



WOMEN AND MEN IN EUROPE AND EURASIA: AN ANALYSIS OF GENDER PARITY IN THE SOCIAL SECTOR

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Introduction

The Status of Women during the Communist Era

One of the most notable social achievements of the communist countries of Europe and the Soviet Union was the near universal access to education, basic health care, and employment that was enjoyed by both women and men (Ishkanian, 2003; Paci, 2002; UNICEF, 1999). The opportunities provided through state-supported programs and services, as well as the implementation of official policies based on ideological equality, promoted gender parity across numerous sectors of society. Progress on gender equality was evidenced by high literacy rates for both sexes, a Soviet labor force comprised of slightly more women than men, and representation rates of women in parliament that were higher than those in Western Europe and the United States.

The gender parity that was achieved in these centrally-planned societies has in some ways advantaged women in the E & E region as compared to women in countries outside the region that are at a similar level of development (UNICEF, 1999). However, most experts agree that the socialist nations fell short of guaranteeing true parity for women. Many of the “successes” for women were superficial in that they were mandated by the state rather than arising from a rights-based demand for equal opportunity and as such, were often only skin-deep. For example, the political quota system guaranteed high levels of women’s representation in parliament, but failed to secure places of leadership for women within the Politburo and the central committees of the Communist Party, where the real power was concentrated. Women benefited from higher rates of labor force participation, but occupational segregation restricted their career options to a limited set of possibilities, many of them lower paying or less prestigious than the jobs held mainly by men. Furthermore, while the state provided women with economic opportunities outside the home, it did nothing to encourage an equitable sharing of responsibilities between men and women within the home. Unpaid domestic labor in addition to long hours on the job was the norm for most women during communism. This onerous “double burden” for women in Central and Eastern Europe resulted in an average workload that exceeded that of women in Western Europe by 15 hours each week (UNICEF, 1999).

Purpose of the Current Paper

The transition away from centrally planned economies towards economies driven by the free market brought with it substantial upheaval across the political, social, and cultural sectors in Europe and Eurasia. This transition has ushered in numerous reforms and expanded freedoms, but in many societies has also resulted in increased income inequality as well as decreased well-being for many citizens. Many observers of these changes also believe that women’s parity with men has been in decline since the transition began. Unfortunately, recent quantitative analyses of gender parity in E & E have been sparse. This lack may in part have resulted from contextual factors—especially the comparative equality women in the region enjoyed under communism—and cultural values, which often regarded gender issues as Western-imposed concerns. Other factors also have contributed to this lack of attention, such as the scarcity of reliable and

comprehensive gender-disaggregated data, and the lack of internationally comparable statistical indicators on certain women's issues (e.g., violence against women, participation of women in the informal sector, access to services). Although gender-disaggregated statistics are critically important in documenting the presence or absence of gender parity, there is currently a dearth of such data available for social sector indicators in the E&E region. In addition, several countries in the region (especially Bosnia and Herzegovina, and Turkmenistan, and to a somewhat lesser extent, Serbia and Montenegro) exhibit frequent gaps in their data.

The goal of this paper is to examine gender parity in the social sector in the E&E region through quantitative analyses of available, recent, comparable data on men and women. Although data from other sectors (especially health) is presented in the Appendix, the purpose of this paper is to focus exclusively on gender parity and disparity within the social sector, particularly in the areas of education and the labor market. It is important to note from the start that this report does not assume that where disparities do exist, women always fare more poorly than men. Within the region, disparities in the outcomes of men and women vary in both directions, although it is more common for women to be disadvantaged. In this paper, departures from gender parity in either direction will be discussed.

Data and Methodology

No original research was conducted for this report, but numerous well-regarded, multilateral sources of data were utilized to facilitate the analysis of gender parity. The indicators that were chosen were selected for their reliability and for the extent to which they make international comparisons possible. In some cases, the indicators that were chosen are the only gender-disaggregated indicators available on a given topic and thus, they may imperfectly represent the concepts of interest. The primary sources of quantitative data that were utilized include the World Bank World Development Indicators Database 2004 & 2005, United Nations Development Program (UNDP) Human Development Report Database, UN Social and Demographic Database, and UNICEF's TransMONEE 2004 Database.

This analysis is intended to be a preliminary assessment of gender parity in the E&E transition nations where USAID currently operates (also referred to in this paper collectively as the "focus nations")¹. Most of the indicators that are examined in this paper are expressed as gender ratios, that is, women's scores on a given variable are expressed relative to men's scores on that same variable. For these ratios, a score of 1.00 would indicate perfect gender parity. The farther away a ratio is from 1.00 in either direction, the greater the gender disparity that can be said to exist.

A two-part procedure was followed in order to determine which nations displayed significant deviations from parity on each indicator. First, the regional mean (average) and standard deviation for each key indicator were computed. The standard deviation is a widely used measure of dispersion within a distribution of scores and is a useful statistic for determining which scores vary substantially from the mean. In other words, the standard deviation is a tool

¹ Albania, Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Bulgaria, Croatia, Georgia, Kazakhstan, Kyrgyz Republic, Macedonia, Moldova, Romania, Russia, Serbia and Montenegro, Tajikistan, Turkmenistan, Ukraine, and Uzbekistan.

that can be used to determine which nations have scores on a given variable that are unusually high or low in relation to those of other countries. Nations were categorized as *discrepant from parity* or *highly discrepant from parity* based on their deviation from the regional mean². Specifically, nations were classified as *discrepant from parity* when their scores were equal to or greater than one standard deviation away from the regional mean and *highly discrepant* when their scores were equal to or greater than two standard deviations away from the mean. Typically, only five percent of all scores in a distribution will fall above or below two standard deviations from the mean. Therefore, one would expect *highly discrepant* values to be few in number but especially indicative of gender-related imbalances and challenges.

Occasionally, scores that are one or even two standard deviations from the mean can fall quite close to the mean. This typically occurs when most of the scores in a given distribution are very similar and cluster tightly around the mean. In the context of the present paper, this could result in a country with a gender ratio that is quite close to parity being categorized as *discrepant from parity*. In order to avoid this situation, we employed a second step before finally categorizing countries as *discrepant* or *highly discrepant*. Specifically, we adopted the World Bank's rubric of considering all gender ratios between .97 and 1.03 to be indicative of parity (World Bank, 2005). Thus, to be classified as *discrepant from parity*, a country had to have a score that was equal to or larger than one standard deviation from the mean and fall outside of the .97 to 1.03 interval; to be considered *highly discrepant*, a country's score had to equal or exceed two standard deviations from the mean and fall outside of this interval.

For most of the indicators that we examined, all countries deviated from parity in the same direction: that is, either men fared better than women did across the region or women fared better than men throughout. For those few indicators where disparities between men and women were inconsistent in direction across countries, both ends of the distribution of scores were examined. Thus, nations could be classified as *discrepant from parity* or *highly discrepant* regardless of the direction of the disparity.

The indicators listed in Table 1 provide quantitative data describing facets of the social sector. Data for each indicator are available in gender disaggregated form. The data and calculations associated with each indicator have been compiled in the Statistical Annex. Additionally, a wealth of useful gender-related data that does not pertain directly to the social sector has been collected in the course of drafting this paper. Although these supplemental indicators are not a major focus of this paper, they are occasionally mentioned in the text where they can provide context or supplemental information. The analysis also makes use of some data trends over the past 15 years to supplement the primary point-in-time analysis. However, given the frequency of changes in data collection methodology and definitions, comparisons made over time are inherently more unreliable than point-in-time evaluations, and must be interpreted with some caution.

