership Countries* is based on the global objective of reviewing area (G) on *Women in Power and Decision Making of the Beijing Declaration and Platform for Action for Equality Development and Peace in Armenia, Azerbaijan, Belarus, Georgia, the Republic of Moldova and Ukraine* i.e. the Eastern Partnership Countries. Undertaken in accordance with the methodology developed by the European Institute

for Gender Equality (EIGE) for their recent study of area (G) for the EU-28 countries⁴ (referred to as EIGE EU-28 Study later in this report), its intent is to seamlessly complement EIGE's information and data by providing a matching picture for women's status in the Eastern Partnership Countries and allowing for direct comparison and benchmarking with the EU-28 countries.

Similarly to the EIGE's support to the rotating Presidency of the Council of the European Union, the study was implemented in the context of the July 1 to December 31, 2015 Luxembourg Presidency of the Council of the European Union. The study focused on bodies of public power (legislative and executive political institutions, political parties, public administration and the judiciary) and of economic and social decision-making. It offered the possibility to assess and review the progress made in Eastern Partnership Countries in the advancement of women in public power positions. In addition, the study collected, identified and hereby recommends a number of gendered good examples of initiatives undertaken by the state and/or by civil society in the areas researched, which have learning potential for all stakeholders. Finally, the report integrates, by providing recommendations, the relevant Conclusions of the *Conference on the Participation of Women in Public and Political Life in the Eastern Partnership Countries*, adopted on December 10, 2013 in Chisinau, Moldova.

This activity relates to the agreed objectives of Eastern Partnership Platform 1 (Democracy, Good Governance and Stability) for 2014-2017 and was promoted by the Georgian, Moldovan and Swedish governments.

⁴ The study on EU-28 *Gender Equality in Power and Decision-Making: Review of the Implementation of the Beijing Platform for Action in the EU Member States, Vilnius, 2015* is available online on the European Institute for Gender Equality website: <http://eige.europa.eu/rdc/eige-publications/gender-equality-power-and-decision-making-report>.

1.2

Description of the assignment, objectives and expected results

1.2.1 Assignment

The Study is composed of two parts:

Part A: Evaluation of women's and men's participation in decision-making in the political, economic and social spheres

Part B: Collection, identification and recommendations of good examples in the area researched.

The Study Report provides an overview of the most recent research and policy and legislative developments in the areas of women and men's access to, and full participation in, power and decision-making structures, as well as in the area of measures for the enhancement of women's capability to participate in decision-making and leadership in the Eastern Partnership Countries.

The present Report also provides an overview of major research findings in the area of gender equality as regards bodies of public power (political, economic, and social) in the six Eastern Partnership Countries. In the political sphere, this covers: legislative and executive political institutions, political parties, public administration and the judiciary. In the economic sphere: central banks, economic ministries, employer confederations, labour unions and the largest companies that are publicly quoted on national stock exchanges. In the social sphere: media, academic and research institutions.

The Study Report presents a selection of good examples of promotion of women's participation in connection with the strategic objectives formulated in Beijing's Platform for Action, Area G: Women in Power and Decision Making, across the European Partnership Countries. Good examples can generate various effects, i.e. they can have a direct effect on women's participation in political or corporate life, such as quotas, but they can also have an indirect effect such as a well-measured plan for child-care leading to a greater participation of women in the labour force or in public power positions.

1.2.2 Objectives

1.2.2.1 Objectives of Part A

Objective 1 - To create an overview of developments and measures in women's and men's participation in power structures.

This consisted of: a literature review of legal and policy developments, achievements and challenges in the implementation of gender equality; an identification of good examples of legal and policy measures taken by the Eastern Partnership Countries that had or are likely to have a positive impact on gender equality in decision making; and a list of bibliographical sources addressing the topic.

The Country Researchers adhered to a common framework for literature overview and analysis.

Objective 2 – To present a review of the indicators on the number of women and men in public power positions.

In analysing public power positions, the Study focused on legislative and executive political institutions at central and local level, political parties, public administration and the judiciary.

The area of women in political and public power and decision-making in the EU Member States was reviewed during the Finnish Presidency in 1999 and the European Council took note of the indicators proposed. The proposed set of indicators was reviewed in the EIGE EU-28 Study. The following indicators have been used in the present Study:

1. Proportion of women in the single/lower houses of the national/federal Parliaments
2. Proportion of women in the regional assemblies, where appropriate
3. Proportion of women in the local assemblies
4. Policies to promote a balanced participation in political elections (policy)
5. Proportion and number of women in the national/federal Governments
6. Proportion and number of women and men in the senior/junior fields of action (portfolios/ministries) in the national/federal Governments
7. Proportion of women among the highest-ranking women civil servants: proportion of women in the two highest ranking positions (after the Minister) of the ministries (appointed, elected or nominated) (central government)
8. The distribution of the highest-ranking women and men civil servants in different fields of action (portfolios/ministries by BEIS type)
9. Proportion and number of women among the members of the Supreme Courts
10. Proportion and number of women and men among the leaders and deputy leaders of the major political parties represented in the national parliament.

Objective 3 – To present a review of the indicators on the number of women and men in economic positions.

Analysing the area of economic decision-making, the Study Report provides data on men's and women's representation in Central Banks, economic ministries, employers' confederations, labour unions and the largest companies publicly quoted on the national stock exchange.

In 2003, during the Greek and Italian Presidencies, the area of women in economic decision-making in the EU Member States was reviewed and the European Council took note of the indicators proposed, which were then reviewed and developed in the EIGE EU-28 Study. The following indicators have been used in the present Study:

1. Proportion and number of women and men among Governors and deputy/vice Governors of Central Banks

2. Proportion and number of women and men among members of the decision-making bodies of Central Banks
3. Proportion and number of women and men among Presidents and Vice-Presidents of social partner organisations representing workers at national level
4. Proportion and number of women and men among members of the total governing bodies of social partner organisations representing workers at national level
5. Proportion and number of women and men among Presidents and Vice-Presidents of social partner organisations representing employers at national level
6. Proportion and number of women and men among members of the total governing bodies of social partner organisations representing employers at national level
7. Proportion and number of women and men among presidents and chief executive officers of the largest nationally registered companies listed on the national stock exchange
8. Proportion and number of women and men among members of the highest decision-making body of the largest nationally registered companies listed on national stock exchanges.

Additionally, the indicator on policies for the promotion of gender balance in economic decision-making positions, as proposed in the EIGE Eu-28 Study, is only taken into consideration when the results of the inquiries prove successful⁵.

Objective 4 – To present data on the number of men and women in top management positions in academia and the media.

This objective is researched through four indicators, one for the academic sphere and three for the media, focusing on who makes the decisions in the social sphere and whether women reached high-level positions:

1. Proportion of women and men in academic staff differentiated by level of seniority and in total
2. Proportion of women and men at levels 1 and 2 in public media
3. Proportion of women and men at levels 1 and 2 of decision-making in private media organisations
4. Public broadcasters - board members

Objective 5 – To prepare a detailed report in a publishable form

The Final Report presents the results of the literature, legal and policy reviews; the research methodology; the analysis of the situation based on existing indicators, highlighting trends, achievements and challenges; as well as conclusions and recommendations emerging from the data collected in the Eastern Partnership Countries following the Objectives 1 to 4.

⁵ The results were not considered to be sufficient for this indicator to be taken into consideration in the present Study.

1.2.2.2 Objective 6 Part B

The goal of Objective 6 is to collect good examples, promoting women's participation in connection to strategic objectives formulated in Beijing's Platform for Action, Area G: Women in Power and Decision Making, across the European Partnership Countries. The Good Examples will serve as reference tools for EaP Countries governments in their policy making.

1.2.3 Expected results

The results of the Study fed into the activities organised by the Luxemburg Presidency and provides Member States and Eastern Partnership Countries with knowledge in this field to assist them in their policy making.

The Study shall also serve as a basis to complement EIGE's information and data by providing the available similar information and data on women's status in the Eastern Partnership Countries and by allowing for direct comparison and benchmarking with the EU Member States.

The Team has developed an adequate research methodology that is relevant and feasible in the context of the Eastern Partnership Countries, to cover: data collection approach; interpretation of definitions; interpretation of indicators; dataset which can serve as a basis for further similar studies that might measure the progress and study women's participation in power and decision making in areas not covered by this Study in the EaP Countries

2 PART A - OVERVIEW (OBJECTIVE I)

2.1 General legal framework, gender policies and parity institutions

From a legal standpoint, women in the Eastern Partnership Countries benefit from virtually all the gender equality requisites. All EaP constitutions, adopted between 1994 and 1996, rigorously impose parity between women and men and all legislations provide for equal rights, albeit in varying degrees.

The Armenian, Azerbaijani, Belarusian and Ukrainian constitutions and legislations forbid gender-based discriminations. In Armenia, Belarus, Georgia and Ukraine, laws are gender-neutral, i.e. they do not make distinction between sexes. Most laws, except those that specifically address women - such as for the protection of maternity - remain gender-neutral. In Belarus the provision of protection mechanisms in case of discrimination⁶ remains a challenge.

All Eastern Partnership Countries ratified the UN Convention on the Elimination of All Forms of Discriminations against Women (CEDAW) without any reservations: Belarus and Ukraine in 1981 and the other four countries⁷ in 1993-1995. Armenia and Moldova have adopted some of the recommendations of the CEDAW Committee to introduce non-gender discrimination clauses in

⁶ http://www.unecce.org/fileadmin/DAM/Gender/publication/Belarus_Beijing_review_annex_1_2_3_4.pdf

⁷ https://treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg_no=IV-8&chapter=4&lang=en

their codes, laws and regulations. Moldova has also integrated many of the Council of Europe gender recommendations into its own gender policies. All the EaP Countries are signatory to the major human rights treaties and conventions.

In close relation with the ratification of CEDAW, since 1996, all six EaP Countries have issued three- and five-year national gender policy programmes, which were generally translated into two-year action plans.

- **Armenia** has in place its *2011-2015 Strategic Programme of Gender Policy of the Republic of Armenia*, which entails gender mainstreaming for the Government's programmes and policies. Since 2011, Action Plans have been adopted every year to implement the provisions of the Strategic Programme. They describe in detail the activities to undertake in a given year and the sources of funds that the state should attribute to them. However, most of the activities requiring financial resources were undertaken by external donors.
- In **Azerbaijan**, the 2011 *National Plan of Action on Human Rights* avows to fight all forms of violence against women, including domestic violence, and provides for the organisation of large-scale awareness-raising programmes. In the 2012 programme *Azerbaijan 2020: Vision of the Future*, a chapter is dedicated to the *Guarantees for Gender Equality and the Development of the Family Institute*. Some work was undertaken by the State Committee for Family, Women and Children's Affairs on child strategy and on the institution of family but neither activities have an impact on the empowerment of women.
- Since 1996, **Belarus** adopted four subsequent national plans of action for gender equality. The goals of the latest one, which covers the 2011-2015 period, are: to create the conditions for full-scale participation of men and women in all areas of life; to ensure their equal social and economic rights; to provide an equal access to social security and healthcare; to prevent trafficking in human beings and gender-based violence and to develop gender education and provide media support. Except for feasibility studies no implementation mechanism was adopted and neither had gender-targeted budgets or resources been attributed to ensure the operation of these plans.
- **Georgia** adopted a number of plans relating to UN initiatives such as the 1995 *Beijing Platform for action*, the 2000 commitment to achieve Goal 3 on the promotion of gender equality and empowerment of women in the *Millennium Development Goals* (MDGs) and the 2011 *National Action Plan for the implementation of the UN SC Resolutions on Women, Peace and Security*. Moreover, Georgia approved a series of plans in connection with the EU policies, such as: the *2006-2011 Action Plan for European Neighbourhood Policy Implementation* that envisages to support gender equality of men and women in society and economic life and the *EU-Georgia Association Agenda* for 2014-2016, which should ensure women's representation on equal terms with men in Parliament, Government and local governments.⁸ Finally Georgia promoted a series of national plans such as the 2011-2014 *National Action Plan on Gender Equality Policy* and in 2013, the 2014-2016 *Action Plan on the Implementation of Gender Equality Policy Measures* to support women's political participation that addressed the lack of gender equality in institutional mechanisms at local level. The plan also established mechanisms for women's empowerment by ensuring the re-training of 350 women farmers in universities and defining the participation of

⁸ EU-Georgia Association Agenda 2014-2016, part 2.1. Political dialogue and reform, section: Equal Treatment. available at: http://eeas.europa.eu/georgia/pdf/eu-georgia_association_agenda.pdf

women in companies as one of the criteria for financing business projects. Further Government's initiatives were supported by external donors.

- In **Moldova**, in 1998, the Government approved *the Priority Action Plan for improving the situation of women and increasing their role in the society*, which was then followed by national plans and programmes on promoting gender equality in society, the latest being the 2010-2015 *National Programme for gender equality*, which is the first one to include budget allocations for its planned activities. The *EU-Moldova Action Plan* also proposes actions to promote equality between women and men. The third MDG was reviewed and approved in 2007 with two specific targets for Moldova: increasing women's political participation and reducing income inequalities between women and men. From 2009 onwards, two gender-related specific objectives appear in the *Government Activity Programme*: increasing the rate of women's participation in decision making and ensuring equal opportunities in the socio-political area. In the field of employment and migration the 2010-2015 *National Programme for Gender Equality* objectives were achieved by reducing the gender pay gap from 28 to 12.8 per cent⁹; increasing the number of women trained in business and supporting actions to assist the voluntary return of Moldovan women migrants. In the area of Gender Responsive Budgeting about a hundred specialists were trained; a gender audit was undertaken according to Gender Responsive Budgeting practices at the National Employment Agency, the Central Election Commission and the State Labour Inspectorate, providing specific recommendations to these three institutions in order to implement further equality between women and men. Trainings were organised for the candidates standing for parliamentary and local elections on participation of women in decision making. Various awareness-raising activities were organised to support women candidates in elections while political parties' electoral programmes were analysed for their gender-related content.

- In **Ukraine**, the Government adopted *the State Programme on Ensuring Equal Rights and Opportunities of Women and Men up to 2016* to ensure the implementation of the Millennium Development Goals, in particular with regards to promoting gender equality, development of women's leadership skills to participate in decision-making and business skills. The latest annual report on the implementation of the State Programme is dated 2014. It presents indicators, activities and people responsible for their execution and the state of implementation of the tasks. The following activities were reported in 2014: submission to Parliament of a draft law introducing a 30 per cent gender quota for electoral candidates¹⁰; launching of a gender monitoring of the parliamentary elections; implementation of a study on women in politics at local level and production of an annual MDG monitoring report in cooperation with the Ministry of Social Policy¹¹. The total of 5,897,140 UAH¹² is foreseen to be spent for the implementation of the State Programme in the 2014-2016 period and allocated from the central and local budgets and from other sources. For 2014, 66,800 UAH¹³ were allocated from state budget and 569,100 UAH¹⁴

⁹ PNAEG Evaluation Report (Valentina Bodrug-Lungu, Ina Triboi, Eugenia Ganea - http://www.mmpsf.gov.md/sites/default/files/document/attachments/raport_evaluare_pnaeg_2010-2015.pdf

& Moldova MDG Indicators: ȚR2. Reducerea inegalității de gen pe piața muncii prin mi

¹⁰ Further information on quotas is provided on page 26

¹¹ http://www.idss.org.ua/arhiv/2014_19_12Dopovid.pdf

¹² About € 200.000

¹³ About € 2.250

from local budgets. However in 2014 only 436,400 UAH¹⁵ were utilized from local budgets and no financial resources were spent from state budget.

Since the beginning of the current century, influenced by international institutions and civil society, all the EaP Countries except Belarus have introduced legislations to rebalance disparities between women and men:

- **Armenia** enacted the *Law on Provisions of equal rights and equal opportunities for women and men* in 2013. The law protects citizens from gender-based discrimination and regulates equal rights and opportunities between women and men in politics, public administration, labour and employment, entrepreneurship, healthcare and education. When the draft Law was submitted to the Parliament some parliamentarians, NGOs and the Armenian Church found the introduction of the concept of gender in general as "*improper from the point of view of Armenian values and mentality*" and associated with trans-sexuality, homosexuality and paedophilia. This discourse had a pervasive effect on activists, journalists, politicians and even on women. The bill underwent several changes and wording such as *gender relations* was replaced by *relations between women and men*. After its adoption, the law was not followed by any awareness raising activities and - apart from mandatory reporting, action plans and concept papers - no real steps were undertaken to put the law into effect.
- **Azerbaijan** promulgated in 2006 the *Law on Guarantees of Gender Equality* which followed the 2000 Presidential Decree *on the Implementation of the State Women's Policy in the Republic of Azerbaijan*. The Decree had been a mere declaration of intent for equal representation of women and men in all state bodies, encouraging the Cabinet of Ministers to seek gender equality in economic reforms and reaffirming the importance of gender-disaggregated data.
- **Georgia** adopted the *Law on Gender Equality* in 2010.
- **Moldova's** *Law on ensuring equal opportunities for women and men* dates from 2006 and defines *inter alia* gender discrimination.
- **Ukraine's** law *On Ensuring Equal Rights and Opportunities of Women and Men* was adopted in 2005. It provides for equality of women and men in all areas of life; determines national gender policy; establishes national gender mechanism and prohibits gender-based discrimination. It also introduced the obligation of gender-related expertise for all draft legislative acts. Prior to the adoption of the law in 2004, the Ministry of Justice conducted gender-legal expertise of all spheres of law. The results, conclusions and relevant proposals on improvement of legislation were sent to the Cabinet of Ministers of Ukraine. By way of a 2008 amendment to the Labour Code, collective bargaining agreements now include equal opportunities for women and men. In the same year, the *Parliament Commissioner for Human Rights* began to control the application of equal rights and opportunities for women and men further to the amendment of the law. Since 2012 the *Law on the Principles of Prevention and Combating Discrimination* prohibits all forms of discrimination and the *Law on the Employment of Population* provides for equal opportunities for all citizens irrespective of their sex. Finally, in the same year, an amendment was introduced to the Family Code to raise women's minimum marriage age to eighteen years, the same age as men's.

¹⁴ About € 19.200

¹⁵ About € 14.700

Protection of women and/or defence of their rights is taken in charge by various entities from Agencies and Ministries to local authorities:

- In **Armenia**, the Women's Council is in charge of gender equality at national level. Regional commissions were set in 2011 to implement the Government's Gender Policy Concept Paper. They are headed by the Deputy Regional Heads and include employees of the Regional Governor's offices and representatives of Non-Governmental Organisations.
- In **Azerbaijan**, the State Committee for Family, Women and Children's Affairs replaced in 2006 the Committee on Women's Issues that had been in place since 1998.
- In **Belarus**, gender equality policy is coordinated by the National Council on Gender Policy at the Council of Ministers. In addition, the Ministry of Labour and Social Protection has a department in charge of population, gender and family policy. Finally, Local Executive Committees have gender and social assistance departments.
- In **Georgia**, since 2010 there is a Gender Equality Council in the Parliament. Gender focal points were appointed in a few ministries and in forty-nine local administrations. In 2013 a Gender Assistant to the Prime Minister and another to the Ministry of Regional Development and Infrastructure were appointed. In the same year, the Department of Gender Equality was established at the Public Defender's Office (Ombudsman) to take care of gender parity at national level.
- In **Moldova**, the Governmental Committee on Equality between women and men coordinates all gender equality issues. The secretariat of the Committee is staffed by the Department for Gender Equality and Prevention of Violence Policy of the Ministry of Labour, Social Protection and Family, which also develops gender equality policies. Gender focal points monitor the administration's compliance with gender legislation.
- In **Ukraine**, the Ministry for Social Policy of Ukraine takes care of gender equality. Gender discrimination, especially in media and advertising, is examined by its Expert Council. The Commissioner for Human Rights on the Protection of Child Rights, Equality and Non-discrimination was appointed in 2010, as a representative of the Ukrainian Parliament. Gender focal points which were created to advise ministries and regional governments gradually ceased to exist.

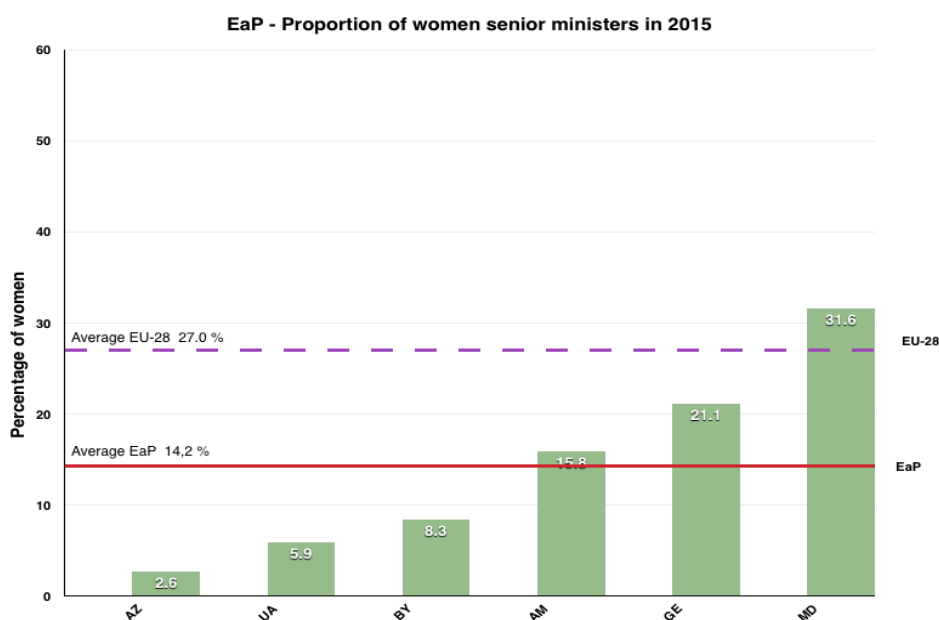
3 REVIEW OF THE INDICATORS

3.1 In the bodies of public power

3.1.1 Women in politics

The share of women in politics and political institutions remains significantly low in all Eastern Partnership Countries. There are no women Presidents or Prime Ministers. The share of women senior ministers vary from a low 2 per cent in Azerbaijan to a high 31.6 per cent in Moldova. The EaP average of 14 per cent is well below the 27 per cent of the EU's. Junior ministers¹⁶ are even less abundant: they number 4 out of 88 and 5 out of 59 in Azerbaijan and Armenia respectively, 7 out of 41 in Ukraine and 12 out of 45 in Moldova¹⁷.

Figure 1 – Objective II - Indicator 5



The types of ministries attributed to women assign them to the socio-cultural roles that they traditionally play in society. The horizontal segmentation from which women suffer at all professional levels, discussed in Section 4.2, is also portrayed at the highest levels of power. Indeed, except for Ukraine, where a woman, Ms Natalie Ann Jaresko, is the current Minister of Finance, women are excluded from any form of responsibility related to finance or the economy. Similarly, in Belarus the Minister of Information is the only woman who, among all the Governments of the EaP Countries, holds responsibility for an infrastructure ministry. Since countries' infrastructures have a strategic aspect, the relevant portfolios are under men's control. In the basic category of ministries¹⁸, Armenia has a woman Minister of Justice, Georgia has two in

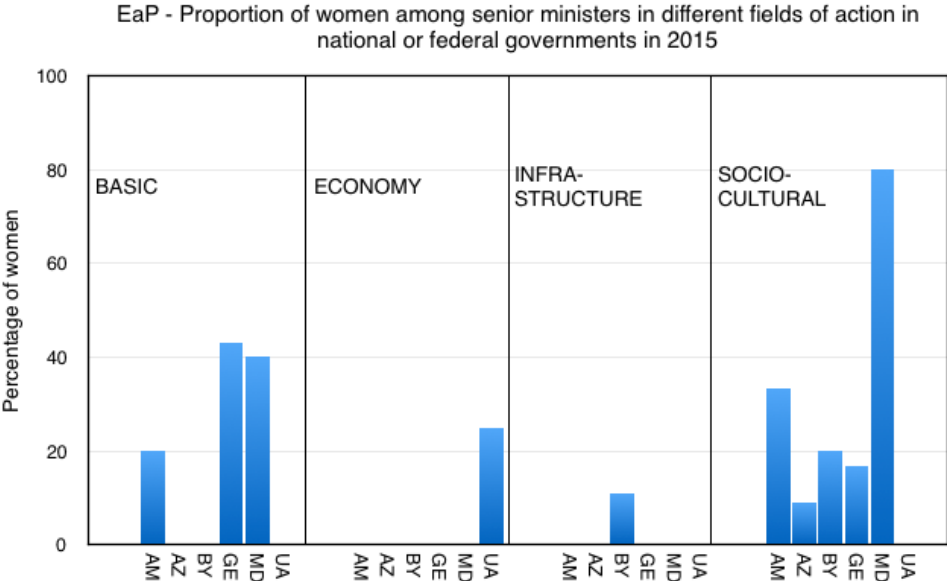
¹⁶ For explanations on Junior minister see Mapping Table in Annex 2

¹⁷ Please note that the Governments of Belarus and Georgia do not have a Junior Minister level at all.

¹⁸ BEIS categories are Basic, Economy, Infrastructure and Socio-cultural

Defence and Justice and so has Moldova in Foreign and European Affairs in addition to the Governor of the Autonomous Territorial Unit of Gagauzia who is a woman. However, the highest concentration of women ministers is in the socio-cultural category. Every EaP Country, except Ukraine, has appointed ministers in this category: the only Azerbaijan woman minister, one in Belarus and Georgia, two in Armenia and four in Moldova.

Figure 2 – Objective II – Indicator 6



The data show that in the EaP Countries women represent – on average – 16.3 per cent of the total number of members of single or lower houses of national Parliaments, well below the EU average of 28 per cent. While women represent no less than 9.9 per cent of parliamentarians in any country, only in Moldova and Belarus their representation levels exceeded 21 per cent. Only in Moldova one of the two speakers of the Parliament is a woman.

In all the Eastern Partnership Countries the state is highly centralised, with only a limited devolution of power to local administration.

There are no women among elected representatives at regional administrative level in Armenia and Azerbaijan. Belarus with over 21 per cent has currently (in 2015) the highest level of women representation in local assemblies, closely followed by Georgia with 19 per cent. Ukraine had almost 12 per cent in 2013, while in Moldova the women presence is just around 3 per cent.

