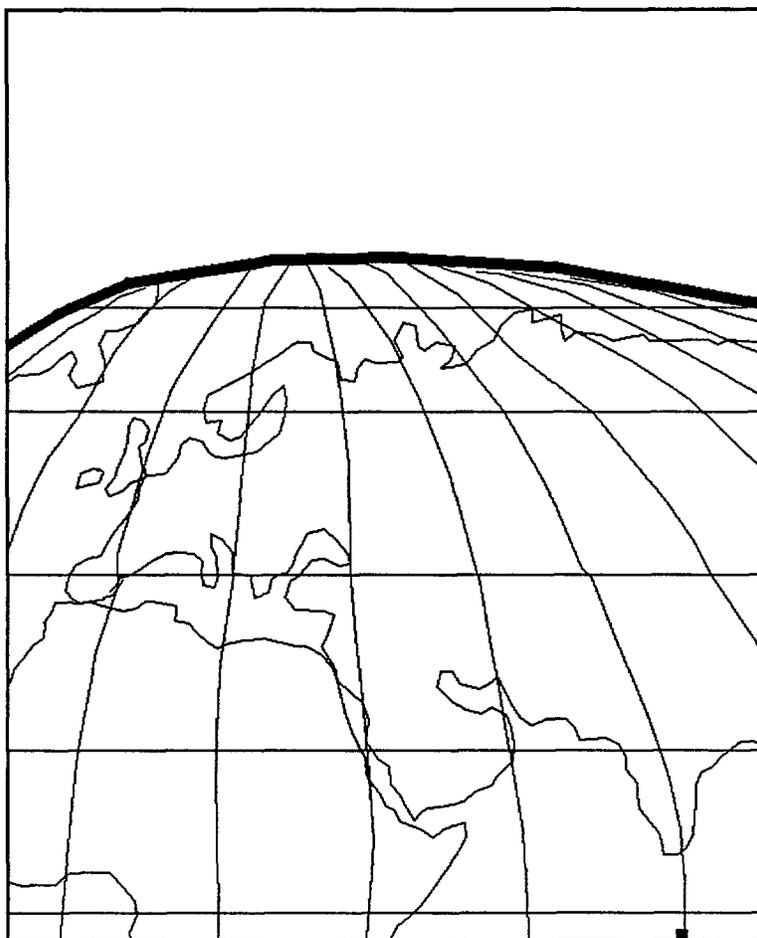


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**EUROPE AND NEWLY INDEPENDENT STATES (ENI)**

**WOMEN'S RESOURCE BOOK**



PN-ACK-554

**"Democracy without women is no democracy".**

---Independent Women's Forum Motto,

Dubna, Russia, March, 1991

B

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## **Introduction**

This Resource Book grew out of the efforts of the Europe/New Independent States Bureau (ENI)<sup>1</sup> Women's Issues Committee to ensure that 1) women are fully included in current ENI programs; and 2) to identify key issues facing women in ENI around which to focus future AID activities. The Resource Book is designed to be a user friendly document providing:

- a general overview of womens' status in ENI;
- a listing of NGOs by both subject matter and country;
- lists of consultants and scholars working in ENI;
- the names and phone numbers of the ENI Women's Issues Committee;
- data of key indicators of womens' status by country;
- an annotated bibliography of contemporary sources for further reading.

### **Why women's role in the ENI transformation is important**

Ensuring that women are participating fully and equally in their countries' development towards democracy is sound economic policy. A development initiative that ignores or undervalues women's role in the political, economic, and domestic spheres, is fundamentally flawed. (See Hirschmann, Genesys report, "Democracy and Gender: A Practical Guide to USAID Programs", at 7 1993). Evidence suggests that the economic and social transformations which the ENI is undergoing are affecting men and women differently, preventing women's full participation in the economic growth of their countries. These differences will be discussed below.

### **How has USAID impacted the women in Central Europe and the New Independent States?**

USAID is working to improve the lives of people in Central and Eastern Europe and the New Independent States. Below are just a few examples of "success stories" which illustrate cases in which funding brought about tangible benefits:

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<sup>1</sup>"ENI" includes the countries in Central and Eastern Europe, as well as those in the New Independent States of the Former Soviet Unions.

- Health partnership--Magee Women's Hospital in Pittsburgh has teamed up with Savior's Hospital for Peace and Charity in Moscow to open a Moscow Womencare Education Center. It now offers eight week childbirth classes for childbirth educators and provides programs on family and nutrition.
- Bosnian Trauma Survivors--After attending a USAID participant training, Lilian Moro, a leading Croatian psychiatrist, opened Croatia and Bosnia's first community mental health program.
- In partnership with Winrock International's Farmer to Farmer project, at the Akmatov private farm in Kyrgystan, where women work processing wool, the owner's daughter, Gulmira Akmatov, has opened a shop employing ten people which produces and sells wool sweaters, scarves, and furniture covers.

### **What is the ENI Women's Issues Committee?**

In June 1993, the Working Group on Women in Central and Eastern Europe (CEE) was established in the former Europe Bureau of USAID. The Working Group began developing a strategy to address gender issues in CEE. Four committee members, Lynel Long, Deborah Crane, Maria Rendon, and Denise Lee, formulated survey questions on what issues people thought were the ones on which the committee should concentrate. They then interviewed 29 members of the Europe Bureau. Based upon the responses they received, they concluded that there were three primary areas in which they would focus their concern: 1) development of the private sector; 2) social welfare; and 3) legal and political initiatives. In the spring of 1994, the Europe and New Independent States Bureaus merged to form the ENI Bureau. Work continued on the gender strategy, but was expanded to also include the New Independent States. During the course of 1994, the ENI Women's Issues Committee held periodic meetings to discuss particular issues impacting women. The Committee invited scholars and consultants and other interested individuals to the meetings to further lively debate. To date, the Committee has held meetings to discuss its strategy, land titling and tenure reform, and women in the law. In January 1995, the Committee plans to discuss the disintegration of the social safety net in Central and Eastern Europe and the New Independent States.

### **What is the current situation of women in Central and Eastern Europe and the New Independent States?**

First, the diversity of women's life experience in CEE and the NIS should be emphasized. Such diversity stems from racial, ethnic, political, religious, socio-economic, and even geographical differences. Women are encountering very different problems depending upon the country in which they live. For example, the women in war-torn Bosnia face lack of shelter and food, whereas women in Poland may be more concerned with the lack of

childcare. A recent World Bank study shows that about 69% of married women of childbearing age in the Czech Republic use contraception. This figure is in stark contrast to that of women in Russia, for whom no World Bank data are available, who have approximately eight abortions per woman (according to UN reports), and who do not have access to reliable, safe contraceptives (Mamonova at xvii).

Such differences should be kept in mind when reviewing the following womens' conditions in labor force participation, land titling and tenure, women in politics, discrimination, sexual harassment, rape, and other disturbing trends. Some areas of common experience do exist however. There are fewer women in governing bodies than during the Communist era. Women seem to be unemployed at disproportionate levels throughout the region. Safe and reliable contraception is still rare. Social safety nets such as state-sponsored child care, are disappearing. Rape and pornography are both increasing as is the objectification of women through the newly legalized beauty contests.

### **Labor force participation/unemployment**

The former Soviet Union guaranteed jobs for all adults with its full employment policy. Now, with the dissolution of the Soviet Union and mainstays of the former system such as collective farms, and the move toward a market economy, the number of jobs has declined (Developmental Alternatives, Inc., "Gender Issues in Transitional Economies of the Former Soviet Union" at 1 (1994)). While unemployment is a growing problem for many in CEE and the NIS, it appears to particularly problematic for women. In its recent study for USAID/ENI, the Bureau of the Census (BUCEN) found that for all of the countries in the study, (Albania, Bulgaria, Czech Republic, Macedonia, Poland and Romania) except for Hungary, women had a higher rate of unemployment than men, and tended to stay unemployed longer ("Populations at Risk in Central and Eastern Europe: First Quarterly Report", at 14, Commissioned by ENI/PCS/PAC, 1994). In Kyrgystan for example, in the capital city of Bishek, 85% of the registered unemployed are women. Layoffs were the reason the most often reported for unemployment. Young mothers are often the first to be laid off during maternity leave, even though they are theoretically protected by law from such layoffs (Kuehnast, "Women and Economic Changes in Kyrgystan: Coping Mechanisms and Attitudes towards Social Policies", 16-17 (1993)). Women in rural areas appear to have been particularly hard hit by unemployment because many rural enterprises which are closing primarily employed women: kindergartens, hospitals, camps (Kuehnast at 16).

Elderly women in urban areas of Kyrgystan are especially vulnerable. While they receive modest pensions, their pensions have not kept up with the high rate of inflation. Many elderly women are now selling family heirlooms, silver samovars and jewelry, so that they can afford to buy their burial plot. Some families cannot afford to bury their dead relatives, and bodies are left unclaimed in Kyrgystan hospitals (Kuehnast at 20-21).

Such high unemployment rates among women must be considered as a factor contributing both to the increase in crimes committed by women, and the growth of prostitution rings (Kuehnast at 18).

### **Land Titling/Tenure**

With the transformation from a state to a market economy, the issues of private real property ownership and titling have become increasingly important. Under Soviet Family law from 1983, "property" acquired during a marriage is considered to belong to both spouses, and upon divorce, or separation, a court would divide it equally between both. Property which one spouse acquired by gift or inheritance, is considered to belong to that spouse upon dissolution of the marriage. An unresolved question is how land would be divided between former spouses. The Soviet family code does not resolve the issue (Giovarelli, Renee, memorandum for the Rural Development Institute, "Common Ownership of Land and Land Registration in Russia", 1994). It is a critical one for women, who may be left particularly vulnerable after a divorce because they are likely to be earning less money if they are employed, and they are more likely to become unemployed. Land titling and tenure is also an important concern for business owners, there is less incentive for businesses to invest heavily in a property when their ownership of it is uncertain.

### **Women in politics**

As Mary Buckley points out in her 1992 book, Women and Perestroika, political reform in Russia had two immediate outcomes: 1) a fall in the percentage of elected women; and 2) the growth of a broad range of women's groups. While the greater number of women in political posts during the communist era never meant political power because women tended to hold positions where they "rubber stamped" the dictates of the Communist party, women were at least a visible presence. Since 1989 the Soviet Women's Committee, women's groups, and women's magazines have been debating whether quotas of female deputies should be reinstated to guarantee women a political voice. (Buckley at 54). In the 1989 and 1990 elections, fewer women were elected than in the past. In the election of 1989 for example, in the Supreme Soviet, only 18.5 percent of the members were women, compared to 32.8 percent in 1984. In the two branches of the Supreme Soviet, the Soviet of the Union, and the Soviet of the Nationalities, women represented only 16.2 percent of the former, and 20.7 percent of the latter.

	Number of women deputies	% women among all deputies
People's deputies	352	15.7
Supreme Soviet	100	18.5
(i) Council of the Union	44	16.2
(ii) Council of Nationalities	56	20.7

(Buckley at 57, citing Zhenshchiny v SSSR: 1990 (Finansy i statistika, 1990, p.21)).

Women's membership in local governing bodies has decreased as well. Their representation in local soviets in 1990 dropped from an average of 50 percent to 23 percent in Estonia, 30 percent in Kazakhstan, 35 percent in Latvia, 34 percent in Lithuania, 29 percent in Moldova, and 25 percent in Estonia (Buckley at 58).

It should be noted that even though a dramatic decrease, these percentages are still higher than that of the United States in late 1994.<sup>2</sup> For that reason, it is perhaps more disturbing to note the lack of women in Russia in leadership positions in professional and trade associations where most of the workers are women. For example, while 74 percent of teachers in 1990 were women, the Academy of Pedagogical Science and the Association of Pedagogical Researchers selected only one woman. While 66 percent of the doctors were women, only two served on the Academy of Medical Science (Buckley 56).

### **Contraception/Family Planning**

Until recently, safe and reliable contraceptives were unavailable in CEE and the NIS. Even when condoms were available they were of poor quality and often broke. When oral contraceptives were available (which was only to a small segment of the population), they were a high dose variety that caused many side effects. For those reasons, abortion was the most widely practiced method of contraception. In Albania the government legalized abortion in January, 1992, to reduce the number of deaths resulting from illegal abortions in unsanitary conditions (see Corrin, Gender Issues and Women's Organizations in Albania, at 5 (1992)).

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<sup>2</sup> A Washington Post article "Caucus Predicts more Women will be Elected to Congress" A26 Oct. 27, 1994, noted that in the 103d U.S. Congress, there are seven women Senators, and 47 women Representatives.

In Russia, abortions are still performed without anesthesia, and doctors can legally perform abortions up to 28th week of pregnancy (McCool, Granik, "The Legal Status of Women in Post-Soviet Russia", at 75 (1994)). While this situation is beginning to change, misunderstandings about contraceptives remain. Many people still view contraception as something "unnatural", a view which is evidently not linked to religious beliefs, and medical practitioners often counsel women against using oral contraceptives, because they believe that oral contraceptives pose greater risks than abortion (Kon and Riordan at 54). The following table from Sex and Russian Society, (Kon and Riordan 1993 at 57, 58) illustrates how misconceptions about the efficacy and side effects of contraception are affecting contraceptive practices in Russia. Most notably, the least effective methods of contraception, the rhythm method, withdrawal, and condom are most widely used in Russia, while only 11.8 percent of wives in Moscow reported using the more effective methods of oral contraceptives and the IUD.

Contraceptive method	Moscow Wives	Moscow Husbands
All users	100	100
Rhythm/calendar	27	29
Withdrawal	24.9	26.2
Condom	24.4	26.2
IUD	9.8	9.3
Douche	8.1	4.9
Chemical Spermicides	2.5	2.1
Pill	2.0	1.3
Cervical Cap	1.3	1.0

Current contraceptive use by method in Moscow as reported by wives and husbands. (percentages) (Kon and Riordan, citing Y.B. Babin, "Kontrastivnoye povedenie suprugov v gorodskikh semyakh).

### Maternal/Child Health

Because of insufficient facilities and staff, in maternity wards and clinics in Russia, it is common for several women to be giving birth in the same room, attended by only one midwife or doctor. Conditions in maternity wards are often filthy, with no bathing facilities or clean sheets for women who have given birth, and they may lie in the same blood-stained bedclothes in which they gave birth until they return home. Unfortunately, this lack of

hygiene has resulted in many mothers and children coming home with staphylococcus infections (Gray, Soviet Women Walking the Tightrope, at 24 (1990)).

### **Gender Discrimination, Sexual Harassment**

"If a woman working for me gets married, I'll fire her". --Yaroslav A. Angelyuk, in an interview with Alessandra Stanley, "Sexual Harassment Thrives in the New Russian Climate", New York Times, March 17, 1994 page A1.

Not only are women more likely to be unemployed, but when they do work they may be victims of discrimination or harassment. In Russia, as in the former Soviet Union, sexual harassment (defined as a boss demanding sexual favors from subordinates) is a criminal offense. In Russia the statute is so rarely enforced however, that prosecutors in Barnaul and Moscow could not cite a single case as precedent. Laws on the books are meaningless if they are neither respected nor enforced. In early 1994, a young female doctor brought the first known sexual harassment case against the chief physician in the clinic in which she worked. She alleged that he continually grabbed and groped her in his office. He threatened to dismiss her if she resisted. In spite of the fact that the young female doctor had witnesses, both the Barnaul city health administrators and Russian newspapers ignored the case. The male doctor was eventually demoted, and the case dropped (New York Times, *supra*).

The Polish Constitution of 1952 "guarantees" equal rights for men and women. As late as 1991 however, there were no legal enforcement mechanisms for enforcing those equal rights, and anti-discrimination suits based on gender could not even be brought in Polish courts (see Poland: Gender Issues in the transition to a Market Economy, 38, Coopers & Lybrand (1991)).

Job advertisements in Russian newspapers routinely list age, height, and hair length specifications, and some add another prerequisite of "bex kompleksov" or "without inhibitions". Job applicants who do not wish to sleep with their employers may specify "intim nye predigat", or "no sexual relations". Even some American business men, who would risk a lawsuit if they treated their workers at home the same way, are feeling more free to commit sexual harassment. (N.Y. Times, *supra*). A Russian man, Valery V. Vikulov, has spent the last year compiling a black list of 95 companies where sexual harassment is severe. He has created the Diana Fund to help 117 women who have lost their jobs as a result of sexual harassment.

In 1991 the Czech government passed legislation banning sex discrimination in the workplace. Unfortunately, the definition of "discrimination" is still vague. An official at the Department of Labor has been reported to state that hiring workers because of their sex, age, or attractiveness, does not constitute discrimination. According to Ellen Hayes, an American who operates a personnel agency in Prague, potential employers always ask about a woman's

plans for a family (USAID cable, "Velvet Evolution? Women in the Czech Republic" (May, 1994).

## **Rape**

It is difficult to know whether the incidence of rapes has increased in the years since the fall of communism, or whether the crime is reported more often, but the official count of rapes has increased. In Russia in 1988 there were 17,658 incidents of sexual assault and/or rape in official statistics. By 1989 the official figure had risen to 21,873. (Kon and Riordan at 6). This spring the New York Times reported one particularly horrific example of sexual violence: a nineteen year old woman who was gang-raped by her employers after a dinner they held to celebrate her job promotion (N.Y. Times, March 17, 1994). A magazine entitled Krestyanka (Peasant Woman) took the unusual step of publishing a story about the gang rape of a 14 year old girl by seven members of the Moscow police force. The author evidently wrote the article only after months of investigation had little results (Surviving Together, Vo. 12, No. 2 Summer, 1994, Shvedova, Nadezhda, at 17).

## **War Crimes**

The war in what was formerly Yugoslavia is having a formidable impact on the people there, as well as in the countries to which thousands of refugees are fleeing. The war obviously affects all of its inhabitants, not just the women. Women however, have been subject to rapes on such a large scale that it is being considered a type of warfare. Roy Gutman interviewed rapes victims and compiled their testimony along with other reports in his Pulitzer prize winning book A Witness to Genocide (1993). The following passage is an excerpt from one such report:

Serb forces in northern Bosnia systematically raped 40 young Muslim women of a town they captured early this summer, telling some of their victims they were under orders to do so, the young women say. Statements by the victims of the assault, describing their ordeal in chilling detail, bear out reports that the Serb conquerors of Bosnia have raped Muslim women, not as a by-product of the war, but as a principal tactic of the war. . . .In separate interviews in Tuzla, four young women from the village of Liplje, near Zvornik, said their captors detained them in a makeshift bordello where three or more men raped them every night for 10 nights. A leading Bosnian women's group has charged that upward of 10,000 Bosnian women are currently being held in Serb detention camps, where their captors rape them repeatedly, although that has not been independently confirmed. Another pattern is the rape of pregnant women and some middle-aged women. . . .The deepest hurt seems to be moral shame. These women

were from the country where premarital sex is prohibited, and Kreitmayer [a woman doctor who examined the victims] confirmed that all but one had been virgins at the time they were raped. Most of them think they have been ruined for life.

A Witness to Genocide at 68-72.

### **Other disturbing trends**

The transformation in Central and Eastern Europe and the New Independent State has brought about some unforeseen and undesirable results. For example, state-sponsored day care centers are beginning to close, and child care is becoming expensive, and in some cases, rare. In their 1991 study of Gender Issues in Poland, Coopers and Lybrand found that "the situation regarding day care is stark in Poland. Day care centers are closing rapidly because of the lack of financial resources to provide fully-subsidized care. . . .[and] the high cost of private day care makes it an unacceptable alternative for most Polish women" (see Poland: Gender Issues, *supra*. at 53). In a similar study conducted in Hungary, while the lack of day care did not appear to be as scarce or costly as in Poland, Coopers and Lybrand found that in Hungary day care centers were beginning to close in part because of local government's declining resources for social services (see Hungary: Gender Issues in the Transition to a Market Economy, Coopers & Lybrand for the USAID WID office at 54 (1991).

Another disturbing trend is the growth of pornography since 1989. The writer Slavenka Drakulic describes this problem in cities in the former Yugoslavia in her paper "Women and the New Democracy in Yugoslavia" (1991):

[t]here is also an explosion of sex-shops in the cities, porno magazines on display in every kiosk, a lot of sex on tv, the propaganda of pay-phone sex. . . . And the most interesting phenomenon is that all this is presented in our media as the great achievements of Western civilization, a way to come closer to the West.

*Id.* at 12.

The rise of extreme nationalism in various parts of Europe and the NIS and increasing conservative backlash should also be noted. In February 1993, The Moscow Times reported Russia's Labor Minister Genady Melikyan, as advocating that women stay home and concentrate on maintaining the household instead of competing with men for jobs (Gould, "Women Should Stay at Home, Minister Says", The Moscow Times (Feb. 11, 1993), p.1). Inflation is high and food is difficult to obtain in many parts of the former Soviet Union. In the Spring of 1994 there was a pro-Stalinist march in Moscow. Many former communist leaders have been voted back into power. Such tendencies cannot but help to affect women.

**NGOS Working With Women's Issues: Subject Matter Listing**

Caveat: Some NGOs that are working in Central and Eastern Europe may have been inadvertently omitted from the following list. It should also be noted that this list includes organizations which appear to primarily focus on women, or have projects which primarily target women.

## **Agricultural**

### **--Institute for the Study of Women and Gender**

University of Connecticut  
Women's Studies Program  
Storrs, CT 06269-3181

Policy research, technology development, women in farming.

### **--University of Wisconsin--Eau Claire**

contact: Sarah Harder  
Women's Studies Administrator  
Women's Studies Department  
University of Wisconsin--Eau Claire  
Eau Claire, WI 54702-4004  
(715) 836-5717  
fax (715) 836-2380

USAID funded program provides training on small business development, employment opportunities. Has been working with women dairy farmers. Project to be carried out in collaboration with the Russian Independent Women's Forum, and the Russian Federal Employment Service.

### **--Winrock International**

contact: Elise Fiber Smith or Phyllis Craun-Selka  
1611 North Kent St.  
Suite 600  
Arlington, VA 22209  
(703) 525-9430  
fax (703) 525-1744  
telex: 5491106 WIDC

Winrock International conducts farmer-to-farmer programs in Eurasia with AID funds. One recent project is a US/NIS consortium acting as a clearinghouse and support system for women's programs and movements in Eurasia.

### **--Women in Agricultural Development**

P.O. Box 110260  
University of Florida  
Gainesville, FL 32611  
(904) 392-3972  
Performs research and training.

## **Artisans**

### **--Association of Women Entrepreneurs of Russia**

095-252-1953  
3 Frunzenskaya Street  
Dom 13, KV. 1A  
Moscow, Russia 119048

The Association of Women Entrepreneurs produces crafts for sale. It unites women throughout Russia and the NIS working in education and training.

## **Business/Privatization**

### **--Alliance of American and Russian Women, Inc. (AARW)**

contact: Alexandra Chalif, President  
Grace Kennan Warnecke, Vice-President  
P.O. Box 328, Washington Depot, CT 06794  
(e-mail) 4723.2205@compuserve.com  
(203) 868-9089  
fax: (203) 868-9768

AARW helps Russian women become active in and own small businesses.

### **--American Russian Center (ARC)**

The ARC at the University of Alaska, Anchorage, is a USAID funded project that works to build linkages with the Russian Far East by providing training and technical assistance in several areas, including small business development.

### **--Counterpart**

contact: Jennifer Marks  
910 17th St., N.W. Suite 328  
Washington, D.C. 20006  
(202) 296-9676(e-mail) FSPI@igc.org

Counterpart conducts training in Russia and the Ukraine on organizational development. They held a business training conference in Moscow in fall 1994.

### **--The Friendship Force Women's Project**

contact: Susan Smith or Ashley Allen  
57 Forsyth St., N.W. Suite 900  
Atlanta, GA 30303  
AID contact: Nuran Kolan (202) 647-736-7752  
(404) 522-9490  
fax. (404) 688-6148

The Friendship Force is a nonprofit organization dedicated to bringing people of the world together across the barriers of race, religion, and politics which divide them. Former first lady Rosalyn Carter and Wayne Smith founded the organization in 1977. At a USAID funded conference beginning September 17, 1994, it brought over fifty women from the NIS to Atlanta for training in American management techniques and to familiarize them with methods for organizing private institutions and nonprofit agencies. They were also schooled on techniques to prevent violence against women

and children. Emphasis is on women's issues and how women from the NIS might be able to adapt and use skills and knowledge that American women have to offer.