² Regional means also include values for the eight Northern Tier E & E countries of Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovak Republic, and Slovenia. Although these countries in some cases can be classified as discrepant or highly discrepant from parity, they are not discussed further in the body of this paper.

Table 1: Indicators Examined by Pillar	
Pillar	Indicators
Education	<ul style="list-style-type: none"> • Primary School Enrollment Rate • Secondary School Enrollment Rate • Tertiary School Enrollment Rate • Primary Completion Rate • Literacy Rate, adult • Literacy Rate, youth
Labor Markets	<ul style="list-style-type: none"> • Female Percentage of Total Labor Force • Female Economic Activity Rate as a Percent of Male Rate • Estimated Earned Income, Female to Male Ratio • Unemployment Rate • Registered Unemployment Rate • Women Wage Employment in Non-agricultural Sector as a Percent of Total Non-agriculture Employees
Cross-Sector	<ul style="list-style-type: none"> • Gender-related Development Index

Results

Education

Near universal education was a major achievement of the Soviet Union, but socioeconomic trends since the transition and the reduction in public expenditures for education have triggered fears that substantial declines in school enrollments, quality, and completion would result. To assess gender parity in the education sector, seven indicators were examined (results are summarized in Table 2).

School Enrollment Indicators

Examination of primary school enrollment rates suggests both a high level of enrollment and a high level of gender parity in the E&E region. The regional means for gross primary enrollment were quite high for both girls (99.1%) and boys (100.4%) and the gender parity ratio was very close to 1.00 (.987)³. The distribution of scores was very tight in that most countries had parity scores that were quite close to the regional mean. Only two nations met our criteria for

³ In many cases, parity scores were extremely close to our computed cut-offs for determining countries that were discrepant from parity. In some of these cases, rounding to two decimal places changed the county's classification. Therefore, throughout this paper, parity scores will be presented to three decimal places.

significant deviations from parity. The Kyrgyz Republic was discrepant from parity (parity score = .968) and Tajikistan was highly discrepant from parity (.951). In both cases, girls were disadvantaged relative to boys.

The picture that emerges from an examination of secondary school enrollment rates is similar in many ways, although overall enrollment rates are lower for secondary than for primary education for both girls (89.9%) and boys (90.1%). The parity ratio on this variable demonstrated near perfect parity (.998). Armenia was discrepant from parity on this indicator (1.063), with more girls enrolled than boys. Tajikistan was again highly discrepant from parity (.822), with girls' enrollment levels strikingly lower than boys'.

Not surprisingly, the picture that emerges with respect to tertiary school enrollment is rather different. The average enrollment rate for the region was somewhat lower for men (36.2%) than it was for women (46.2%), a fact which is reflected in the gender parity ratio (1.229). (Interestingly, the gender parity ratio departed even further from parity in the Northern Tier countries (1.41)). In addition, there was a great deal of variation among enrollment scores, with parity scores ranging from a high of 1.69 to a low of .33. Although women had higher enrollment levels than men did in nearly all of the countries under consideration, of these nations only Albania met the criteria for being discrepant from parity (1.69). In contrast, all three of the countries in which women had lower enrollment rates than men met these criteria: Azerbaijan (.753) and Uzbekistan (.796) were discrepant from parity and Tajikistan was highly discrepant from parity (.330).

Primary Completion Rates

As was the case for primary school enrollment rates, gender parity in primary school completion rates was strong. The regional means for completion rates were quite high for both girls (98.2%) and boys (99.4%) and the regional gender parity ratio was very close to 1.00 (.988). Again, scores in this distribution were very tightly clustered around the regional mean, with only a few countries showing significant deviations. Of the many countries in which girls' completion rates were somewhat lower than boys', only Armenia (.964) and Kyrgyzstan (.968) were categorized as discrepant from parity on this indicator and only Tajikistan (.951) met the criteria to be considered highly discrepant. In Macedonia, girls showed a notable advantage in completion rate as compared to boys (1.03). However, this parity ratio falls exactly on the upper boundary of the World Bank interval denoting gender parity and therefore Macedonia was not categorized as discrepant from parity.

Literacy Indicators

As a second indicator of educational outcomes, adult and youth literacy data were also evaluated for gender parity. Both girls (99.50%) and boys (99.46%) demonstrated very high literacy rates and the gender parity ratio suggested perfect gender parity (1.00). The distribution of scores was extremely tight, with most nations' youth literacy rates deviating only very slightly from 1.00. No nations were classified as discrepant or highly discrepant from parity on this variable.

Adult women (97.93%) and men (99.28%) both demonstrated very high levels of literacy, with a regional gender parity ratio that was very close to 1.00 (.986). In all countries in

which there was at least a slight disparity in literacy levels, women were disadvantaged as compared to men. However, only three nations were classified as discrepant; somewhat surprisingly, all of these were in the Balkans. Bosnia and Herzegovina (.926) was categorized as highly discrepant from parity on adult literacy and Macedonia (.958) was classified as discrepant. Although it came extremely close to the cut-off for being categorized as a highly discrepant nation, Serbia and Montenegro (.951) was also classified as discrepant.

Table 2: Summary of Results for Education Variables		
Indicator	Nations which are discrepant from parity	Nations which are highly discrepant from parity
Primary school enrollment rates (2001)	Kyrgyz Republic (F<M)	Tajikistan (F<M)
Secondary school enrollment rates (2001)	Armenia (M<F)	Tajikistan (F<M)
Tertiary enrollment rates (2001)	Azerbaijan (F<M) Uzbekistan (F<M) Albania (M<F)	Tajikistan (F<M)
Primary school completion rates (2001)	Armenia (F<M) Kyrgyz Republic (F<M)	Tajikistan (F<M)
Adult literacy rates (2000-2004)	Macedonia (F<M) Serbia and Montenegro (F<M)	Bosnia and Herzegovina (F<M)
Youth literacy rates (2000-2004)	None	None

Labor Markets

To assess gender parity in the labor market a series of indicators were examined, including percentages of the labor force represented by men and women, relative unemployment rates, economic activity rates, relative wages, and levels of wage employment. On all of these labor market indicators women were at a disadvantage relative to men, and hence the discussion that follows will focus primarily on labor market conditions for women. Data for this pillar are summarized in Table 3.

Share of the Labor Force

The percentage of the labor force that is represented by women in each country was the first indicator to be examined. On average, women represented over 46% of the total labor force, a mean that is higher than for all other regions of the world. In Russia (49.13%), Belarus (49.01%) and Armenia (48.92%), women comprised very close to 50% of the workforce. Nevertheless, in all countries in the region, men represented a larger percentage of the workforce than did women, particularly in the Balkans. As was the case with the education indicators, in order to examine gender differences we computed a gender parity ratio, which in this case, reflected the percentage of the labor force in each country that was female as compared to the percentage that was male. Albania (.709), Macedonia (.742), and Serbia and Montenegro (.757) were all categorized as discrepant from parity on this indicator and Bosnia and Herzegovina (.619) was categorized as highly discrepant.

Overall, in the E&E region the percentage of the labor force that is female has remained remarkably consistent since 1989 (see Table LM4 in the Appendix). Between 1989 and 2003, only Moldova and Ukraine showed (very minor) decreases in the relative share of the labor market represented by women (World Bank, 2004). The sustained high rates of women's participation in the labor force in many countries is especially noteworthy considering that although employment was considered to be a universal right under communism, it no longer enjoys the same degree of protection.