Figure 3 – Objective II – Indicator 1

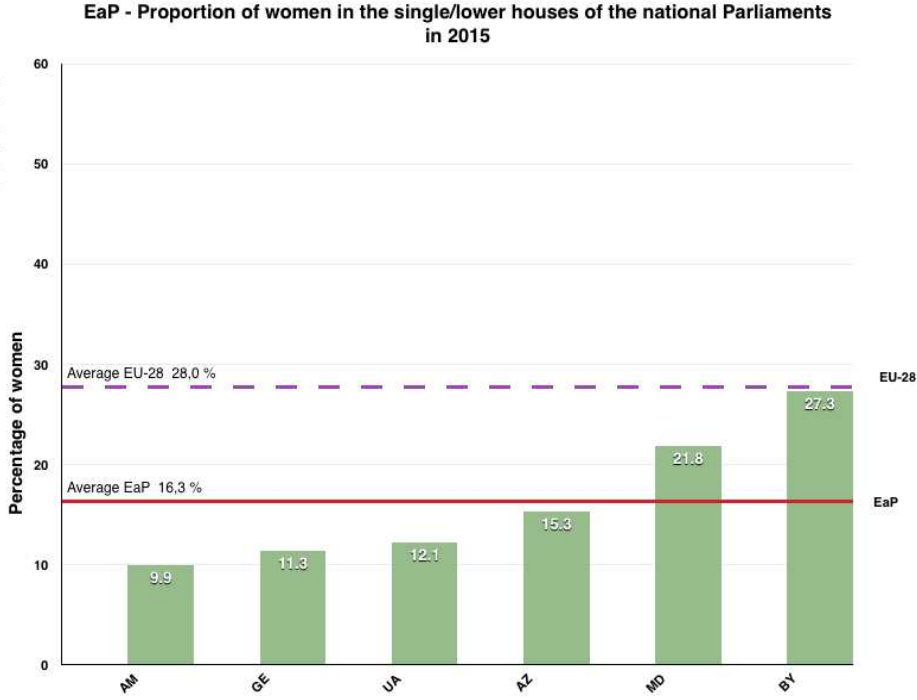


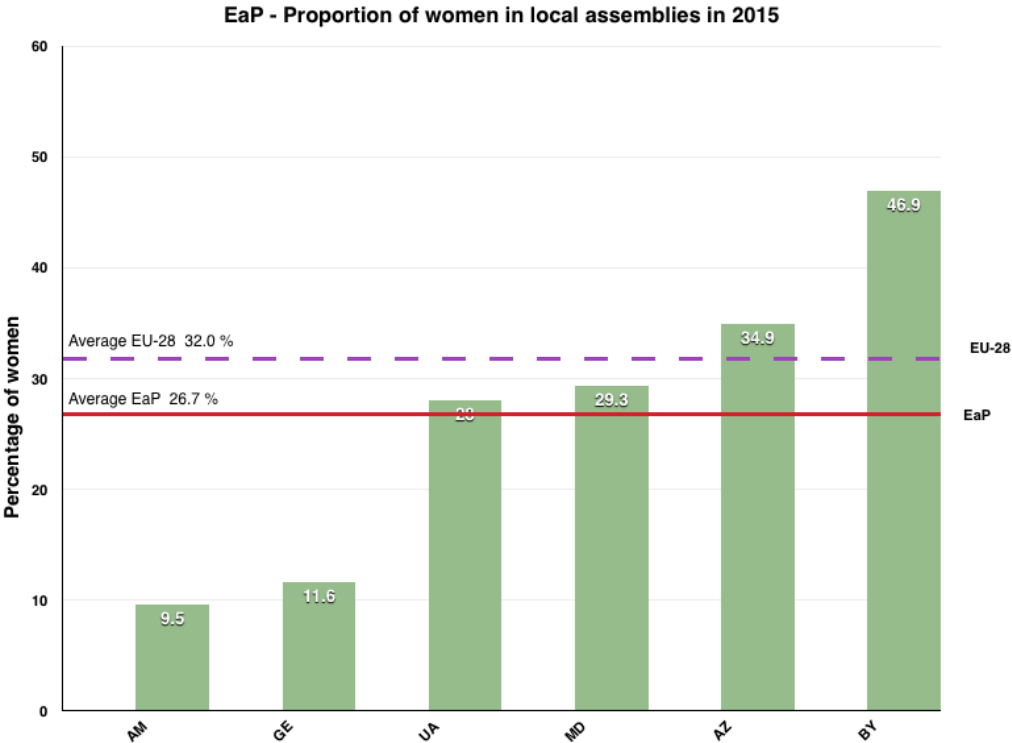
Figure 4 – Objective II – Indicator 2



Data on the presence of women in local assemblies are more encouraging than for central and regional parliaments: women count for 9.5 per cent in Armenia, to reach almost 47 per cent in Belarus. To note, however, that in the last two Georgian elections women’s presence at local level has decreased. The most promising results, from Azerbaijan and Belarus, may be somewhat

diminished by local political conditions that are not always transparent and by the circumstance that local representatives do not appear to be independently elected. However, in these and other cases it is a paradox that local administrative elected posts are more open to women because they represent the lowest, less prestigious levels of government. In this case the EaP average of 26.7 per cent is close the EU of 32 per cent. It is also true that these entry level posts provide experience at local level that will prove useful in the future, helping to nurture a generation of women politicians at national level¹⁹.

Figure 5 – Objective II - Indicator 3



For the time being, there are very few women amongst the leaders of the major political parties represented in the Parliaments of the Eastern Partnership Countries: there are none in Azerbaijan, Belarus and Moldova, whilst Armenia, Georgia and Ukraine have just one. Women are more represented amongst the deputy party leaders with figures ranging from 4 to 33 per cent. The EaP average is a low 10.7 per cent but the EU is not in a much better position with 17 per cent.

¹⁹ Serena Romano, *Women's participation in political life: Women in Italy, Women in the Mediterranean*, First monitoring Report of the Euro-Mediterranean Women's Foundation, 2015 (<http://www.iemed.org/publicacions-en/historic-de-publicacions/coedicions/femmes-en-mediterranee.-premier-rapport-de-suivi-de-la-fondation-des-femmes-de-l2019euro-mediterraneeen-de-conferences-ministerielles>)

Figure 6 – Objective II – Indicator 10

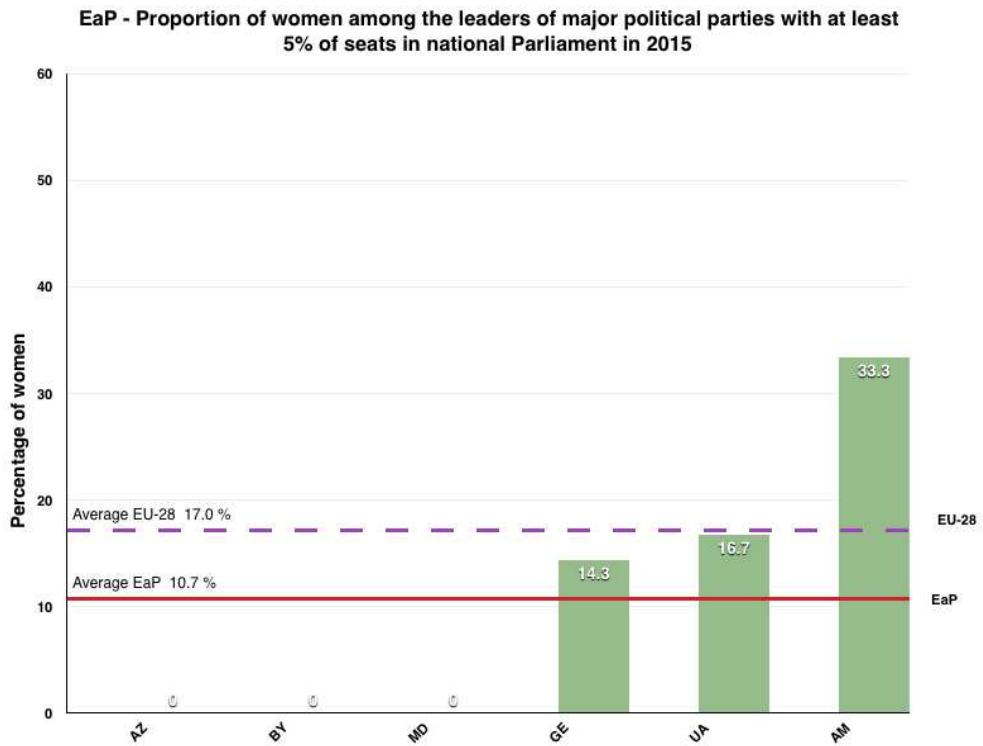
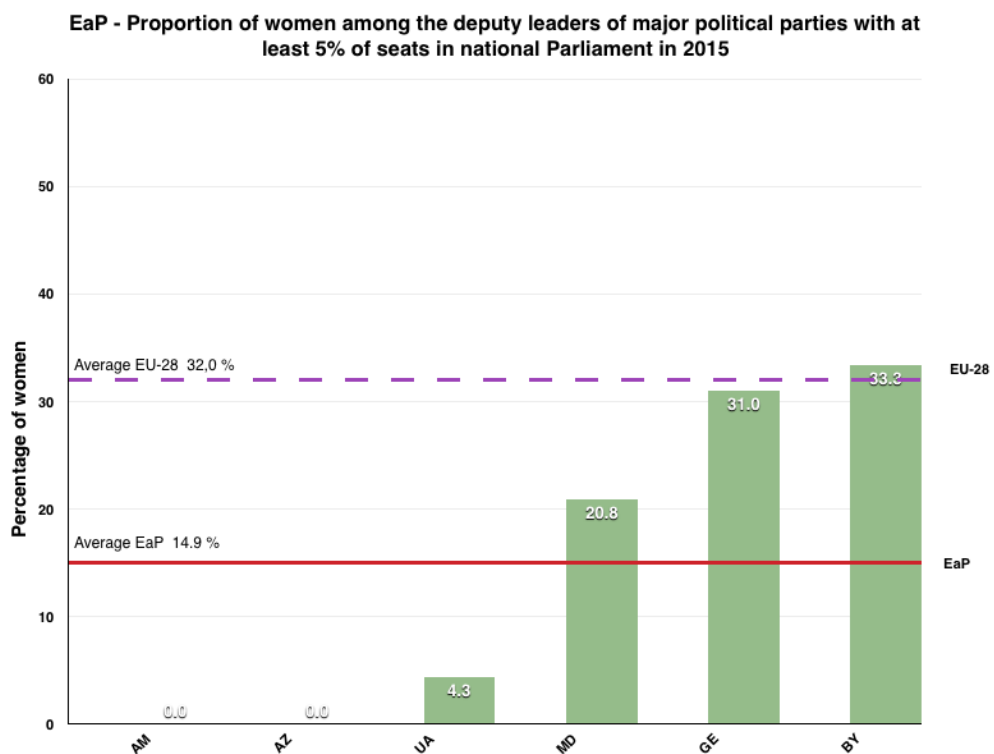


Figure 7 – Objective II – Indicator 10



In analysing the different approaches to women's exercise of political power adopted in EaP Countries, it is striking to see how gender imbalances are similar across the region and how their

roots are alike: deeply entrenched societal stereotypes that assign gendered roles at a very young age; religious education that often challenges the very idea of gender equality – perceived as a distinctly secular value; and legacies from past regimes that did not foster a competitive labour market, in practice often discouraging women from playing active roles.

An interesting research²⁰, which included surveys conducted in Armenia by the *Yerevan State University Centre for Gender and Leadership Studies* about women and politics reflects the obstacles facing women who want to access political positions and exercise political power. *Mutatis mutandis*, its results could be applied to all EaP Countries. Indeed, the research carried out for this Study provided quite similar results and revealed a deeply embedded, patriarchal, social and cultural system of values. That stereotyped view that a woman's place is at home and reserving political careers and political life to men continues to prevail, including amongst women. Men are sceptical of women's ability to run for office or to effectively take decisions and to govern predominantly male staff.

The same research considers that women who choose a political career are often perceived as unsuccessful in their personal life while the political arena is commonly perceived as a men's world. In Armenia, it is common for politically or economically active women to be single or divorced without children. The political culture is generally perceived in a negative way and the political arena is commonly seen as the reserve of a limited number of people – be they women or men – who must accept practices that women may not want to partake. As a consequence, women often prefer civil activism to politics. In addition, as in the rest of the world, in the EaP Countries women politicians face discriminatory practices from men – and women – that include criticising their personal appearance, arguing that they possess a lower intelligence than men and purporting that they use ambiguous methods to reach their career goals. In its turn, the media do not contribute to avoiding those stereotypes by raising awareness towards gender-related issues.

These additional hardships and gender prejudices discourage women from starting political careers and establishing political contacts at a young age. Therefore an active woman, who from an early age is determined to play a political role and to pursue a political career, is a rare phenomenon. In addition, and also because of all this, social demand and interest from women themselves is limited. Women in Armenia - but it applies to all EaP Countries - often lack role models and they have not united to form truly large-scale movements.

Also, as in all countries and not just in the EaP, running for political elections represents a major financial investment and therefore women's political participation is limited by their scarcity of financial resources and limited independence. Women may be more successful in local elections, as less financial support is needed in small communities and a woman candidate can more easily be elected as village mayor or member of a local municipal council.

Once women are elected it must be emphasised that they are less welcomed than men within the major political and economic networks, making it even more challenging for them to have an opportunity for a meaningful participation in political decision-making. Indeed, once they have access to the political positions that they have so much striven for, they often face another type of prejudice. This is exemplified in Belarus by male MPs who feel that it is good to have women in a

²⁰ *Strengthening Women's political participation in the Republic of Armenia: Existing Efforts, Challenges and Opportunities*, Centre for Gender and Leadership Studies. Yerevan State University. 2015

men's team because it ennobles it and beautifies politics, thereby relinquishing women to a purely decorative function²¹.

More particularly:

- In addition to the research quoted above, it has to be stated that although **Armenia** has introduced a 20 per cent gender quota and requires that every fifth person in party lists running for Parliament must be from a different gender, in fact today, only 13 parliamentarians, out of 131, are women. This is due to the legislation that allows women candidates included in the lists to withdraw and let the man candidate next on the list to occupy the seat. Only 3 women were appointed ministers out of 19 and 4 women deputy ministers out of 61. At local level, 9.5 per cent of members of local assemblies in the city and village councils are women.

- With 2.6 per cent of women as senior ministers, **Azerbaijan** has the lowest participation of women in the governments of the EaP Countries. Its women deputies [Members of Parliament] however count for 15 per cent, close to the EaP average, and the presence of women in local assemblies is as high as 35 per cent. Local research has shown that Parliamentarians are elected through a selection rather than an election system. Candidates have more chances of being elected if representing the ruling party and with the help of connections with high-level government representatives. Local elections at municipal level operate along a similar mechanism. Although there is no official quota system, an unofficial quota has been applied by the ruling party to increase the number of women represented in municipalities. For example, further to the 2009 municipal elections, the number of women elected jumped from 3 to 26 per cent and in 2014 this figure rose again to the above-mentioned 35 per cent. In the parliamentary elections of 1 November 2015 none of the 65 candidates of the new political movement *125s Club* comprising 13 women was elected, despite they were very popular. The political environment in Azerbaijan is not sufficiently transparent to comment on this data and does not appear to be conducive of the promotion and election of independent women.

- All top politicians in power in **Belarus** are men, including its President, Prime-Minister and Chairmen of both Chambers of Parliament. In 2015, the traditionally men-dominated political arena was challenged by a woman candidate for presidential office, who for the first time in Belarus' history obtained the second best results ahead of two male candidates. There is no quota mechanism in Belarus to promote women's participation in politics. However, the percentage of women in the Parliament is relatively high: as of November 2015 there were 30 women out of 110 delegates in the Lower Chamber of the National Assembly²². In the regional and local assemblies, women's representation is even higher, reaching 46.3 per cent²³. According to a 2013 country report of the *East-European School of Political Studies*,²⁴ women's representation in Belarus is the

²¹ <http://oeec.by/wp-content/uploads/2015/06/Analysis-of-Gender-Sector-in-Belarus.pdf>

²² www.house.gov.by □ ¹⁷ <http://www.rec.gov.by/sites/default/files/pdf/Elections-MS27-soob8.pdf>

²³ <http://www.rec.gov.by/sites/default/files/pdf/Elections-MS27-soob8.pdf>

²⁴ http://www.coe.int/t/DEMOCRACY/ELECTORAL-ASSISTANCE/publications/Women-Belarus_en.pdf - <http://oeec.by/wp-content/uploads/2015/06/Analysis-of-Gender-Sector-in-Belarus.pdf>

result of the President's order, who in one of his speeches declared that there should be no less than 30 to 40 per cent of women in the Parliament. The Presidium of the Council of Ministers, a powerful political body, is composed of eleven members and only one is a woman. Ms Natalia Kochanova is also one of the five deputy prime ministers. There are no women ministers in the basic and economy types of ministries, traditionally a male-dominated area in Belarus, and there is only one female minister in the infrastructure and one in the socio-cultural ministries that represent a customary area of women's employment. Political parties in Belarus oppose, rather than support, the idea of gender equality despite the fact that their programmes declare democratic values and freedoms²⁵. None of the three political parties represented in the Chamber of Representatives (the lower chamber of the Parliament) is led by a woman. Only one of fifteen political parties officially registered in Belarus has a female leader, what appears to be highly suggestive of the limited influence that women can have on the Belarus political parties²⁶.

- Gender equality in **Georgia's** political life remains a major challenge. Women hold four out of nineteen ministerial positions in the cabinet and their presence has been stable. The portfolios are diversified: Defence, Justice, Education and Science, European and Euro-Atlantic Integration. Having a woman - Ms. Tinatin Khidasheli - as Minister of Defence, a traditionally male-dominated sphere, is important for Georgia as this provides a powerful role model and may help change popular expectations about women's participation in the defence and security fields. The 14 women deputy ministers represent 28 per cent of all deputy ministers. It is worth noting that in 2013 a few high-level strategic positions were attributed to women for the first time: the National Security Council Secretary, assisting Georgia's President on national security issues, the Chair of the Central Election Commission and that of the Energy and Water Supply Regulatory Commission²⁷. Georgian women won 17 out of the 150 seats in the October 2012 parliamentary elections, or 11 per cent of its members. This is a slight improvement in comparison with the 2008-2012 legislature where women only obtained 6.4 per cent of the seats.

Not only are there few women in the Parliament, but their presence in high ranking positions is very limited. Ms. Manana Kobakhidze is the first deputy chairperson of the Parliament and the chair of its Gender Equality Council. None of the eleven parliamentary factions, or parliamentary groups, is headed by a woman. There are only three women as deputy heads of factions. Only one of the fifteen Parliamentary Committees, the Human Rights and Civil Integration Committee, is chaired by a woman and only one woman in the Committee of European Integration takes up the first deputy chairman's position²⁸.

Two political parties, not represented in the Parliament, are led by women. *The Democratic Movement-United Georgia* is headed by Ms Nino Burdjanadze, former Speaker of the Parliament and a strong opposition party leader, who ran for the 2013 presidential elections and arrived

²⁵ <http://oecb.by/wp-content/uploads/2015/06/Analysis-of-Gender-Sector-in-Belarus.pdf>

²⁶ <http://www.bsdp.org/presidium>

²⁷ GEORGIA – Beijing +20 National Review of the Implementation of the Beijing Declaration and Platform for Action, http://www.unwomen.org/-/media/headquarters/attachments/sections/csw/59/national_reviews/georgia_review_beijing20.ashx?v=1&d=20140917T100730

²⁸ Official Website Georgia's Parliament: <http://www.parliament.ge/ge/saparlamento-saqmianoba/komitetebi>

second in the poll. *The Georgian Way* is headed by the former minister of Foreign Affairs, Ms Salome Zurbishvili, but the party and its leader, after losing the elections are no longer visible. It is interesting to note that the promotion of women in politics is not on the agenda of these parties' programmes.

At local level, all nine governors appointed by the Prime Minister to represent the executive branch of the central government in the nine regions of Georgia, are men²⁹. There are only two women out of 69 local *Gamgebelis* (heads of provincial municipal districts) while all Mayors of the 12 local self-governing cities are men³⁰.

The 2014 local elections have revealed another alarming picture of gender imbalance. There were no improvements to the two previous elections in 2006 and 2010 as women account only for 11.6 per cent of the members of *Sakrebulo*s, the local representative councils. Women chair only 2 out of 64 *Sakrebulo*s, i.e. 3 per cent. The female participation ratio is particularly low in local representative bodies of the areas where Azerbaijani and Armenian population minorities reside and represents only 2.7 per cent of the total number of *Sakrebulo*s members.

Finally as far as diplomatic services are concerned, there are only 6 Georgian women Ambassadors out of 52.

- With six ministers out of nineteen, **Moldova** has the highest proportion of women in the Governments of the EaP Countries, reaching almost 30 per cent. However, as previously mentioned, these ministers are highly concentrated in the socio-cultural sectors. Women's representation in the Moldovan Parliament has been increasing progressively from a mere 4 per cent in the 1990s to attain its highest level in the 2009-2010 legislature and then decreased in the last two legislatures to reach 21,8 per cent in the September 2015 elections as can be seen from the table below.

Table 1- Evolution of Moldovan women's representation in Parliament from 1990 to 2015

Legislature	N° of women in Parliament	N° of members of Parliament	Women's representation (percentage)
1990-1993	12	300	4.0
1994-1998	5	101	5.0
1998-2001	9	101	8.9
2001-2005	16	101	15.8
2005-2009	21	101	20.8
2009-2010	26	101	25.7
2010-2014	20	101	19.8

²⁹ <http://www.transparency.ge/en/node/5218>

³⁰ Gender Monitoring of Local Self-Government Bodies and Strengthening Women Involvement in Political Life. Published by ISFED: www.scribd.com/doc/243941369/Gender-Monitoring-of-Local-Self-Government-Bodies-and-Strengthening-Women-Involvement-in-Political-Life

2015	22	101	21.8
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Four out of nine parliamentary standing committees³¹, which exert a substantial amount of negotiating power in the adoption of legislative texts, are chaired by women. Local politics do not appear to be more inclined towards having Moldovan women in their representation, as the number of District Councillors and Mayors stagnates around 18 per cent since 2007.

- **Ukrainian** women compose 55 per cent of the electorate, but are represented only by 12 per cent of women in the Parliament. This picture improves at local level: in January 2013, women members represented 12 per cent of regional councils, 23 per cent of district councils, 28 per cent of city councils, 51 per cent of village councils and 46 per cent of small village and settlements councils. The councils' authority level is negatively correlated with its gender balance: the lower the level of the authority the better are the chances for women of being elected, in particular among the council members of villages and village settlement councils. It is an excellent illustration of vertical gender segregation of policy areas³². The gender ratio of the Members of Parliament and local council members in the 2000-2012 period shows slight fluctuations, but remained low. During the 2009-2014 period, the Cabinet of Ministers never included more than three women at any time. In 2014 there was only one woman in the Government as Minister of Social Policy. In 2015, the Minister of Finance is the only woman out of seventeen Ministers.

Often, under the pressure of international organisations and women civil society organisations, the absence or limited presence of women in politics the debate about quotas in politics takes centre stage in all the countries except Azerbaijan and Belarus. The issue has been dealt with in different ways:

- In **Armenia**, according to the internal rules of the political parties, one-fifth of the candidates in electoral lists must be of a different gender. However many women candidates once elected withdrew in favour of men candidates.
- In **Georgia**, financial incentives are granted to political parties if they apply voluntary quotas. The 2012 OSCE's Elections Observation Mission concluded that these incentives failed to promote a more balanced gender representation in politics.
- In **Moldova**, the law mandates that political parties must ensure women's representation in their management bodies and candidates' lists. Parties have adhered to the law by including women mainly at the bottom of the electoral lists thereby substantially reducing their chances of getting elected. To overcome these shortcomings, in 2010 at the initiative of the Women's Parliamentary Group, the Government supported the inclusion of a 30 per cent gender quota in the

³¹ Committee for public administration and regional development; Committee for social protection, health and family; Committee on Foreign Policy and European Integration; Legal Committee for appointments and immunities (<http://parlament.md/StructuraParlamentului/Comisiipermanente/tabid/84/language/en-US/Default.aspx>)

³² National Review to the UN 2015 Commission on the Status of Women http://www.unece.org/fileadmin/DAM/Gender/publication/NV111.07_att1_att2_att3_merged.pdf

electoral code. The amendment is however still pending in the Parliament and the quota did not benefit women candidates in the 2015 elections.

- A similar situation prevails in **Ukraine** where the law mandates political parties to include a 30 per cent gender quota in the candidates' lists. In the 2013 elections, only ten out of the twenty-nine registered parties adhered to this obligation, which carries no penalties if not satisfied. A similar law was adopted at local level in 2015 and is expected to produce the same results.

As already highlighted by EIGE³³, public debate in the EaP Countries on the need to tackle gender imbalances in political decision-making is met, with some variations, by a strong socio-cultural resistance to the idea of quotas, which is possibly a legacy from the past.

In addition to the socio-economic reasons that hinder women from joining politics, described under Section 5.2, there is a general lack of political education centres, hence a lack of understanding of the significance of women's representation in politics. This is probably why the number of political leaders supporting female politicians is limited and why less money is attributed to support women candidates in conducting their election campaigns.

Male politicians who do not wish to compete with women politicians can rely on deeply ingrained stereotypes that define politics as an exclusive male practice.

In looking at this seemingly bleak description it should be remembered that social changes can neither be ordained by the state nor imposed by civil society, but, rather, they evolve with time and action. Interestingly, however, the debate about the role of women in politics and in the social-economic sphere is lively in all EaP Countries. Encouragingly, actions are undertaken by civil society, Members of Parliament or the governments, even if perhaps at too slow a pace.

3.1.2 Women in public administration

In the EaP Countries, the average proportion of women among highest ranking civil servants is 17.4 per cent at level 1, the next highest level below a minister, and 33.7 per cent at level 2, immediately below. Variance in the EaP Countries is considerable: not a single woman was represented among the highest-ranking civil servants at level 1 in Armenia, while the proportion was 40.0 per cent in Moldova. However, Moldova is particular as only 3 men and 2 women Level 1 civil servants were appointed. Similarly, representation of women civil servants at level 2 ranges from 13.1 per cent in Armenia to 65.3 per cent in Moldova, where a very large number of Level 2 Civil servants are appointed compared to the other EaP Countries³⁴. The proportion of both Level 1 and Level 2 civil servants in Moldova is higher than the EU-28 average. However, with a regional average of 17.4 per cent, the EaP Countries are well below the EU's 31 per cent.

³³ Interim Report ,Women in Power and Decision Making, EIGE/2014/OPER/13, December 2014

³⁴ Total numbers of Level 2 of civil servants range from about 60 in Armenia to about 100 in Ukraine and 250 in Azerbaijan, Belarus and Georgia. In Moldova they are over 500.

Data concerning the distribution of portfolios show that the highest-ranking women civil servants were represented in all functions at both Levels. In basic ministries, women at Level 1 did not exceed 25 per cent. At Level 2, the highest variability is observed in the socio-cultural field: the proportion of women in these positions ranged from 6.3 per cent in Armenia to 59.4 per cent in Moldova. The EaP average of 33.7 per cent is significantly lower than the EU average of 40%.