**--Gaia Women's Center**

contact: Elena Ershova  
45 Leninskii Prospekt, Apt. 45  
Moscow, Russia 117334  
095-135-3207  
fax 200-12-07

The Gaia Women's Center provides management, leadership, and small business training.

**--Institute for International Entrepreneurship**

contact: Lia Lerner  
Shpalernaja 44 A Apt. 28  
St. Petersburg 191194  
Russia  
(7-812) 273-4073

Provides Russian women with training in small business management, leadership, and confidence so that they may assume positions of power and independence in domestic and foreign trade opportunities in the emerging Russian economy.

**--Missia**

contact: Tatiana Lukianekno  
B-513, P.O.B. 25  
117513 Moscow  
Russia  
(095) 3380817  
fax (095) 2926511

Works to promote women to the highest echelons in economic, political, social, and cultural life. Creates workplaces for women who have lost their jobs. Establishes small enterprises, enhances knowledge, skills, and professionalism of women entrepreneurs.

**--Moscow Center for Gender Studies (CGS)**

contact: Anastasia Posadskaya  
27 Ul. Karasikova  
Moscow, Russia 117218  
(095) 124-6185

fax (095) 6185

The Center for Gender Studies holds conferences and training on women and politics and business. It was intimately linked with the development of the basic principles of the State program on women and the family.

**--Women's Innovation Fund East-West**

P.O. Box 375

Moscow, Russia 121019

7-095-298-4704

fax 7-095-958-1111

(e-mail) [aspro@glas.apc.org](mailto:aspro@glas.apc.org)

The Women's Innovation Fund East-West works to aid women during economic transition. It also endeavors to help women advance in politics and business.

## **Crisis Centers**

### **--Kareta Feminist Group**

contact: Katarina Vidovic  
Kareta, Vlaska 70A  
41000 Zagreb  
385-41-414-834

Kareta runs a 24-hour SOS hotline in Croatia and Bosnia.

### **--Medica Women's Therapy Center**

contact: Women's Therapy Center in Germany  
Medical e.V. Koln  
Waisenhausgasse 65  
D-50676  
Koln, Germany  
+49-221-931-8980  
fax: +49-221-931-8981

Medica is located in Zenica, Bosnia, and provides gynecological outpatient care for refugee and Zenica women, and inpatient treatment for psychological counseling and physical rehabilitation.

### **--Sestry**

Moscow

Rape crisis center funded by charities and private donations. Has SOS phones for rape victims and children who have suffered sexual abuse.

## **Education**

### **--Armenian International Women's Association**

contact: Sona Aronian  
P.O. Box 654  
Belmont, MA 02178

Provides a forum for Armenian and non-Armenian networking and discussion of education, social welfare, culture and business.

### **--Atlantic Council of the United States**

1616 H St., N.W.  
Washington, D.C. 20006  
(202) 463-7226

Issuing an occasional paper in the first quarter of 1995 on the status of women in Central and Eastern Europe.

### **--Center for Women's Global Leadership**

27 Clifton Avenue  
Douglass College  
Rutgers University  
New Brunswick, NJ 08903  
(908) 932-8782

Women's human rights, gender violence, women in development.

### **--Center for Women's Studies at the Ohio State University**

286 University  
230 N. Oval Mall  
Columbus, OH 43210  
(614) 292-1021

Conducts policy research, women's health issues.

### **--Charity Fund for Gender Studies support "Ariadna"**

contact: Valentina Konstantinova  
c/o Institute of Socio-Economic Population Studies  
Russian Academy of Sciences  
Moscow 117218  
Russia  
(7-095) 124-61-85  
fax (7-095) 202-8101/200-3250 c/o Klimenkova

The Fund provides a center for study and action concerning women's rights in Russia. It provides fora for networking, and hosts discussions regarding the difficult situation facing Russian women now.

**--Institute of World Economy and International Relations (IMEMO)**

contact: Natalia S. Mirovitskaya  
Profsoyuzaya 23  
Moscow, Russia 117571  
(095) 128-46-94  
fax (095) 310-7027  
(e-mail) nataliamir@igc.apc.org

IMEMO held a June, 1994 conference on "Women and the Environment" in Moscow, with participants from Russia, the Ukraine, United States, Britain, and India. It is formulating theories on gender and environment in the post-Soviet period.

**--Institute for Research on Women and Gender**

Stanford University  
Sera House  
Stanford, CA 94305-8640

Research, women's health.

**--Institute for the Study of Women and Gender**

University of Connecticut  
Women's Studies Program  
Storrs, CT 06269-3181

Policy research, technology development, women in farming.

**--Moscow Center for Gender Studies (CGS)**

contact: Anastasia Posadskaya  
27 Ul. Karasikova  
Moscow, Russia 117218  
(095) 124-6185  
fax (095) 6185

The Center for Gender Studies holds conferences and training on women and politics and business. It was intimately linked with the development of the basic principles of the State program on women and the family.

**--Network of East-West Women**

contact: Shana Penn, Executive director  
1601 Connecticut Ave., N.W. Suite 301

Washington, D.C. 20009  
(202) 332-4840  
fax (202) 667-3291  
e-mail <neww@igc.apc.org.

The Network of East-West Women supports action and organizations that empower women in Eastern and Central Europe and the New Independent States through dialogue, networking, education, activism, and information exchange.

**--Office of Women in International Development**

contact: Dr. Kathleen Cloud (on sabbatical 1994-95)  
University of Illinois  
at Champaign-Urbana  
320 International Studies Building  
910 South 5th St.  
Champaign, IL 61820  
(217) 333-1977

Conducts policy analysis, graduate education, gender training, research, technical assistance.

**--Petersburg Center for Gender Issues**

contact: Olga Lipovskaya  
ul. Stakhanovstev, dom 13, kom. 115  
P.O. Box 83  
St. Petersburg, Russia 198097  
812-528-1830

Educates public on women's equality.

**--Program on International Development and Women/Cornell University**

contact: Lourdes Beneria  
Women's Studies Program  
Cornell University  
385 Uris Hall  
Ithaca, NY 14853

Performs research, conducts international exchanges, provides policy analysis.

**--Ukrainian Center for Women's Studies**

contact: Svetlana Kupriashkina, Director  
Konstantinovskaya Str. 19, Apt. 15  
Kyyiv-71  
Ukraine

044-417-5643  
fax 044-225-5330

Kupriashkina founded the center in 1992 with the goal of beginning a feminist research library in Kiev, and cooperating on research on gender studies with European and American scholars.

**--Urban Institute**

International Division  
2100 M St., N.W.  
Washington, D.C. 20037  
(202) (202) 857-8687

A nonprofit policy research and educational organization. It issues books and reports on issues of social concern. For example, in 1993 it published, Implementing Housing Allowances in Russia: Rationalizing the Rental Sector.

**--Vera**

contact: Nina Andreeva, President  
AZhUO "Vera"  
A/ia 14  
191126 St. Petersburg  
7812-554-45-19  
fax 164-69-19

Vera is an association of University education women. Its goal is to revive the traditions of a national intelligentsia through development of social, scientific, educational, and cultural programs. Vera is a member of the International Federation of University Women.

**--Women and International Development Program**

Michigan State University  
202 Center for International Programs  
East Lansing, MI 48824-1035  
(517) 353-5040

Performs research, conducts policy analysis and social impact studies, publications.

**--Women and International Development--Joint Harvard/MIT Group**

Harvard Institute for International Development  
One Elliot Street  
Cambridge, MA 02138  
(617) 495-4249

Provides public education and outreach, conducts seminars, workshops, information exchange, library.

**--Women in Agricultural Development**

P.O. Box 110260  
University of Florida  
Gainesville, FL 32611  
(904) 392-3972  
Performs research and training.

**--Women in International Development**

226 International Center  
University of Iowa  
Iowa City, IO 52242  
(319) 335-0367

Education and education exchange, midlife and older women, health, migration, information sector, linkages between midwestern women and third world women.

**--Women's Reading**

contact: Olga Lipovskaya  
Liteiny Ave. 51-19  
St. Petersburg, Russia  
(7-812) 272-3847  
fax (7-095) 200-4232 Moscow

Raises consciousness about women's issues in Russia. Publishes and disseminates information.

## **Family Planning and Prevention/Women's Health**

### **--Alan Guttmacher Institute**

contact: Susan Cohen  
2010 Massachusetts Ave., N.W. Suite 500  
Washington, D.C. 20036  
(202) 296-4012

New York office:  
111 Fifth Ave.  
New York N.Y. 10003  
(212) 254-5656

Publishes fact sheets on women's global reproductive health.

### **--Centre for Development and Population Activities (CEDPA)**

contact: Adrienne Allison or Peggy Curtain  
1717 Massachusetts Ave., N.W. #200  
Washington, D.C. 20036  
(202) 667-1142  
fax (202) 332-4496  
(e-mail) cedpa lh@cerf.net

CEDPA works to empower women at all levels of society to be full partners in development. It has service delivery programs and management training programs to strengthen women's skills in building efficient family planning service delivery systems. It is establishing a consultative center for women's reproductive health care for 40 women physicians from all over Russian in early 1994. It sent trainers to Ukraine twice in 1994 for management workshops.

### **--Institute for Research on Women and Gender**

Stanford University  
Sera House  
Stanford, CA 94305-8640

Primary and secondary education, research, women's health.

**--International Women's Centre**

contact: Alexandra V. Momdjan  
c/o Academy of Creative Pursuits  
18, Sadovaya Kudrinskaya Ul.  
Moscow, 103001, K-1  
Russia  
(7-095) 200-32-62

The International Women's Centre works to improve the lives of Soviet women through the study and advocacy of women's health and well-being.

**--Magee Womancare International**

contacts: Tanya Kotys, Program Coordinator, Rachel Mays, International Field Representative  
Box #144  
Halket St.  
Pittsburgh, PA 15213-3180  
(412) 641-1189  
Moscow 095-301-15-02

The goal of Magee Womancare International is to modernize and improve obstetrical and gynecological health care for Russian women and infants. Magee Hospital works in a partnership with Savior's Hospital for Peace and Charity in Moscow, where it offers childbirth classes and seminars on women's health topics. It also has Russian language instruction materials on contraception, what to expect before during and after the birth of a child, and breast self exams.

**--Planned Parenthood/Family Planning International Assistance (FPIA)**

contact: Victoria Khazan  
810 Seventh Av.  
New York, N.Y. 10019  
(212) 541-7800

**--Russian Birth Project**

contact: Molly Lasser  
1424 Washington Street  
Evanston, IL 60202  
(312) 276-2979 or (708) 475-5934

The Russian Birth Project's goal is to give aspiring midwives comprehensive, practical experience, and to reduce the infant mortality rate while increasing the number of midwives worldwide. It gives intensive hands-on training for aspiring and practicing midwives in St. Petersburg. It also offers childbirth education classes, and participates in a hospital-based waterbirth program.

**--Ukrainian Women's Union**

contact: Mariya A. Orlik  
16 Ochybbrskaya Revolution St.  
Kyyiv, Ukraine 252021  
7-044-293-1532  
fax 7-044-203-4047

The Ukrainian Women's Union works to improve women's health, foster women's entrepreneurship, to develop policies that are more favorable to women, and to develop leadership.

## **Foreign Policy/Defense**

### **--Women in International Security (WIIS)**

contact:

University of Maryland, School of Public Affairs  
College Park, MD 20742  
(301) 405-7612 or (410) 267-3627

WIIS seeks to support and enhance the careers of women working in the fields of foreign policy and defense. It acts to educate others about the roles and achievements of women in the field, and serves as a clearinghouse on information for and about women. It has a databank for locating women with expertise in foreign policy and defense issues. It has directories listing internships in the fields of national security. Particularly helpful for women just beginning their careers.

## **Political Parties/Lobbying Organizations**

### **--Caritas**

Lithuania.

Pro-life and pro-family.

### **--Committee of Soldiers' Mothers**

Formed in Moscow and St. Petersburg by mothers of veterans who fought in Afghanistan. Worked to provide physically disabled veterans with medical attention, prostheses, wheelchairs, jobs, pensions. It also worked to end the system of hazing (dedovshchina) of first year soldiers which included beatings, rape, and even murder. Gorbachev received representatives of the group.

### **--NEZHDI (Independent Women's Democratic Initiative)**

Naberezhnye Chelny

The acronym also means "do not wait". Works to solve women's problems at work, including unemployment and work conditions. Holds political seminars.

### **--Organization of Soldiers' Mothers of the Ukraine**

Zaporozhe

Founded in 1990, the group demanded that their sons only serve on Ukrainian territory. The Supreme Soviet agreed, and it decreed that the citizens of the Ukraine should only serve in the army only in the Ukraine, and were not required to serve in the other republics.

### **--Russia (Rossiia)**

leader: Ekaterina Miasnikova  
St. Petersburg

Part of a conservative nationalistic movement called Movement of the Spiritual Rebirth of Russia (Dvizhenie za Dukhovne Vozrozhdenie Rosii), according to which, a woman is first a mother and wife, and responsible for the "spiritual education" of her children and husband. They work to "restore the Russian home."

### **--The Party of Women of Sovereign Russia (Partiia Zhenshcin Suverennoi Rossii)**

Tomsk, Siberia

This organization is in a nascent stage. Unclear what its stance is.

**--United Women's Party (Edinaia Partia Zhenshchin)**

leader: Vera Kuril'chenko

St. Petersburg

Advocates ending discrimination against women, and that women should be equally represented in institutions of power.

**--Women's Community of Rukh (Zhinocha Hromada Rukhu)**

Ukraine

Founded in 1990, it sought to protect the children of the Chernobyl zone from the effects of radiation. In the summer of 1990, it managed to send Chernobyl children outside the contaminated area.

## **Refugees**

### **--Refugee Women in Development**

contact: Simi Wali  
810 First St., N.W. Suite 300  
Washington, D.C. 20002  
(202) 289-1104

Currently developing private industry's help to refugees in Croatia.  
\*In winter of 1994 write to them to obtain copy of their report from Croatia.

### **--Women's Commission for Refugee Women and Children**

contact:  
Laura Marks  
c/o International Rescue Committee  
386 Park Ave. South  
New York, N.Y. 10016  
(212) 551-3000  
fax (212) 689-3459

Beth Verhey  
1825 Connecticut Ave., N.W.  
Suite 314  
Washington, D.C. 20009  
(202) 667-7718

The Women's Commission for Refugee Women and Children sends out fact-finding delegations to visit refugee sites throughout the world to determine whether the needs of refugees, mostly women and children, are met. It reports findings in the U.S. It has worked recently in Azerbaijan.

### **--Women's Council of Armenia**

contact: Nora Hakopian, Chair  
Moskoviian 35  
Yerevan, Armenia  
55-85-91, or 53-45-06  
Works with refugee women.

**--Bosnian Refugees in the U.S. Fund**

contact: Fatima Argun  
ATA-DC Chairperson for Bosnian Refugee Relief  
1515 Jefferson Davis Highway  
Suite 719  
Arlington, VA 22202

**--Refugee Women in Development**

810 First St., N.W. Suite 300  
Washington, D.C. 20002  
(202) 289-1104

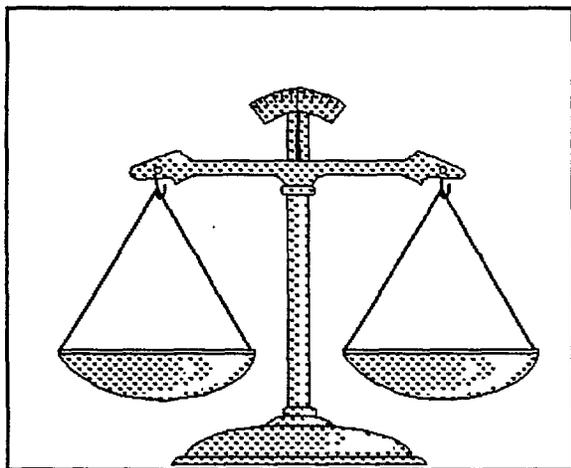
Leadership development, advocacy, training.

**--Zene BiH**

contact: Amila-Mimica Kunosic

Bosnian refugee group. Kunosic is the former undersecretary for the Minister of Justice of Bosnia-Herzegovina.

## Rule of Law/Equal Rights



"Any society claiming to be democratic must take care that it provides, equal opportunities for all its members. It must respect the right of all, women and men alike to self expression and self-realization. One of the requirements of democracy must be the participation, on an equal footing, of women and men in all walks of life."

--United Nations' Preambular Declaration, Regional Platform for Action--Women in a Changing World--Call for Action from an ECE Perspective, sec. 129 (1994).

### --All-Ukrainian Women's Hromada (AUWH)

contact: Maria Drach, President  
Kyiv, Ukraine  
044-212-8395 or 044-413-8829

AUWH lobbies for women's equality and participates in Parliamentary elections. It also strives to educate the world about the Ukrainian culture. Has chapters in the United States, France, and Australia.

### --American Bar Association

Central and East European Law Initiative (CEELI)  
contact: Lisa Dickeyson

1800 M St., N.W.  
Suite 200 South  
Washington, D.C. 20036-5886  
USAID contact: Linda Bernstein (202) 736-4799  
(202) 331-2200  
fax (202) 862-8533

The Central and East European Law Initiative (CEELI) is a public service project of the American Bar Association. The project is designed to advance the rule of law in the world by supporting the law reform process underway in Central and Eastern Europe and the NIS. Through various programs, CEELI makes available legal expertise and assistance to emerging democracies that are in the process of modifying or restructuring their laws and legal systems.

Publication: CEELI Update

**--Armenian International Women's Association**

contact: Sona Aronian  
P.O. Box 654  
Belmont, MA 02178

Promotes the equality of Armenian women.

**--Center for the Defense of Women's Rights**

contact: Larisa Shevchenko  
18 Vinogradnaya Str. Apt. 12  
Crimea 334270  
Ukraine  
fax 06560 34790

Works to inform women of their rights and discrimination toward them. Coordinates support groups for women in crisis. Promotes understanding between women of different ethnic groups in the Crimea.

**--Center for Women's Studies**

contact: Mary Wiesner-Hanks  
University of Wisconsin-Milwaukee  
P.O. Box 413  
Milwaukee, WI 53201

**--Feminist Orientation Center**

contact: Mariana Liborakina  
115580 M. Djalil, 5 1 397  
115580 Moscow  
Russia  
(095) 395-58-64  
fax (095) 186-89-03

Works against discrimination and promotes gender equality. Activities include: 1) preparing courses; 2) offering training and consciousness-raising; and 3) performing research.

**--Gaia Women's Center**

contact: Elena Ershova  
45 Leninskii Prospekt, Apt. 45  
Moscow, Russia 117334  
095-135-3207  
fax 200-12-07

The Gaia Women's Center advocates for women's equal treatment under Russian law. It works to raise women's self-esteem, and spark their social, civil, and professional activity.

**--Human Rights Watch**

contact: Regan Ralph  
1522 K St., N.W. Suite 910  
Washington, D.C. 20005  
(202) 371-6592

Regan Ralph just completed a study of Institutional discrimination against women in Russia.

**--Interlegal, USA, Inc.**

contact: Nina Belyaeva (Moscow) 1385686  
165 East 72nd St.  
New York, N.Y. 10021  
(212) 737-1011 or (212) 737-7040  
fax (212) 737-6459

Interlegal USA promotes, assists, and supports the development of effective voluntary action associations in CIS countries based on the rule of law. It works with the International Political and Legal Research Center, Interlegal Moscow.

**--International Women's Democracy Center**

P.O. Box 32243  
Washington, D.C. 20007

Provides training, research, education, and networking in all facets of democracy to women worldwide to ensure their full participation in citizenship and democracy, particularly the political process within their own countries. IWDC trains women worldwide to run a campaign using computers.

**--Institute for Women, Law and Development**

contact: Margaret Schuler  
733 Fifteenth St., N.W. Suite 700  
Washington, D.C. 20005  
(202) 393-3663

Legal literacy, human rights, advocacy.

**--International Republican Institute (IRI)**

contact: Jennifer Koberstein  
telex: 5106000161 (IRI)  
1212 New York Ave., N.W.  
Suite 900  
Washington, D.C. 20005  
(202) 408-9450  
fax (202) 408-9462

IRI is a non-profit, international, political development organization which conducts political education and training programs in the former Soviet Union. It provides training and assistance to political parties and movements.

**--Institute for Soviet American Relations (ISAR)**

contact: Leanne Grossman  
1601 Connecticut Ave., N.W.  
Suite 301  
Washington, D.C. 20009  
(202) 387-3034  
fax (202) 667-3291  
(e-mail) isar@igc.apc.org

ISAR has a database on non governmental organizations working on women's issues and on behalf of women in the New Independent States. It publishes timely articles on the status of women in government in its publication, Surviving Together.

Publication: Surviving Together, A Quarterly on Grassroots Cooperation in Asia

**--International Center for Research on Women (ICRW)**

contact: Patty Martin  
1717 Massachusetts Ave., N.W. Suite 302  
Washington, D.C. 20036  
(202) 797-0007

Conducts research on economic policies affecting women, women's health and nutrition, environment and family structure.

**--International Women's Rights Action Watch (IWRAW)**

contact: Sharon Ladin, Executive Director

University of Minnesota  
Humphrey Institute  
301 19th Ave., South  
Minneapolis, MN 55455  
(612) 625-5093  
fax (612) 625-6351

IWRAW monitors implementation of the Convention on the Elimination of All Forms of discrimination Against Women adopted by the Un in 1979. IWRAW is composed of an international network of activists, scholars and organizations that focus on advancement of women's human rights. The resource center of the network, based at the Humphrey Institute of Public Affairs provides technical assistance and research support for women's human rights projects such as law reform and policy advocacy, funding referrals and contacts. It support NGO's, especially in developing countries, in their efforts to change law, culture and society so that women can fully participate in development.

**--Local Democracy in Poland**

contact: Johanna Regulska, Rutgers University

A 3.9 million dollar project whose goal is to assist Poland and the Central and East European countries in advancing local government reform and building grassroots democracy.

**--Missia**

contact: Tatiana Lukianekno  
B-513, P.O.B. 25  
117513 Moscow  
Russia  
(095) 3380817  
fax (095) 2926511

Works to promote women to the highest echelons in economic, political, social, and cultural life. Creates workplaces for women who have lost their jobs. Establishes small enterprises, enhances knowledge, skills, and professionalism of women entrepreneurs.

**--Moscow Center for Gender Studies (CGS)**

contact: Anastasia Posadskaya  
27 Ul. Karasikova  
Moscow, Russia 117218  
(095) 124-6185  
fax (095) 6185

The Center for Gender Studies holds conferences and training on women and politics and business. It was intimately linked with the development of the basic principles of the State program on women and the family.

**--National Center of Women and Family Law**

contact: Lauries Woods, Executive Director  
799 Broadway Room 402  
New York, N.Y. 10003  
(212) 674-8200

Works primarily in the areas of domestic violence, and child support.

**--National Democratic Institute for International Affairs**

contact: Robert Benjamin  
1717 Mass. Ave., N.W. Suite 503  
Washington, D.C. 20036  
(202) 328-3136

NDI conducts democratic pluralism initiative projects. It is sponsoring a conference in January, 1995 in Macedonia on women in politics.

**--Newtwork for East--West Women**

contact: Shana Penn, Executive Director  
1601 Connecticut Ave., N.W. Suite 301  
Washington, D.C. 20009  
(202) 265-3585  
(fax (202) 667-3291

**--Petersburg Center for Gender Issues**

contact: Olga Lipovskaya  
ul. Stakhanovstev, dom 13, kom. 115  
P.O. Box 83  
St. Petersburg, Russia 198097  
812-528-1830

Educates public on women's equality.

**--Project Liberty**

contact: Shirley Williams, Director  
Harvard University  
John F. Kennedy School of Government  
79 John F. Kennedy Street  
Cambridge, MA 02138  
(617) 496-8532  
fax (617) 496-4474

Project Liberty seeks to support and maintain effective democracies in East/Central Europe by creating a relationship of consultation, dialogue and trust among an expanding network of officials from the new democracies and their western counterparts. One aspect of Project Liberty's mission to support democratic institutions in Central and Eastern Europe has been to promote Women in Leadership. In 1994, it held workshops in Bulgaria, the Czech Republic, Poland, Romania, and Slovakia.