Economic Activity Rates

A similar pattern of relatively high labor market participation for women in many E&E countries emerged upon examination of the economic activity rate indicator, which assesses the percentage of the female population ages 15 and above who are active in the labor force (or not currently employed but available for work) relative to the percentage of men who are active (or available). Overall in the region, the female economic activity rate averaged just below 80% of the male rate. In all countries, the rate for women was lower than the rate for men. However, there was nevertheless substantial variability among nations. Relative to men, women had the highest economic activity rates in Armenia (88.00%) and Bulgaria (86.00%). In contrast, Croatia (73.00%) and Macedonia (72.00%) were classified as discrepant from parity on this indicator and Bosnia and Herzegovina (60.00%) met the criteria for highly discrepant.

Additional Employment Indicators

To further pinpoint any inequalities between men and women in the labor market, women's share of paid employment outside of the agriculture sector was examined. In some ways, this indicator presents a more accurate picture of labor market conditions as it focuses only on compensated work and doesn't include subsistence farming. On average in the E&E region, women comprised 48.3% of non-agricultural employees, generating a parity ratio of .947, a figure that is relatively close to parity. Nevertheless, there was a fair amount of variation among the focus nations on this indicator and discrepancies from parity went in both directions. Among the nations in which women comprised more of the non-agricultural labor force than men, Moldova (1.203) and Ukraine (1.155) were categorized as discrepant from parity and Belarus was categorized as highly discrepant (1.268). Among nations in which men comprised more of

the non-agricultural work force, Albania (.675), Uzbekistan (.709) and Macedonia (.730) were all classified as discrepant from parity. The Kyrgyz Republic (.789) came very close to the cut-off but just missed being classified as discrepant from parity on this variable.

The International Labor Office collects statistics on the percentage of administrative and managerial workers who are female (see Table LM5 in the Appendix). Although the data is incomplete for many countries, the data that does exist reveals a pattern indicative of a shortage of professional advancement opportunities for women in the region. On average, only 32.74% of managerial and administrative workers are female and in none of the countries does this indicator approach parity. Relative to the other countries in the region, women in Moldova (parity index = .667), Russia (.639), and Ukraine (.639) hold more of these positions. On the other hand, Armenia (parity index = .316), Croatia (.351), and Macedonia (.370) all met the criteria for being classified as discrepant from parity on this indicator. Women in these three countries occupied only about one quarter of all management and administrative positions.

These gender differences in economic opportunity are further amplified by the limited data that is available on self-employment, which shows that on average, women make up only 38% of all self-employed workers in the region (World Bank, 2004).

Earned Income

Although labor market participation rates are generally high for both men and women in the E&E region, a marked gender disparity exists in earned income levels. On average, the estimated annual earned income (PPP US\$) for men was \$9,087 and for women, \$5,539. Thus, females' average earned income is only 61% of males' average earned income. Regrettably, as large as this gender discrepancy is, it nevertheless compares favorably with rates in other regions of the world. For example, women's earned income in the United States is estimated to be about 62.4% of men's income (UNDP, Human Development Report 2004, available online at: <http://hdr.undp.org/reports/global/2004/>). In all of the focus nations that were examined in this study, women's earned income was substantially below men's. Proportionally speaking, women fared the best in Armenia, where they earned 69% of what men earned (although workers of both sexes earned little). Ukraine (53.00%) was classified as discrepant from parity on this variable and Georgia was classified as highly discrepant. Georgian women earn only 40% as much as Georgian men, a figure that is strikingly low for the region. Macedonia (55.00%) came very close to the cut-off but just missed being classified as discrepant from parity on this variable.

Unemployment Rates

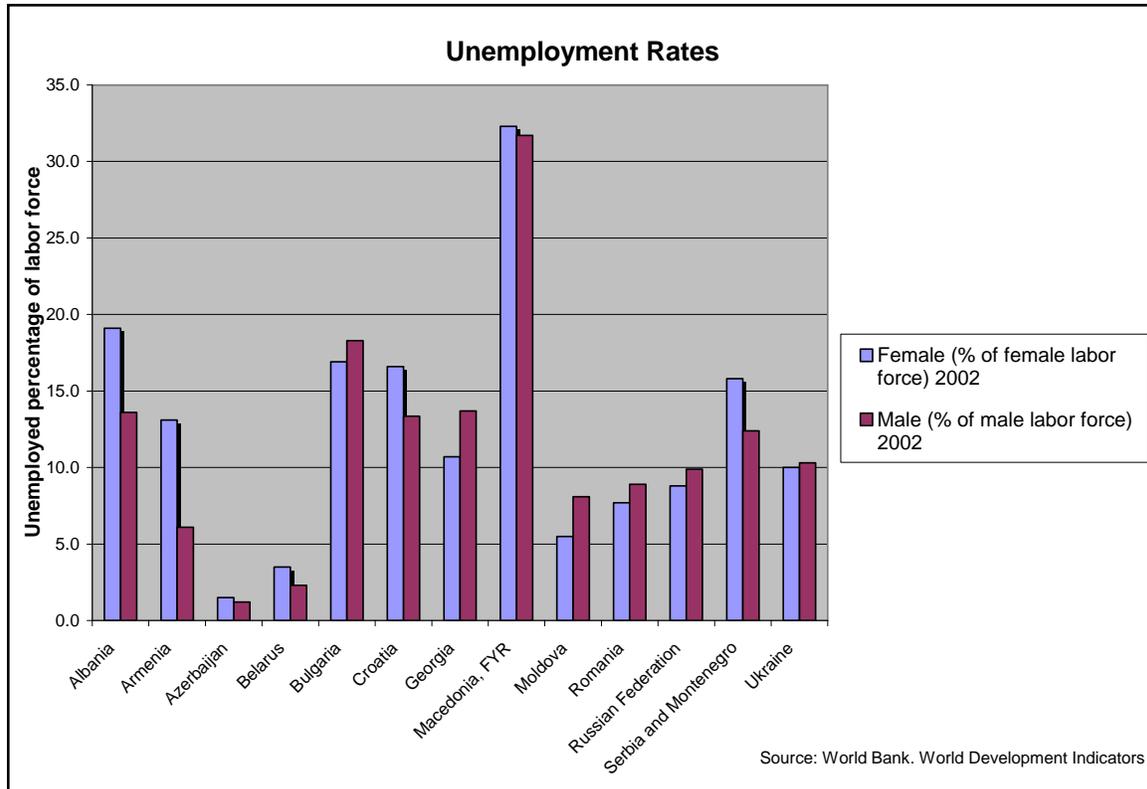
Unemployment was examined using two different indicators: the unemployment rate and registered unemployment⁴. These two types of data are collected using different methods and together, offer a fuller picture of the unemployment situation in the region.

Women had a higher average unemployment rate (12.16%) across the region as compared to men (11.60%), although in almost half of the focus countries, the unemployment rates for men were higher than they were for women. Of the countries in this latter category, the

⁴ Figures for registered unemployment in the TRANSMONEE database were "collected directly from national statistical offices using a standardized template."

situation in Moldova (where the gender parity ratio was .679) was most striking and met the criteria for being discrepant from parity. Among the countries where women were more likely to be unemployed than men, Belarus was categorized as discrepant from parity (1.522) and Armenia was classified as highly discrepant from parity (2.148). In Armenia, this parity ratio reflects the fact that women are more than twice as likely as men to be unemployed. Finally, it should be noted that a fair number of countries had missing data on this indicator. Data on unemployment rates by sex is presented in Figure 1.