Figure 8 – Objective III – Indicator 7



Figure 9 – Objective III- Indicator 7



Figure 10- Objective III – Indicator 8

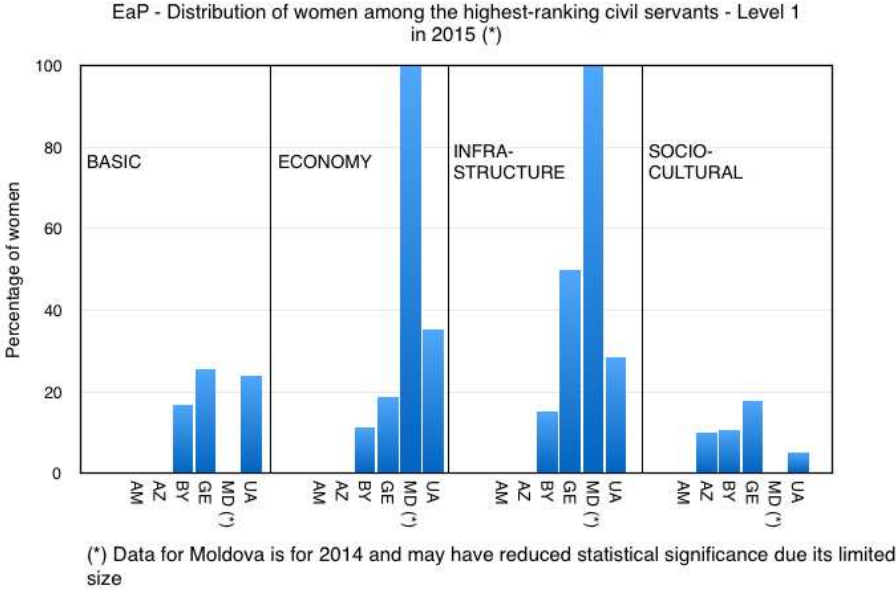
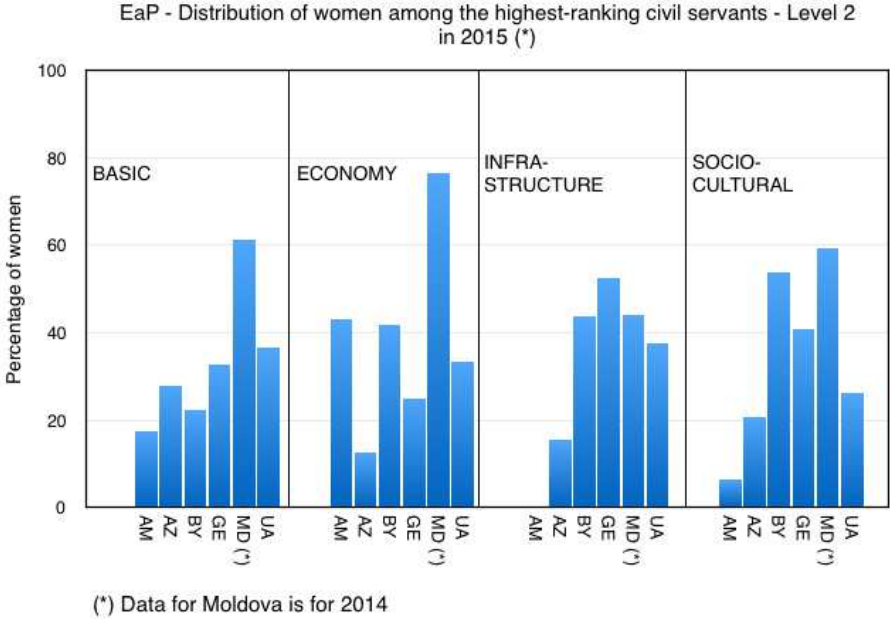


Figure 11- Objective III – Indicator 8



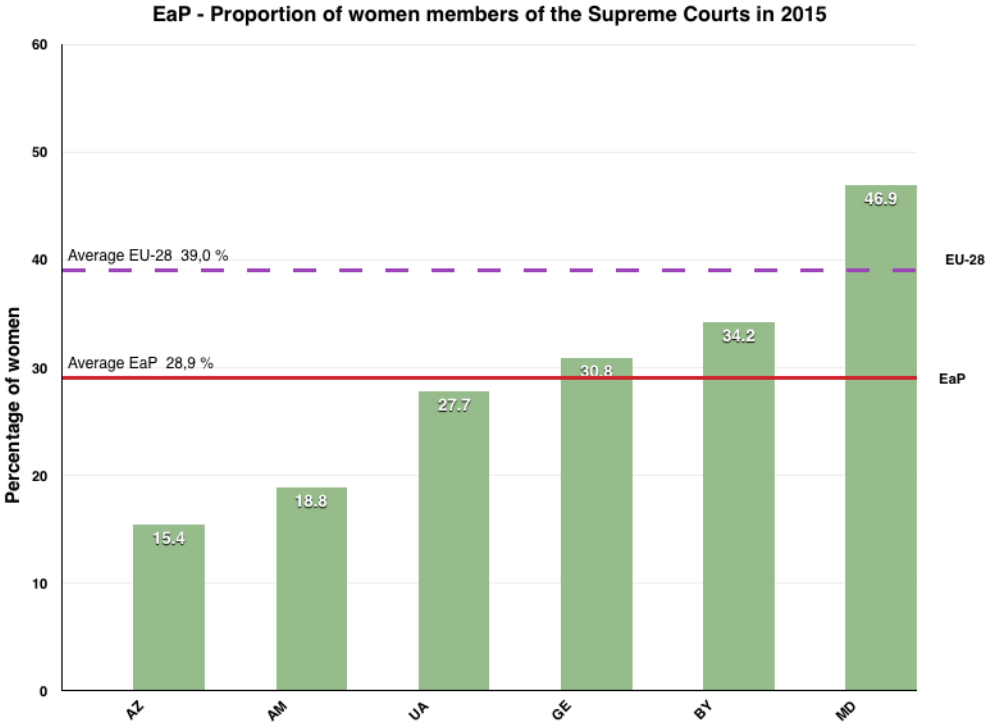
3.1.3 Women in the judiciary

The judiciary’s decisions influence the public and legal discourses, thus impacting on society at all levels. Therefore it is crucial that women are equally represented there.

In 2015, Moldova has almost reached the gender balance among the members of the Supreme Court, women representing 46.9 per cent. However, high variations are visible among EaP Countries. While women make up nearly a half of the Supreme Court members in Moldova and

27.7 and 23 per cent respectively in Ukraine and Belarus, they only represent 19 and 10 per cent in Armenia and Azerbaijan respectively. Overall, in EaP Countries the chances of women accessing the top echelons of the judiciary appear to be slightly more limited than in the EU, as they represent less than 29 per cent of all Supreme Courts members in the region, compared to the EU average of 39 per cent. Georgia can boast to have appointed, first and only in EaP Countries, a woman President of the Supreme Court, Ms Nino Gvenetadze.

Figure 12 - Objective II – Indicator 9



Research has shown that in Georgia the examination system based on judicial qualifications has opened access to a higher number of women judges than men in the proportion of 51 to 49 per cent. In 2013 in Armenia, women judges who were selected through exams, interviews and President’s approval were 24 per cent³⁵. However, in both countries courts chambers and tribunals are headed by men.

3.2 Economic decision-making

Women’s labour force participation varies significantly across the EaP Countries according to the International Labour Organisation’s data for 2013. From the high 61 per cent in Azerbaijan, 58 in Ukraine, 57 in Georgia and 56 in Armenia these data are comparable to the European Union’s

³⁵ No overall results on the numbers of women judges were provided for the other countries

average of 62,5 per cent³⁶ - it sharply drops down to 39 per cent in Moldova. Belarus' last comparable data, from 2009, showed a 54 per cent participation³⁷.

The horizontal and vertical segregations that women face in all EaP Countries deprive them of managerial positions and prevent from developing their careers. They are predominantly active in services such as hotels, restaurants and retail trade, education, health care and social services. Some sectors remain the privileged purview of men: as an example, in Georgia women's involvement in the construction, transport and communications sectors is well below 10 per cent. Despite women's higher levels of education in all EaP Countries, gender pay gaps can be as high as 50 per cent, as is the case in Azerbaijan, and women tend to work in low paid, often informal jobs. In Azerbaijan, Belarus and Ukraine labour codes protect women from undertaking certain jobs, thereby creating additional discriminations on the labour market. Women's unemployment is higher than men's and they are more exposed to poverty. This is especially the case of the many women who tend to take up agricultural jobs in the rural areas of countries like Georgia, where land is mostly owned by men. Their work is not registered and they cannot benefit from any allowances nor can they apply for compensations, thereby limiting their capacities to engage in society and politics. Women's non-formal participation in agricultural sector activities makes them invisible to official data.

The combination of these factors pushes large numbers of women to become entrepreneurs: in Belarus women individual entrepreneurs represent 63 per cent of the total. It is worth noting in this respect that the legal systems of all EaP Countries allow any individual to register as individual entrepreneur without the need to create a separate legal entity. The new market economy has brought a different paradigm that leaves women, who used to have some form of state protection, more economically vulnerable than men. Faced with severely diminishing job opportunities and having less business experience, they are also less likely to adapt to entrepreneurship requirements, especially in an environment that imposes significant constraints on women who want to start and grow a business. Access to credit or even micro-credit is difficult and the range of women's activities remains limited. Women will often remain outside the trade networks that facilitate the launch and development of businesses and companies for men.

When other opportunities fail, women resort to emigration, particularly from Armenia, Georgia and Moldova. However, emigration can have different forms. In Armenia, the high number of households headed by a female may be a consequence of the large number of men who emigrate. Armenia has one of the highest levels of women's participation to the labour force in the EaP Countries. Conversely, in Moldova it is mainly women who emigrate. Moldova has the lowest level of labour participation amongst the EaP Countries and suffers from a decreasing quantity of women in the active labour force. In 2004 there were 730,000 active women, representing 39 per cent of the female population. Ten years later, the active women were only 607,000, or 32 per cent of the female population.

The lack of social services is particularly critical when one considers that prior to the current transition period child-care services were more readily available. This is compounded by the fact

³⁶ 2009 data

³⁷ International Labour Organization, Key Indicators of the Labour Market database, Labour force participation rate, female (per cent of female population ages 15-64). Data in Belarus is presented according to different criteria since 2010 and could not be included in the 2013 comparison

that men are rarely involved in children's education. In countries like Moldova, the consequences are far-reaching: when both parents need to work they often have no other recourse but to leave their young children at home, guarded by elder siblings in most cases girls, causing their absenteeism in school, contributing to depriving them of the benefits of education and limiting their career prospects.

All these factors have direct and indirect implications on women's roles in leadership and decision-making.

The paragraphs below analyse these factors in a more detailed manner in each EaP Country.

- An ILO survey on young women and men in the **Armenian** labour force shows that already at a very young age women's choices are confined to certain sectors such as education whereas young men enjoy a wider array of options in terms of possible jobs, including manual labour. This results in unemployment rates for young girls of 36.6 per cent, 12 percentage points above the rate for males. Young women are therefore not only much less likely than young men to get employed, they are also much more prone to disappearing from the labour force, either out of discouragement or because they have to tend to family responsibilities. In addition, the survey demonstrates a marked gender pay gap: on average female employees are paid one third less than the amount earned by male employees, despite the higher levels of education attained by girls, which should normally result in better opportunities and higher salaries³⁸. Once these unequal paths are set they never appear to change throughout the working lives of women and men. Armenian women work mainly in hotels and restaurants, with 64.9 per cent of the sector's total employment, in education at 80.9 per cent, in health and social services at 83.4 per cent and in households at 71 per cent. Women's unemployment reaches 18 per cent, compared to 14 per cent for men, and the gender pay gap is 34.4 per cent³⁹.

- The gender pay gap is higher than 50 per cent⁴⁰ in **Azerbaijan**. According to 2014 State Statistics Committee information out of 455,000 individuals who applied to be registered as entrepreneurs⁴¹, 81,650 were women, representing almost 18 per cent of the total number of enterprises. The distribution of the registrations shows that women's greatest interest concentrates on trade business with a 43.5 per cent share, followed by agriculture with 14 per cent. The remaining registrations are low: 4 per cent in tourism business, 3 per cent in real estate, 3 per cent in professional, scientific and technical activity, 2 per cent in processing industry and 1.7 per cent in education. Women tend to work in low-paid jobs and more in the informal economy than men. Many production enterprises hire most of their employees without a labour contract and women often have to work in menial jobs⁴².

³⁸ "Strengthening Women's political participation in the Republic of Armenia: Existing Efforts, Challenges and Opportunities", Centre for Gender and Leadership Studies – Yerevan State University – 2015. The 2012 standard ILO school-to-work transition survey was adapted to the Armenian context and implemented by the National Statistical Service based on a consultative process with ILO. Youth from 3300 households were questioned.

³⁹ ILOSTAT database (data of 2013)

⁴⁰ ILO http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/briefingnote/wcms_410196.pdf

⁴¹ In all EaP Countries professionals can register as individual entrepreneurs. This does not imply that they create a company. They can hire people and they remain liable towards their creditors on their own personal assets.

⁴² The absence of available gender-disaggregated data has restricted the analysis of Azerbaijan in the present Study

- Women constitute more than half of the human capital in **Belarus** and they have a higher level of education than men. However, they have lower paying jobs than men, earning on average 80 per cent of a man's salary. The difference in salary generally appears in the way bonuses are distributed⁴³. Women are concentrated in professional sectors such as healthcare (85 per cent), education (82 per cent), hotels and restaurants (76 per cent), finance (75 per cent) and trade (71 per cent). Their involvement is limited in the production and distribution of electricity, gas and water, mining and fisheries (around 30 per cent). According to Ms Iryna Alkhouka, who chairs the international public association Gender Perspectives, gender inequality in the labour market between men and women continues to prevail. In the year 2000, a Council of Ministers' decision⁴⁴ specifically prohibited many professions to women in hazardous industries and jobs considered to be dangerous for health. The list is extensive and covers, in addition to works such as those connected with lifting and moving weights manually, jobs such as drivers of buses, cars and trucks, firepersons, tractor operators or lumber persons. Potential motherhood is perceived by employers as an obstacle to offering a job. Hence, Belarusian women are more likely than men to agree to low-pay jobs and all these combined factors push them to becoming individual entrepreneurs. Indeed, 63 per cent of the individual Belarusian entrepreneurs are women. In 2013, an Enterprise Survey conducted by the World Bank showed that 33 per cent of the surveyed Belarusian firms had women top managers in the economic sector⁴⁵ and 44 per cent of those firms had women among their shareholders. Firms headed by women had twice the amount of permanent full-time women workers than firms headed by men. The largest GDP-forming companies in Belarus do not yet have gender-balanced policies and do not tend to employ women and promote them to management positions. Women's share of CEOs in the largest companies is about 10 per cent and among the corporate board members it is about 29 per cent⁴⁶.

- **Georgia** suffers from relatively high unemployment rates of both men and women. Women however, are further disadvantaged in the labour market, by vertical and horizontal segregations, pay gap and unpaid domestic and caring work in the households. Men with higher education are 1.2 times more likely to get employed than women with higher education⁴⁷. The average monthly nominal salaries of women are lower than those of men in all sector of the economy⁴⁸. Women, who make up 39 per cent of business employees, earn between 32 and 37 per cent less than men in the business sector⁴⁹. Women make up between 80 and 85 per cent of employees in the education, healthcare and social assistance sectors; 61 per cent in hotels and restaurants. Only the wholesale and some retail trade sectors have more balanced employment patterns, with 52 per cent of men and 48 per cent of women. Some sectors remain the privileged province of men:

⁴³ http://odb-office.eu/expertise_/gender/what-are-gender-rights-and-opportunities-belarus#sthash.rjfJ1cqr.dpuf

⁴⁴ *The list of heavy manual work and work involving hazardous conditions for which women's recruitment is prohibited*, Council of Ministers decision N°765, May 26, 2000

⁴⁵ The World Bank Enterprise Survey involved a sample of 360 Belarus firms
<www.enterprisesurveys.org/Data/ExploreTopics/gender>

⁴⁶ The list of GDP-forming companies was selected from the Belarus largest companies www.government.by

⁴⁷ International Centre for Education Policy Planning and Management (EPPM); 2012. Education and workforce in Georgia

⁴⁸ GeoStat data for 2014

⁴⁹ Woman and Men in Georgia, 2013; pg.60 http://geostat.ge/cms/site_images/_files/english/health/women_per_cent20and_per_cent20men_per_cent202013Analytical.pdf

women's involvement in the construction, transport and communications sectors is well below 10 per cent. They fare better in the energy and manufacturing sectors (19 and 27 per cent⁵⁰ respectively). Women made up 43.6 per cent of the recipients of micro-credits in 2012⁵¹. In a 2013 UN Women study⁵², the majority of women interviewed said that their main source of information on loan products was the social network such as neighbours, friends, or relatives, rather than direct marketing. Women often struggle to obtain a loan from a microfinance institution since a collateral such as immovable property is required as security, and land is usually registered solely in their husband's name. Particularly in rural areas, women often have little involvement in economic decision-making and they lack information about their rights under civil law⁵³. Indeed, tradition, customary law and religious practices have a strong influence on attitudes to land ownership in practice, and these factors typically discriminate against women. As an alternative to employment, women can launch their own companies and indeed they were 32 per cent of the owners of newly registered enterprises in 2014. Looking at women on the boards of companies⁵⁴, none is a President or a CEO and only the Caucasus Energy and Infrastructure Company has a woman on its board. One of the reasons for women's lower involvement in the labour market in Georgia is labour emigration. It is currently estimated that 56 per cent of all labour migrants leaving Georgia are women. Abroad, the majority of them accept unofficial work as housekeepers or caretakers.

- The main sources of occupation for **Moldovan** women are the public administration, education, health and social work. They are also employed in services, such as shops, hotels and restaurants, or information communication and transport industries. A significant proportion of the working women in Moldova is employed by the government⁵⁵. In 2014 there were about twice as many women as men in the public service. The majority of these women are employed as professionals and clerks, and some as senior officials and managers. Women tend to be concentrated at the lowest occupational levels. They remain underrepresented in senior management. In reviewing the limited data on women's occupation in different sectors from 2004 to 2014 it is striking to see how figures remain remarkably stable except for a substantial drop in skilled agricultural and fishery workers⁵⁶ and a limited increase in the administrative and service sectors. In Moldova, 27.5 per cent of the entrepreneurs are women, approximately 2 per cent of women managers run big enterprises, 10 per cent are in mid-sized enterprises, 40 per cent are in small enterprises and the remaining 48 per cent are in micro-enterprises. Women's increasing

⁵⁰ Sumbadze, 2008

⁵¹ Data from the Microfinance Information Exchange (<http://genderindex.org/country/georgia>) women made up 43.58% of recipients of micro-credit in 2012.

⁵² Accessibility of Microfinance Institution Services for Women: Existing Barriers and Opportunities. Results of two studies conducted in Georgia in 2012 and 2013. UN Women, 2013

⁵³ USAID (n.d.) 'USAID Country Profile: property rights and resource governance. Georgia', USAID, Washington, D.C.

⁵⁴ In Georgia most of the large companies are not listed on the national stock exchange. Six companies with available information listed at the Georgian Stock Exchange were analysed for the present Study.

⁵⁵ Biroul National de Statistica (National Bureau of Statistics), 2014

⁵⁶ From 228.700 workers in 2004 to 76.500 in 2014.

participation in entrepreneurship is viewed as a positive alternative to unemployment. In Moldovan firms, including small and medium enterprises, women do not attain management positions. If promoted, they will not have any line responsibilities but will rather be granted non-operational positions, such as vice-president, or staff positions, such as chief accountant.

- One of the most prominent manifestations of inequality between **Ukrainian** women and men in the economy is the wage gap, which is largely due to the gender segregation in the labour market. Average women's wages were 76.3 per cent of men's in 2014. Experts believe that in the informal economy the gender pay gap is even wider. Women are mostly employed in sectors that do not offer high salaries, mostly in the public sector while men are employed in manual activities, management and information technology. The latter employment segments provide much higher salaries⁵⁷. Female employment has traditionally been predominant in activities with the lowest average wage, such as public and private services, hotels and restaurants services, education, health and social welfare, where women constitute the largest proportion of workers. Men tend to work, instead, in transport and construction. The Ukrainian Labour Code has a number of protective provisions for women that can create additional discrimination on the job market. In 2014, 10.8 per cent of men and 7.5 per cent of women were unemployed⁵⁸. Only 22 per cent of businesses are owned by women and only 6 per cent of big businesses are run by women⁵⁹; 31.5 per cent of companies in Ukraine have a female participation in ownership; 12.8 per cent of companies have majority female ownership and 18.8 per cent of firms have a female top manager⁶⁰. It is more difficult for women to be granted loans, as they have fewer resources that can be used as collaterals. In practice a credit offered to a woman is short term and has high interest rate.

3.2.1 Women in financial decision-making positions

Against the backdrop described in the previous section, it is difficult for women to obtain financial and economic independence and to reach positions of power. It is interesting to note that while Ms Valeria O. Gontavera was appointed in 2014 as Head of the Ukrainian Central Bank, she remains, the only woman amongst governors and vice-governors of Central Banks in the Eastern Partnership Countries. At a lower level, Belarus and Ukraine have each three women, respectively out of ten and out of twelve members of the decision-making bodies of their Central Banks. With a 9.2 per cent average, EaP Countries fall short of the EU's 21 per cent average.

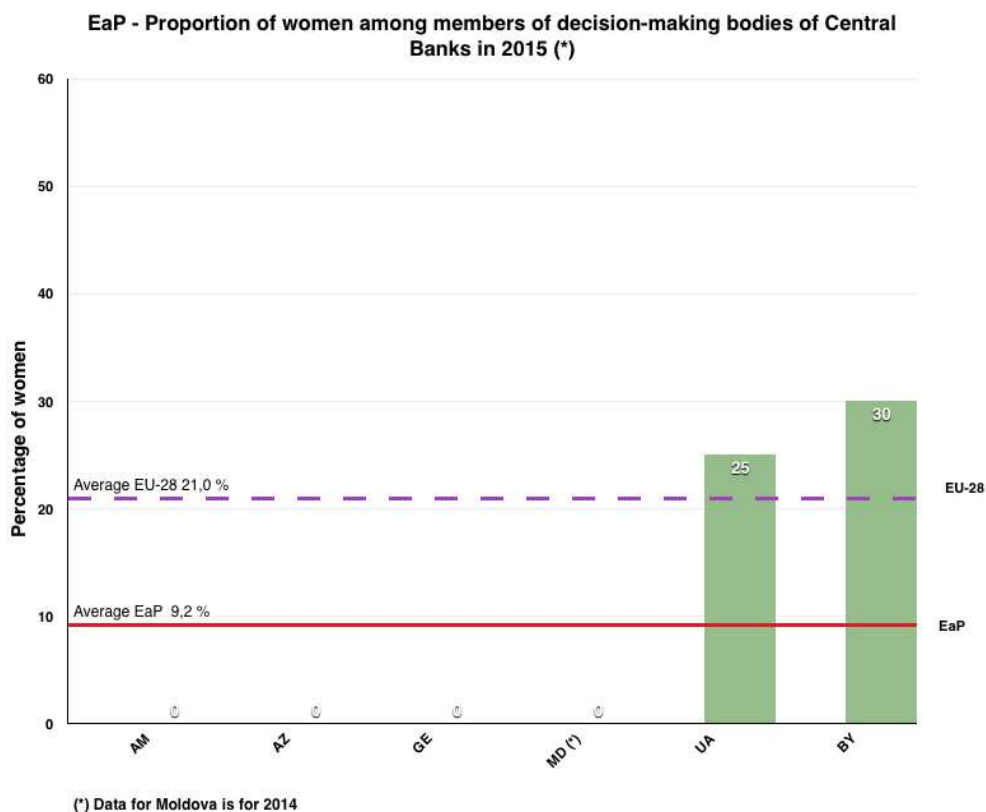
53 United Nations Development Programme, "Women and Men on the Ukrainian Labour Market: A Comparative Study of Ukraine and the EU", Kyiv: VAITE company, 2011, p.20
http://www.undp.org.ua/files/en_25051Women_and_Men_on_the_Ukrainian_Labour_Market_Eng.pdf

58 State Statistics Service of Ukraine, статистичний збірник «Жінки і чоловіки України», [Statistical digest "Women and Men in Ukraine"], Kyiv, 2015, p. 65

59 Enterprise Surveys of World Bank Group "What Businesses Experience", retrieved 20 November, 2015
<https://www.enterprisesurveys.org/>

60 *ibid*

Figure 13 – Objective III – Indicator 2



3.2.2 Women in social partner organisations

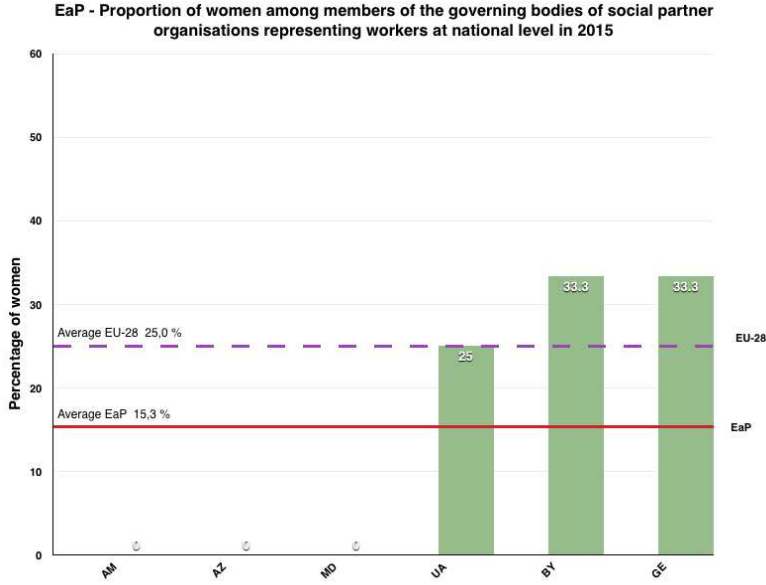
Only Belarus has a woman President in the governing bodies of social partner organisations representing employers at national level. The attribution to women of the role of Vice-Chair is more common: employers' organisations appointed two women to this level in Azerbaijan, one in Belarus and one in Ukraine. Women have also started to fill the ranks of the members of the governing bodies as they are now present in all employers' organisations, with the exception of Azerbaijan, reaching an EaP average of 10,4 per cent.

Ukraine is the only EaP Country that appointed two women as Presidents and two women as Vice-Presidents in two of its social partner organisations representing workers at national level. Women Vice-Presidents' number is just one in both Belarus and Georgia, an average of 15.3 per cent, compared to the EU 25 per cent average.

Research has demonstrated in Belarus that trade-unions generally do not specifically represent women's interests⁶¹. It remains to be seen whether the choice of appointing women in Ukraine will favour another type of policy.

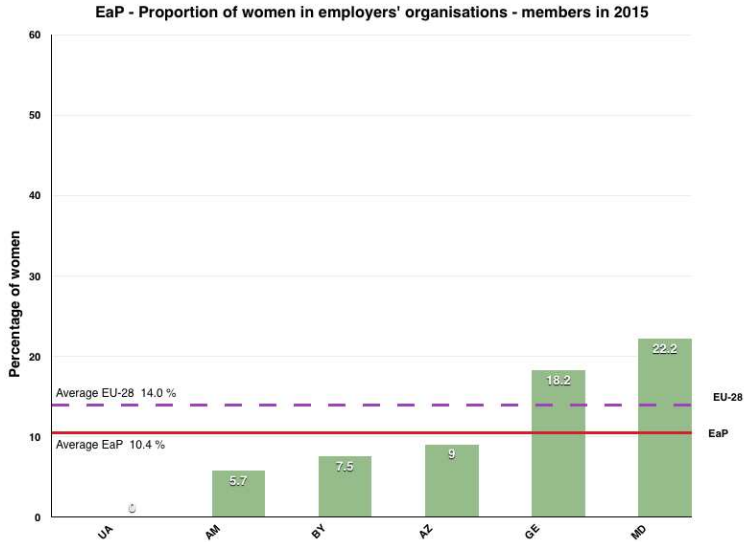
⁶¹ <http://oecb.by/wp-content/uploads/2015/06/Analysis-of-Gender-Sector-in-Belarus.pdf>

Figure 14 – Objective III – Indicator 4



In 2015, only in Belarus a woman was appointed President of an organisation representing employers. Belarus also has a position for a woman deputy and so has Ukraine, while Armenia has two. Women members of employers’ organisations represent 10 per cent of the total, compared to an EU average of 14 per cent with peaks of 18 and 22 per cent for Georgia and Moldova respectively.