**--Russian Women's Committee**

contact: Alevtina Fedulova  
6, Nemirovich-Danchenko Street  
Moscow, Russia 103832

The Russian Women's Committee is an international association of women's organizations working for human rights. It is active in elections and in developing a women's bloc to run for Parliament.

**--Society for International Development/Women in Development (SID/WID)**

Chairpersons: Grace Nogan, Laura Park  
1875 Connecticut Ave., N.W.  
Suite 1040  
Washington, D.C. 20009-1202  
(202) 737-5478

SID/WID is a volunteer organization of professionals actively committed to advancing women's roles in social, economic, and political development. It acts as a clearinghouse of information on local and international women in development research and activities. In the last several years SID/WID has held a panel on war crimes against women in the former Yugoslavia, held a six-part series, "Women Here and Abroad: Making the Connections", and has conducted brown bag lunches on topics ranging from agricultural marketing to self-esteem development for women.

**--Transfiguration Club**

contact: Diann Medman, President

Irene Goldman  
45 Nursey Road  
Titusville, NJ 08560  
(609) 882-9186  
(fax (609) 771-4177

Based in Moscow, the Club was the first legally registered group advocating women's rights issues. It supports equality for women, and practical issues such as maintaining social services.

Publication: Preobrazhenie (Russian Language)

**--Winrock International**

contact: Elise Fiber Smith or Phyllis Craun-Selka  
1611 North Kent St.  
Suite 600  
Arlington, VA 22209  
(703) 525-9430  
fax (703) 525-1744  
telex: 6491106 WIDC  
e-mail: Dialcom 41:TCN408

Elise Fiber Smith is organizing a US/NIS women's consortium to act as a clearinghouse and support for women's programs and movements in Eurasia.

**--Witness Protection Program of the Rape/Genocide Law Project**

contact:  
Rape/Genocide Law Project  
c/o NOW LDED  
99 Hudson St., 12th Floor  
NY, NY 10013

A legal initiative formed by a coalition of women's and survivor groups from Croatia and Bosnia-Herzegovina seeking legal redress. Catherine MacKinnon is representing the survivors pro bono. The National Organization of Women's Legal Defense and Education Fund is acting as legal co-counsel. The project has been working with the United Nations on forming the war crimes tribunal at the Hague, and in March 1994 went to Croatia to collect testimony for prosecution.

**--Women's Council of Armenia**

contact: Nora Hakopian, Chair  
Moskoviian 35  
Yerevan, Armenia  
55-85-91, or 53-45-06

The primary goal of the women's council of Armenia is to present women's rights to the Republic's executive and legislative bodies. It plans to create a League of women in Parliament. It formed a committee to help refugee women. Membership of 2,600 women.

**--Women's Innovation Fund East-West**

P.O. Box 375  
Moscow, Russia 121019  
7-095-298-4704  
fax 7-095-958-1111  
(e-mail) [aspro@glas.apc.org](mailto:aspro@glas.apc.org)

The Women's Innovation Fund East-West works to end discrimination against women.

**--Zhynocha Hromada (Women's Community)**

contact: Halyna Zhulinska  
7-044-227-2420  
Ukraine

## **NGOS Working With Women's Issues in ENI: Location Listing**

**Note:** This section provides information on areas in which NGOs are working, not where the NGOs are physically located.

## **Albania**

### **--American Bar Association**

Central and East European Law Initiative (CEELI)  
contact: Lisa Dickeyson

1800 M St., N.W.  
Suite 200 South  
Washington, D.C. 20036-5886  
USAID contact: Linda Bernstein (202) 736-4799  
(202) 331-2200  
fax (202) 862-8533

The Central and East European Law Initiative (CEELI) is a public service project of the American Bar Association. The project is designed to advance the rule of law in the world by supporting the law reform process underway in Central and Eastern Europe and the NIS. Through various programs, CEELI makes available legal expertise and assistance to emerging democracies that are in the process of modifying or restructuring their laws and legal systems.

### **--Soros Foundations**

Open Society Institute  
888 Seventh Ave., 31st floor  
New York, N.Y. 10106  
(212) 757-2323  
fax (212) 974-0367  
e-mail: [osnews@sorosny.org](mailto:osnews@sorosny.org)

The Soros foundations seeks to build the infrastructure and institutions necessary for open societies by supporting a broad array of programs in education, communications, human rights, and humanitarian aid, legal reform, science and medicine, arts and culture.

### **--Voice International**

contact: Nancy Pettis, President  
2904 N. Greencastle Street  
Arlington, VA 22207  
(703) 241-0148  
(fax) (703) 533-9412  
(e-mail) [Voiceint@icg.apc.org](mailto:Voiceint@icg.apc.org)

Voice International (Voluntary Organizations Initiative in Central and Eastern Europe/Eurasia) is a U.S.-based technical assistance network and clearinghouse that

facilitates the exchange of U.S. and other country experience to hasten the formation of viable civil societies in central and eastern Europe, the Baltics, and the NIS.

## **Armenia**

### **--Armenian International Women's Association**

contact: Sona Aronian  
P.O. Box 654  
Belmont, MA 02178

Provides a forum for Armenian and non-Armenian networking and discussion of education, social welfare, culture and business.

### **--Friendship Force Women's Project**

contact: Susan Smith or Ashley Pope Allen  
57 Forsyth St., N.W. Suite 900  
Atlanta, GA 30303  
(404) 522-9490  
fax (404) 688-6148  
AID contact: Nuran Kolan (202) 647-736-7752

The Friendship Force is affiliated with the Carter Presidential Center in Atlanta. It conducts exchanges and training. Most recently it brought women from Russia, Georgia, and Armenia to the U.S. for training on preventing violence against women and children and women's management of nongovernmental organizations.

### **--Gaia**

contact: Yelena Ershova, Director  
Gaia hired a number of Armenian refugee women who were unable to find work because of the war between Azerbaijan and Armenia.

### **--International Republican Institute (IRI)**

contact: Jennifer Koberstein  
telex: 5106000161 (IRI)  
1212 New York Ave., N.W.  
Suite 900  
Washington, D.C. 20005  
(202) 408-9450  
fax (202) 408-9462

IRI is a non-profit, international, political development organization which conducts political education and training programs in the former Soviet Union. It provides training and assistance to political parties and movements.

**--National Council for Research on Women**

contact: Mary Ellen Kapek, Director  
Sara Delano Roosevelt Memorial House  
47-49 East 65th St.  
New York, N.Y. 10021  
(212) 274-0730

An association of organizations that provide institutional resources for feminist research, policy analysis, and educational programs for women and girls. Conducts conferences on women in development, roundtables that bring experts together for discussion, and an exchange program with the US and the former Soviet Union.

**--Network of Women in Slavic Studies**

contact: Sharon Jackson, President  
P.O. Box 75586  
Washington, D.C. 20013-5586  
Jacqueline Hess, Treasurer (703) 354-3292

A nonprofit organization working to advance Slavic Studies in the United States, emphasizing the role of women in the field.

**--Winrock International**

contact: Elise Fiber Smith or Phyllis Craun-Selka  
1611 North Kent St.  
Suite 600  
Arlington, VA 22209  
(703) 525-9430  
fax (703) 525-1744  
telex: 6491106 WIDC  
e-mail: Dialcom 41:TCN408

Elise Fiber Smith is organizing a US/NIS women's consortium to act as a clearinghouse and support for women's programs and movements in Eurasia.

**--Women's Council of Armenia**

contact: Nora Hakopian, Chair  
Moskoviian 35  
Yerevan, Armenia  
55-85-91, or 53-45-06  
Works with refugee women.

## **Azerbaijan**

--**International Republican Institute (IRI)**(see Armenia above)

--**National Council for Research on Women** (See Armenia)

--**Network of Women in Slavic Studies**

contact: Sharon Jackson, President

P.O. Box 75586

Washington, D.C. 20013-5586

Jacqueline Hess, Treasurer (703) 354-3292

A nonprofit organization working to advance Slavic Studies in the United States, emphasizing the role of women in the field.

--**Winrock International** (see Armenia above)

--**Women's Commission for Refugee Women and Children**

contact:

Laura Marks

c/o International Rescue Committee

386 Park Ave. South

New York, N.Y. 10016

(212) 551-3000

fax (212) 689-3459

Beth Verhey

1825 Connecticut Ave., N.W.

Suite 314

Washington, D.C. 20009

(202) 667-7718

The Women's Commission for Refugee Women and Children sends out fact-finding delegations to visit refugee sites throughout the world to determine whether the needs of refugees, mostly women and children, are met. It reports findings in the U.S. It has worked recently in Azerbaijan.

## **Belarus**

--**American Bar Association** (see Albania)

--**International Republican Institute (IRI)** (see Armenia)

--**National Council for Research on Women** (see Armenia)

- Network of Women in Slavic Studies** (see Armenia)
- Soros Foundations** (see Albania)
- Voice International** (see Albania)
- Winrock International** (see Armenia)

## **Bosnia Hercegovina**

### --**Bosnian Refugees in the U.S. Fund**

contact: Fatima Argun  
 ATA-DC Chairperson for Bosnian Refugee Relief  
 1515 Jefferson Davis Highway  
 Suite 719  
 Arlington, VA 22202

### --**Refugee Women in Development**

810 First St., N.W. Suite 300  
 Washington, D.C. 20002  
 (202) 289-1104

Leadership development, advocacy, training.

### --**Soros Foundations** (see Albania)

In Bosnia, the Soros foundation has been working to rebuild Sarajevo through the Open Society City of Sarajevo (OSCS) project. The **Soros Humanitarian Foundation**, has helped victims of the war.

### --**Zene BiH**

contact: Amila-Mimica Kunosic

Bosnian refugee group. Kunosic is the former undersecretary for the Minister of Justice of Bosnia-Hercegovina.

## **Bulgaria**

### --**American Bar Association** (see Albania)

### --**Project Liberty**

contact: Shirley Williams, Director  
 Harvard University

John F. Kennedy School of Government  
79 John F. Kennedy Street  
Cambridge, MA 02138  
(617) 496-8532  
fax (617) 496-4474

Project Liberty seeks to support and maintain effective democracies in East/Central Europe by creating a relationship of consultation, dialogue and trust among an expanding network of officials from the new democracies and their western counterparts. One aspect of Project Liberty's mission to support democratic institutions in Central and Eastern Europe has been to promote Women in Leadership. In 1994, it held workshops in Bulgaria, the Czech Republic, Poland, Romania, and Slovakia.

--Soros Foundations (see Albania)

## **Croatia**

--American Bar Association (see Albania)

--Refugee Women in Development

contact: Simi Wali  
810 First St., N.W. Suite 300  
Washington, D.C. 20002  
(202) 289-1104

Currently developing private industry's help to refugees in Croatia.

\*In winter of 1994 write to them to obtain copy of their report from Croatia.

--Soros Foundations (see Albania)

## **Czech Republic**

--American Bar Association (see Albania above)

--East/West Center for Gender Studies

contact: Olga Podkolodnaya  
Prague

--Prague Gender Studies Center

contact: Libora Indruchova  
Legerova 39  
120 00 Prague

tel/fax: +42-2-2491-1667 or 2491-5041

--**Project Liberty** (see Bulgaria above)

--**Soros Foundations** (see Albania)

Has a "flagship" campus of its Central European University in Prague.

--**Voice International** (see Albania)

## **Estonia**

--**American Bar Association** (see Albania above)

--**International Republican Institute (IRI)**(see Armenia above)

--**Network of Women in Slavic Studies** (see Armenia)

--**Soros Foundation** (see Albania)

--**Voice International** (see Albania)

--**Winrock International** (see Armenia above)

## **Georgia**

--**Friendship Force Women's Project**

contact: Susan Smith or Ashley Pope Allen  
57 Forsyth St., N.W. Suite 900  
Atlanta, GA 30303

(404) 522-9490

fax (404) 688-6148

AID contact: Nuran Kolan (202) 647-736-7752

The Friendship Force is affiliated with the Carter Presidential Center in Atlanta. It conducts exchanges and training. Most recently it brought women from Russia, Georgia, and Armenia to the U.S. for training on preventing violence against women and children and women's management of nongovernmental organizations.

- International Republican Institute (IRI)** (see Armenia)
- National Council for Research on Women** (see Armenia)
- Network of Women in Slavic Studies** (see Armenia)
- Soros Foundations** (see Albania)
- Winrock International** (see Armenia)

## **Hungary**

- American Bar Association** (see Albania)
- Soros Foundations** (see Albania)
- Voice International** (see Albania)

## **Kazakhstan**

- American Bar Association** (see Albania)
- International Republican Institute (IRI)** (see Armenia)
- National Council for Research on Women** (see Armenia)
- Network of Women in Slavic Studies** (see Armenia)
- Soros Foundations** (see Albania)
- Winrock International** (see Armenia)
- Women's Research and Education Institute (WRED)**  
contact: Shari Miles, Fellowship Program Director  
1700 18th St., N.W. Suite 400  
Washington, D.C. 20009  
(202) 328-7070

An annual fellowship program that places graduate students from abroad in Congressional offices on strategic committee staffs. To encourage women's

participation in formulation of policy that recognizes all people. Raises awareness that national and international issues are interdependent.

## **Kyrgystan**

--**American Bar Association** (see Albania)

--**Committee on Women**

An "at home" work program that pays a small wage for sewing clothing. The club then sells the finished products. There are about 16 clubs in Kyrgystan, with over 300 women participating in Bishek.

--**International Republican Institute (IRI)** (see Armenia)

--**Kyrgyz Congress of Women**

--**National Council for Research on Women** (see Armenia)

--**Network of Women in Slavic Studies** (see Armenia)

--**Soros Foundations** (see Albania)

--**Winrock International** (see Armenia)

## **Latvia**

--**American Latvian Association in the United States (ALA)**

400 Hurley Avenue  
P.O. Box 4578  
Rockville, MD 20849-4578  
fax (301) 762-5438

ALA represents more than 200 secular and religious American Latvian organizations. A private, nonprofit organization of individuals of Latvian descent living in the U.S. It helps to support democratic institutions and a stable economy in Latvia. It also serves as an information source on Latvia to the media.

--**International Republican Institute (IRI)** (see Armenia)

--**National Council for Research on Women** (see Armenia)

--**Network of Women in Slavic Studies** (see Armenia)

--**Soros Foundations** (see Albania)

--**Voice International** (see Albania)

--**Winrock International** (see Armenia)

--**American Bar Association** (see Albania)

## **Lithuania**

--**American Bar Association** (see Albania)

--**International Republican Institute (IRI)** (see Armenia above)

--**Lithuanian-American Community, Inc.**

contact: Ms. Asta Banionis, Director  
2060 North 14th Street, Suite 217  
Arlington, VA 22201  
(703) 524-0698  
fax (703) 524-0947

A community-based organization which offers members educational, cultural, and welfare services. It also support democratic institutions and building the economy in Lithuania.

--**National Council for Research on Women** (see Armenia)

--**Network of Women in Slavic Studies** (see Armenia)

--**Soros Foundations** (see Albania)

--**Voice International** (see Albania)

--**Winrock International** (see Armenia)

## **Macedonia**

--**American Bar Association** (see Albania)

**--National Democratic Institute for International Affairs**

contact: Robert Benjamin  
1717 Mass. Ave., N.W. Suite 503  
Washington, D.C. 20036  
(202) 328-3136

NDI conducts democratic pluralism initiative projects. It is sponsoring a conference in January, 1995 in Macedonia on women in politics

**--Soros Foundations (see Albania)**

**Moldova**

**--American Bar Association (see Albania)**

**--International Republican Institute (IRI) (see Armenia)**

**--National Council for Research on Women (see Armenia)**

**--Network of Women in Slavic Studies (see Armenia)**

**--Soros Foundations (see Albania)**

**--Winrock International (see Armenia)**

**Montenegro**

**Poland**

\* For a complete listing of Polish NGOs in both Polish and English, see the Directory of Women's Organizations and Initiatives in Poland, (1993), in the USAID reference library Rm 2941b.

**--American Bar Association (see Albania)**

**--Association of University Women**

contact: Dr. Hanna Machinska, President  
Council of Europe Centre  
02-656 Warszawa, ul. Ksawerow 13  
45-20-84

Provides legal analyses related to violations of the principle of equal status of women.  
Support actions to introduce women's studies curricula. Works internationally with women's organizations.

**--Center for the Advancement of Women**

contact: Maria Anna Knothe, Director  
00-062 Warszawa ul. Kosykowa 75 m. 8  
625-60-81

Supports Polish women in transition to democratic society and market economy.  
Creates employment opportunities and support women's economic initiatives.  
Conducts training and education.

**--Center for Social-Legal Studies on Situation of Women**

contact: Malgorzata Fuszara, Director  
00-503 Warszawa, ul. Zurawia 4 room 307  
625-32-62-20-03-81 ext. 233

A research center that conducts studies on women in politics, women managing their own business using labor fund credits.

**--National Committee of Female Cooperative Activists attached to the Main Cooperative Council**

contact: Irena Drzewska, President  
00-013 Warszawa, ul. Jasna 1 room 222, 2nd floor

Gives position statements on draft laws and regulations of the Main Cooperative Council on cooperative activity among and for women.

**--Office of the Government's Plenipotentiary for Women and Family Affairs**

contact: Robert Lipka, Office Manager  
00-581 Warszawa, ul. Litewska 2/4  
628 23 15, 694 70 31, 628 78 70

Initiates and coordinates activities on the equal status of women in all aspects of life and to influence the state policy on family, children, young people. Cooperate in preparation of legal regulations aimed at improving the financial, social and cultural conditions of women, children, and families.

**--Parliamentary Group of Women in the Parliament of Polish Republic**

contact: Barbara Labuda, President (Democratic Union)  
00-902 Warszawa, ul. Wiejska 4/6

Its members are from the Parliament and represent different political parties of the Sejm and Senate, working together on behalf of women's interests and rights. Has worked on possibilities of legal abortion, and providing sex education in schools.

**--Polish Feminist Association**

contact: Beata Fiszer, Board Member  
00-542 Warszawa, ul. Mokotowska 55  
628 87 63

Promotes feminist ideas and gender equality. Develops research on women's issues. Has formed a Women's Center with a library and reference books on feminism,

**--Polish Women's Council**

contact: Elzbieta Wyganowska, President  
00-242 Warszawa, ul. Bohaterow Getta 2  
31 64 77

Organizes legal help for women and their families. Protects women's rights. Conducts language training in cooperation with the US Embassy for teachers from various parts of Poland.

**--Project Liberty (see Bulgaria above)**

**--Rural Housewives Circles, National Council**

contact: Stanislaw Popiela, President  
00-006 Warszawa, ul. Skolna 2/4  
26-89-48, 26-22-61 ext. 721

The Circle of Rural Women works in villages within the Association of Peasants, and provides representation in all statutory basis of agricultural circles. Works on health care for rural families. Works to improve the legal, economic, political, social and professional conscience among rural women. Promotes the development of entrepreneurship among rural women.

**--Section of Defense of Women's Rights in the Democratic Union**

contact: Katarzyna Kretkowska, President  
61-705 Poznan, ul. Gwarna 7  
(0-61) 52-01-70

Supports women's participation in public life. Opposes any discrimination against women.

--**Soros Foundations** (see Albania)

--**Women's Council of All-Poland Alliance of Trade Unions (OPZZ)**

contact: Teresa Janiszewka, President  
00-924 Warszawa, ul. Kopernika 36/40  
26-81-39-26-02-31 ext. 228

Works for women's equal treatment and safe working conditions in the workplace.  
Works to ensure women's freedom of choice in contraception and abortion issues.

--**Women's Self-Support Movement**

contact: Radosława Rozycka  
01-501 Warszawa, ul. Stoleczna 8 m. 73

Provides training for midwives helping women who would like to deliver their children at home. Also has a support group for wives of alcoholics.

--**Work and Home**

contact: Iwona Sledzinska-Katarasinka, President  
90-021 Lodz, ul. Tuwima 40  
(0-42) 37 56 27, 70 43 47

Educates and trains on health and sex education, family planning, drug and alcohol abuse, violence against women and children.

--**Working Woman Foundation**

contact: Ewa Gwiazda, President  
02-693 Warszawa, ul. Gruszczyńskiego 9/12  
43-43-69

Works to improve the economic and professional status of women through education and training.

## **Romania**

--**American Bar Association** (see Albania)

--**Project Liberty** (see Bulgaria)

In conjunction with the UNDP, Project Liberty is holding a session on November 3-5, 1994 at the Center for Independent Journalism to train women how to campaign using the media.

--Soros Foundations (see Albania)

## **Russian Federation**

--Alliance of American and Russian Women, Inc. (AARW)

contact: Alexandra Chalif, President  
P.O. Box 328  
Washington Depot, CT 06794  
(203) 868-9089  
fax (203) 868-9768  
(e-mail) 4723.2205@compuserv.com

AARW helps Russian women become active in and own small businesses.

--American Bar Association (see Albania above)

--Centre for Development and Population Activities (CEDPA)

contact: Adrienne Allison or Peggy Curtain  
1717 Massachusetts Ave., N.W. #200  
Washington, D.C. 20036  
(202) 667-1142  
fax (202) 332-4496  
(e-mail) cedpa lh@cerf.net

CEDPA works to empower women at all levels of society to be full partners in development. It has service delivery programs and management training programs to strengthen women's skills in building efficient family planning service delivery systems. It is establishing a consultative center for women's reproductive health care for 40 women physicians from all over Russian in early 1994. It sent trainers to Ukraine twice in 1994 for management workshops.

--Counterpart

contact: Jennifer Marks  
910 17th St., N.W. Suite 328  
Washington, D.C. 20006  
(202) 296-9676  
(e-mail) FSPI@igc.org

Counterpart conducts training in Russia and the Ukraine on organizational development.

**--Feminist Orientation Center**

contact: Mariana Liborakina  
115580 M. Djalil, 5 1 397  
115580 Moscow  
Russia  
(095) 395-58-64  
fax (095) 186-89-03

Works against discrimination and promotes gender equality. Activities include: 1) preparing courses; 2) offering training and consciousness-raising; and 3) performing research.

**--Friendship Force Women's Project**

contact: Susan Smith or Ashley Pope Allen  
57 Forsyth St., N.W. Suite 900  
Atlanta, GA 30303

(404) 522-9490  
fax (404) 688-6148  
AID contact: Nuran Kolan (202) 647-736-7752

The Friendship Force is affiliated with the Carter Presidential Center in Atlanta. It conducts exchanges and training. Most recently it brought women from Russia, Georgia, and Armenia to the U.S. for training on preventing violence against women and children and women's management of nongovernmental organizations.

**--Gaia Women's Center**

contact: Elena Ershova  
45 Leninskii Prospekt, Apt. 45  
Moscow, Russia 117334  
095-135-3207  
fax 095-200-12-07

The Gaia Women's Center provides management, leadership and small business training. It works to raise women's self-esteem, and spark their social, civil, and professional activity.

**--Institute for International Entrepreneurship**

contact: Lia Lerner

Shapalernaja 44 A Apt. 28  
St. Petersburg 191194 Russia  
(7-812) 273-4073

Provides Russian women with training in small business management, leadership, and confidence so that they may assume positions of power and independence in domestic and foreign trade opportunities in the emerging Russian economy.

**--Institute for Soviet American Relations (ISAR)**

contact: Leanne Grossman  
1601 Connecticut Ave., N.W.  
Suite 301  
Washington, D.C. 20009  
(202) 387-3034  
fax (202) 667-3291  
(e-mail) isar@igc.apc.org

ISAR has a database on non governmental organizations working on women's issues and on behalf of women in the New Independent States. It publishes timely articles on the status of women in government in its publication, Surviving Together.

Publication: Surviving Together, A Quarterly on Grassroots Cooperation in Asia

**--Institute for Women, Law and Development**

contact: Margaret Schuler  
733 Fifteenth St., N.W. Suite 700  
Washington, D.C. 20005  
(202) 393-3663

Legal literacy, human rights, advocacy.

**--Institute of World Economy and International Relations (IMEMO)**

contact: Natalia S. Mirovitskaya  
Profsoyuzaya 23  
Moscow, Russia 117571  
(095) 128-46-94  
fax (095) 310-7027  
(e-mail) nataliamir@igc.apc.org

IMEMO held a June, 1994 conference on "Women and the Environment" in Moscow, with participants from Russia, the Ukraine, United States, Britain, and India. It is formulating theories on gender and environment in the post-Soviet period.