Figure 1



On average, women represented 51.87% of the total number of registered unemployed workers in the region. The overall gender parity ratio on this indicator was 1.140, indicative of women's somewhat higher rates of registered unemployment. As was the case with the unemployment rate variable, however, in some countries women were more likely to be unemployed but in others, the registered unemployment rate was higher for men. Of the countries in this latter category, Turkmenistan (parity ratio of .567) was categorized as discrepant from parity. Among those countries in which women were more likely to be registered as unemployed, Belarus (1.727) and Ukraine (1.801) were categorized as discrepant from parity and Armenia (2.055) and Russia (2.172) were categorized as highly discrepant from parity.

The Informal Labor Market

Overall, little quantitative information exists on the informal labor market in the E&E region and there are virtually no gender-disaggregated indicators available with which to

examine gender parity in this area. However, a small snapshot of conditions in the informal sector is provided through data on female contributing family workers which is defined as the percentage of persons working without pay in an economic enterprise operated by a relative (UNDP, 2004). Although there are many gaps in this dataset, values on this indicator have been gathered for seven of the focus nations. These data show that on average, women in the region are nearly twice as likely as men are to work without pay for a family member (62.87% of contributing family workers as compared to 37.13%). Although there were large gaps between women and men on this indicator, no country met our established criteria to be classified as discrepant from parity⁵.

Table 3: Summary Labor Market Vulnerability		
Indicator	Discrepant from Parity	Highly Discrepant from Parity
Percentage of labor force (2003)	Albania (F<M) Macedonia (F<M) Serbia and Montenegro (F<M)	Bosnia and Herzegovina (F<M)
Economic activity rate (2002)	Croatia (F<M) Macedonia (F<M)	Bosnia and Herzegovina (F<M)
Earned income (2002)	Ukraine (F<M)	Georgia (F<M)
Wage employment in non-agricultural sector (2003)	Albania (F<M) Macedonia (F<M) Moldova (M<F) Ukraine (M<F) Uzbekistan (F<M)	Belarus (M<F)
Unemployment rates (2002)	Belarus (M<F) Moldova (F<M)	Armenia (M<F)
Registered unemployment (2004)	Belarus (M<F) Turkmenistan (F<M) Ukraine (M<F)	Armenia (M<F) Russia (M<F)

Quality of Life

The final pillar we hoped to assess in this paper was overall quality of life for women and men. Regrettably, sex disaggregated data is not available on many of the most crucial aspects of quality of life, including poverty and GDP per capita. Data similarly is limited on other aspects of quality of life that are particularly important to women, for example, exposure to domestic or other gender-related violence. A large amount of observational data suggests that domestic

⁵ This was primarily because the discrepancies between women and men on this variable were very large in some of the Northern Tier countries, most notably the Czech Republic. These large discrepancies generated some very high gender parity scores and a high standard deviation for the full set of parity scores. Although the parity scores in some of the focus countries were also large, they were not large enough to exceed the standard deviation and thus, did not meet our criterion for “discrepant from parity.”

violence is a major problem in the region and in most countries the majority of violence is neither reported nor dealt with. Social services for those who have experienced domestic violence are often rudimentary or available on a very limited basis. A full understanding of gender issues in the E&E region requires the collection of comparable cross-country data on these and other quality of life issues.

Gender-Related Development Index

Two composite indices developed by the UN Development Program (UNDP) to evaluate women's overall quality of life as compared to men's are the Gender-related Development Index (GDI) and the Gender Empowerment Measure (GEM). GDI is an index designed to assess achievement across three broad categories—a long and healthy life (as indicated by life expectancy), knowledge (literacy and school enrollment rates), and a decent standard of living (estimated earned income), adjusted to account for inequalities between men and women. On this index, the closer a score is to 1.00, the closer a country comes to gender parity. For the most part, nations within the E & E region had GDI scores that were below those of countries in Western Europe but above those obtained for the majority of developing nations. The E&E regional mean on this index was .788. Using one and two standard deviations from the mean as the criteria to determine discrepancy from parity, Moldova (.668), Uzbekistan (.692) and the Kyrgyz Republic (.700) were all categorized as discrepant from parity and Tajikistan (.650) was categorized as highly discrepant.

GEM is a composite index that measures gender inequality in three basic dimensions of empowerment—economic participation and decision-making, political participation and decision-making, and power over economic resources. Across the region, GEM scores were much more incomplete than GDI scores, with data lacking for more than half of the focus nations. Because of this, we did not formally compute discrepancy from parity scores for this variable, but utilized these scores as supplemental information. Available GEM scores for the focus nations were all lower than the average GEM score for the Northern Tier countries (.575). Among the nations for which scores were available, Ukraine (.411) and Georgia (.387) had the lowest scores.

Table 4: Summary of Quality of Life Vulnerability		
Indicator	Discrepant from Parity	Highly Discrepant
Gender-related Development Index (2003)	Moldova (F<M) Uzbekistan (F<M) Kyrgyz Republic (F<M)	Tajikistan (F<M)

Gross Composite Rankings

The goal of this paper was to present the available data on gender parity so as to highlight areas of concern and to offer a preliminary framework for further discussion and planning. Because we have examined a multitude of indicators, in order to draw broad conclusions about relative gender equality across countries we developed a composite measure of discrepancies

from parity. By combining scores across all indicators, this index is intended to serve as a summary reference tool that identifies the countries where gender discrepancies are most pronounced. Readers are reminded, however, that this composite is based only on the available data and as such, cannot be assumed to reflect all aspects of gender parity.

The composite score was determined for each of the focus nations using a simple formula to count the frequency with which nations fell into the ‘discrepant from parity’ and ‘highly discrepant from parity’ categories. Across all indicators, two points were accrued each time a nation fell in the highly discrepant category and one point was accrued for each classification as discrepant from parity. The results of these calculations are presented in Table 5. Overall, Tajikistan was found to be the most vulnerable, followed by Bosnia and Herzegovina and Armenia.

Table 5: Cross-sector Gender Vulnerability		
Nation	Gross Composite Score	
Kazakhstan	0	
Romania	0	
Bulgaria	0	
Turkmenistan ⁶	1	
Azerbaijan	1	
Croatia	1	
Russian Federation	2	
Georgia	2	
Serbia and Montenegro ⁶	2	
Ukraine	3	Increasing vulnerability ↓
Albania	3	
Uzbekistan	3	
Kyrgyz Republic	3	
Moldova	3	
Belarus	4	
Macedonia, FYR	4	
Armenia	6	
Bosnia and Herzegovina ⁶	6	
Tajikistan	10	

⁶Data for Turkmenistan, Serbia and Montenegro, and Bosnia and Herzegovina were not available for 3 or more of the indicators examined. Therefore composite scores for these nations must be interpreted with caution.