Figure 15 – Objective III – Indicator 6



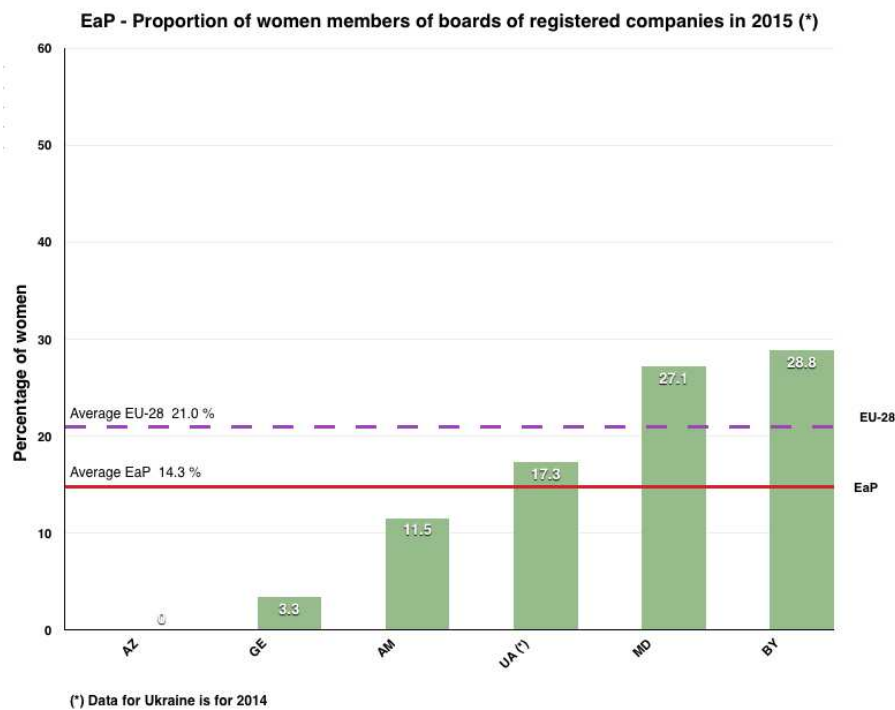
To sum up, there is still a large gender gap in social partner organisations in the EaP Countries. Although overall levels are low, the social partners’ organisations that represent workers have slightly more women in decision-making positions than those representing employers.

3.2.3 Women in business leadership

Representation of women and men in economic decision-making is measured by the proportion of women as presidents or CEOs and among members of boards in the largest companies listed on the national stock exchanges of the Eastern Partnership Countries.

Women are almost absent at the top of the largest companies: only one president and six CEOs in Moldova and another CEO in Belarus. On average, the representation of women among members of the boards of the largest registered companies on the stock exchange is 14.3 per cent in the EaP, compared to 21 per cent in the EU. Only in Ukraine, Moldova and Belarus the proportion of women is higher: 17.3 and 28 per cent respectively. It should be noted that Azerbaijan has no women on the boards of the two companies that were researched⁶².

Figure 16 – Objective III – Indicator 8



⁶² Due to the difference of definitions of listed companies and lack of available information, only a limited number of companies could be researched: 5 in Armenia, 2 in Azerbaijan, 9 in Belarus, 10 in Moldova and Ukraine.

3.3 Social decision-making

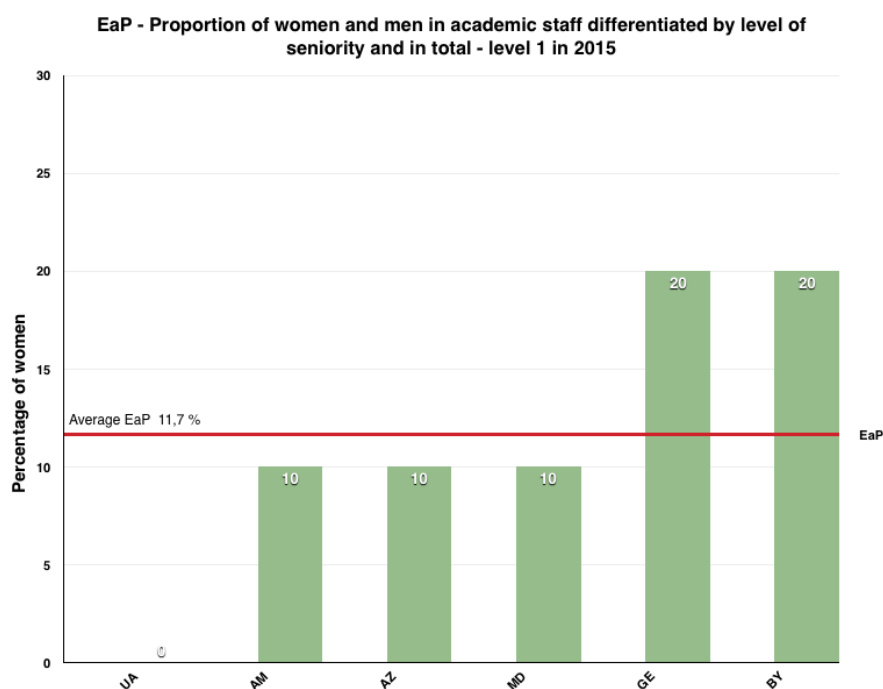
Decision-making in the academia

The importance of safeguarding a major role of women in the academia has often been stressed. Their capacity to influence and shape public discourse, to conduct oriented research or to become role models for the many women that study at universities all plead in favour of a greater gender balance in the ranks of the university decision-makers.

Unfortunately, data shows that in the universities, as elsewhere, women are underrepresented at the highest levels and that there is only a limited willingness within the academic structures of power to see women in high level positions. This occurs in spite of the fact that in all EaP countries women represent the highest number of graduates.

In the latest figures, 12 per cent of universities in EaP countries⁶³ have a woman rector⁶⁴. The highest number is for Belarus and Georgia where women are 20 per cent of the heads of universities. In Azerbaijan, Armenia, and Moldova the number is 10 per cent, while in Ukraine there are no women at the helm of universities.

Figure 17 – Objective IV – Indicator 1



The following data was available only in Azerbaijan: at the beginning of the 2013-2014 academic year, in the state-run Azerbaijani universities female professor-teacher staff were 48.8 per cent of the total. Only 10.5 per cent of university rectors were women while 14.3 per cent of vice-rector and branch directors, 19.2 per cent of faculty deans and 22.1 per cent of heads of departments were women.

⁶³ Only the ten largest public universities in each EaP country were researched for this indicator

⁶⁴ No data is available for the EU

Decision making in the media

Today, in the EaP Countries as in the rest of the world media are directed by men and it is often argued that the content they provide does not always reflect correctly the image of the society, in that it is deeply gender-biased. Women and men are mostly portrayed according to gender stereotypes that contribute to perpetuate, in the mind-set of the audience, the aspects of a profoundly traditional society, often not conducive to the necessary gender balance between sexes. Ensuring that women are at the highest decision-making levels in the media should lead to more gender-sensitive content and programming, presenting a more balanced picture of women's and men's lives.

There is only one woman director of a public broadcaster, and this is in Armenia. In all other EaP countries all directors are men. There is a larger presence of women at the lower Level 2: with the exception of Azerbaijan, all EaP countries have between 1 and 3 women representatives⁶⁵.

Private broadcasters appear to be slightly more inclined towards women: they appointed a woman CEO in Azerbaijan and in Ukraine⁶⁶. They are also showing positive signs at Level 2 where women are present in all countries and represent: 25 per cent in Armenia, 22 per cent in Azerbaijan, 86 per cent in Belarus, 32 per cent in Georgia and 56 per cent in Moldova⁶⁷.

Further research would be necessary to find out if the public broadcaster in Armenia has adopted any programmes that would be more gender-oriented and if the women that hold Level 2 positions have sufficient influence to change attitudes towards women.

Decision making in civil society

Due to the importance of women's involvement in civil society and to how often it is presented as a substitute for women's representation in politics, this Study provides a qualitative analysis of women's movements and civil society in the EaP countries.

- In contrast to women's absence from public office, **Armenian** women have a more significant role as leaders of non-governmental organisations and they have visible roles. It is believed that there are 60 active NGO organisations in Armenia that deal with gender equality issues. Women work in four major fields of operation: protection of women's rights, promotion of professional activities, and provision of social services and elimination of violence against women. The NGOs have undertaken a large number of researches, funded mainly by international donors.⁶⁸
- Today there are more than thirty active women NGOs **in Belarus**, whose activities are mainly dedicated to developing women's entrepreneurship and business, defending reproductive

⁶⁵ No data was provided for Moldova

⁶⁶ No data was provided for Moldova

⁶⁷ No data was provided for Ukraine

⁶⁸ Women in ARMENIA Peace, Security and Democracy from a Women's Rights perspective

http://bim.lbg.ac.at/sites/files/bim/Women_per_cent20in_per_cent20Armenia_Peace_Security_Democracy_0.pdf

health and combating domestic violence. NGOs are often the only actors who raise gender equality issues, advocate policy measures to be adopted by the state and monitor how they are addressed by the state. The most active NGOs are: the international NGO *Gender Perspectives*, *Belarusian Young Women Christian Association*, *Women's Independent Democratic Movement*, *Radislava* and the feminist initiative *Gender Route*. Regrettably, the Belarusian civil society appears to have little influence or impact on the development of the state gender policies⁶⁹. It is worth noting however, that in December 2012 an independent movement composed of political parties, NGOs and trade unions signed a memorandum on the implementation of the *National Gender Platform*. The memorandum, which is addressed to both the civil society and the Government, proposes to attain gender equality through measures related to decision-making, reproductive health, gender-sensitive public awareness, and domestic violence. The Platform decided to create a permanent women's leadership school to prepare women for local elections campaigns.

- **Georgia** is witnessing an unprecedented development in women's participation in informal politics, in building civil society, and in NGOs. Organisations working in the area of women's rights represent roughly 10 to 12 per cent of all the registered organisations in Georgia⁷⁰. Civil society has already gained experience and has the potential to assist government in making informed decisions concerning women's rights and status, as well as in empowering women generally. Women's NGOs promoted the adoption of gender related laws. There is a significant research, awareness raising and advocacy capacity mobilised in the sector. There are good examples of NGOs transmitting knowledge and capacities on the empowerment of women to government at central and local levels. The *Fund for Women Entrepreneurs* operates in Western Georgia supporting women's active involvement in decision-making processes and economic independence.

- In **Ukraine**, further to the exacerbation of civil confrontation between November 2013 and February 2014 and the occupation of the Autonomous Republic of Crimea by foreign troops, which led among other things to an increase of violence against women, the women leaders of the civil society, culture and art celebrity figures, journalists and Ukrainian women have actively taken part in non-violent resistance and promotion of national unity. The participants of civil protests dubbed *Euromaidan* have organized the *O.Kobyljanska*⁷¹ *Female Sotnia of Self-defence*⁷², provided legal, medical and other volunteer help, ensured public safety, organized events and made countless efforts to keep the protest peaceful and to overcome the effects of violence when the protest ceased to be peaceful. Such efforts attracted public attention and began to change the stereotyped roles that women are assigned to in society, including during the civil confrontations and international conflicts. NGOs, public communities and local authorities were also the first to provide protection and help to the displaced people of Ukraine - further explanations are provided in

⁶⁹ Analysis of the gender sector in Belarus, Office for European Expertise and Communication

⁷⁰ *Assessment of needs of women's movement in Georgia*, Briefing-paper for the international development agencies and grant making institutions, WIC, 2007.

⁷¹ Olha Kobyljanska (1863-1942) was a Ukrainian modernist writer and feminist.

⁷²

http://www.academia.edu/8241376/The_Womens_Squad_in_Ukraines_Protests_Feminism_Militarism_and_Nationalism_on_the_Maidan

Section 3.4. A number of women members of parliament are working personally on the frontline, where they provide assistance to volunteers and hospitals. They also mobilised citizens by raising funds in support of internally displaced people, most of whom are women and children.

3.4 Women's participation in conflict resolution and reconciliation

In the EaP Countries, the effects of the absence of women from power and decision making positions can be profoundly felt by those women whose status is precarious. The Study Team felt it was important to include some information on women's participation in conflict resolution and reconciliation processes even though no formal methodology could be applied. This section should be considered as flagging an important issue and it provides some examples. It also provides information collected on an ad-hoc basis, on some of the EaP Countries and cannot be seen as complete or conclusive.

Women in countries with frozen conflicts or in post-conflict situation are particularly vulnerable, as they endured hardships during wartime and are now suffering from the related transformation of the society.

Armenia adhered to United Nations Security Council Resolution 1325⁷³, which supports the promotion of women's active participation in all operations of peaceful resolution and reconciliation of conflict. However it does not have an action plan addressing the resolution. Most of the steps taken towards peace-building, involving women and gender-related issues were initiated by networks of women NGOs and international organisations.

The Gender Policy Strategic Programme, the National Action Plan on Improving the Status of Women and Enhancing their Role in Society and the Gender Policy Action Plans in Armenia outline how women should be integrated in decision-making positions at all levels and sectors. However, despite these commitments women are mainly active at informal levels and excluded from official decisions.

The Trans-Caucasus Women's Dialogue, for instance, established in 1994, brought together women from Armenia, Azerbaijan, and Georgia to work on projects such as the rehabilitation of children victims of war and the training for peace and democracy-building capacity. Women for Conflict Prevention and Peace Building in the Southern Caucasus, an initiative started by the United Nations Development Fund for Women (UNIFEM) in 2001, addresses the condition of the unresolved conflict known as no-war-no-peace in Azerbaijan, Georgia, and Armenia.

Women have not been involved in the ongoing Nagorno-Karabakh formal peace process. The Kvinna till Kvinna Foundation, as part of the European Partnership for the Peaceful Settlement of the Conflict over Nagorno-Karabakh, developed an advocacy strategy for the Minsk Group⁷⁴. They urged political actors in peace negotiations to increase women's participation in political decision-

⁷³ Text of the Resoution <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N00/720/18/PDF/N0072018.pdf?OpenElement>

⁷⁴ The Minsk Group, the activities of which have become known as the Minsk Process, spearheads the OSCE's efforts to find a peaceful solution to the Nagorno-Karabakh conflict. It is co-chaired by France, the Russian Federation, and the United States <http://www.osce.org/mg>

making, through special temporary measures such as quotas, and in peace talks, such as by their representation in the OSCE/Minsk Group talks, making gender-sensitive training available to all participants involved in talks on this region and ensuring support for women who are victims of violence.

The Ministry of Internally Displaced Persons, Occupied Territories, Accommodation, and Refugees of **Georgia** is in charge of IDP women's problems. As of 2010, the Ministry and UN Women were supporting the operation of five Legal Clinics that provide IDPs and conflict-affected citizens, particularly women, with free of charge legal aid particularly in relation to their property and housing rights. The denial of women's property right was identified as one of the mostly widespread problems in these communities.⁷⁵

In 2011 the Parliament approved the 2012-2015 National Action Plan on Women, Peace and Security for the Implementation of the United Nations Security Council Resolutions Nos.1325, 1820, 1888, 1889, and 1960. The action plan is divided into the so-called 3P actions: Prevention of conflict and incidents of violence towards women in conflict; better Protection of women during and after the conflict; increasing and enhancing women's Participation in conflict prevention and managing processes. In order to implement the UN Security Council Resolutions 1325, the civil society organisations demand a higher representation of women in the Geneva Talks⁷⁶. In 2012, there were four women representatives among the Georgian delegation in the Geneva Talks out of ten participants, which is considered to be the highest female participation in such activities. Today there are only two.

The Ministry for Reconciliation and Civic Equality is in charge of coordination and monitoring of activities undertaken towards the Georgian–Ossetian and Georgian–Abkhazian conflict resolution, generating new peace initiatives and reintegrating the conflict regions and their population with the rest of Georgia. The minister is a man, and his first deputy minister is a woman, Ms Ketevan Tsikhelashvili, a member of the Geneva talks' delegation.

In **Ukraine** “women are often excluded at decision-making level, as well as from the military response to the crisis”⁷⁷. However, a great amount of work is being carried out by the civil society, women organisations and local authorities. Regional executive bodies and local authorities provide temporary housing and food, ensure welfare payments and provide support for the internally displaced persons who are job seekers. Given the large number of women with children among the displaced persons, there is a need to give them employment, access to advanced professional training or retraining, welfare, childcare, healthcare and access to education for their children.⁷⁸

⁷⁵ IDP Women Association "Consent", Online publication #1, 2015, Georgian at http://issuu.com/association_consent/docs/online_publication_-_1.1_-_draft_-_70eccd57dae660

⁷⁶ Geneva Talks are official negotiations with representation of parties in conflict : Georgia, Abkhazia, South Ossetia and Russia

⁷⁷ NATO, “The role of women in the Ukraine military conflict”, retrieved 27 November, 2015, http://www.nato.int/cps/en/natohq/news_123557.htm

⁷⁸ National Review to the UN 2015 Commission on the Status of Women http://www.unece.org/fileadmin/DAM/Gender/publication/NV111.07_att1_att2_att3_merged.pdf

4 PART B- IDENTIFICATION OF GOOD EXAMPLES

This Study Team has identified the following examples of good practices with potential. They will be further analysed in the second phase of the Study, after the publication of the present report. A separate annex will therefore be published later containing a more detailed analysis of these good practices.

4.1 Armenia

Prime Minister's Awards: In recent years, in order to mainstream gender into political and public life and to raise gender awareness, the Armenian Government together with non-governmental organisations held annual contests in different categories such as *The best urban community implementing the gender policy*, *The best rural community in implementing the gender policy*, *The best female entrepreneur* and *The best media outlet in providing coverage of gender issues*. The winners receive a Prime Minister's award. The objective of the initiative is to eradicate gender stereotypes and advocate a different image of women in the Armenian society.

4.2 Azerbaijan

Mentoring programme for newly elected female politicians: In 2012 the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) launched a Support Mentoring Programme (DAYAQ⁷⁹). The aim of the programme is to increase the participation of women in politics by pairing up newly elected local female politicians or mentees, with women or men who have acquired knowledge and experience of public and political life in Azerbaijan.

4.3 Belarus

National Gender Platform for political parties and movements: Several political parties and movements, the United People's Party, Belarusian Social-Democratic Party Hramada, Tell the Truth movement, For Freedom movement, A Just World left party, Belarusian Congress of Democratic Trade Unions, have signed the National Gender Platform. The Platform is a strategic document prepared by civil society organisations and political parties, addressed to civil society and to Belarusian authorities. Its aim is to consolidate society by achieving gender equality in the country and strengthening its influence on gender policy decisions.

4.4 Georgia

The struggle for more women in parliament: On 8 March 2015, the Georgian Women's Movement, an informal women's initiative composed of more than six hundred women activists, held a demonstration called More Women in Parliament in twenty-five cities throughout the country in support of mandatory party quotas.

Task Force: Established in 2014, this multi-partisan task force brought together representatives of political parties, civil society, members of parliament and the international community to promote women's participation in politics. The task force has played a significant role in raising nationwide support on gender quotas in Georgia.

⁷⁹ <https://www.facebook.com/media/set/?set=a.573375809371875.1073741846.438667252842732&type=1>

4.5 Moldova

Business incubators: A Network of Business Incubators was established in Moldova in 2013 to support small and medium-size enterprises in business development. The business incubators facilitated the creation of eighty-six enterprises, of which thirty-one are companies founded or managed by women. The incubated companies have created 368 new jobs, 178 of which are for women.

Temporary Special Measures: The UN Women UNDP 2014-2017 project on Women in Politics is proposing the adoption of Temporary Special Measures (TSM) in Moldova. The project supports civil society groups in order to launch a campaign to create the political conditions for necessary legal and policy reforms for the adoption of appropriate TSM for more inclusive electoral and political processes. The project targets key stakeholders i.e. political parties, MPs, central and local public administrations, NGOs and undertakes activities such as: advocacy trainings, demanding the annual public hearings in Parliament, organising debates with political parties, independent experts, academia, NGOs, ordinary citizens, developing position papers and submitting them to relevant authorities and actors, organising press conferences and flash mobs, targeting political parties, MPs, the Cabinet of Ministers and other actors.

4.6 Ukraine

Quotas for women in the governing body of the Association of the Ukrainian cities: The Association of Ukrainian Cities, which unites 456 city and towns mayors, has a powerful voice on self-governance matters. In 2012 the Section on Ensuring Equal Rights and Opportunities of Women and Men was created. The Association of Ukrainian Cities has amended, with the help of the Section, its Statutes on the representation of women mayors in the Board of the Association. A 5 per cent quota for women was introduced as a special temporary measure. In December 2012, five women mayors were elected to the Board, representing almost 10 per cent of the Board members. It must be noted that in the Association's twenty years life, the Board has never had any single female member.

These examples illustrate the diversity of initiatives undertaken by governments, local self-governmental bodies, political parties, businesses and civil society, in order to promote women's access to power structures and to strengthen women's participation in decision-making in political, economic and social life.

In Part B of the Study, the Team will research whether the Good Examples selected, or others, were maintained over time. At least two sources will be interviewed, possibly one from civil society and one from official representatives, to gather information and report on the benefits of the measure. In the event that the measure had little impact, reasons will be reported.

5 RECOMMENDATIONS AND CONCLUSIONS

5.1 Recommendations

5.1.1 Social

States should take measures to ensure that families can have access to good quality, affordable, subsidised child-care, as these measures can trigger a virtuous cycle by offering additional work opportunities to women and creating additional tax revenues that can compensate the subsidy.

Governments and media should reinforce the cultural importance of parental leave by adopting bold policies that mandate paternity leave and broadcast a positive image of child-caring fathers. These policies can have major beneficial consequences on the organisation of society and directly benefit women's careers and hence their potential access to power and decision-making.

States and national, local and municipal authorities should collect and monitor gender disaggregated-data and making it publicly available. Readily accessible data on women and men will improve policy makers' knowledge and understanding of gender issues and streamline the measures that they will adopt.

States and national, local and municipal authorities should develop policies that target the most vulnerable groups of particular social or regional origin - such as women from poor or alcoholic families and men from small towns and villages who seek earnings abroad – in order to encourage their professional and personal development and help them find decently paid jobs at home.

5.1.2 Political

Political parties, civil society, local and municipal authorities should provide political training for young women and men that can encourage more women to engage in politics.

Political parties should specifically dedicate funds to finance the women candidates' campaigns to encourage women to present their candidacy at election time.

Parliaments, civil society and national and international institutions should launch studies on women and politics in media and social media to develop further understanding on women's wishes and aspirations and the place of women in society.

States should promote women's political participation at all levels, especially in rural communities, through: the adoption of effective mandatory gender quotas in parliament and at local level, the inclusion of women's rights and active female participation in all spheres of public life including in the curricula within the education systems.

5.1.3 Economic

States, local authorities or municipalities should identify women as a target group for entrepreneurship in their policies. In this way women, will benefit from policies they often do not have access to

Civil society organisations, national and international institutions should consider teaching women a trade in order to help avoiding the pitfalls of entrepreneurship.

States, civil society organisations, national and international institutions should consider studying the specific impact of emigration on women as opposed to men and how it affects women's participation to the economy.

The private sector, media, civil society organisations, national and international institutions should organise awareness-raising campaigns on women's potential as economic decision-makers and economic partners.

5.1.4 Employment

States should eliminate the prohibitions that prevent women from working in certain sectors and amend labour codes to ensure that women, during their pregnancy, breastfeeding and child rearing years, are not overprotected in order to support employers in hiring and promoting them.

5.1.5 Women in conflict areas

Civil society, organisations, national and international institutions should launch researches on women's involvement in conflicts as victims and/or as active participants in order to consolidate data on the impact of armed conflict on women and girls.

5.1.6 General

Governments and all authorities promoting gender parity should assess the costs and benefits of gender-related measures. They should clearly explain and debate with citizens that gender parity measures benefits all citizens as they are addressing societal norms that are deeply entrenched in peoples' habits.

Governments and authorities in charge of gender parity should promote measures that encompass the political, economic and social aspects of women's lives, rather than focussing for instance on a limited programme - such as devoting funds to women suffering from domestic violence – in order to overcome the overarching problem of a society divided by gender stereotypes.

Governments and authorities that take gender-parity measures should consult civil society and particularly women's associations to better define women's needs, the relevance of the proposed measures and their dissemination.

Governments and authorities that take gender-parity measures should also control, assess and reporting on the impact of the adopted measures to ensure their success and the implementation of future projects.

5.1.7 Proposal of new indicators for Women in Power

It is proposed that in further studies the following indicators could be taken into consideration:

The Heads or Chairs of Parliamentary Committees subdivided in BEIS categories: Basic, Economy, Infrastructure, and Socio-cultural.

The number of judges in the first level of courts and tribunals subdivided according to the method applied to access that position for instance: exam, appointment, election.

5.2

Conclusions

When drawing conclusions from this Study, it may be tempting to solely consider that women are absent from public positions of power and decision-making in the Eastern Partnership Countries. Whilst their presence is generally limited, a general effort as regards positions of public power can be witnessed at different levels and in varying approaches. This points to the need to further analyse and try to better understand the impact that just few women can have in groups that are predominantly organised by men. For instance: will Ukrainian women obtain greater benefits with a single woman Minister of Finance than Moldovan women with six women in government, four of which are concentrated in the socio-cultural fields?

If the State is now devoting some attention to gender diversity, the private sector appears impervious to the notion that it spurs economic growth and yields better results for corporations. In view of women's generally dire economic situation in the EaP Countries, compounded by the effects of large numbers of active women emigrating, urgent measures are needed at all levels to alleviate their plight, such as: widening the range of sectors in which they can work, reducing the gender-pay gap, proposing affordable child-care and ensuring mandatory quotas on the boards of publicly-owned companies and companies registered on the stock-exchange. Civil service, where women have a major presence, can also be a sector where governments have the capacity to intervene directly, for example by imposing merit-driven state exams, not just to access civil service, but also to progress in their careers. Exams should not discriminate between women and men but allow women in the EaP Countries, who on average have a higher education than men, to advance in their professions. The higher number of women judges in Georgia, as opposed to men, is a telling example in this perspective.

Naturally, those better equipped to address gender imbalances are women in political positions. Although almost all EaP Countries have shown the best intentions towards adopting effective quotas in national and local politics, unsurprisingly, none succeeded. The socio-cultural barriers are so high that much more mutual understanding and dedication from all stakeholders is necessary to bring them down.

The most encouraging signs come from a lively and active civil society that stimulates the necessary changes to women's roles in society and has opened the public debate on gender parity, even if it has not yet managed to impose gender policy agendas to the governments of the EaP Countries. Efforts are also being undertaken to combat the different forms of violence against women including human trafficking and harmful practices. Much more should be done especially on the enactment of an effective legal framework to ensure women's general well-being and to allow them to fully participate in the society. A systematic culture of advocacy and greater coordination of efforts between different groups of women are needed to better succeed in obtaining the adoption of measures in parliaments, government and corporations. The gender programmes and national plans promulgated by most governments in the EaP Countries could then be the civil society's tools to hold governments accountable for their actions.

The women who hold power and decision-making positions need to be constantly reminded that they are responsible towards other women and that they have a decisive role to play in changing the policies of their country.

6 METHODOLOGY

6.1 Data collection

Data has been collected through all justified sources and means: official requests for information to the public bodies, literature review, interviews with governmental officials and experts.

Official letters were sent, information was requested and interviews were conducted.

The objective of the Team was to adapt the existing research methodology, as used by EIGE for the EU-28 study, to the context of the Eastern Partnership Countries. Specifically, attention was paid to finding equivalent researched targets such as sets of definitions, elaboration of the definitions, interpretation of indicators in accordance with national contexts, taking care of the accessibility of data, and to drawing conclusions based on national cultural contexts. A pragmatic approach was applied throughout.