**--Interlegal, USA, Inc.**

contact: Nina Belyaeva (Moscow) 1385686  
165 East 72nd St.  
New York, N.Y. 10021  
(212) 737-1011 or (212) 737-7040  
fax (212) 737-6459

Interlegal USA promotes, assists, and supports the development of effective voluntary action associations in CIS countries based on the rule of law. It works with the International Political and Legal Research Center, Interlegal Moscow.

**--International Republican Institute (IRI)**

contact: Jennifer Koberstein  
telex: 5106000161 (IRI)  
1212 New York Ave., N.W.  
Suite 900  
Washington, D.C. 20005  
(202) 408-9450  
fax (202) 408-9462

IRI is a non-profit, international, political development organization which conducts political education and training programs in the former Soviet Union. It provides training and assistance to political parties and movements.

**--International Women's Centre**

contact: Alexandra V. Momdjan  
c/o Academy of Creative Pursuits  
18, Sadovaya Kudrinskaya Ul.  
Moscow, 103001, K-1  
Russia  
(7-095) 200-32-62

The International Women's Centre works to improve the lives of Soviet women through the study and advocacy of women's health and well-being.

**--International Women's Rights Action Watch (IWRAW)**

contact: Sharon Ladin, Executive Director

University of Minnesota  
Humphrey Institute  
301 19th Ave., South  
Minneapolis, MN 55455  
(612) 625-5093  
fax (612) 625-6351

IWRAW monitors implementation of the Convention on the Elimination of All Forms of discrimination Against Women adopted by the Un in 1979. IWRAW is composed of an international network of activists, scholars and organizations that focus on advancement of women's human rights. The resource center of the network, based at the Humphrey Institute of Public Affairs provides technical assistance and research support for women's human rights projects such as law reform and policy advocacy, funding referrals and contacts. It support NGO's, especially in developing countries, in their efforts to change law, culture and society so that women can fully participate in development.

**--Magee Womancare International**

contacts: Tanya Kotys, Program Coordinator, Rachel Mays, International Field Representative  
Box #144  
Halket St.  
Pittsburgh, PA 15213-3180  
(412) 641-1189  
Moscow 095-301-15-02

The goal of Magee Womancare International is to modernize and improve obstetrical and gynecological health care for Russian women and infants. Magee Hospital works in a partnership with Savior's Hospital for Peace and Charity in Moscow, where it offers childbirth classes and seminars on women's health topics. It also has Russian language instruction materials on contraception, what to expect before during and after the birth of a child, and breast self exams.

**--Missia**

contact: Tatiana Lukianekno  
B-513, P.O.B. 25  
117513 Moscow  
095-338-08-17  
fax 095-292-65-11

Missia works to promote women to the highest echelons in economic, political, social, and cultural life. Creates workplaces for women who have lost their jobs. Establishes small enterprises, enhances knowledge, skills, and professionalism of women entrepreneurs.

**--Moscow Center for Gender Studies (CGS)**

contact: Anastasia Posadskaya  
27 Ul. Karasikova  
Moscow, Russia 117218  
(095) 124-6185

The Center for Gender Studies holds conferences and training on women and politics and business. It was intimately linked with the development of the basic principles of the State program on women and the family.

**--National Council for Research on Women (see Armenia)**

**--Network of East-West Women**

contact: Shana Penn, Executive director  
1601 Connecticut Ave., N.W. Suite 301  
Washington, D.C. 20009  
(202) 332-4840  
fax (202) 667-3291  
e-mail <neww@igc.apc.org.

The Network of East-West Women supports action and organizations that empower women in Eastern and Central Europe and the New Independent States through dialogue, networking, education, activism, and information exchange.

**--Network of Women in Slavic Studies (see Armenia)**

**--Petersburg Center for Gender Issues**

contact: Olga Lipovskaya  
ul. Stakhanovstev, dom 13, kom. 115  
P.O. Box 83  
St. Petersburg, Russia 198097  
812-528-1830

Educates public on women's equality.

**--Russian Birth Project**

contact: Molly Lasser  
1424 Washington Street  
Evanston, IL 60202  
(312) 276-2979 or (708) 475-5934

The Russian Birth Project's goal is to give aspiring midwives comprehensive, practical experience, and to reduce the infant mortality rate while increasing the number of midwives worldwide. It gives intensive hands-on training for aspiring and practicing midwives in St. Petersburg. It also offers childbirth education classes, and participates in a hospital-based waterbirth program.

**--Russian Women's Committee**

contact: Alevtina Fedulova

6, Nemirovich-Danchenko Street  
Moscow, Russia 103832

The Russian Women's Committee is an international association of women's organizations working for human rights. It is active in elections and in developing a women's bloc to run for Parliament.

**--Society for International Development/Women in Development (SID/WID)**

Chairpersons: Grace Nogan, Laura Park  
1875 Connecticut Ave., N.W.  
Suite 1040  
Washington, D.C. 20009-1202  
(202) 737-5478

SID/WID is a volunteer organization of professionals actively committed to advancing women's roles in social, economic, and political development. It acts as a clearinghouse of information on local and international women in development research and activities. In the last several years SID/WID has held a panel on war crimes against women in the former Yugoslavia, held a six-art series, "Women Here and Abroad: Making the Connections", and has conducted brown bag lunches on topics ranging from agricultural marketing to self-esteem development for women.

**--Soros Foundations (see Albania)**

**--Transfiguration Club**

contact: Diann Medman, President  
Irene Goldman  
45 Nursey Road  
Titusville, NJ 08560  
(609) 882-9186  
(fax (609) 771-4177

Based in Moscow, the Club was the first legally registered group advocating women's rights issues. It supports equality for women, and practical issues such as maintaining social services.

Publication: Preobrazhenie (Russian Language)

**--Vera**

contact: Nina Andreeva, President  
AZhUO "Vera"  
A/ia 14  
191126 St. Petersburg

7812-554-45-19  
fax 164-69-19

Vera is an association of University education women. Its goal is to revive the traditions of a national intelligentsia through development of social, scientific, educational, and cultural programs. Vera is a member of the International Federation of University Women.

--**Voice International** (see Albania)

--**Winrock International** (see Armenia)

--**Women's Innovation Fund East-West**

P.O. Box 375  
Moscow, 121019 Russia  
7-095-298-4704  
fax 7-095-958-1111

The Women's Innovation Fund East-West works to aid women during economic transition. It also endeavors to help women advance in politics and business.

--**Women's Reading**

contact: Olga Lipovskaya  
Liteiny Ave. 51-19  
St. Petersburg, Russia  
(7-812) 272-3847  
fax (7-095) 200-4232 Moscow

Raises consciousness about women's issues in Russia. Publishes and disseminates information.

--**Women's Research and Education Institute (WREI)** (see Kazakhstan)

## **Slovakia**

--**American Bar Association** (see Albania)

The ABA CEELI project recently began working on human rights issues in Slovakia by helping the Milan Simecka Foundation in educating secondary school teachers on how to incorporate human rights into their curricula.

--**Project Liberty** (see Bulgaria)

--**Soros Foundations** (see Albania)

--Voice International (see Albania)

## **Slovenia**

--Soros Foundations (see Albania)

## **Tajikistan**

--International Republican Institute (IRI) (see Armenia)

--National Council for Research on Women (see Armenia)

--Network of Women in Slavic Studies (see Armenia)

--Soros Foundations (see Albania)

The Soros Humanitarian Foundation is now providing aid in Tajikistan.

--Winrock International (see Armenia)

## **Turkmenistan**

--International Republican Institute (IRI) (see Armenia)

--National Council for Research on Women (see Armenia)

--Network of Women in Slavic Studies (see Armenia)

--Winrock International (see Armenia)

## **Ukraine**

\*Note on spelling: because of transliteration differences, Ukrainian city names such as Kiev may be spelled in several different ways. Kiev for example, may also be spelled Kyiv, or Kyyiv. For mailing address purposes, I have not tried to standardize these city names.

--All-Ukrainian Women's Hromada (AUWH)

contact: Maria Drach, President

Kyiv, Ukraine

7-044-212-8395 or 044-413-8829

AUWH lobbies for women's equality and participates in Parliamentary elections. It also strives to educate the world about the Ukrainian culture. Has chapters in the United States, France, and Australia.

**--American Bar Association (see Albania)**

In the Ukraine, the ABA's CEELI project has been working on Constitutional reform. In 1993, the Ukrainian parliament debated several drafts of a new constitution.

**--Center for the Defense of Women's Rights**

contact: Larisa Shevchenko  
18 Vinogradnaya Str. Apt. 12  
Crimea 334270  
Ukraine  
fax 06560 34790

Works to inform women of their rights and discrimination toward them. Coordinates support groups for women in crisis. Promotes understanding between women of different ethnic groups in the Crimea.

**--Centre for Development and Population Activities (CEDPA)**

contact: Adrienne Allison or Peggy Curtain  
1717 Massachusetts Ave., N.W. #200  
Washington, D.C. 20036  
(202) 667-1142  
fax (202) 332-4496  
(e-mail) cedpa lh@cerf.net

CEDPA works to empower women at all levels of society to be full partners in development. It has service delivery programs and management training programs to strengthen women's skills in building efficient family planning service delivery systems. It is establishing a consultative center for women's reproductive health care for 40 women physicians from all over Russia in early 1994. It sent trainers to Ukraine twice in 1994 for management workshops.

**--Counterpart**

contact: Jennifer Marks  
910 17th St., N.W. Suite 328  
Washington, D.C. 20006  
(202) 296-9676  
(e-mail) FSPI@igc.org

Counterpart conducts training in Russia and the Ukraine on organizational development.

--**International Republican Institute (IRI)** (see Armenia)

--**National Council for Research on Women** (see Armenia)

--**Network of Women in Slavic Studies** (see Armenia)

--**Soros Foundations** (see Albania)

In the Ukraine the Soros foundation has a wide range of projects including AIDS education, the hazards of smoking and drinking, an English-language program, retraining for members of the military, and a management training program.

--**Ukrainian Centre for Women's Studies**

contact: Svetlana Kupriashkina, Director  
Konstantinovskaya Str. 19, Apt. 15  
Kyiv-71  
Ukraine  
7-044-417-5643  
fax 7-044-225-5330

Kupriashkina founded the center in 1992 with the goal of beginning a feminist research library in Kiev, and cooperating on research on gender studies with European and American scholars. She received a Fulbright scholarship to work at Rutgers University in New Brunswick, New Jersey, in 1994-95. She can be reached at Rutgers at: (908) 932-9072.

--**Ukrainian National Women's League of America--Washington Branch**

contact: Motria Sloniewsky, President  
1413 South 20th Street  
Arlington, VA 22202  
(703) 521-3048

A cultural, philanthropic, and educational organization promoting Ukrainian culture and life in the United States. It has worked to help victims of Chernobyl,

--**Ukrainian Women's Union**

contact: Mariya A. Orlik  
16 Octybrskaya Revolution St.  
Kyyiv, Ukraine 252021  
7-044-293-1532  
fax 7-044-203-4047

The Ukrainian Women's Union works to improve women's health, foster women's entrepreneurship, to develop policies that are more favorable to women, and to develop leadership.

--**Voice International** (see Albania)

--**Winrock International** (see Armenia)

--**Women's Research and Education Institute (WREI)** (see Kazakhstan)

## **Uzbekistan**

--**International Republican Institute (IRI)** (see Armenia)

--**National Council for Research on Women** (see Armenia)

--**Network of Women in Slavic Studies** (see Armenia)

--**Winrock International** (see Armenia)

## **Consultants, Scholars Working on Gender Issues in ENI Region**

--Amanlieva, Cholpon

Country Coordinator, Legal Committee  
Network of East--West Women  
Kyrgystan, 720040 Bishek  
63 Razzakov St. "UKUK"  
3312-22-54-02  
fax: 3312-28-85-05  
e-mail: [fonduku@imfiko.bishek.su](mailto:fonduku@imfiko.bishek.su)

--Andreeva, Nina

President, Azhuo "Vera"  
A/ia 14  
191126  
St. Petersburg  
7812-554-45-19  
fax 164-69-19

President of "Vera", an association of university educated women. Vera's aim is to revive the traditions of a national intelligentsia through development of social, scientific, educational, and cultural programs.

--Axel, Donna

Communication Coordinator, Legal Committee  
Network of East--West Women  
e-mail: [neww@igc.apc.org](mailto:neww@igc.apc.org)

--Balzer, Harley

Director, Russian Area Studies Program  
Georgetown University  
37th & O st., N.W.  
Washington, D.C. 20057-0886  
(202) 687-6080  
(202) 687-5858

--Biserko, Sonja

Organizer of the "International and War Crimes on the Territory of the former Yugoslavia," Center for Anti-War Action (CAA), Belgrade, 1992 to present.  
Pariske Komune 33  
Novi Beograd  
381-11-692-044 or 381-11-635-813

Ms. Biserko speaks Serbo-Croatian, English, and French.

--Bisha, Robin

Nominating Committee, Ass'n for Women in Slavic Studies  
602 Woodward Ave.  
Kalamazoo, MI 49007  
(616) 337-9505  
(e-mail) rbisha@hobbes.kzoo.edu

--Braginski, Alexandra

Holds a Masters in Public Administration from George Washington University and a Bachelor of Science in Foreign service from Georgetown University. She speaks Polish, French, and English.

--Buckley, Mary

Senior Lecturer, Department of Politics  
University of Edinburgh

Author of Perestroika and Soviet Women Cambridge University Press (1992).

--Bullain, Nilda

Country Coordinator, Legal Committee  
Network of East--West Women  
Hungary, 1124 Budapest  
Gobics u. 20  
phone/fax 36-1-269-3721

--Carroll, Susan

Senior Researcher  
Center for the American Women in Politics  
Eagleton Institute of Politics  
Rutgers, University  
New Jersey

Has worked with Project Liberty.

--Cigeli, Jadranka

Bosnian lawyer and death camp survivor.

--Coughlin, Pam

Soros Foundation, Pre-school grant  
Georgetown University  
(202) 687-5005

--Deti, Donika  
Albanian Judge, Court of Appeals, Tirana, Member of Independent Association of  
Albanian Judges  
Rruga Bardhyl  
Pall, 18 Shk. 4 Ap. 9

Speaks excellent English. In U.S. November, 1994.

--Dymi, Amilda,  
Journalist, Illyria, Albanian-American newspaper based in New York.  
2321 Hughes Ave.  
Bronx, N.Y. 10458  
(718) 231-6873

or

Rr. Barrikadava  
Pall 6, Apt. 13  
Tirana.

A journalist from Albania, Dymi was awarded a 1993 Fulbright Fellowship to earn a  
M.S. degree from the Columbia School of Journalism in 1993. She splits her time  
between Albania and the U.S.

--Eckroad, Kathy  
Assistant Director, Project Liberty  
Harvard University, John F. Kennedy School of Government  
79 John F. Kennedy Street  
Cambridge, MA 02138  
(617) 496-8532  
fax (617) 496-4474

--Freedman, Robin Lynn  
Regional Field Representative, Bucharest  
National Democratic Institute for International Affairs 1993-present  
1741 P St., N.W.  
Washington, D.C. 20036  
(202) 328-3136

--Goldman, Wendy Z.  
Assistant Professor, History Department  
Carnegie Mellon University

--Goodman, Louis W.

Dean  
American University  
School of International Service  
4400 Massachusetts Ave., N.W.  
Washington, D.C. 20016  
(202) 885-1600  
fax (202) 885-2494

--Grossman, Leanne  
Managing Editor, Surviving Together  
Publication of ISAR  
1601 Connecticut Ave., N.W. Suite 301  
Washington, D.C. 20009  
(202) 387-3034  
fax (202) 667-3291

--Grunberg, Laura  
Country Coordinator, Legal Committee  
Network of East West Women  
Ferdinand 24  
70313 Bucharest  
40-1-642-4195  
fax: 40-1-641-5025  
e-mail: [laura@cepes.ro](mailto:laura@cepes.ro)

--Hall, Dr. B. Welling,  
Earlham College Department of Politics  
National Road West  
Richmond, IN 47374

(614) 488-4296  
fax (317) 983-1553  
(e-mail) [wellingh@yang.earlham.edu](mailto:wellingh@yang.earlham.edu)

Dr. Welling Hall writes and teaches about Russian environmental and women's issues.

--Harris, Carol  
Consultant  
(617) 729-9446

Ms. Harris is completing a study on women, self-esteem, and ethnicity in Kiev.

--Hunt-McCool, Janet

Wrote The Legal Status of Women in the New Independent States of the Former Soviet Union, (1994).

--Hursh, Cesar, Mauricette

(202) 775-7234

Developed a project and publication called Global Woman . The Global women project will provide individual training projects; follow-up on developing mutual aid networks at the community level; facilitate networks, and promote opportunities for women entrepreneurs. The publication has been translated into Polish, and will soon be available in Russian to Russian NGOs.

--Kalb, Judy

Department of Slavic Languages and Literature

Stanford University

Stanford, CA 94305-2006

(e-mail) jkalb@leland.stanford.edu

--Kligman, Gail

Department of Government, Georgetown University

Washington, D.C.

(202) 687-7247

--Kotchkina, Lena

Russia Coordinator

Moscow Centre for Gender Studies

Academy of Sciences

27 Krasikova Street

117218 Moscow

+7905/124-6185

+7095/129-0801

e-mail <isepp@g;as.apc.org.

--Krogh, Peter F.

Dean, Foreign Service School

Georgetown University

Intercultural Center, Room 301

Washington, D.C. 20057

(202) 687-5696

--Kunosic, Amila-Mimica

Gavelina 8

41000 Zagreb

385-41-530-481

Former Undersecretary for the Minister of Justice of Bosnia-Herzegovina and a member of the Bosnian Refugee Women's Group Zene BiH.

--Kupryashkina, Svetlana

Director, Ukrainian Center for Women's Studies  
19 Konstantinivska Str. apt. 15  
254071 Kiev 71

Kupryashkina has a degree in English and linguistics and has worked as a translator. She founded the Center in 1992. It has a library and members in Kiev, Kharkov, Odessa, Lviv, and Donetsk. She is compiling information on women in the Ukraine and acts as a consultant on women's issues to foreign groups and agencies, like USAID, ISAR, and the World Bank. She received a Fulbright scholarship to study at Rutgers University in 1994/95.

--Laas, Anu

Country Coordinator, Legal Committee  
Network of East West Women  
78 Tugi St.  
EE2400 Tartu, Estonia  
fax: 372-74-35440

--Leonard, Pat

Managing Editor, American Bibliography of Slavic and East European Studies  
(ABSEES) available online, based at the University of Illinois Urbana-Champaign.

--Majeska, George

Director, Russian Area Studies Program  
University of Maryland at College Park  
History Department  
College Park, MD 20742-7315  
(301) 405-4307  
(fax (301) 314-9148

--Medish, Vadim,

Professor and Coordinator, Russian Studies Program  
Asbury Building, Room 340  
The American University  
Washington, D.C. 20016  
(202) 885-2387

--Micheva, Elka, Ph.D.

Associate Professor  
University for National and World Economy

Department of International Business  
Student's City  
1100 Sofia, Bulgaria  
359-2-62-94-97

Teaches international economic relations and business. Speaks English, German, Russian, Czech, and Slovakian.

--Miklauzic, Djurdja  
NONA Multimedia Women's Center  
Draskoviceva 47  
Zagreb  
385-41-419-262  
fax 417-764

Croatian feminist poet and co-director of the NONA center.

--Mouleshkova, Irina  
Lecturer, International Public Law  
Dianabad, bl. 3/48  
1172 Sofia  
phone/fax: 355-42-22537

A lecturer at the University for National and World Economics in Sofia. A member of the board of directors of the Institute for Women, Law, and Development. She has also been a judge at the Sofia City Court handling civil cases.

--Notar, Susan  
3329 South Stafford St.  
Arlington, VA 22206  
(703) 931-6809  
Attorney, poet. Wrote this resource book (1994). Speaks French and Italian.

--Nowakowska, Urzula  
Country Coordinator, Legal Committee  
Network of East West Women  
ul. Konopnickiej 15  
05870 Blonie

--Penn, Shana  
Executive Director, Network of East-West Women  
1601 Connecticut Ave., N.W.  
Suite 301  
Washington, D.C. 20009  
(202) 265-3585

fax (202) 667-3291

--Petrochenkov, Valery

Chair  
Department of Russian  
Georgetown University  
Intercultural Center, Room 434  
School of Languages and Linguistics  
Washington, D.C. 20057-0990  
(202) 687-6147

--Pfister, Guenter

Chair, Department of Germanic and Slavic Languages--Russian Section  
University of Maryland at College Park  
3215 Jimenez Hall  
College Park, MD 20742-4815  
(301) 405-4091

--Prifti, Raimonda

Engineer, Vice-President Independent Forum for Albanian Women  
Druga e Dibes No. 176  
Tirana, Albania  
003554233016  
(fax) 003554228309

Speaks Albanian, Italian, and French.

--Ralph, Regan

Human Rights Watch  
(202) 371-6592

Completing study of institutional discrimination against Russian women.

--Raney, Laura S.

Has worked at both the World Bank and USAID in the Women in Development offices. Areas of expertise in labor and development.

--Rassweiler, Anne

Fellow, Institute for the Study of Soviet Education  
Indiana University  
(609) 924-9434  
fax (609) 497-0739  
(e-mail) 73110.224@compuserv.com  
130 Library Place

Princeton NJ 08540

Anne Rassweiler has a background in women's history in Siberia. She is currently collecting information on women's current condition, especially in the Bernaul and Altai regions. She speaks Russian.

--Regulska, Johanna

Rutgers University

Director of Local Democracy in Poland project

This 3.9 million dollar project assists Poland and the Central and East European countries in advancing local government reform and building grassroots democracy.

--Reineck, Janet

Ph.D., Cultural Anthropology--UC-Berkeley 1991

Planned a joint Kosova/Albania women's conference on family issues and democratization for the Soros foundation--Tirane, Albania, 1993. Fluent in Albanian, also speaks Serbo-Croatian, French, and Swedish.

--Rueschemeyer, Marilyn

Fellow at Harvard University's Russian Research Center, Author of Women in the Politics of Postcommunist Eastern Europe,

--Rudneva, Alexandra

Country Coordinator, Legal Committee

Network of East West Women

Ukraine, 31018

Kharkov

Bul. Mira 4, ap. 51

7-572-23-03-81

--Sanjak, Marjanna

Executive Director of the Women's Clinic for Bosnian War Victims

Pionirska 10

7200 Zenica

Republic of Bosnia-Herzegovina

The clinic provides medical attention and counseling for survivors. It also manages a small farm to feed survivors.

--Schwartz, Herman

Professor of Constitutional Law

American University

Washington College of Law

Washington, D.C. 20016

(202) 885-2600

Has been working with the ABA's CEELI program to develop constitutions for countries in Central Europe and the New Independent States.

--Siklova, Jirana

Founder/Director, Prague Gender Studies Center  
Klimentska 17  
110 00 Praha 1  
+42 2/232-7106  
e-mail: [gender@ecn.gn.apc.orp](mailto:gender@ecn.gn.apc.orp)

Siklova founded the Gender Studies Center in June, 1991, the first women's studies library and center to be opened in former Czechoslovakia. She is a sociology professor at Charles University and a dissident who played a leading role in the opposition movement that dismantled the Czech communist government in 1989.

--Salecl, Renata

Country Coordinator, Legal Committee  
Network of East West Women  
Institute for Criminology  
Kongresni Trg. 12  
61000 Ljubljana  
fax: 386-61-125-4065

--Thompson, Irene

Chair, Slavic Languages and Literature Department  
Gelman Library Room 627  
Washington, D.C. 20052  
(202) 994-6335

--Turnipseed, Kathryn

Country Coordinator, Legal Committee  
Network of East--West Women  
Gornji Bukovac 172  
4100 Zagreb  
385-41-243-133  
e-mail: [kathryn@zamir-zg.ztn.zer.de](mailto:kathryn@zamir-zg.ztn.zer.de)

--Walker, Richard E.