Conclusions

- In the E&E region, women appear to fare relatively well compared to women in other regions of the world. Gender parity was nearly perfect on many of the education variables. Women were disadvantaged on many of the labor variables as compared to men, but often in ways that echo the conditions that are found in many Western nations. Also, in this region there are a few instances in which men are disadvantaged as compared to women, most notably in tertiary school enrollment rates.
- The ability to draw firm conclusions about gender parity in the region is hampered by the lack of data to address many issues. Important topics such as male and female participation in the informal labor market, gender-based violence, the relative vulnerability of men and women to poverty and other issues could not be addressed in this paper due to the absence of comparable data sets across countries or missing data on individual variables in numerous countries. In the case of gender-based violence, for example, small-scale quantitative as well as qualitative and case studies reveal that domestic violence perpetrated against women is present at high levels in most E&E countries. However, without comparable international data, drawing conclusions about the relative magnitude of the problem in different countries is very difficult to do. Overall, as a consequence of missing data, some important gender issues are likely to be absent from public discourse and neglected in policy agendas.
- Many nations revealed discrepancies from gender parity on one or two indicators but were not found to be vulnerable on other indicators, even those within the same pillar. This pattern suggests that regional gender issues are complex and nuanced, and that absences of parity may often best be described as particular to specific countries on specific issues, rather than being region-wide. Tajikistan is an exception to this pattern, however. It demonstrated a very consistent pattern of discrepancies from parity across indicators and the magnitudes of these discrepancies were often strikingly high for this region.
- Most of the education variables revealed very high (and in some cases almost perfect) levels of gender parity. This was the case for primary and secondary school enrollments, primary completion rates, and literacy levels. For these variables, only a handful of countries were classified as discrepant from parity and these discrepancies tended to favor boys. Generally, discrepancies from parity in school enrollment/completion rates tended to occur with the greatest frequency in the CARs and Caucuses whereas discrepancies in literacy were most frequent in the Balkans. One departure from the overall pattern of high parity in education occurs in tertiary enrollment where region-wide, males are disadvantaged relative to females.
- On average, women were disadvantaged relative to men on all of the labor market variables. In some cases, regional discrepancies from parity were not very large (e.g., relative share of the labor force, share of paid employment outside of the agricultural sector). In other cases, the overall discrepancy is much larger (e.g., percent of administrative positions occupied by women, earned income). This suggests that although

in many countries women and men may participate in the labor force at similar rates, women are more likely to be found in lower paying and less powerful positions, a pattern that is certainly not unique to this region. From Table 3 it is possible to conclude, for example, that:

- In Ukraine, women's experience in the labor market is more challenging. They are unemployed at higher rates and they earn less. On the other hand, men may be finding it harder to gain work in the non-agricultural sector.
- In Macedonia, pressures are operating against the participation and deployment of females in the formal sector workforce. This could be a matter of choice or circumstance, with the result that women may be more likely to find work in the informal sector.
- In Armenia and Bosnia, it is important to incorporate contextual explanations into the reported discrepancies. In addition to issues of displacement and post-war circumstances, some of the data for Bosnia exclude the Republika Srpska and therefore do not reflect national trends. For Armenia, significant seasonal labor migration by males may explain why they experience less unemployment than females.

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Statistical Annex

Indicator 1: Primary School Enrollment Rate, By sex, % gross (Source: World Bank. World Development Indicators Database 2004)			
Country	Female (2001)	Male (2001)	Female-Male Ratio
Albania ^a	106.63	106.59	1.000
Armenia	95.48	97.15	0.983
Azerbaijan	91.66	93.39	0.981
Belarus	109.36	111.21	0.983
Bosnia and Herzegovina	--	--	--
Bulgaria	98.24	100.54	0.977
Croatia	95.04	96.05	0.989
Georgia	91.80	92.11	0.997
Kazakhstan	98.81	99.82	0.990
Kyrgyz Republic	98.27	101.53	0.968
Macedonia, FYR	99.31	98.07	1.013
Moldova	84.99	85.69	0.992
Romania	96.92	99.11	0.978
Russian Federation	113.50	113.99	0.996
Serbia and Montenegro ^b	98.33	98.26	1.001
Tajikistan	104.07	109.44	0.951
Turkmenistan	--	--	--
Ukraine	90.37	90.60	0.997
Uzbekistan	102.34	103.03	0.993
Czech Republic	102.89	104.29	0.987
Estonia	99.53	103.23	0.964
Hungary	100.06	101.51	0.986
Latvia	95.02	96.76	0.982
Lithuania	100.52	101.79	0.988
Poland	99.31	100.12	0.992
Slovak Republic	101.11	101.70	0.994
Slovenia	102.81	103.80	0.990
Regional Mean	99.05	100.39	0.987
Standard Deviation	6.04	6.31	0.013
Median	99.31	100.54	0.989
20th Percentile	95.04	96.62	0.981
80th Percentile	102.83	103.90	0.996
1 SD Below Mean	93.01	94.09	0.974
2 SD Below Mean	86.97	87.78	0.961
1 SD Above Mean	105.10	106.70	1.000
2 SD Above Mean	111.14	113.00	1.012
Northern Tier Mean	100.16	101.65	0.985

Note: Data culled June – July, 2005

^a Albania rate from 2000

^b Serbia rate from 2000

Indicator 2: Secondary School Enrollment Rate, By sex, % gross (Source: World Bank. World Development Indicators Database 2004)			
Country	Female (2001)	Male (2001)	Female-Male Ratio
Albania ^a	79.60	77.23	1.031
Armenia	89.23	83.92	1.063
Azerbaijan	78.55	80.83	0.972
Belarus	87.53	84.32	1.038
Bosnia and Herzegovina	--	--	--
Bulgaria	93.02	95.47	0.974
Croatia	89.20	87.54	1.019
Georgia	77.48	76.67	1.011
Kazakhstan	87.82	89.65	0.980
Kyrgyz Republic	86.74	86.36	1.004
Macedonia, FYR	82.88	85.03	0.975
Moldova	73.46	71.35	1.030
Romania	84.76	83.57	1.014
Russian Federation	92.30	91.64	1.007
Serbia and Montenegro ^b	89.24	88.25	1.011
Tajikistan	73.94	89.91	0.822
Turkmenistan	--	--	--
Ukraine	96.53	96.99	0.995
Uzbekistan	94.09	96.78	0.972
Czech Republic	97.14	94.54	1.028
Estonia	96.85	95.00	1.019
Hungary	104.06	103.17	1.009
Latvia	94.89	94.19	1.007
Lithuania	99.85	101.17	0.987
Poland ^c	99.93	102.56	0.974
Slovak Republic	89.92	89.02	1.010
Slovenia	107.76	107.42	1.003
Regional Mean	89.87	90.10	0.998
Standard Deviation	8.97	8.85	0.043
Median	89.24	89.65	1.007
20th Percentile	82.22	83.85	0.975
80th Percentile	96.91	96.82	1.021
1 SD Below Mean	80.90	81.25	0.955
2 SD Below Mean	71.92	72.40	0.912
1 SD Above Mean	98.84	98.96	1.042
2 SD Above Mean	107.82	107.81	1.085
Northern Tier Mean	98.80	98.38	1.005