The Mapping Tables, which include the set of definitions used and the interpretation of indicators for EaP Countries, can be found in the Annexes.

The EaP Countries do not have a common statistical framework with consistent data available every year for the same number of years. It was therefore decided to collect only the latest data available, with the intent of having this Study serve as a basis for future data collection efforts. At the same time, the data collected in the Study will be hosted in EIGE's Gender Statistics Database under the BPfA entry point along with similar data from EU-28.⁸⁰

The Statistical Tables used to collect data on Part A of the Study were developed in close cooperation with EIGE.

6.2 Quality assurance

To the extent possible, all data provided by national researchers was cross-checked by the Study Team Leader and the Study Team Coordinator. The Team used a common approach to referencing all sources throughout literature reviews and the final report. The Team ensured that all data sources are traceable, with the objective of providing valid and reliable information and consistent conclusions.

The following criteria were applied for data quality control:

- Triangulation – data is collected from multiple sources and with multiple means, statistics and opinions are cross-checked and compared in order to provide for a fuller and more objective picture;
- Sources of information – only data whose origin can be traced was used;
- Interpretation of indicators for national data collection was verified individually for each country under review;
- Mapping tables were aligned through common Excel-based templates.

⁸⁰ The Database will be available online from early 2016 at the following address: www.eige.europa.eu/gender-statistics/

6.3 Literature Review

The first step in data collection was the literature review. In order to provide a horizontal overview of the situation for the six EaP Countries, a thorough analysis of national situations was first carried out.

The primary focus of the literature review was on the legal frameworks and the cultural, social, economic and political contexts in each EaP country.

The first objective of the literature review was that of collecting comparable sets of information describing country backgrounds (such as legislation, gender institutions, cultural traditions); the second was to facilitate the interpretation of national statistics.

Believing that understanding national contexts is a factor in the correct analysis of data, the Team devoted significant efforts to context consideration, sustaining arguments on opportunities and hindrances that relate to women in power positions.

6.4 Mapping Tables

The Mapping Tables developed by the Team cover definitions for each indicator used for data collection and interpretation for each EaP country. In order to ensure validity and reliability of final conclusions, the Team needed a common framework of interpretation of definitions and comparability with the definitions used in the EU-28 study.

The Mapping tables are evocative of the diversity of the national contexts, names and meanings of the institutions that we are dealing with in the EaP Countries.

They provide comparable equivalents of definitions of each indicator, in national language and in the most adequate translation into English.

The Mapping tables are enclosed in the Annexes.

6.5 Interpretation of indicators

To the extent possible, a common approach on the interpretation of indicators was developed. The Team looked for equivalents and applicability of the indicators to national contexts.

Often, the indicators developed for the EU-28 study were not directly applicable to all EaP contexts. *Inter alia*, these can be relative to junior ministers, highest ranking civil servants per levels or level of seniority of academic staff. Appropriate interpretations were therefore made by the Team: justifications are provided in the Annexes.

The Team also reviewed the number of publicly listed companies, social partner organisations representing employers and workers, universities and media organisations analysed in this Study, in order to adapt these indicators to different national environments.

Complete information on the interpretation of the indicators is provided in the tables for each country and reported in the Annexes.

6.6 Statistical tables

The Team collected statistical data for each objective indicated in the Terms of Reference and reported through the Excel templates.

The Statistical tables, which provide figures for political, economic, academic and media indicators, were developed in close cooperation with the EIGE. They are not annexed to the present Study and will be delivered separately.

6.7 Limitations of the study

Several difficulties appeared while carrying out the Study, requiring the use of great analytical care and the maximisation of the available time schedule.

Access to data

Differences in administrative procedures across the EaP Countries led to delay and required adaptation. For example, as contacts with governmental structures may range from very formal to very informal, their effectiveness may also vary. In some instance, government representatives may show reluctant to provide information, notwithstanding its public nature. In these cases, complex, time-consuming procedures had to be followed to obtain information.

Data collection from private companies proved particularly difficult. Since part of the relevant information was collected through surveys, the statistical quality of results may vary due to the different and limited number of companies surveyed and should be used with care.

Time constraints

The Team faced important time constraints, as the total time allocated to adapt the methodology, collect data from mainly primary sources, draft the national literature reviews and the Final report, did not exceed two months. Although this does not reflect on the quality of the data collected and presented, in a further iteration of the study more information may be added for an enlarged picture.

Adaptation of methodology

While for Objective II the study Team could approach different administrative structures, dissimilar procedures had to be used for Objective III and Objective IV. Consequently, a research device covering and comparing statistical elements must take into account their diverse origin.

ANNEX 1 – COUNTRY RESULTS

Armenia

Objective II - Public power positions

	N°	%	EaP %
Women senior ministers	3	15,8	14,2
Distribution of ministers in different fields of action			
Basic	1	20	17,1
Economy	0	0	4,2
Infrastructure	0	0	1,9
Socio-cultural	2	33,3	26,5
Women in national parliament	13	9,9	16,3
Women in regional assemblies (not applicable to Armenia)			
Women in local assemblies	555	9,5	26,7
Women leaders in political parties	1	33,3	10,7
Women deputy leaders in political parties	0	0	14,9
Women among the highest civil servants - Level 1	0	0	17,4
Women among the highest civil servants - Level 2	8	13,1	33,7
Distribution of Level 1 in different fields of action			
Basic	0	0	11,0
Economy	0	0	27,5
Infrastructure	0	0	32,3
Socio-cultural	0	0	7,2
Distribution of Level 2 in different fields of action			
Basic	4	17,4	32,9
Economy	3	42,9	38,7
Infrastructure	0	0	32,2

Socio-cultural	1	6,3	34,6
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Objective III – Economic positions

	N°	%	EaP %
Women Governors and vice Governors of Central Bank	0	0	
Women board members of Central Bank	0	0	9,2
Women Presidents and vice Presidents of workers' organizations	0	0	15,3
Women members of the governing bodies of workers' organizations	8	34,8	
Women Presidents and vice Presidents of employers' organizations	P: 0 - VP: 2	P: 0 - VP: 40	10,4
Women members of the governing bodies of employers' organizations	8	7,5	10,4
Women Presidents and CEOs of registered companies	0	0	14,7

Objective IV – Top management position in academia and media

	N°	%	EaP%
Women in academic staff by level of seniority	L1 1 - L2 7	L1 10 - L2 7,5	N/A
Women at levels 1 and 2 in public media	2	100,0	N/A
Women at levels 1 and 2 in private media	L1 0 - L2 1	L1 0 - L2 25,0	N/A
Women board members of public broadcasters	1	25,0	N/A

Women and politics

Although **Armenia** has introduced a 20 per cent gender quota and requires that every fifth person in party lists running for Parliament must be from a different gender, in fact today, only 13 parliamentarians, out of 131, are women. This is due to the legislation that allows women candidates included in the lists to withdraw and let the man candidate next on the list to occupy the seat. Only 3 women were appointed ministers out of 19 and 4 women deputy ministers out of 61. At local level, 9.5 per cent of members of local assemblies in the city and village councils are women.

An interesting research, which included surveys conducted in Armenia by the *Yerevan State University Centre for Gender and Leadership Studies*⁸¹ about women and politics reflects the obstacles facing women who want to access political positions and exercise political power. *Mutatis mutandis*, its results could be applied to all EaP Countries. Indeed, the research carried out for this Study provided quite similar results and revealed a deeply embedded, patriarchal, social and cultural system of values. That stereotyped view that a woman's place is at home and reserving political careers and political life to men continues to prevail, including amongst women. Men are sceptical of women's ability to run for office or to effectively take decisions and to govern predominantly male staff.

The same research considers that women who choose a political career are often perceived as unsuccessful in their personal life while the political arena is commonly perceived as a men's world. In Armenia, it is common for politically or economically active women to be single or divorced without children. The political culture is generally perceived in a negative way and the political arena is commonly seen as the reserve of a limited number of people – be they women or men – who must accept practices that women may not want to partake. As a consequence, women often prefer civil activism to politics. In addition, as in the rest of the world, in the EaP Countries women politicians face discriminatory practices from men – and women – that include criticising their personal appearance, arguing that they possess a lower intelligence than men and purporting that they use ambiguous methods to reach their career goals. In its turn, the media do not contribute to avoiding those stereotypes by raising awareness towards gender-related issues.

These additional hardships and gender prejudices discourage women from starting political careers and establishing political contacts at a young age. Therefore an active woman who, from an early age is determined to play a political role and to pursue a political career, is a rare phenomenon. In addition, and also because of all this, social demand and interest from women themselves is limited. Women, in Armenia but it applies to all EaP Countries, often lack role models and they have not united to form truly large-scale movements.

Also, as in all countries and not just in the EaP, running for political elections represents a major financial investment and therefore women's political participation is limited by their scarcity of financial resources and limited independence. Women may be more successful in local elections, as less financial support is needed in small communities and a woman candidate can more easily be elected as village mayor or member of a local municipal council.

Once women are elected it must be emphasised that they are less welcomed than men within the major political and economic networks, making it even more challenging for them to have an opportunity for a meaningful participation in political decision-making. Indeed, once they have access to the political positions that they have so much striven for, they often face another type of prejudice. This is exemplified in Belarus by male MPs who feel that it is good to have women in a

⁸¹ *Strengthening Women's political participation in the Republic of Armenia: Existing Efforts, Challenges and Opportunities*, Centre for Gender and Leadership Studies. Yerevan State University. 2015

men's team because it ennobles it and beautifies politics, thereby relinquishing women to a purely decorative function⁸².

Women and the economy

An ILO survey on young women and men in the Armenian labour force shows that already at a very young age women's choices are confined to certain sectors such as education whereas young men enjoy a wider array of options in terms of possible jobs, including manual labour. This results in unemployment rates for young girls of 36.6 per cent, 12 percentage points above the rate for males. Young women are therefore not only much less likely than young men to get employed, they are also much more prone to disappearing from the labour force, either out of discouragement or because they have to tend to family responsibilities. In addition, the survey demonstrates a marked gender pay gap: on average female employees are paid one third less than the amount earned by male employees, despite the higher levels of education attained by girls, which should normally result in better opportunities and higher salaries⁸³. Once these unequal paths are set they never appear to change throughout the working lives of women and men. Armenian women work mainly in hotels and restaurants, with 64.9 per cent of the sector's total employment, in education at 80.9 per cent, in health and social services at 83.4 per cent and in households at 71 per cent. Women's unemployment reaches 18 per cent, compared to 14 per cent for men, and the gender pay gap is 34.4 per cent⁸⁴.

Decision making in civil society

It is believed that there are 60 active NGO organisations in Armenia that deal with gender equality issues. Women work in four major fields of operation: protection of women's rights, promotion of professional activities, provision of social services and elimination of violence against women. The NGOs have undertaken a large number of researches, funded mainly by international donors.⁸⁵

Women's participation in conflict resolution and reconciliation

Armenia adhered to United Nations Security Council Resolution 1325⁸⁶, which supports the promotion of women's active participation in all operations of peaceful resolution and reconciliation of conflict. However it does not have an action plan addressing the resolution. Most of the steps taken towards peace-building, involving women and gender-related issues were initiated by networks of women NGOs and international organisations.

⁸² <http://oecf.by/wp-content/uploads/2015/06/Analysis-of-Gender-Sector-in-Belarus.pdf>

⁸³ "Strengthening Women's political participation in the Republic of Armenia: Existing Efforts, Challenges and Opportunities", Centre for Gender and Leadership Studies – Yerevan State University – 2015. The 2012 standard ILO school-to-work transition survey was adapted to the Armenian context and implemented by the National Statistical Service based on a consultative process with ILO. Youth from 3300 households were questioned.

⁸⁴ ILOSTAT database (data of 2013)

⁸⁵ Women in ARMENIA Peace, Security and Democracy from a Women's Rights perspective
http://bim.lbg.ac.at/sites/files/bim/Women_per_cent20in_per_cent20Armenia_Peace_Security_Democracy_0.pdf

⁸⁶ Text of the Resolution <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N00/720/18/PDF/N0072018.pdf?OpenElement>

The Gender Policy Strategic Programme, the National Action Plan on Improving the Status of Women and Enhancing their Role in Society and the Gender Policy Action Plans in Armenia outline how women should be integrated in decision-making positions at all levels and sectors. However, despite these commitments women are mainly active at informal levels and excluded from official decisions.

The Trans-Caucasus Women's Dialogue, for instance, established in 1994, brought together women from Armenia, Azerbaijan, and Georgia to work on projects such as the rehabilitation of children victims of war and the training for peace and democracy-building capacity. Women for Conflict Prevention and Peace Building in the Southern Caucasus, an initiative started by the United Nations Development Fund for Women (UNIFEM) in 2001, addresses the condition of the unresolved conflict known as no-war-no-peace in Azerbaijan, Georgia, and Armenia.

Women have not been involved in the ongoing Nagorno-Karabakh formal peace process. The Kvinna till Kvinna Foundation, as part of the European Partnership for the Peaceful Settlement of the Conflict over Nagorno-Karabakh, developed an advocacy strategy for the Minsk Group⁸⁷. They urged political actors in peace negotiations to increase women's participation in political decision-making, through special temporary measures such as quotas, and in peace talks, such as by their representation in the OSCE/Minsk Group talks, making gender-sensitive training available to all participants involved in talks on this region and ensuring support for women who are victims of violence.

⁸⁷ The Minsk Group, the activities of which have become known as the Minsk Process, spearheads the OSCE's efforts to find a peaceful solution to the Nagorno-Karabakh conflict. It is co-chaired by France, the Russian Federation, and the United States <http://www.osce.org/mg>

Azerbaijan

Objective II - Public power positions

	N°	%	EaP %
Women senior ministers	1	2,6	14,2
Distribution of ministers in different fields of action			
Basic	0	0	17,1
Economy	0	0	4,2
Infrastructure	0	0	1,9
Socio-cultural	1	9,1	26,5
Women in national Parliament	19	15,3	16,3
Women in regional assemblies (not applicable for Azerbaijan)			
Women in local assemblies	5236	34,9	26,7
Women leaders in political parties	0	0	10,7
Women deputy leaders in political parties	0	0	14,9
Women among the highest civil servants - Level 1	1	3,6	17,4
Women among the highest civil servants - Level 2	43	17,6	33,7
Distribution of Level 1 in different fields of action			
Basic	0	0	11,0
Economy			27,5
Infrastructure			32,3
Socio-cultural	1	10,0	7,2
Distribution of Level 2 in different fields of action			
Basic	5	27,8	32,9
Economy	9	12,5	38,7
Infrastructure	9	15,3	32,2
Socio-cultural	20	20,8	34,6

Objective III – Economic positions

	N°	%	EaP %
Women Governors and vice Governor of Central Bank	0	0	
Women board members of Central Bank	0	0	9,2
Women Presidents and vice Presidents of workers organizations	0	0	15,3
Women members of the governing bodies of workers' organizations	2	7,7	
Women Presidents and vice Presidents of employers' organizations	0	0	10,4
Women members of the governing bodies of employers' organizations	0	0	10,4
Women Presidents and CEOs of registered companies	0	0	14,7

Objective IV – Top management position in academia and media

	N°	%	EaP%
Women in academic staff by level of seniority			N/A
Women at levels 1 and 2 in public media			N/A
Women at levels 1 and 2 in private media			N/A
Women board members of public broadcasters			N/A

Women and politics

With 2.6 per cent of women as senior ministers, Azerbaijan has the lowest participation of women in the governments of the EaP Countries. Its women deputies [Members of Parliament] however count for 15 per cent, close to the EaP average, and the presence of women in local assemblies is as high as 35 per cent. Local research has shown that Parliamentarians are elected through a selection rather than an election system. Candidates have more chances of being elected if representing the ruling party and with the help of connections with high-level government representatives. Local elections at municipal level operate along a similar mechanism. Although there is no official quota system, an unofficial quota has been applied by the ruling party to increase the number of women represented in municipalities. For example, further to the 2009 municipal elections, the number of women elected jumped from 3 to 26 per cent and in 2014 this figure rose again to the above-mentioned 35 per cent. In the parliamentary elections of 1 November 2015 none of the 65 candidates of the new political movement 125s Club comprising 13

women was elected, despite they were very popular. The political environment in Azerbaijan is not sufficiently transparent to comment on this data and does not appear to be conducive of the promotion and election of independent women.

Women and the economy

The gender pay gap is higher than 50 per cent⁸⁸ in Azerbaijan. According to 2014 State Statistics Committee information out of 455,000 individuals who applied to be registered as entrepreneurs⁸⁹, 81,650 were women, representing almost 18 per cent of the total number of enterprises. The distribution of the registrations shows that women's greatest interest concentrates on trade business with a 43.5 per cent share, followed by agriculture with 14 per cent. The remaining registrations are low: 4 per cent in tourism business, 3 per cent in real estate, 3 per cent in professional, scientific and technical activity, 2 per cent in processing industry and 1.7 per cent in education. Women tend to work in low-paid jobs and more in the informal economy than men. Many production enterprises hire most of their employees without a labour contract and women often have to work in menial jobs⁹⁰.

⁸⁸ ILO http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/briefingnote/wcms_410196.pdf

⁸⁹ In all EaP Countries professionals can register as individual entrepreneurs. This does not imply that they create a company. They can hire people and they remain liable towards their creditors on their own personal assets.

⁹⁰ The absence of available gender-disaggregated data has restricted the analysis of Azerbaijan in the present Study

Belarus

Objective II - Public power positions

	N°	%	EaP %
Women senior ministers	2	8,3	14,2
Distribution of ministers in different fields of action			
Basic	0	0	17,1
Economy	0	0	4,2
Infrastructure	1	11,1	1,9
Socio-cultural	1	20,0	26,5
Women in national Parliament	30	27,3	16,3
Women in regional assemblies	87	21,1	N/A
Women in local assemblies	8.622	46,9	26,7
Women leaders in political parties	0	0	10,7
Women deputy leaders in political parties	1	33,3	14,9
Women among the highest civil servants - Level 1	13	14,1	17,4
Women among the highest civil servants - Level 2	83	37,4	33,7
Distribution of Level 1 in different fields of action			
Basic	4	16,7	11,0
Economy	1	11,1	27,5
Infrastructure	6	15,0	32,3
Socio-cultural	2	10,5	7,2
Distribution of Level 2 in different fields of action			
Basic	18	22,2	32,9
Economy	13	41,9	38,7
Infrastructure	31	43,7	32,2
Socio-cultural	21	53,8	34,6

Objective III – Economic positions

	N°	%	EaP %
Women Governors and vice Governor of Central Bank	0	0	0
Women board members of Central Bank	3	30,0	9,2
Women Presidents and vice Presidents of workers' organizations	1	33,3	15,3
Women members of the governing bodies of workers' organizations	8	18,2	
Women Presidents of employers' organizations	1	33,3	9,0
Women vice Presidents of employers' organizations	1	10,0	10,4
Women members of the governing bodies of employers' organizations	6	9,0	10,4
Women presidents and CEOs of registered companies	3	33,3	
Women members of the governing bodies of registered companies	15	28,8	14,7

Objective IV – Top management position in academia and media

	N°	%	EaP%
Women in academic staff differentiated by level of seniority			
Level 1, rectors	2	20,0	11,7
Level 2, vice rectors	7	11,9	18,6
Women at level 1 in public media	0	0	16,7
Women at level 2 in public media	1	33,3	NA
Women at level 1 in private media	0	0	NA
Women at level 2 in private media	6	85,7	NA
Women board members of public broadcasters	2	40	NA

Women and politics

All top politicians in power in **Belarus** are men, including its President, Prime-Minister and Chairmen of both Chambers of Parliament. In 2015, the traditionally men-dominated political arena was challenged by a woman candidate for presidential office, who for the first time in Belarus'

history obtained the second best results ahead of two male candidates. There is no quota mechanism in Belarus to promote women's participation in politics. However, the percentage of women in the Parliament is relatively high: as of November 2015 there were 30 women out of 110 delegates in the Lower Chamber of the National Assembly⁹¹. In the regional and local assemblies, women's representation is even higher, reaching 46.3 per cent⁹². According to a 2013 country report of the *East-European School of Political Studies*,⁹³ women's representation in Belarus is the result of the President's order, who in one of his speeches declared that there should be no less than 30 to 40 per cent of women in the Parliament. The Presidium of the Council of Ministers, a powerful political body, is composed of eleven members and only one is a woman. Ms Natalia Kochanova is also one of the five deputy prime ministers. There are no women ministers in the basic and economy types of ministries, traditionally a male-dominated area in Belarus, and there is only one female minister in the infrastructure and one in the socio-cultural ministries that represent a customary area of women's employment. Political parties in Belarus oppose, rather than support, the idea of gender equality despite the fact that their programmes declare democratic values and freedoms⁹⁴. None of the three political parties represented in the Chamber of Representatives (the lower chamber of the Parliament) is led by a woman. Only one of fifteen political parties officially registered in Belarus has a female leader, what appears to be highly suggestive of the limited influence that women can have on the Belarus political parties⁹⁵.

Women and the economy

Women constitute more than half of the human capital in **Belarus** and they have a higher level of education than men. However, they have lower paying jobs than men, earning on average 80 per cent of a man's salary. The difference in salary generally appears in the way bonuses are distributed⁹⁶. Women are concentrated in professional sectors such as healthcare (85 per cent), education (82 per cent), hotels and restaurants (76 per cent), finance (75 per cent) and trade (71 per cent). Their involvement is limited in the production and distribution of electricity, gas and water, mining and fisheries (around 30 per cent). According to Ms Iryna Alkhouka, who chairs the international public association Gender Perspectives, gender inequality in the labour market between men and women continues to prevail. In the year 2000, a Council of Ministers' decision⁹⁷ specifically prohibited many professions to women in hazardous industries and jobs considered to be dangerous for health. The list is extensive and covers, in addition to works such as those connected with lifting and moving weights manually, jobs such as drivers of buses, cars and trucks,

⁹¹ www.house.gov.by 17 <http://www.rec.gov.by/sites/default/files/pdf/Elections-MS27-soob8.pdf>

⁹² <http://www.rec.gov.by/sites/default/files/pdf/Elections-MS27-soob8.pdf>

⁹³ http://www.coe.int/t/DEMOCRACY/ELECTORAL-ASSISTANCE/publications/Women-Belarus_en.pdf - <http://oeec.by/wp-content/uploads/2015/06/Analysis-of-Gender-Sector-in-Belarus.pdf>

⁹⁴ <http://oeec.by/wp-content/uploads/2015/06/Analysis-of-Gender-Sector-in-Belarus.pdf>

⁹⁵ <http://www.bsdp.org/presidium>

⁹⁶ http://odb-office.eu/expertise_/gender/what-are-gender-rights-and-opportunities-belarus#sthash.rjfJ1cqr.dpuf

⁹⁷ *The list of heavy manual work and work involving hazardous conditions for which women's recruitment is prohibited*, Council of Ministers decision N°765, May 26, 2000

firepersons, tractor operators or lumber persons. Potential motherhood is perceived by employers as an obstacle to offering a job. Hence, Belarusian women are more likely than men to agree to low-pay jobs and all these combined factors push them to becoming individual entrepreneurs. Indeed, 63 per cent of the individual Belarusian entrepreneurs are women. In 2013, an Enterprise Survey conducted by the World Bank showed that 33 per cent of the surveyed Belarusian firms had women top managers in the economic sector⁹⁸ and 44 per cent of those firms had women among their shareholders. Firms headed by women had twice the amount of permanent full-time women workers than firms headed by men. The largest GDP-forming companies in Belarus do not yet have gender-balanced policies and do not tend to employ women and promote them to management positions. Women's share of CEOs in the largest companies is about 10 per cent and among the corporate board members it is about 29 per cent⁹⁹.

Decision making in civil society

Today there are more than thirty active women NGOs **in Belarus**, whose activities are mainly dedicated to developing women's entrepreneurship and business, defending reproductive health and combating domestic violence. NGOs are often the only actors who raise gender equality issues, advocate policy measures to be adopted by the state and monitor how they are addressed by the state. The most active NGOs are: the international NGO *Gender Perspectives, Belarusian Young Women Christian Association, Women's Independent Democratic Movement, Radislava* and the feminist initiative *Gender Route*. Regrettably, the Belarusian civil society appears to have little influence or impact on the development of the state gender policies¹⁰⁰. It is worth noting however, that in December 2012 an independent movement composed of political parties, NGOs and trade unions signed a memorandum on the implementation of the *National Gender Platform*. The memorandum, which is addressed to both the civil society and the Government, proposes to attain gender equality through measures related to decision-making, reproductive health, gender-sensitive public awareness, and domestic violence. The Platform decided to create a permanent women's leadership school to prepare women for local elections campaigns.

⁹⁸ The World Bank Enterprise Survey involved a sample of 360 Belarus firms
<www.enterprisesurveys.org/Data/ExploreTopics/gender>

⁹⁹ The list of GDP-forming companies was selected from the Belarus largest companies www.government.by

¹⁰⁰ Analysis of the gender sector in Belarus, Office for European Expertise and Communication

Georgia

Objective II - Public power positions

	N°	%	EaP %
Women senior ministers	4	21,1	14,2
Distribution of ministers in different fields of action			
Basic	3	42,9	17,1
Economy	0		4,2
Infrastructure	0		1,9
Socio-cultural	1	16,7	26,5
Women in national Parliament	17	11,3	16,3
Women in regional assemblies	4	19,0	
Women in local assemblies	242	11,6	26,7
Women leaders in political parties	1	14,3	10,7
Women deputy leaders in political parties	13	31,0	14,9
Women among the highest civil servants - Level 1	20	24,4	17,4
Women among the highest civil servants - Level 2	91	35,0	33,7
Distribution of Level 1 in different fields of action			
Basic	11	25,6	17,4
Economy	3	18,8	33,7
Infrastructure	3	50,0	
Socio-cultural	3	17,6	11,0
Distribution of Level 2 in different fields of action			
Basic	38	32,8	32,9
Economy	13	25,0	38,7
Infrastructure	11	52,4	32,2
Socio-cultural	29	40,8	34,6

Women in Supreme Courts	4	30,8	28.9
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Objective III – Economic positions

	N°	%	EaP %
Women Governors and vice Governors of Central Bank	0	0	0
Women board members of Central Bank	0	0	9,2
Women Presidents and vice Presidents of workers' organizations	1	33,3	15,3
Women members of the governing bodies of workers' organizations	5	20,0	
Women Presidents and vice Presidents of employers' organizations	0	0	10,4
Women members of the governing bodies of employers' organizations	2	18,2	10,4
Women presidents and CEOs of registered companies	0	0	
Women members of the boards of registered companies	1	3,3	14,7

Objective IV – Top management position in academia and media

	N°	%	EaP%
Women in academic staff differentiated by level of seniority	11	25,5	N/A
Women at levels 1 and 2 in public media	3	37,5	N/A
Women at levels 1 and 2 in private media organisations	6	31,6	N/A
Women board members of public broadcasters	4	57,1	N/A

Women and politics

Gender equality in **Georgia's** political life remains a major challenge. Women hold four out of nineteen ministerial positions in the cabinet and their presence has been stable. The portfolios are diversified: Defence, Justice, Education and Science, European and Euro-Atlantic Integration. Having a woman - Ms. Tinatin Khidasheli - as Minister of Defence, a traditionally male-dominated sphere, is important for Georgia as this provides a powerful role model and may help change popular expectations about women's participation in the defence and security fields. The 14 women deputy ministers represent 28 per cent of all deputy ministers. It is worth noting that in 2013 a few high-level strategic positions were attributed to women for the first time: the National Security Council Secretary, assisting Georgia's President on national security issues, the Chair of

the Central Election Commission and that of the Energy and Water Supply Regulatory Commission¹⁰¹. Georgian women won 17 out of the 150 seats in the October 2012 parliamentary elections, or 11 per cent of its members. This is a slight improvement in comparison with the 2008-2012 legislature where women only obtained 6.4 per cent of the seats.