Chair, German and Russian Studies Department  
Howard University  
Locke Hall, Room 368  
Washington, D.C. 20059  
(202) 806-6755

--Williams, Katherine K.  
Vice President of Operations  
Corporations to End World Hunger Foundation  
1146 19th St., N.W. Suite 600  
Washington, D.C. 20036  
(202) 728-9500  
(fax) (202) 728-6872  
Moscow 415-5257

Ms. Williams speaks some Russian. She has recently worked with USDA projects in Russia. She expects to be working in Kazakhstan soon.

--Wolchik, Sharon,  
Director, Russian and East European Studies Program  
George Washington University  
Elliott School of International Affairs (ESIA)  
Washington, D.C. 20052  
(202) 994-6240

Has written extensively on women and gender issues in Central Europe and the New Independent States.

--Wolfowitz, Paul  
Dean  
Paul H. Nitze School of Advanced International Studies  
Johns Hopkins University  
1740 Massachusetts Ave., N.W.  
Washington, D.C. 20036

--Verdery, Kathryn  
Professor, Department of Anthropology  
Johns Hopkins University  
Baltimore, MD 21218  
(410) 516-7267

Author of "From Parent State to Family Patriarchs: Gender and Nation in Contemporary Eastern Europe", Journal of East European Politics and Society, Winter, 1994.

--Vidovic, Katerina  
Kareta, Vlaska 70A  
41000 Zagreb  
385-41-414-834

Member of the Kareta feminist group which runs a 24-hour SOS hotline in Croatia and Bosnia.

--Zaka, Tefta

Albanian woman judge in charge of reassessing Albanian Family laws.

--Zace, Valentina

Dean, Faculty of Law, University of Tirana

Rr. Niko Avrami

Pall. 9, Sh.3, Apt. 27

Tirana



Zace earned her law degree from the University of Tirane in 1983. She has taught family law. In 1993 she was a visiting professor at the Law Faculty of Jean Moulin University in Lyon, France. She recently published a paper on adoption in Albania. She is also serving as the Country Coordinator for the Legal Committee of the Network of East West Women in Albania.

--Zamorska, Krystyna

UN NGO Representative, National Congress of Neighborhood Women

442 11th St.

Brooklyn, New York 11215

(718) 832-1617

Zamorska is Polish but came to the U.S. twenty five years ago. She is an anthropologist and curriculum consultant, she was a trainer at the National Congress of Neighborhood Women for Women active in women's organizations in Eastern Europe.

--Zirin, Mary

Secretary, treasurer

AWSS

1178 Sonoma Drive

Altadena, CA 91001

(818) 791-3696

Managing Editor and Independent Researcher, Women East-West, a newsletter which the Ass'n for Women in Slavic Studies (AWSS) as a networking resource for people concerned with the problems, status, and achievements of women. It also covers research and teaching in women's studies and questions of gender and family life in Central/Eastern Europe and the New Independent States. Join the AWSS and receive

**WEW and all AWSS mailings by sending \$20 (\$10 students) check payable to AWSS to Mary Zirin.**

## **USAID FUNDED PROJECTS TARGETING WOMEN AS BENEFICIARIES**

- Sector projects which include training components require that no less than 40% of the training recipients be women.

- Small business development to target women as beneficiaries:

Russia--Deloitte Touche contract requires statistical reporting on women's participation in contract activities;

- The Private Voluntary Organization (PVO) Program, focuses on developing a private social services sector by creating income generating opportunities for vulnerable groups, in which women constitute the vast majority.

### **PVO sub-grants with World Learning:**

--Counterpart (\$625,000) assisting families of demobilized and dislocated servicemen by providing small-scale enterprise development and income generation, improved childhood education, housing and access to preventive and curative health care.

--Opportunity International (\$550,000), supports microenterprise development activity emphasizing women heads-of-households.

--Aid to Artisans (\$550,000), develops markets and hones business skills of primarily Russian women artisans. The Russian Association of Women Business Owners and the Alliance of American and Russian Women comprise two local sub-grantees.

--World Vision (\$500,000), provides in-service training for public health and other nurses who deliver direct services to needy/at-risk populations.

--Center for Development and Population Activities (CEDPA) (\$215,000), developing a model women's reproductive health clinic in Moscow which will train women to be managers and health care providers of health services to other women.

- The Eurasia Foundation Grants:

--Women's Research and Education Institute (\$100,000), to expand WREI's congressional fellowship program to include women from the NIS. Three women will be chosen who are actively involved in public policy issues. They

will be placed in internships for eight months and will receive additional training.

--Winrock International Institute for Agricultural Development (\$95,000), supports a "Women's Leadership Program" for assistance in the development and support of NGOs in Russia and the Ukraine focusing on women's issues in the NIS. The program would strengthen the operation capacity of NGOs through various programs.

--Counterpart Foundation (\$75,000), to conduct training seminars in Moscow and other Russian cities on employment and business opportunities for women.

--Global Fund for Women (\$69,955), provides support for specialized training for women's groups in Central Asia, Siberia and the Ukraine.

--National Peace Foundation (\$66,959), supports two programs: 1) six regional fora addressing strategies for increased female participation in electoral and policy formulation in Russia; and 2) a ten-day program in the Washington, D.C. area for 18 women leaders from the Caucasus region.

--University of Wisconsin--Eau Claire (\$62,366), provides training programs on entrepreneurship and small business ownership, employment opportunities and career planning for women in several Russian cities. Project to be carried out with the assistance of the Russian Independent Women's Forum, and the Russian Federal Employment Service.

--Internews Networks (\$49,857), supports the production of a two-part television series on economic and social needs of women in Ukraine by a team of Ukrainian women in collaboration with American partners. The project will provide training in television production skills.

--INET Foundation (\$49,550), to establish business libraries in five Russian cities and to conduct business training seminars for Russian women in Moscow, Nizhny Novgorod, Samara and Saratov.

--Institute of Soviet American Relations (ISAR) (\$18,723) supports the extension of the efforts to link women's rights advocates in the NIS to the Internet through the Network of East-West Women. Program will establish four additional nodes in providing equipment, training, and ongoing technical advice.

--University of Alaska Fairbanks (\$16,691), supports travel costs for seven women leaders to participate in the conference "Northern Women, Northern Lives" which will focus on social and economic issues facing women of the circumpolar north.

--Women of the World (\$10,000), Trains women in Russia and the Ukraine to participate in the electoral process and to establish an infrastructure to support women leaders in their local communities. WOW intends to provide women with tools to train future generations in democracy-building skills for self-sufficiency.

■ The Environmental Policy and Technology Project, the Institute of Soviet American Relations (ISAR) is providing grants to women's NGOs:

--Nuclear Ecology Project/Center for Citizen Initiatives, (\$74,980) "Nuclear Watchdog Project".

--Center for Independent Ecological Programs/International Disabilities Network, (\$74,951), "Addressing Childhood Diseases in the FSU"

--Ecojuris/PERC (\$74,621), Environmental Law Program.

--Chelyabinsk Nuclear Safety Movement/Handfors Education Action League, (\$64,450), "Nuclear Safety Movement".

■ Seed and Discretionary grants:

--Dzerzhinsk (\$2,990), grant to 340 member association of mothers of disabled children living in areas of environmental crisis to support continued development of cottage industry of crafts and clothing.

--Bryansk (\$1,900), grant to conduct first of a series of seminars for existing network of environmental groups working to fight problems of radiation pollution in Russia.

■ Humanitarian Assistance

--Generally speaking, all emergency humanitarian assistance activities target women and children as beneficiaries. The ratio of refugees and displaced persons who are the recipients is approximately 2/3-3/4 women and children.

--Reproductive Health Assistance--In Central Asia (including Turkey), a \$13 million program of reproductive health assistance is in place, focused primarily on expanding the availability and quality of family planning choices and services.

--Clinics--through a grant with Relief International in Tajikistan, displaced and women and children who have recently left refugee camps in Afghanistan will be the beneficiaries of pharmaceuticals and health care in polyclinics, small hospitals and non-physician health posts.

--Prevention of disease--Through the humanitarian health assistance program in the Ukraine insulin for dependent children under age 14 is provided, as well as the diphtheria vaccine. Medical intervention education and protective clothing is provided to health care workers to prevent the spread of hepatitis B.

--The Vulnerable Groups Feeding program provides agricultural and dairy commodities to infants, pregnant women, and mothers.

## **ENI Women's Issues Committee**

The ENI Women's Issues Committee grew out of the Working Group on Women in CEE, established in June, 1993, under the former EUR bureau. (See appendix for "Strategic Approach toward Addressing Women's Issues in ENI".) After the merger of the EUR and NIS bureaus, senior ENI management decided to expand the scope of the working group to include the NIS as well. The following are the names of the ENI women's issues committee members.

### **USAID ENI WOMEN'S ISSUES COMMITTEE MEMBERS**

--Alexander, Paige, European Country Affairs, Desk Officer for Poland, Czech Republic, and Ireland, (202) 647-6091

--Baldwin, Pamela, Officer in Charge, Russia Desk, (202) 647-4559, fax (202) 736-7566, internet: pbaldwin@usaid.gov.

--Bryan, Paula, Program Development Officer, Health and Population  
(202) 647-4536

--Cleland, Tina, Senior Advisor, Health Care Financing and Organization, (202) 736-4264

--Crane, Deborah, Program Analyst, (202) 736-4605

--Czaplewski, Ellen, Albania, Macedonia, Cyprus Desks (202) 647-9700

--Furlong, Thelma, Program Analyst, (202) 647-6992

--Henderson, Keith, Senior Advisor, Rule of Law Program, 7-6319

--Hyman, Jerry, Chief, Political and Social Process Division, (202) 736-4079

--Lee, Denise, International Cooperation Specialist, ENI/NCA/C, (202) 736-7188

--Long, Lynellyn, ENI Women's Issues Committee Director, (202) 736-4407

--McIntyre, Mary, Program Analyst, Emergency and Humanitarian Assistance Division,  
(202) 647-6320

--McLeod, Evelyn C., Project Development Officer, (202) 736-7711

- Mort, Molly, Health Population/Nutrition Assist., Health and Population Division, (202)
- Notar, Susan, Women's Issues Advisor, (202) 647-8079
- Pascual, Carlos, Deputy Assistant Administrator, (202) 647-9190
- Maria Rendon, Democracy Officer, International Development Intern, (202) 736-7893
- Sposato, Steve, Agriculture Economist, Agriculture and Agribusiness Div. (202) 647-7217
- Tsitsos, Dianne, Chief, Urban Development and Housing Division, (202) 736-4410
- Tuebner, Annette, Programs Analyst, (202) 647-6964
- Tumavick, Nancy, Director, Office of Environment, Energy, and Urban Development, (202) 647-9134
- Turner, Barbara, Deputy Assistant Administrator, (202) 647-6050
- Walker, MaryAnne, Program Development Officer, (202)

### **Forthcoming Conferences/Notes of Interest**

--January 25-28, 1995, National Democratic Institute for International Affairs, Women in Politics Conference, Skopje, Macedonia. Will train Central and Eastern European women who hold elected office or who aspire to elected office, in decision-making skills, leadership development, and communication skills.

--March 6-12, 1995, Social Summit, Copenhagen, Denmark

--March 15, 1995-April 5, 1995, Commission on the Status of Women meets in New York.

--September 4--15, 1995, Fourth World Conference on Women, Beijing, China.

--Berkshire Conference on the History of Women, Gender, and Difference  
June 7-9, 1996 at the University of North Carolina in Chapel Hill.

--Brown University Teleconferencing Facilities,

Brown offers two-way, real time video teleconferencing to Moscow via direct satellite link. To encourage academic and training programs to explore video-conferencing in their exchange, first time users of Brown's US-Russian link is \$400/hour including international space segment and studio support at the Institute for Space Research (IKI), in Moscow. For more information contact Sarah Lum at (401) 863-7304, or via Internet at Sarah\_Lum@brown.edu.

## **Key Indicators of Women's Status**

## How to Use this Section

**Source:** Unless otherwise indicated, all numerical data are from the "World Development Report 1994, Infrastructure of Development, World Development Indicators", World Bank, Oxford University Press (1994).

**Birth and Death rates:**

Both birth and death rates are crude rates per 1,000 population.

**Married women of childbearing age using contraception:**

This figure includes women whose husbands practice contraception.

**USAID Funded project Accomplishments:**

This information was obtained from the fact sheets of the USAID Magellan system. It does not purport to be inclusive, but rather provides an example of the work being performed in the country.

**Caveat:** The lack of data, particularly in certain countries, will be evident from even a casual perusal of the following pages. Where there are blanks, either the data is unavailable or this writer could not find it. Much of the "descriptive data" is anecdotal, based upon the statements of experts in each country.

## ALBANIA

Total population 3 million  
(1992)

Birth rate (1992) (crude rate per 1000)	24/1000
Death rate (1992)(crude rate per 1000)	6/1000
Total fertility rate (1992)	2.9
% Married Women of childbearing age using contraception	no data

	Females	Males
Life expectancy (1992)	75	70
% share of labor force (1992)	41 %	69%
% unemployed of total unemployed (1991) <sup>3</sup>	61%	39%
Retirement Age <sup>4</sup>	55	60
Number in Parliament (1993) <sup>5</sup>	4	136

<sup>3</sup> Tarifa, Fatos, "Albanian Women in a New Social Context", at 18 (1991).

<sup>4</sup> "Populations at Risk in Central and Eastern Europe: First Quarterly Report", International Programs Center, U.S. Bureau of the Census, at 20 (1994).

<sup>5</sup> Children and Women of Albania A situation Analysis, Government of the Republic of Albania in collaboration with UNICEF (1993).

## Descriptive Data\*

### Women's Political/Legal Status

- The Albanian Constitution provides for de jure equality for women and men, but women play a secondary decisionmaking role both at home and in public life. As of March 1993, there were no women at the Cabinet level, and only 4 out of 140 in Parliament.
- In 1993 maternity leave was extended from six to twelve months with 80% pay for the first five months and 50% pay for the following seven.
- Abortion not legalized until 1992.
- As late as 1992 there were no laws on domestic violence.
- As of September 1992, women are no longer required to serve in the military. They used to have to serve two years before age 35.

### Socio-economic status

- Albania is one of the poorest countries in Europe in terms of GDP per capita. In 1992, World Bank data put GDP at US\$ 290, a sharp decrease from 1991 when UNICEF estimated it to be US\$ 625.
- As of 1993 in most villages there was only one telephone.
- By early 1992, inflation had reached an annual rate of 300 percent.
- Contraceptives are difficult to obtain, and education is needed on their use.
- Women need tampons and sanitary napkins.
- Childcare is only minimally available. Some child care centers that were formally run in villas claimed by the Communists are now being reclaimed by their owners. Others are dirty, or have nothing to cover open windows (no glass, or plastic).
- Albanian women living in rural areas may have more difficult lives than women living in urban areas because rural families tend to be larger (an average of 6.4--8.2 persons) creating more work for women in meal preparation, laundry, while in urban areas families tend to be smaller (average 4.6). Another factor contributing to the workload of women in rural areas is that often there is no running water, and water must therefore be carried for chores and cooking.<sup>6</sup>

### Key Women Leaders:

- Ajazi, Elvira, Chair of the Independent Forum of Albanian Women, formerly head of the Women's Union of Albania under Hoxha.
- Arbana, Sevim, vice-chair of the Democratic League of Albanian women in Tirane. A professional journalist.
- Bali, Tatyana, Chair of Forum of Socialist Women
- Prifti, Raimonda, Representative of Independent Forum of Albanian Women

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<sup>6</sup>Tarifa, Fatos, "Albanian Women in a New Social Context", at 28 (1991).

--Zace, Valentina, member of the Legal Committee of the Network for East/West Women

**Key Women's Organizations/Parties:**

--Democratic League of Albanian Women, located in Tirane, Shkoder, and Lbasan. It has met with the President of Albania to request the establishment of an office for women in the government.

--Forum of Socialist Women, located in Durres. They work to defend the rights of women and to build a free democratic society.

--Independent Forum of Albanian Women, Durres, appears to be a forum where women can meet and discuss their concerns about the difficulties of daily life.

--Refleksione, a non-partisan group formed in 1991. It has held conferences on women in politics, sexual abuse of children, and protection from the AIDS virus.

--Women's Union of Albania (WUA), an independent and pluralist organization which works to unite all Albanian women irrespective of their political affiliation to build a democratic and pluralistic society. The WUA also strives to obtain better representation for Albanian women in the Albanian parliament particularly "in the defense of their interests as wives, mothers, and working people" (Tarifa, Fatos, "Albanian Women in a New Social Context" 1991).

\*see Corrin, Chris, Gender Issues and Women's Organizations in Albania, report prepared for Oxfam (1992), and Children and Women of Albania A Situation Analysis, Government of the Republic of Albania in collaboration with UNICEF (1993).

## ARMENIA

Total population 4 million  
(1992)

Birth rate (1992)(crude rate per 1000)	22/1000
Death rate(1992) (crude rate per 1000)	8/1000
Total fertility rate (1992)	2.8
% Married women of childbearing age using contraception	no data

	Females	Males
Life expectancy (1992)	73	67
% share of labor force (1992)		
% unemployed		
Retirement Age		
Number of Parliamentarians		

## **Descriptive Data**

### **Socio-economic Status**

#### **Key Women Leaders**

--Hakopian, Nora, Chair of the Women's Council of Armenia.

#### **Key Women's Organizations**

--Women's Council of Armenia, Yerevan. Presents women's rights issues to the Republic's executive and legislative bodies. It plans to create a league of women in Parliament. It formed a committee to help refugee women. Membership of 2,600 women.

#### **USAID funded accomplishments**

--Food Safety Net--Through a US PVO and the World Food Program, USAID is providing \$38 million of milk and other foods to infants and pre-natal and post-partum mothers in Armenia, Azerbaijan, Georgia, and Tajikistan.

--USAID furnished \$1.5 million for emergency medicines and vaccines.

## AZERBAIJAN

Total population 7 million  
(1992)

Birth rate (1992)(crude rate per 1000)	25/1000
Death rate (1992)(crude rate per 1000)	7/1000
Total fertility rate (1992)	2.7
% Married Women of childbearing age using contraception	no data

	Females	Males
Life expectancy (1992)	75	67
% share of labor force (1992)	no data	
% unemployed		
Retirement Age		
Number in Parliament (199 )		

## BELARUS

Total population 10 million (1992)

Birth rate (1992)(crude rate per 1000)	13/1000
Death rate(1992)(crude rate per 1000)	11/1000
Total fertility rate	1.9
% Married women of childbearing age using contraception	No data available

	Females	Males
Life expectancy (1992)	76	67
% share of labor force	no data	no data
% unemployed	no data	no data
Retirement Age	no data	no data
Representation in Supreme Soviets of Republics after 1989 elections <sup>7</sup>	7%	93%
Representation in Supreme Soviet of Republics before "free" elections 1989 <sup>8</sup>	35%	65%

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<sup>7</sup> Buckley, Mary, Perestroika and Soviet Women, at 58 (1992).

<sup>8</sup> Id.

## Descriptive Data\*

### Women's Political/Legal Status:

- The number of women in the parliament decreased since the communist era.
- In 1990 the Byelorussian government established a department to examine the problems of women and family.

### Socio-economic Status:

- The number of women in managerial positions is insignificant.<sup>9</sup>
- The scarcity of goods has increased women's burden of buying household goods and food.
- As in the Ukraine, the Chernobyl nuclear power plant disaster in 1986 has had devastating effects on the people of Byelorussia. Food was contaminated, children risk being born with birth defects, there are increases in the rates of cardiovascular, gastric, respiratory and endocrinal diseases, as well as an increase in the incidence of malignant tumors and leucoses.<sup>10</sup>

### Key Women Leaders:

- Gryaznova, Ludmila, Byelorussian State University, Department of Political Economy

### Key Women's Organizations/Parties:

- Permanent Commission on the Working and Living Conditions of Women and on the Protection of Mothers and Children.
- Council of Women of the Byelorussian SSR, (NGO)
- Byelorussian women's groups have appeared in the Union of Writers and Union of cinema Workers.
- Organizing Committee of the Byelorussian League of Women--considers the protection of women and children from the Chernobyl disaster its primary goal.

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<sup>9</sup> Gryaznova, Lyudmila, "Social and Economic Status of Women in the Byelorussian Soviet Socialist Republic", at 4 (1991).

<sup>10</sup> Id.

## BOSNIA HERCEGOVINA

Total population 4.5 million (1994)

Birth rate (1990)(crude rate per 1000) <sup>11</sup>	14.1/1000
Death rate (1990)(crude rate per 1000) <sup>12</sup>	6.4/1000
Total fertility rate (1992)	no data
% Married Women of childbearing age using contraception	no data

	Females	Males
Life expectancy (1989) <sup>13</sup>	75	69
% share of labor force (1992)	no data	no data
% unemployed	no data	no data
Retirement Age	no data	no data
Number in Parliament (1994)	no data	no data

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<sup>11</sup> Vital Statistics 1990: annual report, Federal Bureau of Statistics, Belgrade.

<sup>12</sup> Id.

<sup>13</sup> Id.

## **Descriptive Data\***

### **Women's Political/Legal Status**

#### **Socio-economic status**

--The war in Bosnia has devastated the country both economically and emotionally.

--Women and children constitute vast numbers of refugees who are in the worst state, they are unemployed, they have difficulty finding shelter and meeting other basic needs, and their families are separated.

#### **Key Women Leaders:**

--Sanjak, Marjanna, Executive Director of the Women's Clinic for Bosnian War Victims.

#### **Key Women's Organizations/Parties:**

--Women's Clinic for Bosnian War Victims, provides medical aid and psychological and long-term counseling to survivors. The clinic also manages a small farm to feed survivors.

#### **USAID Funded Project Accomplishments**

--Training in vicarious traumatization completed for some 20 local NGOs providing trauma assistance to refugees and displaced persons.

--Women's trauma and therapy center established and art therapy program initiated.

--Telephone hotlines provided services to over 1000 traumatized refugees and displaced persons.

--Refugee and displaced women's microenterprise projects initiated by two NGOs.

--Sixty children reunited with their families and several hundred children registered in child tracing program.

## BULGARIA

Total population 9 million

(1992)

Birth rate (crude rate per 1000)	10/1000
Death rate (crude rate per 1000)	12/1000
Total fertility (1992)	1.5
% Married women of childbearing age using contraception	no data

	Females	Males
Life Expectancy (1992)	75	68
% share of labor force (1992)	46%	64%
% unemployed of total unemployed (1992) <sup>14</sup>	54.3%	45.7%
Retirement Age <sup>15</sup>	55	60
Percent of Great National Assembly <sup>16</sup> (1991)	8.7%	91.3%
Percent of Great National Assembly in last communist parliament <sup>17</sup>	20.75%	79.25%

<sup>14</sup>Corrin, Chris, Gender Issues and Women's Organizations in Albania, Report for Oxfam at 9 (1992).

<sup>15</sup> "Populations at Risk" at 20, BUCEN.

<sup>16</sup> Kostova, Dobrinka, Women in Bulgaria: From Universal to Specificity, at 12 (1992).

<sup>17</sup> Id.

## Descriptive Data<sup>18</sup>

### Women's Political/Legal Status

--The percentage of women in the Bulgarian Great National Assembly has fallen since the last communist parliament.

--National legislation provides for specific protection for women for maternity leave. Article 60 of the Labor Code permits 120 calendar days of leave for the birth of the first child, 150 for the second child, and 180 for the fourth child. Women are also permitted 3 years of unpaid leave from work to care for small children. It is unclear though, whether women are currently exercising their legal right to these benefits, or whether they are forgoing them for fear of losing their jobs.

--In Bulgaria the law mandates a witness for rape for prosecution. This requirement effectively defeats most rape cases, because most rapes occur without witnesses.

### Socio-economic status

--In 1990 5.5% of private businesses were owned by women. This was an increase from only 1.7% of businesses being owned by women in 1989.

--Women still tend to do most of the housework and child care even though working outside of the home full time.

--As more women have become unemployed, the number of women committing robberies and engaging in prostitution has also increased.

--Symptomatic of other countries in E/NIS, the transitions of the last few years have been particularly hard on pensioners because of the high rate of inflation.

### Key Women Leaders:

--Kostova, Dobrinka, Bulgarian Academy of Sciences, Presenter at a conference held at Berkeley in 1992 on "Women and Political Transitions in South America and Eastern and Central Europe: The Prospects for Democracy".