Note: Data culled June – July, 2005

^a Albania rate from 2000

^b Serbia rate from 2000

^c Poland rate from 2000

Indicator 3: Tertiary School Enrollment Rate, By sex, % gross (Source: World Bank. World Development Indicators Database 2004)			
Country	Female (2001)	Male (2001)	Female-Male Ratio
Albania ^a	19.13	11.31	1.690
Armenia	28.82	24.54	1.174
Azerbaijan	14.75	19.60	0.753
Belarus	70.06	50.92	1.376
Bosnia and Herzegovina	--	--	--
Bulgaria	41.70	33.86	1.232
Croatia	38.97	33.96	1.148
Georgia	36.85	36.14	1.020
Kazakhstan	42.77	34.70	1.233
Kyrgyz Republic	48.24	42.28	1.141
Macedonia, FYR	30.55	23.74	1.287
Moldova	32.91	24.58	1.339
Romania	33.76	27.21	1.241
Russian Federation	80.00	59.77	1.338
Serbia and Montenegro ^b	39.42	32.76	1.203
Tajikistan	7.32	22.20	0.330
Turkmenistan	--	--	--
Ukraine	62.51	53.53	1.168
Uzbekistan	13.90	17.46	0.796
Czech Republic	35.22	32.17	1.095
Estonia	80.14	48.34	1.658
Hungary	49.84	38.59	1.292
Latvia	85.48	52.04	1.643
Lithuania	79.14	50.21	1.576
Poland	70.22	49.19	1.428
Slovak Republic	34.08	30.21	1.128
Slovenia	78.12	54.61	1.431
Regional Mean	46.16	36.16	1.229
Standard Deviation	23.28	13.30	0.298
Median	39.42	33.96	1.233
20th Percentile	30.20	24.38	1.121
80th Percentile	71.80	50.35	1.428
1 SD Below Mean	22.87	22.86	0.930
2 SD Below Mean	-0.41	9.56	0.632
1 SD Above Mean	69.44	49.45	1.527
2 SD Above Mean	92.72	62.75	1.826
Northern Tier Mean	64.03	44.42	1.406

Note: Data culled June – July, 2005

^a Albania rate from 2000

^b Serbia rate from 2000

Indicator 4: Primary Completion Rate, By sex, % relevant age group (Source: World Bank. World Development Indicators Database 2004)			
Country	Female	Male	Female-Male Ratio
	(2001-2003)	(2001-2003)	
	Most Recent Year^a	Most Recent Year^a	
Albania	100	102	0.980
Armenia	108	112	0.964
Azerbaijan	104	107	0.972
Belarus	98	99	0.990
Bosnia and Herzegovina	--	--	--
Bulgaria	96	98	0.980
Croatia	96	95	1.011
Georgia	82	82	1.000
Kazakhstan	110	110	1.000
Kyrgyz Republic	91	94	0.968
Macedonia, FYR	102	99	1.030
Moldova	83	84	0.988
Romania	89	90	0.989
Russian Federation	--	--	--
Serbia and Montenegro	--	--	--
Tajikistan	98	103	0.951
Turkmenistan	--	--	--
Ukraine	--	--	--
Uzbekistan	102	103	0.990
Czech Republic	106	106	1.000
Estonia	103	105	0.981
Hungary	101	102	0.990
Latvia	100	101	0.990
Lithuania	101	103	0.981
Poland	99	98	1.010
Slovak Republic	98	99	0.990
Slovenia	94	95	0.989
Regional Mean	98.23	99.41	0.988
Standard Deviation	7.11	7.43	0.017
Median	99.50	100.00	0.990
20th Percentile	94.40	95.00	0.980
80th Percentile	102.80	104.60	1.000
1 SD Below Mean	91.12	91.98	0.971
2 SD Below Mean	84.01	84.55	0.955
1 SD Above Mean	105.34	106.84	1.005
2 SD Above Mean	112.45	114.27	1.022
Northern Tier Mean	100.25	101.13	0.991

Note: Data culled June – July, 2005

^a Countries using 2003 as most recent year: Albania, Armenia, Azerbaijan, Bulgaria, Croatia, Georgia, Kazakhstan, Uzbekistan, Lithuania, Poland. Countries using 2002 as most recent year: Belarus, Kyrgyz Republic, Moldova, Romania, Tajikistan. Countries using 2001 as most recent year: Macedonia, FYR, Czech Republic, Estonia, Hungary, Latvia, Slovak Republic, Slovenia.

Indicator 5: Literacy Rate, Adults, by sex (Source: UNESCO Institute for Statistics)			
Country	Female (2000-2004)	Male (2000-2004)	Female-Male Ratio
Albania	98.3	99.2	0.991
Armenia	99.2	99.7	0.995
Azerbaijan	98.2	99.5	0.987
Belarus	99.4	99.8	0.996
Bosnia and Herzegovina	91.1	98.4	0.926
Bulgaria	97.7	98.7	0.990
Croatia	97.1	99.3	0.978
Georgia	--	--	--
Kazakhstan	99.3	99.8	0.995
Kyrgyz Republic	98.1	99.3	0.988
Macedonia, FYR	94.1	98.2	0.958
Moldova	95.0	97.5	0.974
Romania	96.3	98.4	0.979
Russian Federation	99.2	99.7	0.995
Serbia and Montenegro	94.1	98.9	0.951
Tajikistan	99.3	99.7	0.996
Turkmenistan	98.3	99.3	0.990
Ukraine	99.2	99.7	0.995
Uzbekistan	98.9	99.6	0.993
Czech Republic	--	--	--
Estonia	99.8	99.8	1.000
Hungary	99.3	99.4	0.999
Latvia	99.7	99.8	0.999
Lithuania	99.6	99.6	1.000
Poland	--	--	--
Slovak Republic	99.6	99.7	0.999
Slovenia	99.6	99.7	0.999
Regional Mean	97.93	99.28	0.986
Standard Deviation	2.25	0.62	0.018
Median	99.05	99.55	0.994
20th Percentile	96.78	98.82	0.978
80th Percentile	99.48	99.70	0.999
1 SD Below Mean	95.68	98.66	0.968
2 SD Below Mean	93.42	98.04	0.950
1 SD Above Mean	100.19	99.90	1.004
2 SD Above Mean	102.44	100.51	1.023
Northern Tier Mean	99.60	99.67	0.999

Note: Data culled January, 2006

Indicator 6: Literacy Rate, Youth, by sex (Source: UNESCO Institute for Statistics)			
Country	Female (2000-2004)	Male (2000-2004)	Female-Male Ratio
Albania	99.5	99.4	1.001
Armenia	99.9	99.8	1.001
Azerbaijan	99.9	99.9	1.000
Belarus	99.8	99.8	1.000
Bosnia and Herzegovina	99.7	99.6	1.001
Bulgaria	98.1	98.3	0.998
Croatia	99.7	99.6	1.001
Georgia	--	--	--
Kazakhstan	99.9	99.8	1.001
Kyrgyz Republic	99.7	99.7	1.000
Macedonia, FYR	98.5	99.0	0.995
Moldova	99.1	98.3	1.008
Romania	97.8	97.7	1.001
Russian Federation	99.8	99.7	1.001
Serbia and Montenegro	99.3	99.4	0.999
Tajikistan	99.8	99.8	1.000
Turkmenistan	99.8	99.8	1.000
Ukraine	99.8	99.8	1.000
Uzbekistan	99.6	99.7	0.999
Czech Republic	--	--	--
Estonia	99.8	99.7	1.001
Hungary	99.6	99.4	1.002
Latvia	99.8	99.7	1.001
Lithuania	99.7	99.7	1.000
Poland	--	--	--
Slovak Republic	99.7	99.6	1.001
Slovenia	99.8	99.8	1.000
Regional Mean	99.50	99.46	1.000
Standard Deviation	0.57	0.57	0.002
Median	99.70	99.70	1.001
20th Percentile	99.42	99.40	1.000
80th Percentile	99.80	99.80	1.001
1 SD Below Mean	98.93	98.89	0.998
2 SD Below Mean	98.36	98.32	0.996
1 SD Above Mean	100.07	100.03	1.003
2 SD Above Mean	100.64	100.59	1.005
Northern Tier Mean	99.73	99.65	1.001