Not only are there few women in the Parliament, but their presence in high ranking positions is very limited. Ms. Manana Kobakhidze is the first deputy chairperson of the Parliament and the chair of its Gender Equality Council. None of the eleven parliamentary factions, or parliamentary groups, is headed by a woman. There are only three women as deputy heads of factions. Only one of the fifteen Parliamentary Committees, the Human Rights and Civil Integration Committee, is chaired by a woman and only one woman in the Committee of European Integration takes up the first deputy chairman's position¹⁰².

Two political parties, not represented in the Parliament, are led by women. *The Democratic Movement-United Georgia* is headed by Ms Nino Burdjanadze, former Speaker of the Parliament and a strong opposition party leader, who ran for the 2013 presidential elections and arrived second in the poll. *The Georgian Way* is headed by the former minister of Foreign Affairs, Ms Salome Zurabishvili, but the party and its leader, after losing the elections are no longer visible. It is interesting to note that the promotion of women in politics is not on the agenda of these parties' programmes.

At local level, all nine governors appointed by the Prime Minister to represent the executive branch of the central government in the nine regions of Georgia, are men¹⁰³. There are only two women out of 69 local *Gamgebelis* (heads of provincial municipal districts) while all Mayors of the 12 local self-governing cities are men¹⁰⁴.

The 2014 local elections have revealed another alarming picture of gender imbalance. There were no improvements to the two previous elections in 2006 and 2010 as women account only for 11.6 per cent of the members of *Sakrebulo*s, the local representative councils. Women chair only 2 out of 64 *Sakrebulo*s, i.e. 3 per cent. The female participation ratio is particularly low in local representative bodies of the areas where Azerbaijani and Armenian population minorities reside and represents only 2.7 per cent of the total number of *Sakrebulo*s members.

Finally as far as diplomatic services are concerned, there are only 6 Georgian women Ambassadors out of 52.

101 GEORGIA – Beijing +20 National Review of the Implementation of the Beijing Declaration and Platform for Action, http://www.unwomen.org/~media/headquarters/attachments/sections/csw/59/national_reviews/georgia_review_beijing20.ashx?v=1&d=20140917T100730

102 Official Website Georgia's Parliament: <http://www.parliament.ge/ge/saparlamento-saqmianoba/komitetebi>

103 <http://www.transparency.ge/en/node/5218>

104 Gender Monitoring of Local Self-Government Bodies and Strengthening Women Involvement in Political Life. Published by ISFED: www.scribd.com/doc/243941369/Gender-Monitoring-of-Local-Self-Government-Bodies-and-Strengthening-Women-Involvement-in-Political-Life

Women and the economy

Georgia suffers from relatively high unemployment rates of both men and women. Women however, are further disadvantaged in the labour market, by vertical and horizontal segregations, pay gap and unpaid domestic and caring work in the households. Men with higher education are 1.2 times more likely to get employed than women with higher education¹⁰⁵. The average monthly nominal salaries of women are lower than those of men in all sector of the economy¹⁰⁶. Women, who make up 39 per cent of business employees, earn between 32 and 37 per cent less than men in the business sector¹⁰⁷. Women make up between 80 and 85 per cent of employees in the education, healthcare and social assistance sectors; 61 per cent in hotels and restaurants. Only the wholesale and some retail trade sectors have more balanced employment patterns, with 52 per cent of men and 48 per cent of women. Some sectors remain the privileged province of men: women's involvement in the construction, transport and communications sectors is well below 10 per cent. They fare better in the energy and manufacturing sectors (19 and 27 per cent¹⁰⁸ respectively). Women made up 43.6 per cent of the recipients of micro-credits in 2012¹⁰⁹. In a 2013 UN Women study¹¹⁰, the majority of women interviewed said that their main source of information on loan products was the social network such as neighbours, friends, or relatives, rather than direct marketing. Women often struggle to obtain a loan from a microfinance institution since a collateral such as immovable property is required as security, and land is usually registered solely in their husband's name. Particularly in rural areas, women often have little involvement in economic decision-making and they lack information about their rights under civil law¹¹¹. Indeed, tradition, customary law and religious practices have a strong influence on attitudes to land ownership in practice, and these factors typically discriminate against women. As an alternative to employment, women can launch their own companies and indeed they were 32 per cent of the owners of newly registered enterprises in 2014. Looking at women on the boards of companies¹¹², none is a President or a CEO and only the Caucasus Energy and Infrastructure Company has a woman on its board. One of the reasons for women's lower involvement in the labour market in Georgia is labour emigration. It is currently estimated that 56 per cent of all labour migrants leaving Georgia are women. Abroad, the majority of them accept unofficial work as housekeepers or caretakers.

¹⁰⁵ International Centre for Education Policy Planning and Management (EPPM); 2012. Education and workforce in Georgia

¹⁰⁶ GeoStat data for 2014

¹⁰⁷ Woman and Men in Georgia, 2013; pg.60 http://geostat.ge/cms/site_images/_files/english/health/women_per_cent20and_per_cent20men_per_cent202013Analytical.pdf

¹⁰⁸ Sumbadze, 2008

¹⁰⁹ Data from the Microfinance Information Exchange (<http://genderindex.org/country/georgia>) women made up 43.58% of recipients of micro-credit in 2012.

¹¹⁰ Accessibility of Microfinance Institution Services for Women: Existing Barriers and Opportunities. Results of two studies conducted in Georgia in 2012 and 2013. UN Women, 2013

¹¹¹ USAID (n.d.) 'USAID Country Profile: property rights and resource governance. Georgia', USAID, Washington, D.C.

¹¹² In Georgia most of the large companies are not listed on the national stock exchange. Six companies with available information listed at the Georgian Stock Exchange were analysed for the present Study.

Decision making in civil society

Georgia is witnessing an unprecedented development in women's participation in informal politics, in building civil society, and in NGOs. Organisations working in the area of women's rights represent roughly 10 to 12 per cent of all the registered organisations in Georgia¹¹³. Civil society has already gained experience and has the potential to assist government in making informed decisions concerning women's rights and status, as well as in empowering women generally. Women's NGOs promoted the adoption of gender related laws. There is a significant research, awareness raising and advocacy capacity mobilised in the sector. There are good examples of NGOs transmitting knowledge and capacities on the empowerment of women to government at central and local levels. The *Fund for Women Entrepreneurs* operates in Western Georgia supporting women's active involvement in decision-making processes and economic independence.

Women's participation in conflict resolution and reconciliation

The Ministry of Internally Displaced Persons, Occupied Territories, Accommodation, and Refugees of **Georgia** is in charge of IDP women's problems. As of 2010, the Ministry and UN Women were supporting the operation of five Legal Clinics that provide IDPs and conflict-affected citizens, particularly women, with free of charge legal aid particularly in relation to their property and housing rights. The denial of women's property right was identified as one of the mostly widespread problems in these communities.¹¹⁴

In 2011 the Parliament approved the 2012-2015 National Action Plan on Women, Peace and Security for the Implementation of the United Nations Security Council Resolutions Nos.1325, 1820, 1888, 1889, and 1960. The action plan is divided into the so-called 3P actions: Prevention of conflict and incidents of violence towards women in conflict; better Protection of women during and after the conflict; increasing and enhancing women's Participation in conflict prevention and managing processes. In order to implement the UN Security Council Resolutions 1325, the civil society organisations demand a higher representation of women in the Geneva Talks¹¹⁵. In 2012, there were four women representatives among the Georgian delegation in the Geneva Talks out of ten participants, which is considered to be the highest female participation in such activities. Today there are only two.

The Ministry for Reconciliation and Civic Equality is in charge of coordination and monitoring of activities undertaken towards the Georgian–Ossetian and Georgian–Abkhazian conflict resolution, generating new peace initiatives and reintegrating the conflict regions and their population with the rest of Georgia. The minister is a man, and his first deputy minister is a woman, Ms Ketevan Tsikhelashvili, a member of the Geneva talks delegation.

¹¹³ *Assessment of needs of women's movement in Georgia*, Briefing-paper for the international development agencies and grant making institutions, WIC, 2007.

¹¹⁴ IDP Women Association "Consent", Online publication #1, 2015, Georgian at http://issuu.com/association_consent/docs/online_publication_-_1.1_-_draft_-_70eccd57dae660

¹¹⁵ Geneva Talks are official negotiations with representation of parties in conflict : Georgia, Abkhazia, South Ossetia and Russia

Moldova

Objective II - Public power positions

	N°	%	EaP %
Women senior ministers	6	31,6	14,2
Women deputy / junior ministers	15	25,0	
Distribution of ministers in different fields of action			
Basic	2	40,0	17,1
Economy	-	-	4,2
Infrastructure	-	-	1,9
Socio-cultural	4	80,0	26,5
Women in national Parliament	22	21,8	16,3
Women in regional assemblies	1	2,9	
Women in local assemblies	3689	29,3	26,7
Women leaders in political parties	-	-	10,7
Women deputy leaders in political parties	5	20,8	14,9
Women among the highest civil servants - Level 1	2	40,0	17,4
Women among the highest civil servants - Level 2	343	65,3	33,7
Distribution of Level 1 in different fields of action			
Basic	0	0	11,0
Economy	1	100,0	27,5
Infrastructure	1	100,0	32,3
Socio-cultural	0	0	7,2
Distribution of Level 2 in different fields of action			
Basic	80	61,1	32,9
Economy	176	76,5	38,7
Infrastructure	30	44,1	32,2

Socio-cultural	57	59,4	34,6
Women in Supreme Courts	15	46,9	28,9

Objective III – Economic positions

	N°	%	EaP %
Women Governors and vice Governors of Central Bank	-	-	
Women board members of Central Bank	-	-	
Women Presidents and vice Presidents of workers' organizations	-	-	
Women members of the governing bodies of workers' organizations			
Women Presidents and vice Presidents of employers' organizations	-	-	
Women members of the governing bodies of employers' organizations	4	22,2	
Women presidents and CEOs of registered companies	7	17,9	

Objective IV – Top management position in academia and media

	N°	%	EaP%
Women in academic staff differentiated by level of seniority			
Women at levels 1 and 2 in public media	1	10,0	11,7
Women at levels 1 and 2 in private media organisations	12	28,6	
Women board members of public broadcasters	5	62,5	

Women and politics

With six ministers out of nineteen, **Moldova** has the highest proportion of women in the Governments of the EaP Countries, reaching almost 30 per cent. However, as previously mentioned, these ministers are highly concentrated in the socio-cultural sectors. Women's representation in the Moldovan Parliament has been increasing progressively from a mere 4 per cent in the 1990s to attain its highest level in the 2009-2010 legislature and then decreased in the last two legislatures to reach 21,8 per cent in the September 2015 elections as can be seen from the table below.

Table 1- Evolution of Moldovan women's representation in Parliament from 1990 to 2015

Legislature	N° of women in Parliament	N° of members of Parliament	Women's representation (percentage)
1990-1993	12	300	4.0
1994-1998	5	101	5.0
1998-2001	9	101	8.9
2001-2005	16	101	15.8
2005-2009	21	101	20.8
2009-2010	26	101	25.7
2010-2014	20	101	19.8
2015	22	101	21.8

Four out of nine parliamentary standing committees¹¹⁶, which exert a substantial amount of negotiating power in the adoption of legislative texts, are chaired by women. Local politics do not appear to be more inclined towards having Moldovan women in their representation, as the number of District Councillors and Mayors stagnates around 18 per cent since 2007.

Women and the economy

The main sources of occupation for **Moldovan** women are the public administration, education, health and social work. They are also employed in services, such as shops, hotels and restaurants, or information communication and transport industries. A significant proportion of the working women in Moldova is employed by the government¹¹⁷. In 2014 there were about twice as many women as men in the public service. The majority of these women are employed as professionals and clerks, and some as senior officials and managers. Women tend to be concentrated at the lowest occupational levels. They remain underrepresented in senior management. In reviewing the limited data on women's occupation in different sectors from 2004 to 2014 it is striking to see how figures remain remarkably stable except for a substantial drop in

¹¹⁶ Committee for public administration and regional development; Committee for social protection, health and family; Committee on Foreign Policy and European Integration; Legal Committee for appointments and immunities (<http://parlament.md/StructuraParlamentului/Comisiipermanente/tabid/84/language/en-US/Default.aspx>)

¹¹⁷ Biroul National de Statistica (National Bureau of Statistics), 2014

skilled agricultural and fishery workers¹¹⁸ and a limited increase in the administrative and service sectors. In Moldova, 27.5 per cent of the entrepreneurs are women, approximately 2 per cent of women managers run big enterprises, 10 per cent are in mid-sized enterprises, 40 per cent are in small enterprises and the remaining 48 per cent are in micro-enterprises. Women's increasing participation in entrepreneurship is viewed as a positive alternative to unemployment. In Moldovan firms, including small and medium enterprises, women do not attain management positions. If promoted, they will not have any line responsibilities but will rather be granted non-operational positions, such as vice-president, or staff positions, such as chief accountant.

¹¹⁸ From 228.700 workers in 2004 to 76.500 in 2014.

Ukraine

Objective II - Public power positions

	N°	%	EaP %
Women senior ministers	1	5,9	14,2
Distribution of ministers in different fields of action			
Basic	0	0	17,1
Economy	1	25,0	4,2
Infrastructure	0	0	1,9
Socio-cultural	0	0	26,5
Women in national Parliament	51	12,1	16,3
Women in regional assemblies		11,7	
Women in local assemblies		28,0	26,7
Women leaders in political parties	1	16,7	10,7
Women deputy leaders in political parties	1	4,3	14,9
Women among the highest civil servants - Level 1	16	22,2	17,4
Women among the highest civil servants - Level 2	35	33,7	33,7
Distribution of Level 1 in different fields of action			
Basic	5	23,8	11,0
Economy	6	35,3	27,5
Infrastructure	4	28,6	32,3
Socio-cultural	1	5,0	7,2
Distribution of Level 2 in different fields of action			
Basic	12	36,4	32,9
Economy	12	33,3	38,7
Infrastructure	6	37,5	32,2
Socio-cultural	5	26,6	34,6

Women in Supreme Courts	13	27,7	28,0
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Objective III – Economic positions

	N°	%	EaP %
Women Governors and vice Governor of Central Bank	1	16,7	
Women members of the Central bank	3	25,0	
Women Presidents and vice Presidents of workers' organizations	4	33,3	
Women members of the governing bodies of workers' organizations	137	43,4	
Women Presidents and vice Presidents of employers' organizations	1	9,1	
Women members of the governing bodies of employers' organizations	5	5,7	
Women presidents and CEOs of registered companies	0	0	

Objective IV – Top management position in academia and media

	N°	%	EaP%
Women in academic staff differentiated by level of seniority	5	7,2	
Women at level 1 in academic staff	0	0	11,7
Women at level 2 in academic staff	5	8,5	
Women at levels 1 and 2 in public media	3	60,0	
Women at levels 1 and 2 in private media organisations	1	33,3	
Women board members of public broadcasters	N/A	N/A	

Women and politics

Ukrainian women compose 55 per cent of the electorate, but are represented only by 12 per cent of women in the Parliament. This picture improves at local level: in January 2013, women members represented 12 per cent of regional councils, 23 per cent of district councils, 28 per cent of city councils, 51 per cent of village councils and 46 per cent of small village and settlements councils. The councils' authority level is negatively correlated with its gender balance: the lower the level of the authority the better are the chances for women of being elected, in particular among the council members of villages and village settlement councils. It is an excellent illustration of

vertical gender segregation of policy areas¹¹⁹. The gender ratio of the Members of Parliament and local council members in the 2000-2012 period shows slight fluctuations, but remained low. During the 2009-2014 period, the Cabinet of Ministers never included more than three women at any time. In 2014 there was only one woman in the Government as Minister of Social Policy. In 2015, the Minister of Finance is the only woman out of seventeen Ministers.

Women and the economy

One of the most prominent manifestations of inequality between **Ukrainian** women and men in the economy is the wage gap, which is largely due to the gender segregation in the labour market. Average women's wages were 76.3 per cent of men's in 2014. Experts believe that in the informal economy the gender pay gap is even wider. Women are mostly employed in sectors that do not offer high salaries, mostly in the public sector while men are employed in manual activities, management and information technology. The latter employment segments provide much higher salaries¹²⁰. Female employment has traditionally been predominant in activities with the lowest average wage, such as public and private services, hotels and restaurants services, education, health and social welfare, where women constitute the largest proportion of workers. Men tend to work, instead, in transport and construction. The Ukrainian Labour Code has a number of protective provisions for women that can create additional discrimination on the job market. In 2014, 10.8 per cent of men and 7.5 per cent of women were unemployed¹²¹. Only 22 per cent of businesses are owned by women and only 6 per cent of big businesses are run by women¹²²; 31.5 per cent of companies in Ukraine have a female participation in ownership; 12.8 per cent of companies have majority female ownership and 18.8 per cent of firms have a female top manager¹²³. It is more difficult for women to be granted loans, as they have fewer resources that can be used as collaterals. In practice a credit offered to a woman is short term and has high interest rate.

Decision making in civil society

In **Ukraine**, further to the exacerbation of civil confrontation between November 2013 and February 2014 and the occupation of the Autonomous Republic of Crimea by foreign troops, which led among other things to an increase of violence against women, the women leaders of the civil society, culture and art celebrity figures, journalists and Ukrainian women have actively taken part

¹¹⁹ National Review to the UN 2015 Commission on the Status of Women
http://www.unecce.org/fileadmin/DAM/Gender/publication/NV111.07_att1_att2_att3_merged.pdf

⁵³ United Nations Development Programme, "Women and Men on the Ukrainian Labour Market: A Comparative Study of Ukraine and the EU", Kyiv: VAITE company, 2011, p.20
http://www.undp.org.ua/files/en_25051Women_and_Men_on_the_Ukrainian_Labour_Market_Eng.pdf

¹²¹ State Statistics Service of Ukraine, статистичний збірник «Жінки і чоловіки України», [Statistical digest "Women and Men in Ukraine"], Kyiv, 2015, p. 65

¹²² Enterprise Surveys of World Bank Group "What Businesses Experience", retrieved 20 November, 2015
<https://www.enterprisesurveys.org/>

¹²³ *ibid*

in non-violent resistance and promotion of national unity. The participants of civil protests dubbed *Euromaidan* have organized the *O.Kobylianska*¹²⁴ *Female Sotnia of Self-defence*¹²⁵, provided legal, medical and other volunteer help, ensured public safety, organized events and made countless efforts to keep the protest peaceful and to overcome the effects of violence when the protest ceased to be peaceful. Such efforts attracted public attention and began to change the stereotyped roles that women are assigned to in society, including during the civil confrontations and international conflicts. NGOs, public communities and local authorities were also the first to provide protection and help to the displaced people of Ukraine - further explanations are provided in Section 3.4. A number of women members of parliament are working personally on the frontline, where they provide assistance to volunteers and hospitals. They also mobilised citizens by raising funds in support of internally displaced people, most of whom are women and children.

Women's participation in conflict resolution and reconciliation

In **Ukraine** “women are often excluded at decision-making level, as well as from the military response to the crisis”¹²⁶. However, a great amount of work is being carried out by the civil society, women organisations and local authorities. Regional executive bodies and local authorities provide temporary housing and food, ensure welfare payments and provide support for the internally displaced persons who are job seekers. Given the large number of women with children among the displaced persons, there is a need to give them employment, access to advanced professional training or retraining, welfare, childcare, healthcare and access to education for their children.¹²⁷

¹²⁴ Olha Kobylianska (1863-1942) was a Ukrainian modernist writer and feminist.

¹²⁵

http://www.academia.edu/8241376/The_Womens_Squad_in_Ukraines_Protests_Feminism_Militarism_and_Nationalism_on_the_Maidan

¹²⁶ NATO, “The role of women in the Ukraine military conflict”, retrieved 27 November, 2015, http://www.nato.int/cps/en/natohq/news_123557.htm

¹²⁷ National Review to the UN 2015 Commission on the Status of Women http://www.unece.org/fileadmin/DAM/Gender/publication/NV111.07_att1_att2_att3_merged.pdf

ANNEX 2 - MAPPING TABLES

WIP Mapping tables: Parliament

Coverage for data collection 2015

Country	Lower House of Parliament
Armenia	National Assembly of the Republic of Armenia ՀՀ Ազգային Ժողով, HH Azgayin Joghov
Azerbaijan	National Assembly of Azerbaijan Republic (Milli Majlis)
Belarus	House of Representatives of the National Assembly of the Republic of Belarus
Georgia	Parliament of Georgia
Moldova	Parliament of the Republic of Moldova
Ukraine	Verkhovna Rada of Ukraine

WIP Mapping tables: President of the Parliament

Coverage for data collection 2015

Country	President of the parliament (original name)	President of the parliament (most adequate translation into English)
Armenia	HH Azgayin Joghovi Nakhagah, ՀՀ Ազգային ժողովի նախագահ	President of the RA National Assembly
Azerbaijan	Azərbaycan Respublikası Milli Məclisinin Sədri	Chair of Milli Majlis of Azerbaijan Republic
Belarus	Председатель Палаты представителей Национального собрания Республики Беларусь	Chairman of the House of Representatives of the National Assembly of the Republic of Belarus
Georgia	SaqarTvelos Parliamentis Tavmjdomare	Chairman of the Parliament of Georgia
Moldova	Presedintele Parlamentului Republicii Moldova	The President of the Parliament of the Republic of Moldova
Ukraine	Голова Верховної Ради України	Verkhovna Rada Chairperson

WIP Mapping tables: Regional Assemblies

Coverage for data collection 2015

Country	Regional assembly (original name)	Regional assembly (most adequate translation into English)
Armenia	N/A	N.A
Azerbaijan	N/A	N/A
Belarus	Областной Совет депутатов	Regional Council of Deputies

Georgia	Ajaris avtonomiuri respublikis umaglesi sabcho	Supreme Council of the Autonomous Republic of Adjara
Moldova	Gagauzia Halk Toplusu	The People's Assembly of Gagauzia
Ukraine	Обласна рада	Oblast councils

WIP Mapping tables: President of regional assemblies

Coverage for data collection 2015

Country	President of regional assembly (original name)	President of regional assembly (most adequate translation into English)
Armenia	N/A	N/A
Azerbaijan	N/A	N/A
Belarus	Председатель областного совета депутатов	Chairmen of Regional Council of Deputies
Georgia	Gubernatori, Acharis respublikis umaghlesi sabchos tavnjdomare,	Governors, Chair of Supreme Council of Autonomous Republic of Adjara
Moldova	Gagauzianin Başkani	Governor (Baskan) of Gagauzia
Ukraine	Голова обласної ради	Head of oblast councils

WIP Mapping tables: Local Assemblies

Coverage for data collection 2015

Country	Local assemblies (original name)	Local assemblies (most adequate translation into English)
Armenia	Գյուղական/քաղաքային համայնքների ավագանիներ (Gyughakan/kaghakayin hamaynkneri avaganiner)	Village/City Councils
Azerbaijan	Bələdiyyələr	Municipalities
Belarus	Местные советы депутатов Mestnie soveti deputatov	Local Councils of Deputies
Georgia	Municipalitetis Sakrebulo	Municipal Councils
Moldova	Primarii, consilii locale, municipale si raionale	Mayors, local – villages/municipal/district councils
Ukraine	Місцеві ради	Municipal council

WIP Mapping tables: Government

Coverage for data collection 2015

Country	Head of state	Head of government	Cabinet
Armenia	The President of RA, ՀՀ	Prime Minister, ՀՀ վարչապետ, (ՀՀ	Senior: Ministers, Նախարարներ, (Nakhararner)

	նախագահ, (HH nakhagah)	varchapet)	Junior: Deputy Ministers, Heads of Government 6 Adjunct Bodies Փոխնախարարներ, Կառավարությանը առընթեր մարմիններ, (Pokhnakhararner, Karavarutyane areneter marminner) (National Security, Police, Cadastre, Civil Aviation, State Property, Nuclear Safety)
Azerbaijan	President	Prime Minister	Cabinet of Ministers of Azerbaijan Republic Senior Ministers: Primer Minister, plus 20 Ministers, 10 Chairs of State Committees, 2 heads of Administrations, 3 Services, 1 head of Office (National Archive Office) and 1 head of Fund (State Social Protection Fund) + 6 deputy Primer Ministers (one deputy minister is the same person as the head of State Committee for Refugees and IDPs) Junior Ministers: deputy Ministers, deputy State Committee Chairs, deputy Heads of Administrations, deputy heads of Services, deputy heads of offices and deputies of head of Fund that are within the Cabinet of Ministers
Belarus	President	Prime Minister	Council of Minister: 43 members including: Prime Minister, First Deputy Prime Minister, 4 Deputy Prime Minister Head of Presidential Administration, 24 Ministers 12 Heads of State Committees and central government agencies
Georgia	President	Prime Minister	19 Ministers, 2 Deputy Prime Ministers, Head of Governemnt of Adjara Autonomous Republic
Moldova	President	Prime Minister	Cabinet of Ministers – 19 members 1 Deputy Prime Ministers 16 – Ministers (Senior Ministers) 2 –ex-officio members: President of Academy of Science of Moldova; Baskan of UTA Gagauzia – senior minister
Ukraine	President	Prime Minister	The Cabinet of Ministers of Ukraine Senior: Ministers (18) Junior: Heads of other state executive authorities (56)

WIP Mapping tables: Senior and junior ministers

Coverage for data collection 2015

Country	Senior ministers	Junior ministers
Armenia	Ministers Նախարարներ, (Nakharamer)	Deputy Ministers, Heads of Government 6 Adjunct Bodies (National Security, Police, Cadastre, Civil Aviation, State Property, Nuclear Safety) Փոխնախարարներ, Կառավարությանը առընթեր մարմիններ, (Pokhnakharamer, Karavarutyane areneter marminner)
Azerbaijan	Ministers	Deputy Ministers Deputy Chairs of Committees within the Cabinet Deputy Heads of Administrations within the Cabinet Deputy Director of Offices within the Cabinet Deputy Head of Services within the Cabinet Deputy Head of Funds within the Cabinet
Belarus	Ministers	N/A
Georgia	Ministers	N/A
Moldova	Members of Minister's Cabinet, including President of Academy of Science and Bascan of UTA Gagauzia	Deputy Ministers Deputy of President of Academy of Science Head and Deputy of Executive Committee of Gagauzia
Ukraine	Ministers	Heads of central executive bodies (state services, agencies, inspections, commissions etc)

WIP Mapping tables: Highest ranking civil servants

Coverage for data collection 2015

Country	level 1 administrators-highest level of administrative (non-political) positions within each ministry	level 2 administrators-second level of administrative (non-political) positions within each ministry
Armenia	The highest posts of the State Service of RA (Sub group I): In Ministries: Cheifs of Staffs. In Government: Deputy Cheifs of Staff. The Highest posts of Diplomatic Service In Foreign Ministry (Sub group I): First Secretary Նախարարություններում՝ աշխատակազմի ղեկավարներ Կառավարությունում՝ աշխատակազմի ղեկավարի տեղակալներ Արտաքին գործերի նախարարությունում՝ գլխավոր քարտուղար	The highest posts of the State Service of RA (Sub group II): In Ministries: Deputy-Cheifs of Staffs, Heads of Agencies. In Government: Heads of Departments, Executive Managers. The Highest posts of Diplomatic Service In Foreign Ministry (Sub group II): Head of State Protocole Նախարարություններում՝ աշխատակազմերի ղեկավարների տեղակալներ, գործակալությունների պետեր Կառավարությունում՝ վարչությունների պետեր, գործերի կառավարիչներ Արտաքին գործերի նախարարությունում՝