--Mouleshkova, Irina, a member of the board of directors of the Institute for Women, Law, and Development, a state judge at the Sofia city court, a lecturer at the University for National and World Economics in Sofia, member of the Legal Committee of the Network for East West Women.

--Veltcheva, Virginia, Legal Advisor, Office of the President

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<sup>18</sup> Kostova, Dobrinka, Women in Bulgaria: From Universal to Specificity, (1992).

**Key Women's Organizations/Parties:**

--The Committee of the Movement of Bulgarian Women, its main objective is to further the role of Bulgarian women in society, increase their involvement in the management of Bulgaria. It represents Bulgarian women at the international level. It lobbies for legislation on behalf of women and children.

**CROATIA**  
**Total population 4.9 million**  
**(1992)**

Birth rate (crude rate per 1000) <sup>19</sup>	11.9/1000	
Death rate (crude rate per 1000) <sup>20</sup>	11.3/1000	
Total fertility (1992)	no data	
% Married women of childbearing age using contraception	no data	
	Females	Males
Life Expectancy (1989) <sup>21</sup>	76	68
% share of labor force (1992)	no data	no data
% registered unemployed(1992) <sup>22</sup>	18%	12%
Retirement Age	no data	no data
Number in parliament (1991) <sup>23</sup>	14	246

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<sup>19</sup> Vital Statistics: annual report, Federal Bureau of Statistics, Belgrade, Oliveira-Roca, Dr. Maria, "Yugoslavia's Population and Family Structure and the Employment of Women", addendum to Slavenka Drakulic's paper cited this page, (1991).

<sup>20</sup> Id.

<sup>21</sup> Id.

<sup>22</sup> "Populations a Risk in Central and Eastern Europe", Appendix Tables, International Programs Center, U.S. Bureau of the Census, at 19 (1994).

<sup>23</sup> Drakulic, Slavenka, "Women and the New Democracy in Yugoslavia", Paper for the Regional Seminar on the Impact of Economic and Political Reform on the Status of Women in Eastern Europe and the USSR: The Role of National Machinery, Vienna, April (1991).

## Descriptive Data\*

### Women's Political/Legal Status:

--There is only one woman in the present Croatian government.

### Women's Socio-economic Status:

--The war has had an increasingly destabilizing effect of the lives of the people in Croatia. Victims of the war need counseling, refugees need training on how to integrate into normal life

--Because of the war and country crisis, women's issues are neglected in favor of other "more urgent and important" ones.

--Nationalist and ethnic tensions promote the idea of women as caretaker of the hearth and family.

--Women are unemployed in disproportionate numbers.

--Women are concentrated in lower-paid jobs, with lower prestige and less autonomy than men.<sup>24</sup>

--The position of retired women is deteriorating because of their small pensions and the high rate of inflation.

### Key Women Leaders:

--Kesic, Vesna, Co-founder Center for Women War Victims

--Pusic, Vesna, Director of the Institute for Democracy.

--Turnipseed, Kathryn, Country Coordinator, Legal Committee of the Network for East West Women

### Key Women's Organizations:

--Center for Women War Victims, Zagreb

--Institute for Democracy, Zagreb

--Women and Society, Zagreb

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<sup>24</sup> Rueschemeyer, Marilyn, Ed., Women in the Politics of Postcommunist Eastern Europe, at 159 (1994).

## **USAID Funded Project Accomplishments**

--Establishment of a women's trauma and art therapy center established and art therapy program initiated.

--Telephone hotlines provided services to over 1000 traumatized refugees and displaced persons.

--Training in vicarious traumatization completed for 20 local NGOs providing trauma assistance to refugees and displaced persons.

--Refugee and displaced women's microenterprise projects initiated by two NGOs.

--Sixty children reunited with families and several hundred children registered in child tracing programs.

\*USAID e-mail from Zagreb in response to ENI WIC's questionnaire (1993).

## CZECH REPUBLIC

Total population 10 million  
(1992)

Birth rate (1992)(crude rate per 1000)	13
Death rate (1992)(crude rate per 1000)	11
Total fertility rate (1992)	1.9
% Married Women of childbearing age using contraception	69

	Females	Males
Life expectancy (1992)	76	69
% share of labor force 1989 <sup>25</sup>	48.4%	
% unemployed of total unemployed (1992) <sup>26</sup>	54%	46%
Retirement Age <sup>27</sup>	55	60
% in parliament (1992)*	9.5%	

\*USAID unclassified cable, "Velvet Evolution? Women in the Czech Republic", May, 1994.

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<sup>25</sup> Siklova, Jirana, "Women in Leadership: Women in Politics", Project Liberty, Conference: Women in Leadership: Politics and Business Enterprise, February 20--22, 1992, Berlin.

<sup>26</sup>Corrin, Chris, Gender Issues and Women's Organizations in Albania, Report for Oxfam at 9 (1992).

<sup>27</sup> "Populations at Risk" at 21.

## Descriptive Data\*

### Women's Political/Legal Status

--There are no women at the ministerial level, and only one at the Deputy level, Jirana Vonkova, Deputy Minister of the legislative section of the Ministry of Labor and Social Affairs. The highest ranking woman government official is Bohumira Kopecan, named Supreme State Attorney, May 4, 1994.

--In 1991 the Czech government passed an employment law banning sex discrimination in the workplace, but the definition of "discrimination" is vague.

--There is a three-year maternity leave guaranteed by law, but no data on the number of women who are forgoing such leave out of concern that their jobs will still be there when they return to work.

### Socio-economic status

--The end of state subsidies, and the move toward a free market economy has reduced the standard of living of "most [Czech] families".<sup>28</sup>

--Child support: While Czech men are legally obligated to pay child support, even when they do pay inflation has outdistanced required payments, and when fathers fail to pay, women have little recourse.

--In the last several years pornography and prostitution seems to have become more evident (or perhaps news of it is not being so tightly controlled?)

### Key Women Leaders:

--Jirana Siklova, a professor at Charles University and the founder of the Gender Study Center in Prague, Presenter at conference held at UC-Berkeley in 1992, "Women and Political Transitions in South America and Eastern and Central Europe: The Prospects for Democracy".

--Miloslava Unlafova, President of the Association of Women Entrepreneurs

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<sup>28</sup> Women in the Politics of Postcommunist Eastern Europe, at 18.

--Zdena Hajna, President of the Czech Union of women (CSZ), formerly the Czechoslovak Union of women, the only women's organization the Communists allowed.

\* USAID unclassified cable, "Velvet Evolution? Women in the Czech Republic", May, 1994.

#### **Key Women's Organizations/Parties:**

--Gender Study Center, Prague, established 1991

--Democratic Alternative, Prague, an umbrella organization for ten others, it was set up as an alternative to the CSZ. Meetings are held twice each month, and shared issues of concern are raised and parliament lobbied.

--Czech Union of Women (CSZ)

--Association of Women Entrepreneurs, provides advice on starting small businesses.

--Movement for Women's Equal Rights in the Czech Republic (MWER), established 1990

--Rosa Foundation, offers support groups and advice for divorced women and lobbies parliament on issues pertaining to divorced women and their children.

--Society of Women and Mothers, formed in 1990, this group attempted to have women candidates nominated, but in recent elections its candidates did not fare well.

--Reflecting a backlash against the new, many women's groups are not working for gender equality, but rather a return of women to the home.<sup>29</sup>

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<sup>29</sup> Women in the Politics of Postcommunist Eastern Europe, at 11.

## ESTONIA

Total population 2 million  
(1992)

Birth rate (1992)(crude rate per 1000)	12/1000
Death rate (1992)(crude rate per 1000)	12/1000
Total fertility rate (1992)	1.8
% Married women of childbearing age using contraception	no data

	Females	Males
Life expectancy	75	65
% share of labor force	no data	no data
% unemployed	no data	no data
Retirement Age	no data	no data
Representation in local Soviets after 1989 elections <sup>30</sup>	23%	77%
Representation in local Soviets before "free" elections of 1989 <sup>31</sup>	"Average" of 50%	

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<sup>30</sup> Buckley, Mary, Perestroika and Soviet Women, at 58 (1992).

<sup>31</sup> Id.

## GEORGIA

Total population 5 million  
(1992)

Birth rate (1992)(crude rate per 1000)	16
Death rate (1992)(crude rate per 1000)	10
Total fertility rate (1992)	2.2
% Married Women of childbearing age using contraception	no data

	Females	Males
Life expectancy (1992)	76	69
% share of labor force (1992)	no data	no data
% unemployed	no data	no data
Retirement Age	no data	no data
Number in Parliament 1994	no data	no data

## **Descriptive Data\***

### **Women's Political/Legal Status**

### **Socio-economic Status**

--Like the former Yugoslavia, war has also racked Georgia and left thousands of refugees without homes or food. The country is in an economic crisis and lacks sufficient funds to even pay for the fuel its people need to get through the winter.

### **Key Women Leaders:**

### **Key Women's Organizations/Parties:**

--Women of Georgia for Peace League, <NJordania@aol.com>, established in 1992, it works to help victims of natural disasters, ethno-political conflicts, and drug addiction; to study and apply methods of conflict resolution; and to send Georgian students who demonstrate scholastic aptitude, to school in Western countries. It views improving women's access to their basic material needs as the first step towards improving the status of Georgian women.

### **USAID funded accomplishments**

--Food Safety Net--Through a US PVO and the World Food Program, USAID is providing \$38 million of milk and other foods to infants and pre-natal and post-partum mothers in Armenia, Azerbaijan, Georgia, and Tajikistan.

--Since late 1992, USAID contributed \$19.3 million in food for women and children in Georgia, and \$3.5 million in emergency medical assistance through Project Hope and the Emergency Medicines Initiative.

## HUNGARY

Total population 10 million  
(1992)

Birth rate (1992)(crude rate per 1000)	12
Death rate (1992)(crude rate per 1000)	14
Total fertility rate (1992)	1.8
% Married Women of childbearing age using contraception	no data

	Females	Males
Life expectancy (1992)	74	65
% share of labor force (1992)	45%	55%
% unemployed of total unemployed (1992) <sup>32</sup>	42%	58%
Retirement Age*	55	60
% in Parliament (1991)*	7	93
% in Parliament in communist era*	21	79

\*Interestingly, in Hungary, unlike most CEE and NIS countries, the unemployment level has actually been reported to be higher for men, who were more likely to be employed in the fields of mining, metallurgy, and the machine industry. See USAID Report, Hungary: Gender Issues in the Transition to a Market Economy, 46, iv Coopers and Lybrand (1991).

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<sup>32</sup>Corrin, Chris, Gender Issues and Women's Organizations in Albania, Report for Oxfam at 9 (1992).

## Descriptive Data\*

### Women's Political/Legal Status:

- Women's representation in parliament has dropped from 21 percent under Communism to 7 percent.
- Job openings often list the gender of the desired employee.
- In 1992 the Hungarian Parliament passed a law permitting abortion for women in a "crisis" situation, defined as one which would cause the "woman or the baby major economic or psychological strife".

### Women's socio-economic status:

- In general, women in Hungary earn 70 to 80 percent of what men earn.
- There is gender segregation in both education and labor participation. Four fifths of working women are employed in occupations where women constitute the majority: commerce, light industry, accounting, and banking (which is not lucrative or prestigious in Hungary).
- In Hungary in 1992 37 percent of men with advanced degrees worked as upper or middle level managers, while only 12 percent of equally qualified women did so. While 35 percent of men with mid-level degrees held mid-level management positions, only 7.5 percent of women with the same level of educational attainment held such positions.<sup>33</sup>
- Despite the number of highly educated women, and women's level of participation in the labor force, they are still viewed as having responsibility for child care and housework.
- Because women tend to have lower paying jobs, their pensions and unemployment benefits are also lower.
- Child care is becoming more difficult to obtain in Hungary.

### Key Women Leaders:

- Bullain, Nilda, the legal representative to the Feminist Network since 1993, also Program Coordinator for the Civil Society Development Program, Country Coordinator, Legal Committee of the Network for East West Women.
- Lado, Maria, Institute for Labor Research, Ministry of Labor

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<sup>33</sup> Fong, Monica, "Women's Employment in Central and Eastern Europe: The Gender Factor", Transition, Vo. 3, No. 6, June 1992.

--Orlosy, Dori, East and Central Europe Coordinator, NEWW.

**Key Women's Organizations:**

--Association of Hungarian Women, has ties to the Socialist party, but tries to remain politically neutral. It was the earliest women's organization formed in the postcommunist era--in June 1989 it offered to aid women interested in running for office. It gathers information on women's issues, organizes meetings for women, shares its space with other women's organizations that need meeting space, and lobbies politicians on issues that members feel need to be addressed. Receives some funding from the State, and hopes to create a party-neutral council that advises the parliament on women's issues. The Association represents Hungary in the UN Commission on the Status of Women. Has about 10,000 members.

--Feminist Network--diverse group of thirty women that receives a lot of press in Hungary. They don't seem to have an agenda yet.

--Foundation of Women in Hungary (MONA)--an offshoot of the Alliance of Free Democrats. Their aim is to examine the role of women in all aspects of life, and analyze and participating in the development of policy affecting women either directly, or indirectly.<sup>34</sup>

--Hungarian Association of Entrepreneurial Women, encourages women in business.

--Noszemely, Hungarian feminist journal.

\* Hungary: Gender Issues in the Transition to a Market Economy, USAID WID with the Bureau of Private Enterprise, Coopers & Lybrand (1991).

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<sup>34</sup> Rueschemeyer, Marilyn, Ed., Women in the Politics of Postcommunist Eastern Europe, at 192 (1994).

## KAZAKHSTAN

Total population 17 million  
(1992)

Birth rate (1992)(crude rate per 1000)	21/1000
Death rate (1992)(crude rate per 1000)	8/1000
Total fertility rate (1992)	5.4
% Married Women of childbearing age using contraception	no data

	Females	Males
Life expectancy (1992)	73	64
% share of labor force (1992)	no data	
% unemployed	no data	
Retirement Age	no data	
Representation in local Soviets after 1989 elections <sup>35</sup>	30%	70%
Representation in local Soviets before "free" elections of 1989 <sup>36</sup>	"Average" 50%	50%

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<sup>35</sup> Buckley, Mary, Perestroika and Soviet Women, at 58 (1992).

<sup>36</sup> Id.

## **Descriptive Data**

### **Women's Legal/Political Status**

### **Women's Socio-Economic Status**

### **Key Women Leaders**

- Dobraya, Raisa, Journalist
- Isavea, Nadya, Journalist
- Kakimzhanova, Guslum, Union of Nuclear Test Victims in Semipalatinsk
- Klebanova, Darya, Journalist
- Kryldakov, Raushan Baimuratovna, Fund in Support of Environmental Education
- Sivryukova, Valentina, Supreme Soviet
- Sultanghalieva, Alma, Supreme Soviet
- Turmagamretova, Jemis, Human Rights Movement

### **Key Women's Organizations**

- Meyrim--"kindness" (business association for the physically challenged).

## KYRGYSTAN

Total Population 4 million  
(1992)

Birth rate (1992) (crude rate per 1000)	28/1000
Death rate (1992)(crude rate per 1000)	8/1000
Total fertility rate (1992)	3.7
% Married Women of childbearing age using contraception	no data

	Females	Males
Life expectancy (1992)	70	62
% share of labor force (1992)	no data	no data
unemployed	Women have a higher rate of unemployment. In Bishek in 1993, 85% of the registered unemployed were women. <sup>37</sup>	
Retirement Age	no data	no data
Percent of National Congress (1993-94)	7%	93%

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<sup>37</sup> Kuehnast, Kathleen, "Women and Economic Changes in Kyrgystan: Coping Mechanisms and Attitudes Towards Social Policies", World Bank, 1993.

## Descriptive Data<sup>38</sup>

### Women's Legal/ Political Status

--While women represent 51% of the total population, women constitute only 7% in the National Congress.

### Women's Socio-Economic Status

--Women represent 51% of a population of 4.5 million.

--The Tien Shan mountains split the north and south of Kyrgystan, both geographically and socially. The north, with the capital Bishek, is more economically vibrant than the South, which resembles Uzbekistan more, with an economy dependent on cotton and tobacco crops. This split has an important impact on women's health in the south, because the majority of agricultural workers are women, and carcinogenic pesticides, herbicides and defoliants have been used on the crops. The people in the north also tend to be more highly educated than those of the south. While the majority of Kyrgystani are Muslim, the south tends to cling more strongly to the teachings of Islam, and recently some in the south have advocated a return to the traditional veiling of women.

--**Unemployment**--In Bishek in late 1993, 85% of the registered unemployed were women. Young women between the ages of 17 and 30 appear to be the most hard hit by unemployment. Young mothers are often the first laid off while they are on maternity leave. There are greater numbers of unemployed women in rural areas than in urban ones because of the high number of positions lost as kindergartens, hospitals, camps that have closed, and collective farms that have been privatized. As a corollary between the high rate number of unemployed women, the number of crimes committed by women is increasing, as have the number of prostitution rings.

--Women are selling personal belongings and homemade food to earn income. In a recent World Bank study, some women expressed an interest in making crafts in their homes to sell, but they lack supplies.

--The Kyrgyz government reported in 1993 that over 80% of the population was living below the poverty line.

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<sup>38</sup> Kuehnast, Kathleen, "Women and Economic Changes in Kyrgystan: Coping Mechanisms and Attitudes Towards Social Policies", World Bank (1993); presentation of Dr. Cholpn Amanalieva, of the Kyrgyz-American fund "Ukuk", at Voice International, Washington, D.C. November 9, 1994.

### **Key Women Leaders**

- Amanalieva, Cholpon Dr., Kyrgy-American fund "Ukuk"
- Baekova, Cholpon, Women's Congress
- Ivanenko, Nataliya, Women's Association of Kyrgystan
- Philatova, Natalia, Women's Association of Kyrgystan
- Sarieva, Vinera, Women's Congress

### **Key Women's Organizations**

- International Fund for the Promotion of Entrepreneurship (Fund Invest)
- Women's Association of Krygystan
- Women's Congress

### **USAID Funded Project Accomplishments**

--In 1992 USAID funded vaccination programs for 500,000 children in Kyrgystan, Tajikistan, Turkmenistan, and Uzbekistan, immunizing children against measles, polio, diphtheria, whooping cough and tetanus. Because women are still the primary caretakers of children, a reduced risk of childhood disease has the potential to increase women's productivity.

**LATVIA**  
 Total population 3 million  
 (1992)

Birth rate (1992)(crude rate per 1000)	12
Death rate (1992)(crude rate per 1000)	13
Total fertility rate (1992)	1.8
% Married Women of childbearing age using contraception	no data available

	Females	Males
Life expectancy (1992)	75	64
% share of labor force (1992)	no data available	
% unemployed of total unemployed (1992) <sup>39</sup>	75%	25%
Retirement Age	no data	no data
Representation in Local Soviets after 1989 elections <sup>40</sup>	35%	65%

<sup>39</sup>Corrin, Chris, Gender Issues and Women's Organizations in Albania, Report for Oxfam at 9 (1992).

<sup>40</sup> Buckley, Mary, Perestroika and Soviet Women, at 58 (1992).

Representation in local Soviets before "free" elections of 1989 <sup>41</sup>	"Average" 50%	50%
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### Descriptive Data

**Women's Political/Legal Status:**

**Women's Socio-economic status:**

**Key Women Leaders:**

--Novikova, Irina, Co-founder, Center for Women's Studies in Riga

**Key Women's Organizations:**

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<sup>41</sup> Id.

## LITHUANIA

Total population 4 million  
(1992)

Birth rate (1992)(crude rate per 1000)	14
Death rate (1992)(crude rate per 1000)	11
Total fertility rate (1992)	1.9
% Married Women of childbearing age using contraception	no data available

	Females	Males
Life expectancy (1992)	76	66
% share of labor force (1992)	no data	no data
% of total unemployed (12/31/91) <sup>42</sup>	68%	32%
Retirement Age	?	?
Representation in local Soviets after 1989 elections <sup>43</sup>	34%	66%
Representation in Local Soviets Before "free" elections of 1989 <sup>44</sup>	Average 50%	50%

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<sup>42</sup> McCool, Granik, The Legal Status of Women in the New Independent States of the Former Soviet Union, Genesys report (1994).

<sup>43</sup> Buckley, Mary, Perestroika and Soviet Women, at 58 (1992).

<sup>44</sup> Id.

## **Descriptive Data**

### **Women's Political/Legal Status:**

### **Women's Socio-economic Status:**

### **Key Women Leaders:**

--Lopienie, Regina, member of Lithuanian social Democratic Women's Union, also a political activist and an actress.

### **Key Women's Organizations:**

--Lithuanian Social Democratic Women's Union .

## MACEDONIA

Total population  
2.13 million  
(1992)

Birth rate (1993)(crude rate per 1000)	
Death rate (1993)(crude rate per 1000) <sup>45</sup>	24.4/1000
Total fertility rate (1992)	
% Married Women of childbearing age using contraception	no data

	Females	Males
Life expectancy (1991) <sup>46</sup>	74.4	70.1
% share of labor force (1992)		
% of gender unemployed <sup>47</sup>	33%	22%
Retirement Age		
Number in Parliament (199 )		

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<sup>45</sup> "Populations at Risk" at 28.

<sup>46</sup> "Populations at Risk" at 27.

<sup>47</sup> "Populations at Risk", Figure 2.1.

## **Descriptive Data**

### **Women's Political/Legal Status:**

### **Women's Socio-economic status:**

--The nearby war in the former Yugoslavia is having an effect on the people in Macedonia. Borders are uncertain, and ethnic tensions are rising. People in the media are finding it difficult to disseminate information.

### **Key Women Leaders:**

--Arifa, Teuta, Leader of the League of Albanian Women in Macedonia, on the steering committee of the Verona Forum for Peace and Reconciliation in Former Yugoslavia.

--Gaber, Natasha, Macedonian Peace Movement, Committee for Macedonian/Greek Dialogue

--Memedi, Dzabir, Student Radio Culture Channel

### **Key Women's Organizations:**

--League of Albanian Women in Macedonia, an advocacy group for women's healthcare and sex education.

## MOLDOVA

Total population 4 million  
(1992)

Birth rate (1992)(crude rate per 1000)	17
Death rate (1992)(crude rate per 1000)	10
Total fertility rate (1992)	2.3
% married women of childbearing age using contraception	no data

	Females	Males
Life expectancy (1992)	72	65
% share of labor force (1992)	no data	no data
% unemployed	no data	no data
Retirement Age	no data	no data
Representation in Supreme Soviets of Republics after 1989 elections <sup>48</sup>	4.8%	95%
Representation in Supreme Soviets of Republics before "free" elections of 1989 <sup>49</sup>	35%	65%

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<sup>48</sup> Buckley, Mary, Perestroika and Soviet Women, at 58 (1992).

<sup>49</sup> Id.

**POLAND**  
Total population 38 million  
(1992)

Birth rate (1992)(crude rate per 1000)	13
Death rate (1992)(crude rate per 1000)	10
Total fertility rate (1992)	1.9
% Married Women of childbearing age using contraception	no data

	Females	Males
Life expectancy (1992)	75	66
% share of labor force (1992)	46	64
% of total unemployed (1991) <sup>50</sup>	52.1	
Retirement Age <sup>51</sup>	60	65
% in Parliament (1991) <sup>52</sup>	12	88
Communist era % in parliament <sup>53</sup>	20	80

<sup>50</sup> Poland: Gender Issues in the Transition to a Market Economy, at 15 (1991).

<sup>51</sup> There are proposals to lower the retirement age for women to 55 years with 30 years of service. In 1990 this proposal was defeated. Kuraktowska, Zofia, "Present Situation of Women in Poland", at 18 (1991).

<sup>52</sup> see note 20 at 45.

<sup>53</sup> Poland: Gender Issues, at 45.

## Descriptive Data\*

### Women's Legal/Political Status:

--As of July 1991, women held 12 percent of the seats in parliament. During the communist era they held 20 percent.

--Job openings often specify the gender of the desired employee.

