



# Gender Equality and Women's Empowerment: Realities in the ECE region 20 years after Beijing

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# Outline



- I. How is UNECE involved in promoting gender equality in the region?
- II. What are the main regional trends in gender equality and the empowerment of women as reflected in the Regional Report on Beijing+20?
- III. Key challenges ahead





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## I. UNECE provides:

- Platform for dialogue (regular regional reviews of the Beijing Platform for Action every 5 years)
- Capacity building (sex-disaggregated statistics, women entrepreneurs)
- Counselling and sustaining women entrepreneurship
- Promoting collaboration with relevant regional UN agencies, financial and development institutions in the region
- Monitoring and measuring progress to account for gender sensitive indicators





# How women's empowerment is reflected in UNECE activities?



- Core activities focused on women's economic empowerment (UNECE/Gender, SPECA Project Working Group on Gender and Economy)
- Women entrepreneurship development
- Mainstreaming gender in the UNECE Sub-programmes of work



## II. Main trends in gender equality in the Beijing+20 Regional Report



Priority areas in Beijing+20 reports:

- Combatting VAW
- Women in economy
- Women in power and decision making

**But played out differently in the ECE region**

- Gender mainstreaming: well established policy model





# ECE region is diverse



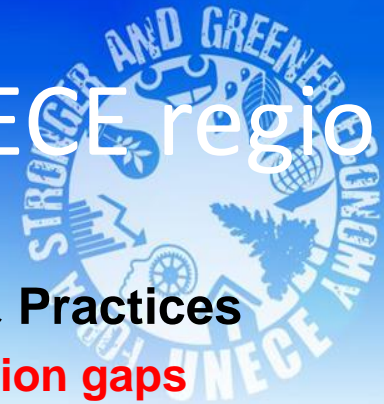
- Economic and political development
  - GDP per capita
  - Economic structures that define the demand for women labour in various sectors
- Economic and social policies
- Demographic structures and policy
- Social norms and traditions
- Social structures and strength of civil society to shape the distribution of power and women's movement
- Belong to different geographical regions: North America, Europe, Central Asia and the Caucasus, SEE





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# Key trends in the ECE region



## Social Norms and Tradition

Slow change

Stereotypes

Awareness of VAW

## Laws Framework & Practices

Implementation gaps

Gaps in services and access to justice

Advance, domestic violence

EU legislation; CEDAW

## Gender Inequalities

## Economic and political environment

Political will to promote GE

Impact of the crises

Slow Progress in women's political participation and women on boards





# Laws Framework & Practices



- CEDAW legally binding for ECE member States (one exception)
- EU legislation, norms and good practices
- Council of Europe – European Pact for Gender Equality
- Istanbul Convention





# Impact of the crises



- Women's unemployment and relative poverty is up
- Involuntary part-time and precarious employment
- Jobless growth continues affecting both women and men
- Cuts to social spending, including maternity leave and benefits (EU)
- Increased unemployment rates for young women and discrimination against pregnant women and new mothers (EU)
- Cuts in funding gender machineries
- Cuts in NGO funding including on VAW activities



# How women in the ECE region participate in economy?



## Labour force participation rate:

- World average for women 40%
- ECE average participation rate:
  - 2012: women - 63% men - 76 %
  - 2004: women - 61% men - 76%
- It varies by sub-regions:
  - WE: women - 67% men - 78%
  - EECCA: women - 61% men - 77%
  - SEE: women - 46% men - 68 %