Note: Data culled January, 2006

Indicator 7: Labor Force (% of total labor force) (Source: World Bank. World Development Indicators Database 2004)			
Country	Female % of labor force (2003)	Male % of labor force (2003)	Female-Male Ratio
Albania	41.47	58.53	0.709
Armenia	48.92	51.08	0.958
Azerbaijan	44.63	55.37	0.806
Belarus	49.01	50.99	0.961
Bosnia and Herzegovina	38.25	61.75	0.619
Bulgaria	47.74	52.26	0.914
Croatia	44.70	55.30	0.808
Georgia	46.93	53.07	0.884
Kazakhstan	47.33	52.67	0.899
Kyrgyz Republic	47.26	52.74	0.896
Macedonia, FYR	42.60	57.40	0.742
Moldova	48.54	51.46	0.943
Romania	44.83	55.17	0.813
Russian Federation	49.13	50.87	0.966
Serbia and Montenegro	43.09	56.91	0.757
Tajikistan	45.46	54.54	0.834
Turkmenistan	46.00	54.00	0.852
Ukraine	48.78	51.22	0.952
Uzbekistan	46.85	53.15	0.881
Czech Republic	46.96	53.04	0.885
Estonia	49.36	50.64	0.975
Hungary	44.56	55.44	0.804
Latvia	49.56	50.44	0.983
Lithuania	48.05	51.95	0.925
Poland	46.47	53.53	0.868
Slovak Republic	47.57	52.43	0.907
Slovenia	46.36	53.64	0.864
Regional Mean	46.31	53.69	0.867
Standard Deviation	2.68	2.68	0.089
Median	46.93	53.07	0.884
20th Percentile	44.64	51.27	0.806
80th Percentile	48.73	55.36	0.951
1 SD Below Mean	43.63	51.01	0.778
2 SD Below Mean	40.95	48.33	0.690
1 SD Above Mean	48.99	56.37	0.955
2 SD Above Mean	51.67	59.05	1.044
Northern Tier Mean	47.36	52.64	0.901

Note: Data culled June – July, 2005

Indicator 8: Female economic activity rate, ages 15 and above, as % of male rate (Source: UNDP. Human development Report 2004)	
Country	As a Percentage of Male Rate (2002)
Albania	74
Armenia	88
Azerbaijan	76
Belarus	82
Bosnia and Herzegovina	60
Bulgaria	86
Croatia	73
Georgia	78
Kazakhstan	82
Kyrgyz Republic	85
Macedonia, FYR	72
Moldova	84
Romania	76
Russian Federation	82
Serbia and Montenegro	--
Tajikistan	81
Turkmenistan	82
Ukraine	80
Uzbekistan	85
Czech Republic	83
Estonia	82
Hungary	72
Latvia	80
Lithuania	80
Poland	80
Slovak Republic	84
Slovenia	81
Regional Mean	79.54
Standard Deviation	5.85
Median	81.00
20th Percentile	76.00
80th Percentile	84.00
1 SD Below Mean	73.69
2 SD Below Mean	67.83
1 SD Above Mean	85.39
2 SD Above Mean	91.24
Northern Tier Mean	80.25
Note: Data culled June – July, 2005	

Indicator 9: Estimated Earned Income, by Sex, and Ratio of Female to Male (Source: UNDP. Human Development Report 2004)			
Country	Female (PPP US\$, 2002)	Male (PPP US\$, 2002)	Female-Male Ratio
Albania	3,442	6,185	0.560
Armenia	2,564	3,700	0.690
Azerbaijan	2,322	4,044	0.570
Belarus	4,405	6,765	0.650
Bosnia and Herzegovina	--	--	--
Bulgaria	5,719	8,627	0.660
Croatia	7,453	13,374	0.560
Georgia	1,325	3,283	0.400
Kazakhstan	4,247	7,156	0.590
Kyrgyz Republic	1,269	1,944	0.650
Macedonia, FYR	4,599	8,293	0.550
Moldova	1,168	1,788	0.650
Romania	4,837	8,311	0.580
Russian Federation	6,508	10,189	0.640
Serbia and Montenegro	--	--	--
Tajikistan	759	1,225	0.620
Turkmenistan	3,274	5,212	0.630
Ukraine	3,429	6,493	0.530
Uzbekistan	1,305	1,983	0.660
Czech Republic	11,322	20,370	0.560
Estonia	9,777	15,571	0.630
Hungary	10,307	17,465	0.590
Latvia	7,685	11,085	0.690
Lithuania	8,419	12,518	0.670
Poland	8,120	13,149	0.620
Slovak Republic	10,127	15,617	0.650
Slovenia	14,084	22,832	0.620
Regional Mean	5,539	9,087	0.609
Standard Deviation	3,684	6,015	0.063
Median	4,599	8,293	0.620
20th Percentile	2,123	3,617	0.560
80th Percentile	8,691	13,813	0.652
1 SD Below Mean	1,854	3,072	0.546
2 SD Below Mean	-1,830	-2,943	0.483
1 SD Above Mean	9,223	15,102	0.672
2 SD Above Mean	12,907	21,118	0.734
Northern Tier Mean	9,980	16,076	0.629

Note: Data culled June – July, 2005

Indicator 10: Women Wage Employment, non-agricultural sector as percentage of total non-agric. employees (Source: International Labor Office)			
Country	Female % (2003)	Male % (2003)	Female-Male Ratio
Albania	40.3	59.7	0.675
Armenia	47.0	53.0	0.887
Azerbaijan	48.5	51.5	0.942
Belarus	55.9	44.1	1.268
Bosnia and Herzegovina	--	--	--
Bulgaria	52.2	47.8	1.092
Croatia	46.3	53.7	0.862
Georgia	45.2	54.8	0.825
Kazakhstan	48.7	51.3	0.949
Kyrgyz Republic	44.1	55.9	0.789
Macedonia, FYR	42.2	57.8	0.730
Moldova	54.6	45.4	1.203
Romania	45.3	54.7	0.828
Russian Federation	50.1	49.9	1.004
Serbia and Montenegro	44.9	55.1	0.815
Tajikistan	52.3	47.7	1.096
Turkmenistan	--	--	--
Ukraine	53.6	46.4	1.155
Uzbekistan	41.5	58.5	0.709
Czech Republic	45.8	54.2	0.845
Estonia	51.5	48.5	1.062
Hungary	47.1	52.9	0.890
Latvia	53.4	46.6	1.146
Lithuania	50.0	50.0	1.000
Poland	47.7	52.3	0.912
Slovak Republic	52.1	47.9	1.088
Slovenia	47.4	52.6	0.901
Regional Mean	48.3	51.7	0.947
Standard Deviation	4.2	4.2	0.159
Median	47.7	52.3	0.912
20th Percentile	45.1	47.8	0.823
80th Percentile	52.2	54.9	1.093
1 SD Below Mean	44.1	47.5	0.787
2 SD Below Mean	39.9	43.3	0.628
1 SD Above Mean	52.5	55.9	1.106
2 SD Above Mean	56.7	60.1	1.266
Northern Tier Mean	49.4	50.6	0.981