	(ashkhatakazmi ghekavarner, ashkhatakazmi ghekavari teghakarner, glkhavor kartughar)	Պետական արարողակարգի ծառայության ղեկավար (ashkhatakazmeri ghekaarneri tghekarner, gorcakalutyunneri peter, gorceri karavarichner, petakan araroghakargi ghekavar)
Azerbaijan	Head of Apparatus	Chairs of Departments
Belarus	Deputy Minister	Heads of Departments
Georgia	Head of the Administration of Government of Georgia (State Chancellery), Head of Presidential Administration Head of the Apparatus of the Parliament Deputy Ministers	Deputy head of the Administration of Government Deputy Head of Presidential Administration Head of Department Head of Agency/Lepis
Moldova	Authorities of central public administration, state secretary, deputy heads of administrative authority: Head of Agencies (Statistics, Cadastre, Interethnic Relation, Moldsilva, Reserves, Tourism, Anti-corruption, CNAS, Arhive, National Accreditation, Science & Technological Dev, Civil Service; Customs, Tax Inspection	Authorities of central public administration, heads and deputies of the bodies subordinated to the Ministries and to other administrative authorities
Ukraine	Deputy Ministers	Directors of departments in the ministries

WIP Mapping tables: Ministries by BEIS type

Coverage for data collection 2015

Country	B-Basic functions	E-Economy	I - Infrastructure	S-Socio-cultural functions
Armenia	Ministry of Defense Ministry of Foreign Affairs Ministry of Justice Ministry of Territorial Administration and Emergency Situations	Ministry of International Economic Integration and Reforms Ministry of Economy Ministry of Finance Ministry of Agriculture	Ministry of Energy and Natural Resources Ministry of Transport and Communication Ministry of Urban Development Ministry of Nature Protection	Ministry of Culture Ministry of Diaspora Ministry of Education and Science Ministry of Labor and Social Affairs Ministry of Sport and Youth Affairs Ministry of Healthcare
Azerbaijan	Ministry of Foreign Affairs Ministry of Internal Affairs Ministry of National Security Ministry of Defense Ministry of Justice Ministry for Emergency Situations State Statistics Committee State Sea Administration State Border Service State Service for Mobilization and Military Service State Civil Aviation Administration National Archive Office	Ministry of Finance Ministry of Taxes Ministry of Economy and Industry Ministry of Energy State Committee for Securities State Committee for Customs Ministry of Agriculture	Ministry of Defense Industry Ministry of Ecology and National Resources Ministry of Communication and High Technologies Ministry of Transportation State Committee for City planning and Architecture State Committee for Property Issues Committee for Standardization, Metrology and Patent	Ministry of Health Ministry of Labor and Social Protection of Population Ministry of Culture and Tourism Ministry of Youth and Sport Ministry of Education State Committee for Refugees and IDPs State Committee for Family, Women and Children's Affairs State Committee for work with Religious entities State Committee for work with Diaspora Migration Service Social Protection Fund
Belarus	Ministry of Justice Ministry of Internal Affairs Ministry of Foreign Affairs Ministry of Defense Ministry of Emergency Situations Ministry of Taxation	Ministry of Economy Ministry of Finance Ministry of Agriculture and Food Ministry of Industry	Ministry of Architecture and Construction Ministry of Housing and Communal Services Ministry of Information Ministry of Forestry Ministry of Trade Ministry of Communication and Informatization Ministry of Transport and Communication Ministry of Natural Resources and Environmental Protection Ministry of Energy	Ministry of Culture Ministry of Education Ministry of Labor and Social Protection Ministry of Sport and Tourism Ministry of Healthcare

Country	B-Basic functions	E-Economy	I - Infrastructure	S-Socio-cultural functions
Georgia	Ministry of Foreign Affairs Ministry of Internal Affairs Ministry of Defense Ministry of Justice State Ministry of Reconciliation and Civic Equality Ministry of Correction State ministry on European and Euro-Atlantic Integration	Ministry of Economy and Sustainable Development Ministry of Finance Ministry of Energy Ministry of Agriculture	Ministry of Environment and National Resources Ministry of Regional Development and Infrastructure	Ministry of Labour, Health and Social Affairs Ministry of Education and Science Ministry of Culture Ministry of Sport and Youth Affairs Ministry of Internally Displaced Persons State Ministry of Diaspora
Moldova	Ministry of Justice Ministry of Internal Affairs Ministry of Foreign Affairs and European Integration Ministry of Defense UTA Gagauzia	Ministry of Economy Ministry of Finance Ministry of Agriculture and Food Industry	Ministry of Regional Development and Construction Ministry of Transport and Road Infrastructure Ministry of Environment Ministry of Information Technology and Communications	Ministry of Education Ministry of Culture Ministry of Labour Ministry of Social Protection and Family Ministry of Health Ministry of Youth and Sports Academy of Science of Moldova
Ukraine	Ministry of Internal Affairs of Ukraine Ministry of Foreign Affairs of Ukraine Ministry of Defense of Ukraine Ministry of Justice of Ukraine	Ministry of Agrarian Policy and Food of Ukraine Ministry of Economic Development and Trade of Ukraine Ministry of Energy and Coal Industry of Ukraine Ministry of Industrial Policy of Ukraine Ministry of Finance of Ukraine	Ministry of Ecology and Natural Resources of Ukraine Ministry of Infrastructure of Ukraine Ministry of Regional Development, Construction and Housing and Communal Services of Ukraine Ministry of Information Policy of Ukraine	Ministry of Culture of Ukraine Ministry of Youth and Sports of Ukraine Ministry of Education and Science of Ukraine Ministry of Health of Ukraine Ministry of Social Policy of Ukraine

WIP Mapping tables: Supreme Court

Coverage for data collection 2015

Country	Supreme Court (original name)	Supreme Court (most adequate translation into English)
Armenia	ՀՀ Վճռաբեկ Դատարան	Cassation Court of the Republic of Armenia
Azerbaijan	Azərbaycan Respublikasının Ali Məhkəməsi	Supreme Court of Azerbaijan Republic
Belarus	Верховный суд Республики Беларусь	Supreme Court of the Republic of Belarus
Georgia	Sakartvelos Uzenaesi Sasamartlo	Supreme Court of Georgia
Moldova	Curtea Suprema de Justice	The Supreme Court of Justice
Ukraine	Верховний Суд України	The Supreme Court of Ukraine

WIP Mapping tables: President of supreme court

Coverage for data collection 2015

Country	President of supreme court (original name)	President of supreme court (most adequate translation into English)
Armenia	ՀՀ Վճռաբեկ Դատարանի նախագահ	President of Cassation Court of the Republic of Armenia
Azerbaijan	Azərbaycan Respublikasının Ali Məhkəməsinin sədri	Chair of Supreme Court of Azerbaijan Republic
Belarus	Председатель Верховного суда Республики Беларусь	Chairman of Supreme Court of the Republic of Belarus
Georgia	Uzenaesi sasamartlos tavnjdomare	The Chairperson of the Supreme Court
Moldova	Curtea Suprema de Justitie	Supreme Court of Justice
Ukraine	Голова Верховного Суду України	President of the Supreme Court of Ukraine

WIP Mapping tables: Political parties present in Parliament

Coverage for data collection 2015

Country	Political Party (original name)	Political Party (most adequate translation into English)	Party leader (position)	Deputy leader (position)
Armenia	Hayastani Hanrapetakan Kusaktsutyun, Հայաստանի հանրապետական կուսակցություն	Republican Party of Armenia	President	Vice Presidents (4)
	Bargavach Hayastan Kusaktsutyun, Բարգավաճ Հայաստան կուսակցություն	Prosperous Armenia	President	Deputy Head
	Hay Azgayin Kongress Kusaktsutyun, Հայ ազգային կոնգրես կուսակցություն	Armenian National Congress	President	Vice Presidents (2)
Azerbaijan ¹²⁸	Yeni Azərbaycan Partiyası Sosial Rifah Ana Vətən Ədalət Bütöv Azərbaycan Xalq Cəbhəsi Vətəndaş Həmrəyliyi Böyük Quruluş Ümid Demokratik İslahatlar Vətəndaş Birliyi	New Azerbaijan Party Social Welfare Motherland Justice United Azerbaijan National Front Party Citizen Solidarity Great Formation Hope Democratic Reforms Citizens Union	Chairman in all parties	Deputy Chairs in all parties
Belarus	Коммунистическая партия Беларуси Республиканская партия труда и справедливости Белорусская аграрная партия	Communist Party of Belarus Republican Party of Labour and Justice Belarus Agrarian Party	Chairman	Deputy Chair
Georgia	Kartuli Otsneba-Demokratiuli Sakartvelo	Georgian Dream - Democratic Georgia	Chairman	Secretary General
	Sakartvelos Respublikuri Partia Erovnuli Forumi	Republican Party of Georgia	Chairperson	Deputy Chair
	Sakartvelos konservatiuli partia	National Forum Conservative Party of Georgia	Political Secretary	Political council
	Mrecveloba Gdaarchens sakartvelos	Industry Will Save Georgia	Chairman	Deputy chair
	Ertiani Nacionaluri Modzraoba	United National Movement	Head Leader	Chairman Secretary General
Chveni sakartvelo- Tavisufali	Our Georgia – Free	Chairman	Secretary	

¹²⁸ Elections to Milli Majlis (Parliament) are held through majoritarian voting system

Country	Political Party (original name)	Political Party (most adequate translation into English)	Party leader (position)	Deputy leader (position)
	Demokratebi	Democrats		General
Moldova	Partidul Liberal Democrat al Moldovei Partidul Democrat al Moldovei Partidul Liberal Partidul Socialistilor din Republica Moldova Partidul Comunistilor din Republica Moldova	Liberal Democratic Party of Moldova Democratic Party of Moldova Liberal Party Party of Socialists of the Republic of Moldova Party of Communists of the Republic of Moldova	Chairman, President Honorable President	Vice Presidents Political Executive Committee
Ukraine	Фракція Партії "Блок Петра Порошенка" Фракція Політичної партії "Народний Фронт" Фракція Політичної партії "Опозиційний блок" у Верховній Раді України восьмого скликання Фракція Політичної партії "Об'єднання "Самопоміч" Фракція політичної партії "Всеукраїнське об'єднання "Батьківщина" у Верховній Раді України Група "Відродження" "Партія	Faction of the party "Petro Poroshenko Bloc" Faction of the Political party "People's Front" Faction of the Political party "Opposition Bloc" in the Verkhovna Rada of Ukraine of the eighth convocation Faction of the Political party "Samopomich Union" Faction of the Political party the All-Ukrainian Union "Batkivshchyna" in the Verkhovna Rada of Ukraine Group "Party "Revival"	Head	First Deputy Head, Deputy Head

Mapping Tables: Central bank

Coverage for data collection 2015

Country	Central bank	Decision-making bodies
Armenia	The Chairman of the Central Bank of RA, ՀՀ Կենտրոնական բանկի նախագահ (HH Kentronakan banki nakhagah)	The Central Bank Board, ՀՀ Կենտրոնական բանկի խորհուրդ, (HH Kentronakan banki khorhurd)
Azerbaijan	Central Bank of Azerbaijan Republic	Board of Central Bank of Azerbaijan Republic

Belarus	National Bank of the Republic of Belarus	The Board of the National Bank of the Republic of Belarus
Georgia	National Bank of Georgia	The Board of the National Bank of Georgia
Moldova	National Bank of Moldova	Supervisory Council (Consiliul de supraveghere) Executive Committee (Comitetul executiv)
Ukraine	National Bank of Ukraine	Council of the National Bank of Ukraine

WIP Mapping tables: Social partners, workers

Coverage for data collection 2015

Country	Social partner, workers (3 largest)	Governing bodies (for each social partner mentioned)
Armenia	Confederation of Trade Unions of Armenia Հայաստանի արհմիությունների կոնֆեդերացիա	Council of Federation
Azerbaijan	Azerbaijan Trade Unions Confederation	Assembly
Belarus	Federation of Trade Unions of Belarus Trade Union Association Belarusian Congress of Democratic Trade Unions	Chairman Vice-Chairs Presidium Plenum Chairman Vice-Chair Council
Georgia ¹²⁹	Georgian Trade Union Confederation Adjarian Trade Union Confederation	Board Board
Moldova	National Trade Union Confederation of Moldova consist of 27 Trade Union organizations	General Council consisting of a) Representatives of the 27 member organizations; b) the Chairman, Vice Chairman and Secretary of the Confederation; c) Committee of Confederation (32 persons)
Ukraine	Federation of Trade Unions of Ukraine Trade Union of State Institutions of Ukraine Trade Union of Education and Science of Ukraine Trade Union of Health Care of Ukraine	Head Deputy Head Central Committee, Presidium

WIP Mapping tables: Social partners, employers

Coverage for data collection 2015

Country	Social partner, employers (3 largest)	Governing bodies (for each social partner mentioned)
Armenia	The Union of Manufacturers and Businessmen (Employers) of	Council

¹²⁹ There are 2 confédérations and 19 professional unions in Georgia

	Armenia Republican Union of Employers of Armenia	Council
Azerbaijan	National Confederation of Entrepreneurs (Employers) of Azerbaijan Republic	Board
Belarus	Business Union of Entrepreneurs and Employers named after Professor Max Kuniavsky (BUEE) Chamber of Commerce and Industry Republican Confederation of Entrepreneurship	Board 4 Co-chairs Chair Chairman 3 Deputies Board Chairman Co-Chairs Board
Georgia	Georgian Employers' Association	Board
Moldova	The National Confederation of Employers of the Republic of Moldova (CNPM)	Board of Confederation of Employers = Executive Committee represents the decision making bodies and cover the representatives of all 16 members of the Confederation.
Ukraine	Federation of Employers of Ukraine All-Ukrainian Association of Employers All-Ukrainian Association of Employers "Confederation of Employers of Ukraine"	Heads Deputy Heads of employer federations Boards of employer federations

WIP Mapping tables: Publicly listed companies

Coverage for data collection 2015

Country	Name of companies (up to 10)	Governing bodies (for each company to be specified)
Armenia	Pure Iron Plant OJSC Araratbank OJSC Artsakh HEK OJSC Armenian Economy Development Armenian Development Bank	Board of Directors
Azerbaijan	AKKORD Industry Construction Investment Corporation Ata Sighorta	President Governing Board General Director Chairman of Board of Directors Governing board

Belarus ¹³⁰	Belarusian Potash Company	Supervisory Board: including Chairman. General Director Deputies
	JSC "Keramin"	General Director 10 Deputies Supervisory Board, including chairman
	JSC "Integral"	General Director 6 Deputies Supervisory Board Chairman Board
	JSC "Minsk Motor Plant"	General Director 10 Deputies Supervisory Board Chairman Board
	JSC "KamVol"	General Director 3 Deputies Supervisory Board Chairman
	JSC "Grodno Azot"	General Director 5 Deputies Supervisory Board Chairman Board
	Development Bank	Supervisory Board Chairman Board Management Board Chairman Board
	The «Amkodor» holding	General director Deputies Board 7 people, including the chairman
Minsk tractor works	General director Deputies Board Char	
Georgia	Bank of Georgia	General Director Deputies Supervisory Board (7 members) Chairman of the supervisory board All of them are men.

¹³⁰ The blue chip index is not yet used in Belarus. Still the Council of Ministers lists 73 GDP-forming most valuable companies and the Ministry of Finance in its Quarterly Review lists 30 most profitable companies

	<p>Telasi</p> <p>Caucasus Energy and Infrastructure</p> <p>Liberty Bank</p> <p>VTB Bank (Georgia)</p> <p>Teliani Valley</p>	<p>General Director Directors Supervisory Board Chairman of the Supervisory Board and Deputy Chairman (6 members in total) All of them are men</p> <p>General Director Supervisory Board Chairman of the supervisory board</p> <p>Chief executive officer Directors Supervisory Board Executive chairman of the supervisory board (6 members in total) All of them are men</p> <p>General Director Directors (chief officers) Supervisory Board Chair of the Board Deputy chair of the board</p> <p>Chief Executive officers Teliani Trading Georgia Chief Executive Officer Teliani Trading Ukraine Chief Financial Officer Supervisory Board (4 members) Chairman of Supervisory Board</p>
Moldova	<p>BC "MOLDOVA-AGROINDBANK" SA BC "COMERTBANK" SA BC "MOLDINDCONBANK" SA BC"ENERGBANK"SA SA Combinatul de panificatie "FRANZELUTA" BC "MOBIASBANCA-Groupe Societe Generale" SA BC "VICTORIABANK" S.A SA "ZORILE" SA "IPTEH" BC "EUROCREDITBANK"</p>	<p>General Director Council of the Company Executive Board Members</p>
Ukraine	<p>PJSC Alchevsk Metallurgical Plant PJSC Avdiivka Coke Plant PJSC Yenakiyev Steel Plant PJSC Azovstal MP JSC Raiffeisen Bank Aval PJSC Tsentrenergo</p>	<p>Chief executive officer Members of the highest decision-making body</p>

	PJSC Donbasenergo JSC Motor Sich PJSC Ukrnafta PJSC Kryukov Wagon Works	
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WIP Mapping tables: University

Coverage for data collection 2015

Country	Name of university (up to 10 largest)	1 st leadership position	2 nd leadership position
Armenia	Armenian National Agrarian University Armenian State Pedagogical University Armenian State University of Economics Institute of Theatre and Cinematography State Engineering University of Armenia Yerevan Komitas State Conservatory Yerevan State Linguistic University after V. Bryusov Yerevan State Medical University Yerevan State University Yerevan State University of Architecture and Construction	Rector Chancellors Rector Rector Rector Rector Rector Rector Rector Rector	Vice-Rector Vice-Chancellors Vice-Rector Vice-Rector Vice-Rector Vice-Rector Vice-Rector Vice-Rector Vice-Rector Vice-Rector
Azerbaijan	Baku State University Azerbaijan State Oil and Industry University Azerbaijan Medical University Azerbaijan University of Languages Azerbaijan State University of Economics Azerbaijan State Pedagogical University Azerbaijan Architecture and Construction University Baku Slavic University State Management Academy under the President of Azerbaijan Republic Azerbaijan Technical University	Rector	Vice rectors
Belarus	Belarus State University Belarus State Economic University Belarus National Technical University Belarus State Technological University Belarus State University of Informatics and Radioelectronics Belarus State Pedagogical University Belarus State Medical University Minsk State Linguistic University Belarus State Academy of Music Belarus State Agrarian Technical University	Rector	Vice-Rectors
Georgia	Ivane Javakishvili State University Tbilisi State Medical University Ilia State University Shota Rustaveli Theatre and Film Georgian State Tbilisi State Conservatoire Tbilisi Academy of Arts Agricultural University of Georgia Georgia Technical University Free University Georgian University	Rector Rector Rector Rector Rector Rector Rector Rector Rector Rector President	Vice Rector Vice Rector Chancellor Chancellor Vice Rector Chancellor Vice Rector Vice Rector Vice Rector Vice Rector N/A
Moldova	Moldova State University State Pedagogical University "I.Creanga" Technical University of Moldova Academy of Economic Studies of Moldova	Rectors	Pro-Rectors

	State University "Alecu Russo" Tiraspol State University (based in Chisinau) State University Comrat State University of Physical Education and Sport State University of Medicine and Pharmacy "N. Testemitanu" 10. State Agrarian University of Moldova		
Ukraine	National University "L'viv Polytechnic" Taras Shevchenko National University of Kyiv National Technical University of Ukraine "Kyiv Polytechnic Institute" National University "Odessa Law Academy" I. Franko L'viv National University L'viv National Aviation University National University of Life and Environmental Sciences of Ukraine National Technical University "Kharkiv Polytechnic Institute" M.P. Dragomanov National Pedagogical University V.N. Karazin Kharkiv National University	Rector	Vice Rector

WIP Mapping tables: Public media

Coverage for data collection 2015

Country	Name the media	1 st leadership position	2 nd leadership position
Armenia	Public TV Company of Armenia	Executive Director	Deputy Executive Director
Azerbaijan	Public Television and Radio Broadcasting Company	General Director	Deputy of General Director for Information and social-political programs
Belarus	National State Belteleradiocompany	Chairman	Deputy Chairs
Georgia	The Georgian Public Broadcaster	Director-General	Deputy Directors Managers
Moldova	National Public Broadcasting Institution Teleradio Moldova (TRM)	Director	
Ukraine	National Television Company of Ukraine	Chief Executive Officer (General Director)	Deputy of Chief Executive Officer (General Director)

WIP Mapping tables: Public media board members

Coverage for data collection 2015

Country	Name the media	Executive position	Non-executive position
Armenia	Public TV Company of Armenia	Board President	Board Members

Azerbaijan	Public TV	Chair of Broadcasting Council	Broadcasting Council members
Belarus	National State Belteleradiocompany	Chairman	Board Members
Georgia	The Georgian Public Broadcaster	Board Chairman	Board of Trustees
Moldova	National Public Broadcasting Institution Teleradio Moldova (TRM)	President of Board	Board Members (Consiliul de Observatori)
Ukraine	National Television Company of Ukraine	Chief Executive Officer (General Director)	N/A

WIP Mapping tables: Private media

Coverage for data collection 2015

Country	Name the media	1 st leadership position	2 nd leadership position
Armenia	Armenia TV H2 TV Shant TV	Executive Director Director Director	Chief Producer Deputy Directors Deputy Director
Azerbaijan	APA Holding Khazar TV Trend Information Agency	President President General Director	Vice President Vice President 5 deputy General director
Belarus	BelmuzTV Newspaper "Narodnaya Volia" Tut By Media	Director Chief Editor General Director	Deputy Director 3 Deputy Chief Editors 3 Deputies
Georgia	TV Company "Rustavi 2" TV Company "IMedi"	General Director General Director	First Deputy Director, Deputy Director, Managers Deputy DIRECTOR, General producer, Heads of departments Managers
Moldova	Publika TV Jurnal TV ProTV	Administrator Administrator Administrator	Executive committees members Heads of Departments Producers of Key Emmisions
Ukraine	Media-holdings: • StarlightMedia (Channels: STB, ICTV, "New Channel", M1, M2 and ITV) • Inter Media Group	General Director, Head of the company (group)	Deputy General Director, Head of the company (group)

	(Channels: "Inter", "NTN", "Enter Movie," "Pixel", "K1", "K2", "Mega") • 1 +1 Media (Channels: "1 + 1", "2 + 2", TET, "Plusplus")		
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ANNEX 3 – INTERPRETATION OF INDICATORS

Interpretation of Indicators

No.	Indicator	Justification
Objective II		
1	Proportion of women in the single/lower houses of the national Parliaments	National Constitution
2	Proportion of women in the regional assemblies	National Constitution National Law on local governance Armenia and Azerbaijan do not have administrative division at regional level
3	Proportion of women in the local assemblies	National Constitution National Law on local governance
5	Proportion and number of women in the national/federal Governments and Presidency	National Constitution Law on Public Administration Law on Civil Service
6	Proportion and number of women and men among senior/junior ministers in the different fields of action (portfolios/ministries) in the national/federal governments	The BEIS distribution is taken from the EU-28 Study
7	Proportion of women in the two highest-ranking civil servant positions	Law on Public Administration Law on Civil Service
8	Distribution of women among the highest-ranking civil servants	The BEIS distribution is taken from the EU-28 Study
9	Proportion and number of women among the members of the Supreme Court	National Constitution
10	Proportion and number of women and men among the leaders and deputy	Political parties and blocks considered

	leaders of major political parties with at least 5% of seats in national Parliament	
Objective III		
1	Proportion and number of women and men among Governors and Deputy/Vice Governors of Central Banks	Law on the National (Central) Bank
2	Proportion and number of women and men among members of the decision-making bodies of Central Banks	Law on the National (Central) Bank
3-4	Proportion and number of women and men among Presidents, Vice-Presidents and the total governing bodies of social partner organisations representing workers at national level	Largest by membership considered Both federations and confederations Up to 3 largest
5-6	Proportion and number of women and men among Presidents, Vice-Presidents and total governing bodies of social partner organisations representing employers at national level	Largest by membership considered Both federations and confederations Up to 3 largest
7-8	Proportion and number of women and men among presidents, chief executive officers and members of the boards of the largest nationally registered companies listed on the national stock exchange	The blue chip index is not used National lists used GDP-forming most valuable companies or Net Asset Value per Share UP to 10 largest
Objective IV		
1	Proportion of women and men in academic staff differentiated by level of seniority and in total	Top 10 largest universities by the number of students Both public and private

2	Proportion of women and men at levels 1 and 2 in public media	One public broadcaster largest by audience Companies statutes
3	Proportion of women and men at levels 1 and 2 of decision-making in private media organisations	Three private broadcasters largest by audience Companies statutes
4	Number of women board members in public broadcasters	One public broadcaster largest by audience Companies statutes

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¹³¹ Amendments to Constitution are put for referendum on 6th of December, 2015. Although no changes effecting women are included in Constitution, the state system would bear changes: Parliament's role increases significantly, President's decreases. National Assembly would be fully proportional.

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**Short term high quality studies to support activities under the Eastern Partnership
HiQSTEP PROJECT**

**WOMEN IN POWER AND DECISION-MAKING
IN THE EASTERN PARTNERSHIP COUNTRIES**

GOOD EXAMPLES

ANNEX TO THE STUDY REPORT

This report has been prepared by the KANTOR Management Consultants Consortium. The findings, conclusions and interpretations expressed in this document are those of the Consortium alone and should in no way be taken to reflect the policies or opinions of the European Commission.

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1 INTRODUCTION

The present Annex covers objective 6, i.e. Part B of the *Women in Power Study and Decision Making in the Eastern Partnership Countries 2015*, which entails the collection, identification and recommendation of Good Examples. The goal of objective 6 is to collect good examples relative to promoting women's participation in connection with the strategic objectives formulated in Beijing's Platform for Action, Area G: Women in Power and Decision Making, across the European Partnership (EaP) Countries. Good Examples can take various forms: they can directly affect women's participation in political or corporate life, such as through quotas, or have an indirect effect such as a well thought-out plan for child-care, which may lead to a greater participation of women in the labour force or to a greater presence in public power positions.

EU and EaP stakeholders of different sectors who are involved in the design and implementation of gender mainstreaming strategies in organisations, institutions and administrations, will find in the Good Examples below support to effective approaches based on available and already tested strategies. Good Examples can help EU Member States and EaP governments in their knowledge building and information exchange processes.

This Annex is the deliverable of the second phase of the Study and has been finalised after the approval of the final study report – this is why it is presented as a separate document.

2 MAIN STEPS, ACTIVITIES AND METHODOLOGY

2.1 Collecting and assessing good examples

For the purpose of the current study, the collected Good Examples relate to strategies that have proven effective in favouring women's access, retention in the labour force or to their promotion in public power positions. Inter alia, these can be:

- Municipal, regional or national laws, regulations or decisions that adequately analyse and meaningfully apply a gender dimension to the legislative work.

Example – an electoral law that limits to 60 per cent the number of heads of the electoral lists who are of the same gender.

- An employer's transparent and consistent policy to ensure adequate participation, promotion and visibility of both genders.