--Though the Polish Constitution guarantees equal rights for men and women, as late as 1991 there were no legal enforcement mechanisms for enforcing those rights, and discrimination suits based on gender could not even be brought in Polish courts. Women have also recently had to score higher on entrance exams than men to be admitted.<sup>54</sup>

--In 1993, Walesa signed a law prohibiting abortions except when the life or health of the mother is threatened, when prenatal diagnosis shows that the fetus has birth defects, or in cases of rape or incest. The Catholic Church in Poland is very powerful, and lobbied for the passage of the bill.<sup>55</sup>

--Article 180 of the Labor Code allows women to sixteen weeks of maternity leave after the birth of their first child, eighteen weeks after any subsequent birth. During maternity leave women receive 100 percent of the average monthly wage she earned in the three months preceding the birth of the child. Women cannot be dismissed during pregnancy or maternity leave.<sup>56</sup>

### Women's Socio-economic Status:

--In 1990 Poland had a population of 21.2 women, accounting for 51.2 percent of the total population.<sup>57</sup>

--In 1991, only 23 percent of the jobs listed with the Polish Office for Work were for women, 77 percent were for men.

--Women earn about 70 percent of men's earnings.

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<sup>54</sup> Kuratowska, at 31.

<sup>55</sup> Rueschemeyer, Marilyn, Editor, Women in the Politics of Postcommunist Eastern Europe, at 33, 230 (1994).

<sup>56</sup> Kuratowska at 26.

<sup>57</sup> Kuratowska, Zofia, "Present Situation of Women in Poland", at 3 (1991).

--Woman are disproportionately unemployed and Polish labor economists predict that this trend will continue. In November 1990, there were as many as 9 men and 37 women for one job offer.<sup>58</sup>

### **Key Women Leaders:**

- Majorek, Barbara, President of Warsaw Club of Democratic Union of Women
- Nowakowska, Urszula, an attorney, Polish women's Rights Center, member of the Polish Feminist Association. In 1993-94 she was a Congressional fellow at the Women's Research and Education Institute in Washington, D.C.
- Walczewska, Slawka, Co-founder of Fundacja Kobieta "eFKa" (Women's Foundation), editor of Pelnym Glosem, the first feminist journal in Cracow.

### **Key Women's Organizations:**

- Democratic Union of Women, group support democracy, pluralism, legal order and tolerance.
- Federation for Women and Family Planning, provides sex education, contraception, counseling.
- Parliamentary Group on Women's Issues, formed by the Polish government to protect and promote women's issues, and to encourage women to play an active role in politics and the economy.

\* For a complete listing of Polish NGOs see, Directory of Women's Organizations and Initiatives in Poland, (1993), located in the ENI women's reference center Rm. 2941b.

\* Poland: Gender Issues in the Transition to a Market Economy, USAID WID, Coopers & Lybrand (1991).

### **USAID Funded Projects: Accomplishments**

--Screening for breast cancer is active in three centers in Poland. Over 6,000 women have been screened, and 62 primary breast cancers detected, with about one third of those being early cases in asymptomatic women.

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<sup>58</sup> Kuratowska at 22.

**ROMANIA**  
Total population 23 million  
(1992)

Birth rate (1992)(crude rate per 1000)	11
Death rate (1992)(crude rate per 1000)	12
Total fertility rate (1992)	1.5
% Married Women of childbearing age using contraception	no data

	Females	Males
Life expectancy (1992)	73	67
% share of labor force (1992)	47	53
% of gender unemployed (1993) <sup>59</sup>	12%	9%
Retirement Age	55	60
Number in Parliament (1992)*	12	488

\* Ichim, Florica, "Politics Has Been Refused", Women in Leadership: Politics and Business, Meeting Report, Project Liberty, Vienna November, 1992.

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<sup>59</sup> "Populations at Risk", Figure 2.1.

## Descriptive Data

### Women's Political/Legal Status:

--Romania's Constitution of 1965 specified that all citizens were equal, without regard to sex, race, or national origin. In 1981, Romania ratified (decree 342) the Convention for the Elimination of all Forms of Discrimination against Women. Romania also enacted the International Labor Office Convention on Equality of Remuneration of 1957. While women had de jure equality in some areas of their lives, they did not possess de facto equality.<sup>60</sup>

--Until 1989 contraception and abortions were virtually illegal because of Nicolae Ceausescu's pro-natalist policies, which outlawed abortion and contraception. Decree 770/1967, repealed in 1989, prohibited abortions except in the case of rape, disease, or when the woman was 45 or older or had given birth to four children and they lived with her.<sup>61</sup> Doctors who performed abortions risked prison terms and loss of their medical licenses. The emergency wards and operating rooms in gynecological clinics were put under police surveillance. Women who had abortions also risked being thrown in prison.<sup>62</sup> (Ironically, but hardly surprising, the men who impregnated the women faced no legal sanctions).

--Women have paid maternity leave for one year after the birth of a child.

--There is no law specifically prohibiting sexual harassment but the new Romanian Constitution guarantees legal equality, equal pay for equal work and paid maternity leave.

--Rape cases are difficult to bring, and women evidently do not report being raped.

### Women's Socio-Economic Status:

-In many ways Romanian women have more work ahead of them toward achieving equality than women in other Central and Eastern European countries, because of the backlash against Elena Ceausescu, who led Romania with her husband. Women were placed in positions that they did not want, and for which they did not have the experience, and thus doomed to fail. Women in party positions were also expected to be married with children<sup>63</sup> and it was frowned upon for them to wear makeup or dress well. They were also treated as baby

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<sup>60</sup>Popescu, Dumitra, "Present Situation and Trends Affecting Women in Romania", at 6 (1991).

<sup>61</sup> Id. at 30.

<sup>62</sup> Celac, Marianna, "Romania" at 12 1991.

<sup>63</sup> Women in the Politics of Postcommunist Eastern Europe, at 209.

machines, and their babies were in effect treated as "state property". The government took children away from their families and placed them in state "nurseries" where there was inadequate health care. Needles for immunizations for example, were reused again and again, leading to a high HIV infection rate among children in Romania.

--One USAID worker described the situation of women in Romania in the following way: [t]he status of women here rivals that in African countries where women are considered chattel. Though many women continue to work, they get very little help with domestic chores and the children. If there is no grandmother, or if the mother is single, life is almost impossible because child care facilities which used to be provided by the state are becoming inaccessible because of increased shared costs--parent and state--and the fees the parent must pay. There are major factors which contribute to many women's decisions to have no more than 1-2 children and to resort to abortion" (June 7, 1994).

--"Last hired, first fired", is how a USAID cable from 1993 described the employment status of Romanian women.

#### **Key Women Leaders:**

- Celac, Mariana, Group for Social Dialogue
- Ichim, Florica, Editor and Executive Director of Romania Libera, Bucharest.
- Lotreanu, Monica, Writer, Art Historian.
- Miroiu, Mihaela, Co-founder of the Centre for Feminist Analyses ANA, first prospective Ph.D candidate in Romania in Women's Studies.

#### **Key Women's Organizations:**

- Group for Social Dialogue, Bucharest
- Women's Association of Romania
- Women's League of Romania
- Women's National Union of Romania

#### **USAID Funded Project Accomplishments**

--A reproductive health survey begun in 1993 has been completed and the Romanian Ministry of Health carried it out with the assistance of the Centre for Development and Population Activities (CEDPA) and the U.S. Centers for Disease Control (CDC). Data that is important for understanding women's health issues and for planning future programs was obtained.

## RUSSIA

Total population 149 million  
(1992)

Birth rate (1992)(crude rate per 1000)	12
Death rate (1992)(crude rate per 1000)	12
Total fertility rate (1992)	1.7
% Married Women of childbearing age using contraception	no data

	Females	Males
Life expectancy (1992)	75	64
% share of labor force 1989 census*	47.5%	57.8%
% of unemployed (1992) <sup>64</sup>	70%	30%
Retirement Age	55	60
Representation in Supreme Soviets of Republics after 1989 elections <sup>65</sup>	5.4%	95%
Representation in Supreme Soviets of Republics before 1989 "free" elections <sup>66</sup>	35%	65%

<sup>64</sup> McCool, Granik, The Legal Status of Women in the New Independent States of the Former Soviet Union, at 19 (1994).

<sup>65</sup> Buckley, Mary, Perestroika and Soviet Women, at 28 (1992).

<sup>66</sup> Id.

## Descriptive Data

### Women's Political/Legal Status

--In the 1993 elections, women won 13.5 percent (60) seats of the 450 in the Duma, the lower and more powerful body of the State legislature, and nine women were elected to the upper body, the Federation Council.

--In spring 1989, the government created a new Department on the Position of Women, Protection of Family, Maternity and Childhood, within the Cabinet of Ministers.

--According to the International Republican Institute, there is still a widely-held view among both men and women that it is inappropriate for women to be candidates for public office.

--While sexual harassment is a criminal offense in Russia, the law is so rarely enforced, that prosecutors in Moscow could not cite a single case as precedent.

--Job advertisements routinely list the desired physical attributes and gender of employees, and this is not viewed as discriminatory.

--Women's rights are increasingly in conflict with "family rights". In 1993, the proposed Russian Family law, which was eventually defeated, would have made women's rights subservient to those of a "family" (implicitly male-headed).<sup>67</sup>

### Socio-economic status:

--By 1992, there were 921,300 unemployed in Russia, 83% of whom were women.

--Since the 1930's the USSR State Committee of Labor produced lists of jobs banned for women, yet about one-third of women are employed today in hazardous industry work legally closed to them.

--Women are still found in predominantly in sectors and occupations low in both pay and status.

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<sup>67</sup> Gender Issues in Transitional Economies of the Former Soviet Union, Development Alternatives, Inc., for USAID, at 9 (1994).

--Women with the same training, experience and age have much less chance of receiving promotions than men. The proportion of women among heads of enterprises in the former Soviet Union peaked at 11 percent in 1985 and has been on the decline ever since.

--"The preconception that domestic concerns are strictly and properly the responsibility of women survived decades of proclaimed socialist equality."

(For the information contained in this section see Miroviskaya, Natalia Dr., "Women and the Post-Socialist Reversion to Patriarchy", Surviving Together, Summer 1993, Vo. 11 No. 2, at 44-46).

### **Key Women Leaders**

--Ershova, Elena, Director of Gaia Women's Center

--Fedulova, Alevtina, Leader of Russian Women's Committee

--Kotchina, Lena, Russian Program Coordinator, Network of East-West Women.

--Kril'chenko, Vera, leader of United Women's Party

--Liborakina, Mariana, leader of Feminist Orientation Center

--Lipovskaya, Olga, director of Petersburg Center for Gender Issues

--Miasnikova, Ekaterina, leader of Rossiia

--Posadskaya, Anastasia, director of Moscow Center for Gender Studies

### **Key Women's Organizations/Parties**

--Committee of Soldiers' Mothers, works to provide physically disabled veterans with medical attention, prostheses, wheelchairs, jobs, and pensions. Also worked to end the system of hazing of first year soldiers, which included beatings, rape, and even murder.

--Feminist Orientation Center, Moscow, works against discrimination and promotes gender equality.

--Gaia Women's Center, Moscow, advocates women's equal legal treatment.

--Moscow Center for Gender Studies, holds conferences and training on politics and business.

--NEZHDI (Independent Women's Democratic Initiative)(Naberezhnye Chelny), the acronym also means "do not wait". Works to solve women's problems at work, including unemployment and work conditions. Holds political seminars.

--Petersburg Center for Gender Issues, educates public on women's equality.

--Rossiia, St. Petersburg, part of a conservative nationalist movement called "Movement of the Spiritual Rebirth of Russia (Dvizhenie za Dukhovne Vozrozhdenie Rosii), according to which, a woman is first a mother and a wife, and responsible for the "spiritual education" of her children and husband. Members work to "restore the Russian home".

--Russian Women's Committee, Moscow, works for human rights. It is active in developing a women's bloc to run for elected office.

--United Women's Party, (Edinaia Partia Zhenshchin), St. Petersburg, advocates equal representation for women in institutions of power, and ending discrimination against women.

**\*For more "key women leaders" and NGOs please see the Second Independent Women's Forum Dubna, Russia, 1992, Directory of Participants, in the ENI Reference Center.**

## SLOVAK REPUBLIC

Total population 5 million  
(1992)

Birth rate (1992)(crude rate per 1000)	15
Death rate (1992)(crude rate per 1000)	11
Total fertility rate (1992)	2.0
% Married Women of childbearing age using contraception	no data

	Females	Males
Life expectancy (1992)	75	67
% share of labor force (1992)	43	57
% of gender unemployed (1993) <sup>68</sup>	14%	13%
Retirement Age <sup>69</sup>	55	60
Percent in Slovak National Council (1992) <sup>70</sup>	11.5	88.5

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<sup>68</sup> "Populations at Risk" Figure 2.1.

<sup>69</sup> "Populations at Risk" at 21.

<sup>70</sup> Women in the Politics of Postcommunist Eastern Europe, at 8.

## Descriptive Data

### Women's Political/Legal Status:

--As in other countries in the former Soviet Union, women's representation in the Slovak parliament has decreased since the days of communist rule (see table above).

### Women's Socio-economic Status:

--Women's unemployment and increased competition for existing jobs, as well as the difficulty of obtaining (and being able to afford) basic domestic goods, has increased the burden on women, who are still the principal caretakers of home and family.

--As in the Czech Republic, there has been an increase in prostitution, pornography, drug abuse, alcoholism, and child and spousal abuse.<sup>71</sup>

--Of 7,563 job vacancies registered in February 1991, only 29 percent were for women.<sup>72</sup>

### Key Women Leaders:

--Juranova, Jana, Founding Editor Aspekt, the first feminist magazine in Slovakia.

### Key Women's Organizations:

--Society for Planned Parenthood, lobbies government in area of legislation for reproductive rights.<sup>73</sup>

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<sup>71</sup> Women in the Politics of Postcommunist Eastern Europe, at 19.

<sup>72</sup> Fong, Monica, "Women's Employment in Central and Eastern Europe: The Gender Factor", Transition, Vo. 3, No. 6, June 1992.

<sup>73</sup> Women in the Politics of Postcommunist Eastern Europe, at 11.

**SLOVENIA**  
 Total population  
 2.02 million  
 (1992)

Birth rate (1992)(crude rate per 1000)	11
Death rate (1992)(crude rate per 1000)	10
Total fertility rate (1992)	1.5
% Married Women of childbearing age using contraception	no data

	Females	Males
Life expectancy (1992)	77	69
% share of labor force (1992)	no data	no data
% unemployed (1992)		
Retirement Age		
Percent of Assembly of Slovenia (1990 ) <sup>74</sup>	10	90

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<sup>74</sup> Rueschemeyer, Marilyn, Editor, Women in the Politics of Postcommunist Eastern Europe, at 161 (1994).

## Descriptive Data

### Women's Political/Legal Status:

--Women's participation in politics has decreased since the Communist era. While in 1982, women occupied 26 % of elected posts, in 1990, they represented only 10% of the Slovenian Assembly.

--As in Poland, the Catholic church in Slovenia has been urging restrictive abortion legislation. In 1990, the church and "pro-life" politicians supported removal of Article 52 on women's right choose whether to have an abortion, removed from the new Constitution. After a battle over the issue, the parliament voted in favor of freedom of choice.<sup>75</sup>

### Women's Socio-economic Status:

--Women are concentrated in lower-paid jobs, with lower prestige and less autonomy than men. There are male and female sectors of the labor force, women dominate in education, health, social welfare, and textile and shoe manufacturing, all of which tend to be poorly paid.<sup>76</sup>

--At the beginning of 1992, women constituted almost thirty percent of new entrepreneurs.<sup>77</sup>

### Key Women Leaders:

--Salecl, Renata, Sociologist and researcher, Institute of Criminology, University of Ljubljana.

### Key Women's Organizations:

--Association of Women of Slovenia

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<sup>75</sup> Rueschemeyer, Marilyn, Ed., Women in the Politics of Postcommunist Eastern Europe, at 159, 166 (1994).

<sup>76</sup> Women in the Politics of Postcommunist Eastern Europe, at 159.

<sup>77</sup> Id.

**TAJKISTAN**  
Total population 6 million  
(1992)

Birth rate (1992)(crude rate per 1000)	36
Death rate (1992)(crude rate per 1000)	6
Total fertility rate (1992)	5.1
% Married Women of childbearing age using contraception	no data

	Females	Males
Life expectancy (1992)	72	67
% share of labor force (1992)	no data	no data
% unemployed(1992) <sup>78</sup>	76%	24%
Retirement Age	no data	no data
Number in Parliament (199 )	no data	no data

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<sup>78</sup> McCool, Granik, The Legal Status of Women in the New Independent States of the Former Soviet Union, at 19 (1994).

## Descriptive Data<sup>79</sup>

As of 1993, more than 100,000 Tajik refugees had fled to Afghanistan. It has been estimated that 10 to 16 percent of the population of Tajikistan are homeless or refugees. Food is scarce, and organizations such as the International Committee of the Red Cross have sent millions of dollars of food aid. Medecins Sans Frontieres has flown in medical supplies and set up a 25 bed hospital.

### Key Women Leaders:

--Sobira, Gulruksor Safiebozora, national poetess. She had to be evacuated from Tajikistan after her works were burned.

--Davlatbekova, Ziada, International Red Cross, Tajikistan Branch.

### USAID Funded Project Accomplishments

--In 1992 USAID funded vaccination programs for 500,000 children in Kyrgystan, Tajikistan, Turkmenistan, and Uzbekistan, immunizing children against measles, polio, diphtheria, whooping cough and tetanus. Because women are still the primary caretakers of children, a reduced risk of childhood disease has the potential to increase women's productivity.

--Food Safety Net--Through a US PVO and the World Food Program, USAID is providing \$38 million of milk and other foods to infants and pre-natal and post-partum mothers in Armenia, Azerbaijan, Georgia, and Tajikistan.

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<sup>79</sup> Grossman, Leanne, "Small Groups Make Valiant Efforts to Turn the Tide in Tajikistan", Surviving Together, Vo. 11, No. 3 Fall 1993 p.45.

## TURKMENISTAN

Total Population 4 million  
(1992)

Birth rate (1992)(crude rate per 1000)	32
Death rate (1992)(crude rate per 1000)	7
Total fertility rate (1992)	4.2
% Married Women of childbearing age using contraception	no data

	Females	Males
Life expectancy (1992)	70	63
% share of labor force (1992)	no data	no data
% unemployed	no data	no data
Retirement Age	no data	no data
Representation in Supreme Soviets of Republics after 1989 elections <sup>80</sup>	11%	89%
Representation in Supreme Soviets of Republics before "free" elections of 1989 <sup>81</sup>	35%	65%

<sup>80</sup> Buckley, Mary, Perestroika and Soviet Women, at 58 (1992).

<sup>81</sup> Gender Issues in Transitional Economies of the Former Soviet Union, Developmental Alternatives, Inc. at 6-7 (1994).

## UKRAINE

Total Population 52 million  
(1992)

Birth rate (1992)(crude rate per 1000)	12
Death rate (1992)	13
Total fertility rate (1992)	1.8
% Married Women of childbearing age using contraception	no data

	Females	Males
Life expectancy (1992)	75	66
% share of labor force 1989 census <sup>82</sup>	45.7	55.8
% unemployed		
Retirement Age		
Representation in Supreme Soviets of Republics after 1989 elections <sup>83</sup>	7%	
Representation in Supreme Soviets of Republics before 1989 "free" elections <sup>84</sup>	35%	

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<sup>82</sup> Gender Issues in Transitional Economies of the Former Soviet Union, at 6, 12 (1994).

<sup>83</sup> Buckley, Mary, Perestroika and Soviet Women, at 58 (1992).

<sup>84</sup> Id.

## Descriptive Data

### Women's Political/Legal Status

--As may be seen in the chart above, women's representation in the Supreme Soviets has decreased in the Ukraine since the Communist era, as it has elsewhere in the region.

--While the Ukraine has ratified the International Labor Organization's Convention 100 on equal pay for equal work, pay equity for women is still elusive.<sup>85</sup> For example, almost one-third of women earn less than 100 rubles a month and only 2 percent of Ukrainian men are paid such a small amount.<sup>86</sup>

--The Ukrainian Constitution and legislation in force comply with Articles 2 and 3 of the Convention on the Elimination of All Forms of Discrimination against Women (except Art. 2, paragraphs a,b, and f). While there is de jure equality, de facto equality does not exist.<sup>87</sup>

--The Ukrainian government has established a Commission in Charge of Women's Affairs, Family, Maternity and Childhood Protection. The Commission proposes laws concerning women to the Ukrainian Supreme Soviet.<sup>88</sup>

### Socio-Economic Status

--Women head only five percent of Ukrainian enterprises.

--Jobs are still segregated by "female" or "male" jobs. For example, women are under-represented in the upper echelons of administrative and managerial posts, as well as academic and scientific positions.<sup>89</sup>

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<sup>85</sup> Zlenko, Valentina, "The Impact of Economic and Political Reforms on the Status of Women in the Ukrainian Soviet Socialist Republic" 1991.

<sup>86</sup> Kovalskaya, Nina, "Present Situation of Women in the Ukrainian Soviet Socialist Republic", p.10 (1991).

<sup>87</sup> Kovalskaya, Nina, "Present Situation of Women in the Ukrainian Soviet Socialist Republic" 1991.

<sup>88</sup> Id.

<sup>89</sup> Zlenko, Valentina, "The Impact of Economic and Political Reforms on the Status of Women in the Ukrainian Soviet Socialist Republic" 1991.

--One estimate maintains that in 1991, women ran almost 100 percent of Ukrainian dairies for milk production.<sup>90</sup> This work tends to be hard, manual labor because mechanization has not reached dairy farms yet.

--The number of abortions each year is higher than the number of births.<sup>91</sup>

--The Chernobyl disaster has led to many children born with birth defects, and an increased rate of miscarriages.

### **Key Women Leaders**

--Drah, Maria, leader of the Ukrainian Hromada

--Kupriashkina, Svetlana, Director of Ukrainian Center for Women's Studies

--Orlik, Mariya, leader of Ukrainian Women's Union

--Rudneva, Alexandra, Director, Kharkov Center for Women's Studies, investigating aspects of women's criminality.

### **Key Women's Organizations/Parties**

--Center for the Defense of Women's Rights, works to educate women of their rights. Coordinates support groups for women in crisis. Promotes understanding between women of different ethnic groups.

--Rachmin, Jewish women's organization.

--Society of Muslim Women of Kyiv

--Ukrainian Center for Women's Studies, founded in 1992, it is developing a feminist research library in Kiev, and cooperates with American and European scholars on gender studies.

--Ukrainian Hromada, lobbies for equality of the sexes and the rights of women. Formed in 1989.

--Ukrainian Women's Union, works to improve women's health, foster women's entrepreneurship, and to advocate governmental policies which are more favorable to women.

--Women's Community of Rukh (Zhinocha Hromada Rukhu), founded in 1990, it seeks to protect the children of the Chernobyl zone from the effects of radiation. In the summer of 1990, it managed to send Chernobyl children outside the contaminated area.

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<sup>90</sup> Gender Issues in Transitional Economies of the Former Soviet Union, Development Alternatives, Inc., for USAID 1994.

<sup>91</sup> Id.

## **USAID Funded Project Accomplishments**

--Responding to the dire health care situation in the Ukraine, USAID provided \$15 million program to vaccinate against a diphtheria epidemic, and to buy insulin for juveniles. A health education program has also been developed to reduce the incidence of hepatitis B among health workers. In the second phase of the program, \$3.6 million will fund the development of domestic production of medicines.

## UZBEKISTAN

Total Population 21 million  
(1992)

Birth rate (1992)(crude rate per 1000)	32
Death rate (1992)(crude rate per 1000)	6
Total fertility rate (1992)	4.1
% Married Women of childbearing age using contraception	no data

	Females	Males
Life expectancy (1992)	72	66
% share of labor force 1989 census <sup>92</sup>	35.4%	43.5%
% unemployed	no data	no data
Retirement Age	no data	no data
Representation in Supreme Soviets of Republics after 1989 elections <sup>93</sup>	14%	85%
Representation in Supreme Soviets of Republics before 1989 elections <sup>94</sup>	35%	65%

<sup>92</sup> Gender Issues in Transitional Economies of the Former Soviet Union, at 6, 12, Developmental Alternatives, Inc. (1994).

<sup>93</sup> Buckley, Mary, Perestroika and Soviet Women, at 58 (1992).

<sup>94</sup> Id.