Note: Data culled June – July, 2005

Indicator 11: Percentage of Women among Administrative and Managerial Workers (Source: International Labor Office)				
Country	Year	Female % of Total	Male % of Total	Female-Male Ratio
Albania	--	--	--	--
Armenia	2001	24	76	0.316
Azerbaijan	--	--	--	--
Belarus	--	--	--	--
Bosnia and Herzegovina	--	--	--	--
Bulgaria	2003	30	70	0.429
Croatia	2003	26	74	0.351
Georgia	2003	28	72	0.389
Kazakhstan	2003	34	66	0.515
Kyrgyz Republic	2002	28	72	0.389
Macedonia, FYR	2003	27	73	0.370
Moldova	2003	40	60	0.667
Romania	2003	31	69	0.449
Russian Federation	2003	39	61	0.639
Serbia and Montenegro	--	--	--	--
Tajikistan	--	--	--	--
Turkmenistan	--	--	--	--
Ukraine	2003	39	61	0.639
Uzbekistan	--	--	--	--
Czech Republic	2002	26	74	0.351
Estonia	2003	35	65	0.538
Hungary	2003	34	66	0.515
Latvia	2003	40	60	0.667
Lithuania	2003	39	61	0.639
Poland	2003	34	66	0.515
Slovak Republic	2003	35	65	0.538
Slovenia	2003	33	67	0.493
Regional Mean	--	32.74	67.26	0.495
Standard Deviation	--	5.24	5.24	0.117
Median	--	34.00	66.00	0.515
20th Percentile	--	27.60	61.00	0.381
80th Percentile	--	39.00	72.40	0.639
1 SD Below Mean	--	27.50	62.03	0.379
2 SD Below Mean	--	22.26	56.79	0.262
1 SD Above Mean	--	37.97	72.50	0.612
2 SD Above Mean	--	43.21	77.74	0.728
Northern Tier Mean	--	34.50	65.50	0.532

Note: Data culled June – July, 2005

Indicator 12: Unemployment Rate, by sex (Source: World Bank. World Development Indicators Database, 2004)			
Country	Female % of female labor force (2002)	Male % of male labor force (2002)	Female-Male Ratio
Albania	19.1	13.6	1.404
Armenia	13.1	6.1	2.148
Azerbaijan	1.5	1.2	1.250
Belarus	3.5	2.3	1.522
Bosnia and Herzegovina	--	--	--
Bulgaria	16.9	18.3	0.923
Croatia	16.6	13.4	1.243
Georgia	10.7	13.7	0.781
Kazakhstan	--	--	--
Kyrgyz Republic	--	--	--
Macedonia, FYR	32.3	31.7	1.019
Moldova	5.5	8.1	0.679
Romania	7.7	8.9	0.865
Russian Federation	8.8	9.9	0.889
Serbia and Montenegro	15.8	12.4	1.274
Tajikistan	--	--	--
Turkmenistan	--	--	--
Ukraine	10.0	10.3	0.971
Uzbekistan	--	--	--
Czech Republic	9.0	5.9	1.525
Estonia	9.7	10.8	0.898
Hungary	5.4	6.1	0.885
Latvia	11.0	12.9	0.853
Lithuania	12.9	14.6	0.884
Poland	20.9	19.1	1.094
Slovak Republic	18.7	18.6	1.005
Slovenia	6.3	5.7	1.105
Regional Mean	12.16	11.60	1.106
Standard Deviation	7.06	6.80	0.336
Median	10.70	10.80	1.005
20th Percentile	6.30	6.10	0.884
80th Percentile	16.90	14.60	1.274
1 SD Below Mean	5.10	4.80	0.770
2 SD Below Mean	-1.97	-2.00	0.434
1 SD Above Mean	19.23	18.40	1.442
2 SD Above Mean	26.29	25.19	1.778
Northern Tier Mean	11.74	11.71	1.031

Note: Data culled June – July, 2005

Indicator 13: Registered Unemployment, Women as percent of total (Source: UNICEF TransMONEE 2004 Database)				
Country	Women (2002)	Men (2002)	Women as percent of total (2002)	F/M Ratio (2002)
Albania	81,300	91,100	47.158	0.892
Armenia	85,700	41,700	67.268	2.055
Azerbaijan	27,900	23,100	54.706	1.208
Belarus	82,700	47,900	63.323	1.727
Bosnia and Herzegovina	196,600	238,900	45.144	0.823
Bulgaria	343,400	312,600	52.348	1.099
Croatia	213,000	176,800	54.643	1.205
Georgia	9,700	12,100	44.495	0.802
Kazakhstan	--	--	--	--
Kyrgyz Republic	32,600	27,600	54.153	1.181
Macedonia, FYR	165,000	209,100	44.106	0.789
Moldova	27,200	36,100	42.970	0.753
Romania	339,500	421,100	44.636	0.806
Russian Federation	896,600	412,800	68.474	2.172
Serbia and Montenegro	514,500	413,700	55.430	1.244
Tajikistan	25,700	21,000	55.032	1.224
Turkmenistan	20,600	36,300	36.204	0.567
Ukraine	665,000	369,200	64.301	1.801
Uzbekistan	213,000	235,200	47.523	0.906
Czech Republic	257,400	257,000	50.039	1.002
Estonia	26,900	21,400	55.694	1.257
Hungary	158,100	186,800	45.839	0.846
Latvia	54,200	39,400	57.906	1.376
Lithuania	98,600	99,800	49.698	0.988
Poland	1,645,800	1,571,200	51.159	1.047
Slovak Republic	232,400	280,800	45.284	0.828
Slovenia	52,500	50,100	51.170	1.048
Regional Mean	248,688	216,646	51.873	1.140
Standard Deviation	357,057	309,821	7.900	0.403
Median	128,350	138,300	51.165	1.048
20th Percentile	27,900	36,100	45.144	0.823
80th Percentile	339,500	312,600	55.694	1.257
1 SD Below Mean	-108,368	-93,175	43.973	0.737
2 SD Below Mean	-465,425	-402,996	36.073	0.333
1 SD Above Mean	605,745	526,467	59.773	1.544
2 SD Above Mean	962,802	836,289	67.673	1.947
Northern Tier Mean	315,738	313,313	50.849	1.049

Indicator 14: Gender Development Index (Source: UNDP. Human Development Report 1999-2005)		
Country	GDI Value 1997	GDI Value 2003
Albania	0.696	0.776
Armenia	0.726	0.756
Azerbaijan	0.691	0.725
Belarus	0.761	0.785
Bosnia and Herzegovina	--	--
Bulgaria	0.757	0.807
Croatia	0.769	0.837
Georgia	--	--
Kazakhstan	0.738	0.759
Kyrgyz Republic	--	0.700
Macedonia, FYR	0.742	0.794
Moldova	0.681	0.668
Romania	0.750	0.789
Russian Federation	0.745	0.794 ^a
Serbia and Montenegro	--	--
Tajikistan	0.662	0.650
Turkmenistan	--	0.748 ^b
Ukraine	--	0.763
Uzbekistan	--	0.692
Czech Republic	0.830	0.872
Estonia	0.772	0.852
Hungary	0.792	0.860
Latvia	0.743	0.834
Lithuania	0.759	0.851
Poland	0.800	0.856
Slovak Republic	0.811	0.847
Slovenia	0.842	0.901
Regional Mean	0.753	0.788
Standard Deviation	0.048	0.067
Median	0.754	0.792
20th Percentile	0.720	0.739
80th Percentile	0.794	0.851
1 SD Below Mean	0.706	0.721
2 SD Below Mean	0.658	0.653
1 SD Above Mean	0.801	0.856
2 SD Above Mean	0.849	0.923
Northern Tier Mean	0.794	0.859

Note: Data culled June – July, 2005

^a Russian Federation figures from 2002

^b Turkmenistan figures from 2002