Example 1 – all short-lists for positions or promotions must mandatorily include at least one woman.

Example 2 – a broadcaster's guidelines mandate that a maximum of 60 per cent of experts interviewed on television may be from the same gender.

2.2 Collecting and identifying Good Examples

The Good Examples identified by the country researchers in the Eastern Partnership Countries have proven particularly effective in increasing women's empowerment. During the data collection and

analysis conducted for Part A of the Women in Power study, the experts undertook desk research and screening of existing literature, studies and documents with the objective of supporting the mapping process. The process of identification of Good Examples at national or municipal level involved civil servants, employers, employees, civil society representatives and other relevant subjects.

2.3 Involvement of the Country Researchers

The country researchers from the six Eastern Partnership Countries based their study of Good Examples on country knowledge and experience on gender and included desk research and field work. Each researcher consulted at least two relevant stakeholders, generally one government (either local or national) and one civil society representative, to identify and describe the relevant Good Examples. Due to the limited time available and the requirement to identify and analyse the matter in depth, it was decided to limit the research and the analysis to the five or six Good Examples that had proven effective over a reasonable period of time. Other criteria included the prevailing approaches and experiences. Also, the Study team found that the examples' value was not necessarily linked to a specific country and, conversely, that not in all countries a Good Example could be presented. The country researchers' work include links to documents, evaluations and relevant web-pages.

2.4 Criteria for the selection of the Good Examples

Each measure or initiative included in the list of Good Examples responds to the following criteria:

1. It was implemented and is operational
2. It is considered important and relevant

2.5 Additional criteria for the analysis of the Good Examples

To ensure that the Good Examples could be used in diverse environments, the Study team analysed the elements that made them successful and answered the following questions:

1. What is meaningful about this example?
2. How is this example transferable?

2.6 Identification of the Good Examples

During the first phase of the Study (from July 15 to November 30, 2015), the Good Examples were selected in consultation with the Country Researchers, taking into account their suggestions. The selected Good Examples identified were also described briefly in the Final Study Report. Further research was undertaken during January and February 2016, including interviews with people operationally involved in the Good Examples activities.

2.7 Consultation and analysis of good examples

The selected Good Examples were analysed, described, presented and collectively assessed during the Consultation Meeting held on February 26, 2016 in Vilnius with the research team, experts from EIGE and international experts. EIGE's relevant experience on good practices and comments on the Good Examples presented were taken into consideration in the descriptions of the Good Examples provided in the present document.

3 SET OF GOOD EXAMPLES

3.1 ARMENIA: Prime Minister's Awards

Category	Gender dimension legislation/regulation
Name of organization	Government
Period of implementation	Since 2012
Funding	Armenian Government
Key priorities and aims	Higher visibility and empowerment of women
Specific target groups	Women in rural areas

3.1.1 Analysis

In recent years, in order to mainstream gender into political and public life and to raise gender awareness, the Armenian Government, together with non-governmental organisations, has been holding annual contests in different categories such as *The best urban community* implementing gender policy; *The best rural community* in implementing gender policy; *The best female entrepreneur* and *The best media outlet* providing coverage of gender issues. The winners receive a Prime Minister's award. The objective of the initiative is to eradicate gender stereotypes and advocate a different image of women in the Armenian society.

The contests were established based on Armenia's Gender Policy Concept Paper, which aims to "create equal conditions and possibilities for women and men to use their individual potential for socio-economic, political and cultural development of the country." The concept of the contests was developed within the Women's Council under the Prime Minister's control.

The concept of *The best urban community* implementing gender policy and *The best rural community* in implementing gender policy was adopted in November 2011 and led in 2012 to the organisation of the two contests to reward urban and rural communities (with the exception of the capital Yerevan) that positively adopt and implement the government's gender oriented policies.

The criteria for selection, which have undergone some modification over time, are the ratio of women and men in community councils, the ratio of women and men in community-led organizations and the number of gender programmes in a community's four-year development plans.

Communities enter the contest for the best rural or urban community by registering with the Ministry of Territorial Administration and Emergency Situations, which then proposes lists of candidates, consults with administrative bodies and NGOs involved in gender issues and presents the lists to the Women's Council, who then takes the final decision. The winners receive diplomas and in some cases also subsidies.

In the 2014 list, none of the urban communities had any female council members. In an attempt to justify the absence of women in the councils, the website of the city of Stepanavan in Lori *marz*, which

gained the second place, deplored this situation and mentioned how the community budget allocated to social projects benefits women and that 40 per cent of the mayor's office staff are women. In contrast, the first three winners of the rural communities had up to 60 per cent of women in their village councils and the head of one village was a woman. Also, two villages out of three have all-female agricultural cooperatives.

The contest for the best media outlet, or reporter, providing gender issues coverage was held for the first time in 2013. It rewards media outlets or journalists who raised gender issues, reported good examples in addressing gender issues in communities, businesses, social initiatives and women's leadership and fought gender stereotypes. Reporters of TV, radio, press and online media can participate to the contest. The diploma winners receive praise and encouragement from national and international organizations.

According to an interviewed reporter, the Prime Minister's award for best reporter is a positive step towards drawing attention to women's issues, especially if the contest and the awards attract media attention - even when the media coverage is mainly focused on the Prime Minister himself. However, it is not clear that the award is considered, in itself, to be significant or prestigious for a reporter.

The TV programmes that won an award are mainly focused on women entrepreneurs, violence against women, women scientists, famous women and work life balance. However, these have not addressed stereotypes or major gender issues.

Furthermore, one could also argue that female entrepreneurship in general demand less commitment from the authorities, as most of the winners of the contests are women who have already attained some success on their own account, not as a result of special government policies.

3.1.2 Evaluation

- Government is committed to women's empowerment. However, this initiative still needs adjustments to reach maximum effectiveness.
- The positive result gained through the contests and the relative awards show that the women winners then feel more empowered in their communities, at least for some time.
- Some blogs showed women's activism in city and village councils. Rural women's activism is important in a country that is otherwise centred on the capital city Yerevan. Indeed, these results support the view that it is much easier and safer for women to enter politics in rural areas rather than in cities
- The fact that the contests are more successful in rural communities shows that it is easier for women to enter politics in rural environments. Based on some results of the community contests it is clear that economic independence and empowerment are an important factor for the political involvement of women at the rural level.

3.1.3 Observations and recommendations

The success of the Good Example is mainly due to the Government's persistence in organizing the contests, regularly adding new categories and continuing to show the State's interest and commitment.

However, the attitudes towards the contests are mixed. Individuals and organizations involved in the project are keener to view them as a means to encourage women in various fields, while some NGOs regard the initiatives as not having any added value and “just a step by the government to show its international commitment towards gender-equality”. In this light, some pointed out the overall small number of women in councils, which shows no signs of increasing.

These contests should be only a part of an overall approach towards women’s empowerment; special projects, quotas and more serious commitment are necessary for more fruitful results.

It is recommended that the contests are implemented parallel to proposing certain empowering measures, such as visibility, training, financial assistance, to both give importance to the contest as well as encourage other communities to be active parts of it.

Providing more tangible prizes, particularly at the small community level,, could help women feel more empowered, at least for some time. Good financial reward might allow women to further pursue their objectives.

3.1.4 Meaningfulness and transferability of the example

The example can be considered successful inasmuch as it provides visibility to the women that are awarded the prize. In this respect, media can be a useful tool for the recognition of the efforts made to empower women.

The example can be transferred in a similar context, especially in rural areas, provided that some financial rewards are granted in order to make the project implemented by women sustainable and not just an episode.

3.1.5 Sources

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3.1.6 Contacts

Elen Manukyan, SME DNC

Jemma Hasratyan, President, Armenian Association of Women with University Education

3.2 AZERBAIJAN: DAYAQ

Category	Gender dimension legislation/regulation
Name of organization	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
Period of implementation	2012 – 2015
Funding	German Ministry for Economic Cooperation and Development (BMZ)
Key priorities and aims	Increase the capacity of women represented in local governance
Specific target groups	Women represented in local governance

3.2.1 Analysis

The DAYAQ mentoring programme is held in Azerbaijan within the project on Local Governance in the South Caucasus. The participation of women in political-decision making processes has a long-standing history in Azerbaijan: it was the first Muslim country to introduce female suffrage in 1918. Yet, today Azerbaijani women are barely represented in leading governmental positions on national or local level. Like in other former Soviet countries, the transitioning process in Armenia, Azerbaijan and Georgia led to a significant reduction in the political representation of women in parliaments, local and national governments. Aiming to strengthen local female politicians in their role and mandate, the Government of the Federal Republic of Germany financed and GIZ implemented regional programme.

In Azerbaijani, DAYAQ means support. The title reflects the core idea of mentoring, namely to establish support and learning relations between women with different backgrounds. Being a sole woman in a local parliament, representing political ideas, or promoting gender action-plans is highly challenging and requires great self-esteem, as well as an extensive support network.

The challenges that women face go beyond the technical knowledge of the local administrative system and its official procedures. DAYAQ addresses these challenges in an eight-month program, which comprises mentoring, training, projects and networks. Mentoring constitutes the pillar of the overall programme: DAYAQ connected twelve experienced women, mostly civil society activists, with twelve new women politicians. In these tandem structures, the experienced women served as mentors and provided praxis-oriented and personal advisory services to the younger women. The topics discussed ranged from legal aspects, to dealing with the media and developing conflict solutions for tangible cases.

During the program, both mentor and mentee participate in trainings such as campaigning and presentation technics. Subsequently, the mentees were supported by the GIZ program to use their acquired skills and – through the implementation of small scale projects – in directing the public's attention to topics on their agenda. Examples for such projects include local discussion rounds on domestic violence or campaigns against child marriage.

3.2.2 Evaluation

DAYAQ played a major role in increasing the number of women in local governance, especially newly elected ones. Representation of women members in municipality councils in Azerbaijan increased in 2009 from 3 to about 26 per cent and to about 35 per cent in 2014. Based on interviews with project implementers and participants, the followings considerations can be made:

- The programme was effective in increasing the number of women in local governance. It successfully targeted a specific group and aimed at their capacity building
- The mentees were able to develop their capacities thanks to the activities organised within the programme
- Networking activities among women council members throughout the country were organised and continued after the end of the programme
- The projects and ideas to develop the skills of the women council members in turn stimulated gender-related projects within their municipalities
- The mentor-mentee relations worked successfully and allowed women with less experience to learn from and be advised by their more experienced counterpart
- Through study trips to Germany, participants could get acquainted with the political work to be undertaken in the municipalities, in particular in relation to the implementation of laws on gender equality and violence against women.

3.2.3 Observations and recommendations

The success of this example is due to its capacity to involve all the municipalities, including those in remote locations, in taking care of newly elected municipality members, to ensure the financial sustainability of the initiative and the continuity of the action.

3.2.4 Meaningfulness and transferability of the example

This example can be transferred to different contexts of local governments, provided that the peer-to-peer method is maintained. In addition to a well structured programme, key to the success of this example is the selection of the apt mentors who can give the necessary confidence to the mentees and share their experience in similar situations..

3.2.5 Sources

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Fidan Gasimova, Adviser, Local Governance Programme South Caucasus, GIZ, fidan.gasimova@giz.de

Lyudmila Khalilova, Coordinator for DAYAQ Mentoring Program in Azerbaijan, women.municipality@gmail.com

Ruhangiz Huseinova, mentor in DAYAQ Mentoring Program since 2012, ruhen40@gmail.com

Sima Chalabi, Mentee participating in the program since April, 2015, a municipality member of Yasamal District, Baku elected in 2014 municipality election

3.3 GEORGIA: Gender mainstreaming in the Ministry of Defence

Category	Gender dimension legislation and regulation
Name of the organization	Ministry of Defence of Georgia
Period of implementation	2012-2015
Funding	Government of Georgia
Key priorities and aim:	Increase the number of women working in the Ministry of Defence and in the armed forces
Specific target groups	Women in the Ministry and the armed forces

3.3.1 Analysis

Since 2012, the Ministry of Defence takes measures to comply with international obligations to achieve gender equality and increase women's participation in decision making at all levels. One of these measures was the implementation of UN Resolutions on women, peace and security as provided by the 2011-2015 National Action Plan.

In 2014 the Ministry approved its own Gender Equality Strategy with the intent to facilitate women's participation in decision-making positions. It is the only ministry with a gender strategy that could serve as a model to other governmental structures.

In the same year, the Ministry was the second governmental organization to open its doors to a Participatory Gender Audit process, initiated by UN Women and implemented by independent gender experts. The results and recommendations were delivered to the staff members and at the same time high and middle-position staff were trained on gender equality issues.

In 2014 the first ministerial Gender Equality Monitoring Group was created to oversee the Ministry of Defence's compliance to its gender equality strategy. The group is headed by a woman and composed of six women and three men from middle-level positions. The Monitoring Group cooperates with gender advisors to study, from a gender perspective, the working conditions in the armed forces.

In the armed forces two gender adviser positions were established in each brigade - one man and one woman - (42 advisors in total). These gender advisers were trained and are taking care of various gender-related matters. The advisors are elected by women serving in the armed forces. A similar situation prevails within the Ministry of Defence.

The Gender Equality Monitoring Group discusses the cases of gender-based discrimination and brings them to the attention of the highest decision-makers.

Several trainings on gender equality issues and on United National Security Council Resolution 1325 were held for up to 3000 servicemen and servicewomen that take part in peacekeeping operations in Afghanistan and Central African Republic.

The legal texts were revised to facilitate women's participation in the Ministry, the armed forces and the officer's courses of the National Defence Academy. Today, twelve women are enrolled in the officer's courses and they can become combat units commanders.

Gender courses were also included in the curriculum of the Academy of Defence and the officer's school.

Several other measures, such as adjusting physical tests requirements for women and information campaigns about the Ministry's gender equality strategy featuring in special programmes on TV, the ministerial website, or by way of a photo exhibition "Women in armed forces") have increased women's participation in armed forces from 5.4 per cent (1487 women in 2012) to 7 per cent (1841 women in 2015).

At present women are represented in all military ranks from soldier to colonel (1 woman) and at all levels of the armed forces except combat unit commander. Since last year one of the General Staff's departments is headed by a woman. She is one of 16 vice-colonel women in Georgia's armed forces.

Now women constitute about 40 per cent of the Ministry's civil administration and 39 women among 205 are in the middle and high level positions. Women's participation at the highest level positions (Minister and Deputy Ministers) has increased from 25 to 50 per cent.

Since May 2015, Ms Tinatin Khidasheli, a former civil society activist, one of the leaders of Georgian Democratic Party and former Member of Parliament, has become the Minister of Defence. She encourages women to believe in their own ability to serve in the armed forces on a par with men; she also urges men to accept serving side by side with women.

Ms Anna Dolidze, a lawyer and a former human right's defender, became one of three Deputy Ministers. She is in charge of education, social benefits and rehabilitation of wounded warriors.

The Ministry of Defence is therefore the leader among other ministries of Georgia regarding gender equality and women's empowerment in its structures and mainstreaming gender in its policies.

3.3.2 Evaluation

The example is innovative in combining gender equality policy developments with extensive internal (within the Ministry and the armed forces) and external (public communications) gender awareness raising.

It highlights the importance of gender education to eliminate the barriers that prevent women from accessing certain types of jobs.

It is innovative in establishing new coordinating and monitoring mechanisms such as gender advisers and the gender equality monitoring group.

It directly addresses cases of gender discrimination through a compliance procedure, with the help of gender advisers.

3.3.3 Observations and recommendations

The increase in the number of women at managerial levels in the Ministry of Defence and in the armed forces indicates a positive dynamic. However, the gender balance among chief commanders is yet to be achieved.

It is not clear how the existing institutional mechanisms will maintain gender equality if it is not accompanied by a high degree of involvement from above.

The current gender equality policy can be challenged by a change of political power after the next elections.

Whilst military ranks are often granted to women as awards during the celebration ceremonies, it would be more positive if a gender parity carrier mechanism were established in the army.

3.3.4 Meaningfulness and transferability of the example

A strong political will is crucial in promoting and sustaining change in an environment, where gender practices and policies are particularly masculine. However, successfully achieving gender parity in this type of environment can demonstrate that it can be achieved anywhere.

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George Amanatidze, Gender advisor, Head of International Law Division, gamanatidze@mod.gov.ge

Elene Rusetskaia, Director, *Women's Information Centre (WIC)* www.wicge.org; maya@ginsc.net

3.4 MOLDOVA: Temporary Special Measures for women in politics

Category	Gender dimension legislation and regulation
Name of organisation	UN Women (Lead Agency), UNDP (Implementing Agency), East European Foundation, Center Partnership for Development (NGO) - Collaborating Agencies
Period of implementation	2014 – 2016
Funding	Government of Sweden, Swedish International Development Cooperation Agency (SIDA)
Key priorities and aims	Empowering women in politics
Specific target groups	Women's associations, women election candidates, political parties, members of parliament, central and local public administrations, NGOs.

3.4.1 Analysis

Gender equality in political representation is a matter of justice and is fundamental for participation and representative governance. Although women and girls constitute more than half of Moldova's population, they are under-represented in the bodies that make key decisions affecting their lives. Even when they gain representation, their influence may be limited by the centralization of party control upon male-dominated party leadership, gendered norms and procedures in political institutions. The objective of the project is thus to provide an enabling environment to increase representation and participation of women in politics to ensure gender equality in politics.

The Moldovan project is aimed to the adoption of Temporary Special Measures (TSM) for women in politics. To this end, civil society groups are supported, through small grants, in their campaigning for political conditions that are conducive to legal and policy reforms. In their turn, these reforms will open the way to the adoption of TSM for more inclusive electoral and political processes. The project undertakes activities such as: advocacy trainings; requesting annual public hearings in Parliament; organising debates with political parties, independent experts, academia, NGOs and ordinary citizens; developing position papers and submitting them to relevant authorities and actors; organising press conferences and flash mobs; targeting political parties, members of parliament, the cabinet of ministers and other actors.

The project contributed to the increase of the representation of women in decision-making positions at local level. In the 2015 local elections women obtained 20.6 per cent of mayor mandates compared to 18.3 per cent in 2011, 30 per cent of the seats in local councils compared to 28.7 per cent in 2011 and 18.6 per cent of the district councils seats compared to 19.6 in 2011.

For the first time in the history of Moldova, two Roma women were elected as local councillors, in the village of Chetrosu and in the town of Riscani, and seven Roma women registered as candidates for political parties and as independent in the local elections.

The project also helped the capacity building of women candidates in local elections: one thousand women candidates received training or individual coaching before the local elections. Almost one hundred of them were elected, eight as mayors and ninety as local councillors. Seventy six Roma women from eight Roma communities were individually coached on the benefits and ways to run for local office. Training was also given, which is currently under assessment.

An extensive advocacy programme was launched for the adoption of a TSM legislative package. Key decision-makers were targeted, high-level meetings with members of parliament were held, position papers and declarations were sent to the UN Human Rights Committee, the Government and Parliament. Civil society organisations were united to work on joint advocacy activities and gender equality platforms were established. The UN *HeForShe Campaign*, which promotes male champions, was initiated including an extensive use of media, with twelve TV spots and four press conferences. Finally, legal amendments in the area of sexist advertising were prepared and discussed, to fill in the legislative gaps.

The project also worked with media and the artistic community to cancel gender stereotypes on women in leadership. Thirty media outlets were engaged in self-monitoring processes over a period of eight months. A monitoring guide was developed, and a Monitoring Board was established to assess the reports. During the first phase of the monitoring period, a 4 per cent improvement was measured in the perception of women in the media by journalists and editors. More than two hundred success stories of women leaders from different walks of life were featured in different media. The project team coached the journalists on how to edit the articles, an efficient method that allowed journalists to learn by doing. The first Moldovan national photo contest called *Equality through Lenses* was also organized for amateurs and professional photographers.

The project supports the increased participation of women in politics and in the decision-making process by creating an environment conducive to their meaningful participation and capacity development of women before, during and after the elections at the central and local levels. It also promotes increased public awareness of women's contribution to political leadership. To achieve its goals, the project works with political parties, civil society organizations (NGOs), mass-media and communities to foster participatory nomination of women candidates, including marginalised groups.

Through a re-granting scheme to NGOs, the project succeeded in reaching out to women at local levels, electing women from different political parties and putting them together in different round tables to discuss the problems of the community such as child and elderly care, strategic community development, social and environmental problems to be considered by the local councils or upper level.

A Gender Equality Platform – consisting of 19 prominent NGOs and individuals advocating for gender equality – was formalized and is acting as an active and unified voice of civil society advocating for gender equality in front of decision-makers. Several National Forums aiming to promote women leadership and women's equal participation and representation have been convened: Women in Business Forum; National Forum of Women Mayors; National Forum of Women Lawyers; National Forum of Women with Disabilities; National Forum of Women from Ethnic Groups. At all Forums, Resolutions were adopted and handed over to relevant decision makers and governmental institutions.

The mentoring programs and the promotion of women's image and Stories of Successful Women are efficient instruments for removing stereotypes and serve as encouragements for many women to start a political or a business carrier. The mentoring is successful because the mentorship relationship is

based on agreement and a clear action plan. Mentors and mentees see their programmes as a mutually rewarding process which enables them to expand their political networks, share experience, gain fresh ideas and get to know different political approaches.

Thirty media outlets engaged in self-monitoring process of their coverage from a gender equality perspective and this has already generated some improvement in the way women are portrayed in media and perceived by journalists and editors, helping raise gender equality concerns in public debates. Over 200 success stories of women leaders from different walks of life have been featured in different types of media, campaign or initiative that mobilised public concern on gender values and gender inequalities in different spheres of the life and helps to overcome traditional stereotypes of gender roles and particularly stereotypes related to gender roles in political sphere.

3.4.2 Evaluation

This example represents a major effort to involve a large number of women in local and national politics and many relevant stakeholders and decision-makers to positively influence public opinion towards women in politics. It is interesting to note that the example covers a whole political process and includes many societal aspects that can influence it.

Women are trained and coached to become candidates, when they are elected an advocacy programme is launched via civil society organisations so that Special Temporary Measures will be promulgated to ensure that both gender will be represented in parliament and in local governments. Women continue to be supported by mentoring programmes and by a network of political clubs where they are encouraged to express their positions and take actions. Many stakeholders, including political parties and the media are solicited to modify their approach to women. Finally, gender stereotypes are addressed by promoting successful women stories.

3.4.3 Observations and recommendations

It is hoped that the importance of the programme will allow for women to remain in politics and for society to change to a more open approach towards political women even after the conclusion of the programme.

3.4.4 Meaningfulness and transferability of the example

For this example to be transferred, large resources are required and a high level of involvement from different stakeholders and in different environments: parliament, local and national governments, political parties, civil society, media and the arts.

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Lucretia Ciurea, lucretia.ciurea@unwomen.org,

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Victoria Muntean, Senior Project Officer, Democracy Programme/Parliament, UNDP Moldova
victoria.muntean@undp.org

Catinca Mardarovici, Director and Violeta Dumitrascu, Project Manager, NGO Political Club 50/50,
dumitrascucpf@gmail.com

3.5 UKRAINE: Increasing women’s participation in local governance

Category	Gender dimension legislation and regulation
Name of the organization	Association of Ukrainian Cities (AUC), Federation of Canadian Municipalities (FCM)
Period of implementation	January 2010 – December 2014
Funding	Government of Canada
Key priorities and aims	Ensuring equal participation of women and men in decision-making and access to resources
Specific target groups	Representatives of local administrations, city councils

3.5.1 Analysis

Overcoming gender inequality is an important task at all levels of governance and in particular at local level. Being closer to the community, local government authorities are better suited to involve women and men into governance. Accommodating the interests and needs of each gender is of vital importance to making informed decisions, distributing resources equitably and ensuring equal access to local economic development and services.

Statistics show that female representation on boards in local government authorities in Ukraine remains rather low. Notably, there are only 24 female mayors out of 456 cities’ mayors, who are members of the Association of Ukrainian Cities (AUC) as of 2014. The proportions of women among members of oblast councils, rayon councils and city councils are 17 per cent, 23 per cent and 28 per cent respectively.

The Association of Ukrainian Cities is the authorized representative, towards the Parliament, the Cabinet of Ministers and other central executive bodies, for local communities. It has been a partner in the Municipal Local Economic Development Project (MLED Project) to increase women’s participation in local governance and economic development implemented together with by the Federation of Canadian Municipalities (FCM). In the framework of MLED Project, AUC built capacity to promote a dialogue, awareness-raising and training activities with the officials of local state authorities, deputies of city councils on the implementation of best practices in gender equality.

In 2013 the Strategy for Ensuring Equal Rights and Opportunities for Women and Men was adopted and became part of the AUC Development Strategy. It aims to develop an enabling environment for equal participation of women and men in decision-making at the local level and for their equal access to managing and making use of the MLED Project resources and services.

As part of the AUC’s Strategy, the Committee for Ensuring Equal Rights and Opportunities for Women and Men, composed of city mayors, deputies, heads of city and village councils was created to facilitate the integration of gender equality in the operations of local government authorities. The Committee sets goals, produces actions plans and schedules events on gender initiatives.

To improve female representation in the executive positions within the Association of Ukrainian Cities and on local government authority boards, the Committee introduced in the AUC’s Charter a gender-

based quota of 5 per cent for representation on the AUC's Board. Following such changes, women elected to the AUC Board at the first election reached 10 per cent in 2012 and remained at that level until the election of January 2016. In new elections 5 per cent of women were elected to the AUC Board.

Possibly because of the women participating in its Board, the AUC then recommended local governments to develop gender equality, to sign the European Charter for Equality of Women and Men in Local Life and to train specialists on gender budgeting throughout Ukraine.

AUC within MLED Project contributed to awareness-raising on gender equality and women leadership at local level, in particular:

- More than sixteen hundred members of the AUC staff and city officials, civil society, business and NGO representatives were trained or received advice and support on gender equality issues during the course of five conferences, twelve roundtables and sixty workshops.
- About twenty-five women mayors and secretaries of councils were trained on political leadership.
- Three National Local Government Forums on Promoting Rights and Opportunities for Women and Men were held which were attended by three hundred mayors, governors, secretaries of councils, employees of city executive committees and deputies.
- Two trainings were organized for the AUC high-ranking employees and executive directors of regional offices.

3.5.2 Evaluation

The present programme provides an interesting example of how a mandatory gender quota in a national local authority association can impact gender parity in local governance.

It provides practical tools for the development of women's leadership by funding initiatives at local level.

It challenges negative stereotypes among local government officials by awareness raising activities.

By providing similar recommendations to local governmental authorities the association reinforced a uniform gender strategy at local level.

3.5.3 Observations and recommendations

A five per cent quota is too low to allow for an effective representation of women and of their interests and to influence decisions in favour of women's particular needs. Some resistance was met at local level when implementing the gender equality recommendations developed by the Association. The funding is modest and does not provide for a large scope of action. Capacity building and awareness-raising within the Association need to become a regular practice in order to respond to changes in staff and deputies.

3.5.4 Meaningfulness and transferability of the example

To have a real and lasting impact the Association should have a women's representation at its board at a par with men and should have sufficient financial means and resources to develop its gender equality agenda.

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Nataliya Lazarenko, Project Coordinator the Association of Ukrainian Cities, tel.: +38 067 270 66 88, lazarenko@auc.org.ua (interview was conducted on January 26th, 2016)

Solomiya Rozhko, Project Manager, Project "Partnership for Cities Development", srozhko@pleddg.org.ua, tel.: +38 044 207 12 82 (interview was conducted on February 4th, 2016)