## **Descriptive Data\***

### **Women's Political/Legal Status**

--The government recently took the step of prohibiting women from traveling abroad to attend seminars on privatization.

### **Socio-Economic Status**

--The Central Asian Republics have more traditional societies than Russia or Central or Eastern Europe. In Uzbekistan girls in the city typically marry when they are 19 years old. The average family size in Uzbekistan is 5.5 persons (in Russia and the Ukraine it is only 3.2 persons) and women have primary child care responsibilities.<sup>95</sup>

--Interestingly, for a Moslem society, women are not veiled, a conservative trend has however, led some women to begin wearing the veil.  
The divorce rate in Uzbekistan is lower than that of both the United States and Russia.

--Some women's NGOs are having difficulty forming because they must register with the State, and registration requires funds they do not have. Also, the government tends to view NGOs in general as oppositional.

### **Key Women Leaders**

--Tokhtakhodzhaeva, Marfu, Leader of Women's Resource Center

### **Key Women's Organizations/Parties**

--Union of Entrepreneurs

--Union of Young Entrepreneurs

--Uzbek Women's Business Association, based in Tashkent. Its goal is to help women business owners. It conducts English classes, advises members, and sends members on international delegations.

--Women's Resource Center, performs research on "real" condition of Uzbek women

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<sup>95</sup> Gender Issues in Transitional Economies of the Former Soviet Union, Development Alternatives, Inc., for USAID 1994, at 12-13.

## **USAID Funded Project Accomplishments**

--In 1992 USAID funded vaccination programs for 500,000 children in Kyrgystan, Tajikistan, Turkmenistan, and Uzbekistan, immunizing children against measles, polio, diphtheria, whooping cough and tetanus. Because women are still the primary caretakers of children, a reduced risk of childhood disease has the potential to increase women's productivity.

\*see Schreibman, Enid, "A Western Women in Uzbekistan: Searching for the Best of Both Worlds", Surviving Together, Summer 1994 Vo. 12, No. 2 at 14-16.

## Bibliography

-\*- =available in the ENI reference center

### Books

-\*-Aging in Eastern Europe and the Former Soviet Union, US Department of Commerce, Bureau of the Census, Economics and Statistics Administration, (1993).

This document provides many tables and charts portraying aging in Europe and the NIS. It also depicts the effect of World War II on the aging population and the ratio of men to women. It examines the "Myth of the Centenarians in the Transcaucases", the marital status of the aging populations, and the socioeconomic dimensions of aging in Europe and the NIS.

-\*-Buckley, Mary, Ed., Perestroika and Soviet Women, Cambridge University Press, 175 pp (1992).

This text provides an overview of different areas of reform in Russia by a diverse group of scholars, both Russian and non-Russian. It is organized into chapters on each subtopic including: women and agricultural reform, women and political reform, new political organizations in Russia, including those that are a "backlash" against more modern roles for women in society. One chapter examines the communist--authorized organizations, the zhensovet, or women's councils, and finds that they have not changed much since pre-glasnost times, except to impose mixed messages by on the one hand, making women feel their bonds to home and family should be even stronger, and on the other, attempting to alleviate the problems those bonds may cause.

--Children and Women of Kazakhstan, Kyrgystan, Turkmenistan and Uzbekistan: Summary Overview of Country Rapid Assessments, Unicef, 1992.

-\*-Coopers & Lybrand for USAID, Office of Women in Development, Hungary: Gender Issues in the Transition to a Market Economy, (1991).

Examines trends in women's labor force participation and unemployment by labor sector, participation in politics, and the decrease of women's participation since the communist era, how the law treats women and what legal issues need to be resolved. It also has a section of "profiles of women in Hungary" which portrays Hungarian women of difference ages, educational levels, and jobs. Finally, it provides recommendations for USAID involvement in Hungary.

-\*-Coopers & Lybrand for USAID, Office of Women in Development, Poland: Gender Issues in the Transition to a Market Economy, (1991).

Like the report on Hungary above, this report provides a good overview of Polish women's participation in the labor force, and politics. It examines how unemployment is affecting women by job sector and gender, and also describes women's difficulty being re-employed after being unemployed. It shows how different regions of Poland are being affected by the transition to a market economy. It describes key legal issues facing Polish women, and how they are currently treated under the law. It provides insight to daily lives through interviews with Polish women of diverse ages and socio-economic backgrounds. It concludes with recommendations for USAID involvement in Poland.

-\*Directory of Participants, Second Independent Women's Forum Dubna, Russia, 1992,

Provides lists of participants at the Forum by names, catchwords, place of residence, and subject matter category--in both English and Russian.

-\*Directory of Women's Organizations and Initiatives in Poland, Center for the Advancement of Women, Warszawa (1993).

In both Polish and English, the directory provides lists of Polish NGOs working in Poland. It lists the size of the NGO, whether it is a national or local organization, the name, address telephone and fax numbers of a contact person(s). It provides a general mission statement of the organizations, and examples of the type of work performed.

-\*Du Plesix Gray, Francine, Soviet Women Walking the Tightrope, Doubleday (1990).

In a narrative style Du Plesix Gray imparts information about the changes in Russian women's lives occurring with the introduction to a market economy. Less scholarly reading, but interesting. Describes various aspects of women's lives in Russia as well as the Central Asian Republics, including, the unhygienic conditions of maternity rooms, women's lack of access to contraception and their continued high rate of abortions, the "double burden" of Russian women, exacerbated by the machismo of the Russian male, and the scarcity of goods.

--Fong, Monica S., The Role of Women in Rebuilding the Russian Economy, World Bank (1993).

Fong suggests policy changes that would allow women to fill both their traditional roles of wife and mother, as well as to remain productive labor force participants.

-\*Gender and Economic Reform: A Review of the Literature, Draft Report, Coopers & Lybrand for USAID, November, 1994.

-\*Grant, Steven A., and William E. Pomerantz, Scholars' Guide to Washington, D.C. for Russian, Central Eurasian, and Baltic Studies, Johns Hopkins University Press, 293 pp (1994).

This is a truly comprehensive guide of resources located in the Washington, D.C. metropolitan area, including the Maryland and Virginia suburbs. It contains listings of libraries, government agencies, academic programs, sister city exchanges, archives and manuscript repositories, museums, galleries, and art collections, film collections, data banks, research centers, non-governmental organizations, cultural exchanges, religious organizations, and publications and media.

-\*-Gutman, Roy, A Witness to Genocide, Macmillan Pub. (1993).

Pulitzer-prize winning book, a compilation of Newsday foreign correspondent Roy Gutman's reports from Bosnia. Gutman and photographer Andree Kaiser were the first western journalists to visit the death camps.

-\*-Hunt-McCool, Janet, Granik, Lisa, The Legal Status of Women in the New Independent States of the Former Soviet Union, USAID (1994).

Examines both the socio-economic and legal status of women in the NIS today. It presents information on women in political life, women and unemployment and the genderization of lower status, lower pay jobs, and contraception availability. It then turns to a discussion of the current legal status of women in the NIS, proposed legislation, and areas of concern. Finally, it makes recommendations for USAID's continued work in the region, including the support and establishment of women's center's that provide information and training on women's issues, including legal issues, and a network to educate women on issues such as political participation.

-\*-Kon, Igor, Riordan, James, Eds., Sex and Russian Society, Indiana University Press (1993).

This book examines cultural attitudes towards sex in Russia and tries to explain why the ignorance of sex and sexually transmitted diseases such as HIV, which is viewed as a "foreigner's disease", remain widespread in Russia. A chapter on birth control shows that induced abortion is still the most widely practiced "contraception", with other forms of contraception such as oral contraceptives or condoms unavailable. The book traces the legal treatment of homosexuals and bisexuals, and emphasizes that homophobia is alive and well in Russia. A chapter on the growing number of beauty contests, which were formerly illegal, examines the trend toward objectifying women in the media.

-\*-Momonova, Tatyana, Women's Glasnost vs. Naglost. Stopping Russian Backlash, Bergin & Garvey (1994).

Momonova is a women's rights activist who the KGB arrested and stripped of her citizenship in 1979 for publishing articles and later an underground publication (samizdat) on the conditions of women. In this book she interviews women from diverse professions, a

philosopher, a judge, a poet, a teacher, a technician, from Armenia, Latvia, St. Petersburg, and the Ukraine, on what they think of Glasnost, and what they think it means for women. In several chapters near the end, Mamonova traces the history of women's movements in Russia, and current conditions for women today, including an increase in pornography, and an increase for the government to regain control over women's lives. Her final chapter is on the domostroika of women, the forced return of women to the home.

-\*Populations at Risk in Central and Eastern Europe, International Programs Center, U.S. Bureau of the Census, (1994).

A valuable compilation of data on Albania, Bulgaria, the Czech Republic, Hungary, Macedonia, Poland, Romania, and Slovakia, of poverty, unemployment, infant mortality, measurable environmental pollutants, diet, and ethnic minorities.

-\*Rueschemeyer, Marilyn, Women in the Politics of Postcommunist Eastern Europe, M.E. Sharpe, Inc., 241 pp (1994).

This compilation of essays provides a glimpse of contemporary women in politics in Albania, Bulgaria, Croatia, Germany, Hungary, Poland and Romania. It provides interesting comparison and contrast among the among the women and their levels of inclusion in politics.

-\*Smith, Bruce L.R., Danilenko, Gennady M., Eds., Law and Democracy in the New Russia, Brookings (1993).

This text developed out of a January 1993 conference held in Washington, D.C. which Brookings and the Gruter Institute for Law and Behavioral Research sponsored. American, western European and Russian legal scholars discussed contemporary constitutional and legal developments in the Russian Federation. The book is a compilation of the papers scholars presented at the conference on various topics including a Rule of Law and Bill of Rights for Russia, Organizational Property and Privatization in Russia, and Environmental Protection and the Development of Free Markets in Russia.

-\*Velkoff, Victoria A., and Kinsell, Kevin, Aging in Eastern Europe and the Former Soviet Union, U.S. Department of Commerce, Economics and Statistics Administration, Bureau of the Census, (1993).

This report examines demographic trends in aging, mortality and health of elderly people, the particularly vulnerable situation of elderly women in CEE and the NIS, and many comparison tables by gender.

-\*Women in Leadership: Politics and Business, Meeting Report, Project Liberty, John F. Kennedy School of Government, Harvard University, (1992).

Project Liberty with support from other organizations, held a three-day workshop in November, 1992, in Vienna, "Women in Leadership: Politics and Business". This report is a compilation of specific country report and essays on specific topics by women who are experts on the status of women in their countries. Some of the topics included are: "Women in the Economy and Politics in Hungary", "Women in Romania: Politics has been Refused", and "Women and Politics in CSFR".

-\*-Zirin, Mary, Women, Gender, and Family, A Bibliography, (1994).

Mary Zirin regularly updates this 167 page annotated bibliography. It is a wonderful resource of books and articles by country, including historical and literary perspectives as well as contemporary ones, of women in Central and Eastern Europe and the New Independent States.

### Articles

-\*-Akimushkina, Irina, "The Evolution of the Gender and Family Studies Center", Surviving Together, Vo. 12, No.3 Autumn 1994 p. 57.

Brief article on the founding of the Gender and Family Studies Center at the Russian People's Friendship University.

-\*-"Anastasia Posadskaya on the Russian Women's Movement", Surviving Together, Vo. 11, No. 3, Fall 1993, p. 26.

In an interview with Posadskaya, she argues that there is a women's movement in Russia, but that too few people outside of Russia know of its existence, and within Russia, the groups know too little of each other. Posadskaya, who heads the Moscow Center for Gender Studies, urges the creation of communication networks, and increased access to information, natural resources, finances, and politics.

-\*-"Annotated Bibliography of Safety Net Issues in Central Asia", USAID Regional Mission for Central Asia, October, 1994.

Provides good listing of sources for Central Asia generally, as well as targeting Kazakhstan, Kyrgystan, Tajikistan, Turkmenistan, and Uzbekistan.

-\*-Arsenic, Svetlana, Statement for the Regional Seminar on the Impact of Economic and Political Reform on the Status of Women in Eastern Europe and the USSR: The Role of National Machinery, Vienna, April, 1991.

Arsenic mentions the decreased representation of women in recent elections in the former Yugoslavia. She opines that this manque of women in legislatures will, in turn, lead to a decreased emphasis on issues which pose particular problems for women.

-\*-Bezlepkina, Lyudmila F., "Women and the Economic Reform: State Policy and Social Guarantees in the Union of Soviet Socialist Republics", Vienna, April 8-12, 1991.

-\*-Celac, Marianna, "Romania", paper presented at the "Regional Seminar on the Impact of Economic and Political Reform on the Status of Women in Eastern Europe and the USSR: The Role of National Machinery", Vienna, 8-12, 1991.

Celac notes that unlike other countries in Central and Eastern Europe where there was a move toward more progressive ideas and government before such reforms occurred, in Romania the abrupt end of a totalitarian state thrust it into a reform mode with no time for reflection. Celac describes the restrictive pro-natalist policies of the past, and how such policies affected the country.

--Chen, Lincoln C., Jon E. Rohde and Richard Jolly, "Health Crisis in Central Asian Republics," Economic and Political Weekly (Bombay), June 6, 1992.

The USAID Regional Mission for Central Asia reported that this source is "[d]ated but still useful overview of health status in the fist days of independence. Highlights 'looming health care crisis,' including a summary perspective on most of the health problems which are still being confronted today."

-\*-Children and Women of Albania, A Situation Analysis, 1993, Government of the Republic of Albania in collaboration with the United Nations Children's Fund (UNICEF).

This report traces disparities in the lives of urban and rural women. It discusses pregnancy laws, issues concerning maternal nutrition and infant mortality. It also examines the situation of children in particularly difficult situations such as gypsy children, the handicapped, those in orphanages and other institutions.

-\*-Development Alternatives, Inc., "Gender Issues in Transitional Economies of the Former Soviet Union", Prepared for USAID under the Consulting assistance for Economic Reform Project, (1994).

This report examines women's status in the labor market, business, and their representation in politics in Russia, the Ukraine, and the Central Asian Republics of Kazakhstan and Uzbekistan. It provides comparative tables of women's level of representation both pre and post communism.

-\*-Ershova, Elena, "The Time is Now: Women Must Take Action in the Duma", Surviving Together, Vo. 12, No.1, Spring 1994, p.57.

Examines the dramatic drop of elected women officials since the communist era, but notes that at least some women were elected.

-\*-Gryaznova, Lyudmila, "Social and Economic Status of Women in the Byelorussian Soviet Socialist Republic", paper presented at the Regional Seminar on the Impact of economic and Political Reform on the Status of Women in Eastern Europe and the USSR: The Role of National Machinery, Vienna, 1991.

Gryaznova emphasizes the poor working conditions in which many women work, and the high number of government compensation awards for women working in hazardous industry.

--Humanitarian Assistance Needs in Central Asia, Washington, D.C., USAID Emergency Humanitarian Assessment Team of the New Independent States, March/April 1992.

The USAID Regional Mission for Central Asia reported that this is the "'baseline' report, reflecting USAID's first treatment of the subject. Reviews main problems emerging as a result of the collapse of Soviet Union, highlights most of the issues that are still being discussed today (entitlement programs, social protection, NGOs, water and sanitation, health, etc.)".

-\*-Kovalskaya, Nina, "Present Situation of Women in the Ukrainian Soviet Socialist Republic", Regional Seminar on the Impact of Economic and Political Reform on the Status of Women in Eastern Europe and the USSR: The Role of National Machinery, Vienna, 1991.

Examines the impact on women of the move towards a market economy in the areas of employment, legal equality, economic reforms and participation, educational attainment levels.

--KPMG, Tajikistan: Fiscal Stabilization, Liberalization, Privatization, Social Sectors, and the Social Safety Net, Washington, D.C., USAID Consultancy Report, May, 1994.

Includes section on social safety net concerns, particularly as they affect, pensions, housing, health care. Concludes with several recommendations for technical assistance.

-\*-Kuehnast, Kathleen, "Women and Economic Changes in Kyrgystan: Coping Mechanisms and Attitudes Towards Social Policies" World Bank (1993).

This report examines unemployment trends among both rural and urban women. It notes the impact of the Kyrgystan geography upon the quality of the lives of the people in various regions and their ability or inability to adapt to the changing economic and social conditions.

It contains synopses of interviews with Kyrgystani women, and suggests methods of USAID intervention.

-\*-Lado, Maria, "Women in the Transition to a Market Economy: The Case of Hungary", paper presented at the Regional Seminar on the Impact of Economic and Political Reform on the Status of Women in Eastern Europe and the USSR: The Role of National Machinery, Vienna, April 8-12, 1991.

Good source for data on the status of women in Hungary. Replete with graphs of unemployment by job sector, commuting time, women's salaries as percentages of men's.

-\*-Lew, Khristina, "Ukrainian Hromada Campaigns for Women's Equality", Surviving Together, Vo. 12, No. 1, Spring 1994, p. 60.

"Hromada" means "community" in Ukrainian. The work of the organization is briefly outlined here, including its goals of equality of the sexes and the rights of women. It also provided support for women's candidates for the March, 1994 parliamentary elections.

-\*-Mirovitskaya, Dr. Natalia, "Women and the Post-Socialist Reversion to Patriarchy", Surviving Together, Vo. 11, No. 2, Summer, 1993, p.44.

Examines women's participation in Russia's labor pool, and how, despite laws protecting them from working in hazardous jobs, they have worked there anyway. It emphasizes the increasing risk of women being fired in disproportionate numbers.

-\*-Pestic, Vesna, "The Impact of Reforms on the Status of Women in Yugoslavia", paper presented at the Regional Seminar on the Impact of Economic and Political Reform on the Status of Women in Eastern Europe and the USSR: The Role of National Machinery, Vienna, 1991.

Pestic notes that like most Eastern European countries, the de jure status of women is much more positive than their de facto status. Pestic states that despite some indices of improvement in their status, women have nevertheless lost ground in pay and employment, where they tend to be paid less than men and unemployed in higher numbers. Women are rare in the higher levels of business, they have a higher illiteracy rate, and violence against women is widespread.

-\*-Popescu, Dumitra, "Present Situation and Trends Affecting Women in Romania", paper prepared for the Regional Seminar on the Impact of Economic and Political Reform on the Status of Women in Eastern Europe and the USSR, Vienna, 1991.

A valuable paper because it is replete with the numbers and content of decrees affecting Romanian women, both before and after 1989. Has a slightly overly-positive, almost propagandistic tone.

-\*-Posadskaya, Anastasia, Consultant, Division for the Advancement of Women, UN Vienna, "The role and the Task of National Machinery for the Advancement of Women in the Period of Social and Economic Reform in the Countries of Eastern Europe and the USSR", presented in Vienna, April 8-12, 1991.

Posadskaya heads the Gender Studies Center in Moscow. Her paper traces the status of women before and after 1989.

-\*-"Reproductive Health Survey, Romania 1993", Preliminary Report January 1994: Institute for Mother Child Care, Ministry of Health and Division for Reproductive Health, Center for Disease Control and Prevention, Atlanta, Georgia.

Despite women's growing awareness of modern forms of contraception, use remains low. The report suggests several factors causing such low rates: fear of side effects, partner preference, lack of information, cost and accessibility.

-\*-Ruci, Lavdie, "Some Questions of the Albanian Woman Today", paper prepared for the Regional Seminar on the Impact of Economic and Political Reform on the Status of Women in Eastern Europe and the USSR: The Role of National Machinery, Vienna, 1991.

Discusses the reduced number of women elected to the Albanian Parliament, and opines that because women have the least training they will be the first to be laid off.

-\*-Schreibman, Enid, "A Western Woman in Uzbekistan: Searching for the Best of Both Worlds", Surviving Together, Vo.12 No.2, Summer 1994, p.14.

This article examines the complex role of women in Uzbek society, which places heavy emphasis on home, family, and their Moslem faith. It also provides information on women's NGOs working in Uzbekistan such as the Uzbek Women's Business Association.

-\*-Szalai, Julia, "Some Aspects of the Changing Situation of Women in Hungary in the Process of Transition", paper presented at the Regional Seminar on the Impact of Economic and Political Reform on the Status of Women in Eastern Europe and the USSR: The Role of National Machinery, Vienna, April 8-12, 1991.

Provides an overview of trends in women's employment, education, and changes in patterns and forms of childcare.

-\*-Tarifa, Fatos, "Albanian Women in a new Social Context", paper prepared for the Regional Seminar on the Impact of Economic and Political Reform on the Status of Women in Eastern Europe and the USSR: The Role of National Machinery, Vienna, 1991.

Tarifa briefly traces the status of Albanian women from the turn of the century to the present, including the role of the Women's Union of Albania in the last several years. An interesting paper in that it attempts to portray their status in a much rosier light than most.

--"The War Against Women", U.S. News & World Report, vol. 116, No. 12, March 28, 1994.

This special edition examines women's condition around the globe, including a piece, "Sex and Careers in Moscow", which examines sexual harassment of women in the workplace.

--UNICEF, Children and Women in Tajikistan: A Rapid Assessment, New York: UNICEF Program Planning Team, November 1993.

Contains best available information on most vulnerable sections of the population. Includes specific information on women, macro-economic trends, health, nutrition, education, water and sanitation.

--UNICEF/WHO, Looming Crisis of Children and Women in Kyrgystan, March, 1992.

The USAID Regional Mission for the Central Asian Republics noted that this is "[m]ore of a 'historic' piece; includes sections on policy for safety nets, health care, basic education.

--UNICEF Rapid Assessment of Central Asian Republics and Kazakhstan, New York: UNICEF, October/November 1992.

the USAID Mission for the Central Asian Republics described this as "[d]ated but still relevant overview of problems and concerns faced by individual countries in Central Asia in the areas of health, food, education, water, sanitation, etc.; individual country-specific reports are also available for various countries in the region.

--United Nations, Report of the United Nations Interagency Mission on Urgent Social Issues in Kazakhstan, Almaty, UNDP/UNICEF, March, 1994.

The USAID Regional Mission for the Central Asian Republics depicted this as a "[u]seful overview of main problems in education, labor, health and social welfare; also includes matrix of what various donors are doing in these key areas. Would have to be regarded as an 'essential' document for any paper on [sic] dealing with social issues in Kazakhstan.

--United Nations, United Nations Consolidated Inter-Agency Appeal for Tajikistan, United Nations Department of Humanitarian Affairs, April, 1994.

Consists of project summaries, highlights humanitarian needs arising from the civil war and returning refugees.

-\*-USAID Cable, "Velvet Evolution? Women in the Czech Republic" (May, 1994).

This cable provides an excellent overview of the current condition of women in the Czech Republic. It traces women's difficulties in the work climate, including discriminatory hiring practices, the reduced number of women in parliament since the communist era, the greater availability of contraceptives, (particularly in comparison to the NIS), and the formation of the Gender Studies Center at Charles University in Prague.

-\*-Watson, Bruce, "The new Peace Corps steps out--in Kazakhstan", Smithsonian at 26 (August, 1994).

This article does not focus on women in Kazakhstan, but rather on Peace Corps volunteers' work there, teaching business and English.

### **GAO Reports**

-\*-U.S. Had Made Slow Progress in Involving Women in Development, GAO/NSIAD-94-16, (1993).

Specifically cites the Europe and NIS bureaus (pre-merger) as failing to implement Congressional and USAID women in development directives. See page 24.

-\*-Effectiveness of U.N. Operations in Bosnia, GAO/NSIAD-94-156BR (1994).

-\*-Evolving Models for Private Sector Development in Central and Eastern Europe, GAO/NSIAD-94-77 (1994).

-\*-=available in ENI Women's Issues Committee reference center.

### **Author's Note**

Developing this resource book has been a wonderful learning experience. Women face so many obstacles to being treated as important contributors to their societies, both abroad and in the United States, that it sometimes amazes me we are approaching the 21st century and not the 19th. It is the task of my generation of women and men to build on the groundwork others have laid around the globe to ensure that we continue to improve the lives of ourselves and of others, and to improve our understanding of each other.

I would like to thank Maria Rendon for notifying me of the project, and Lynel Long for having the confidence in me to let me run with it. Leanne Grossman from ISAR deserves thanks for allowing me access to ISAR's NGO database, which proved to be an invaluable source. I would also like to apologize to any groups who through oversight were omitted from this resource book.

---Susan Notar, Washington, D.C. 1994