# Gaps in labour force participation



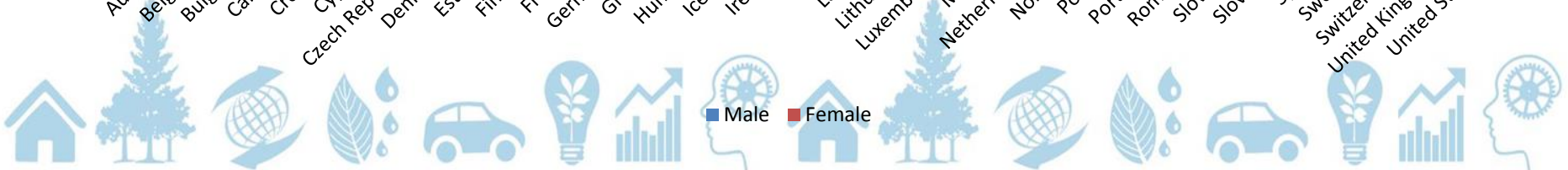
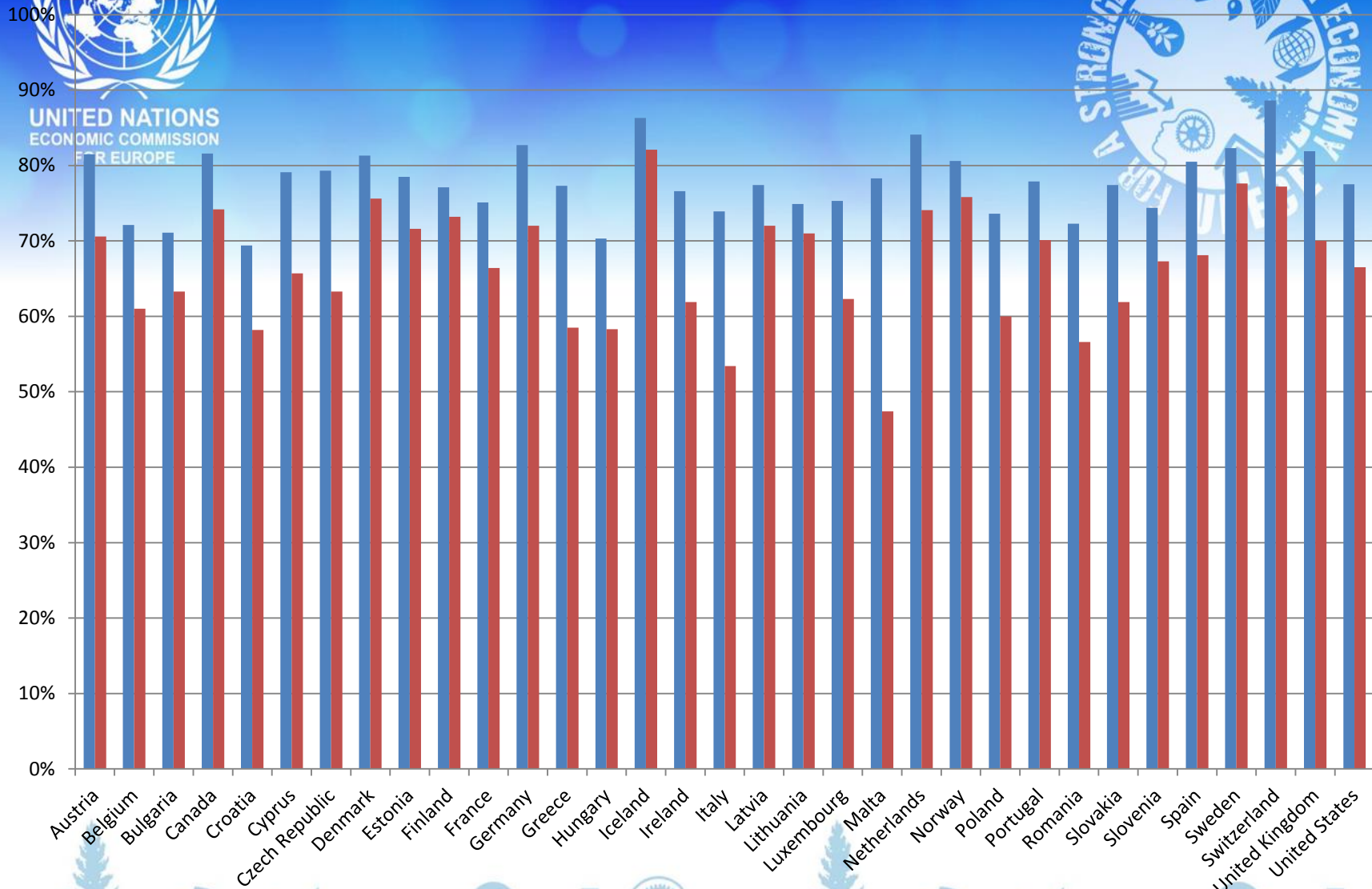
- ❖ Gap: a decline of 2% in the gap between 2004 and 2012
- ❖ In ECE region at 13%; WE – 11%, the highest in Malta (31%) and Greece (19 %), and the lowest in Finland (4%), Iceland and Lithuania, 5% – Norway and Sweden and 6 %– Denmark
- ❖ EECCA – 16% the highest in Uzbekistan (27%)
- ❖ SEE – 22% with the highest in Turkey (43%)





# Labor force participation in Western Europe and North America, 2012

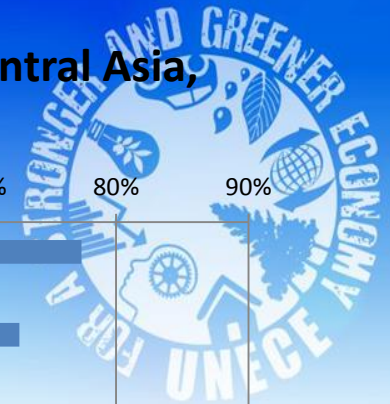
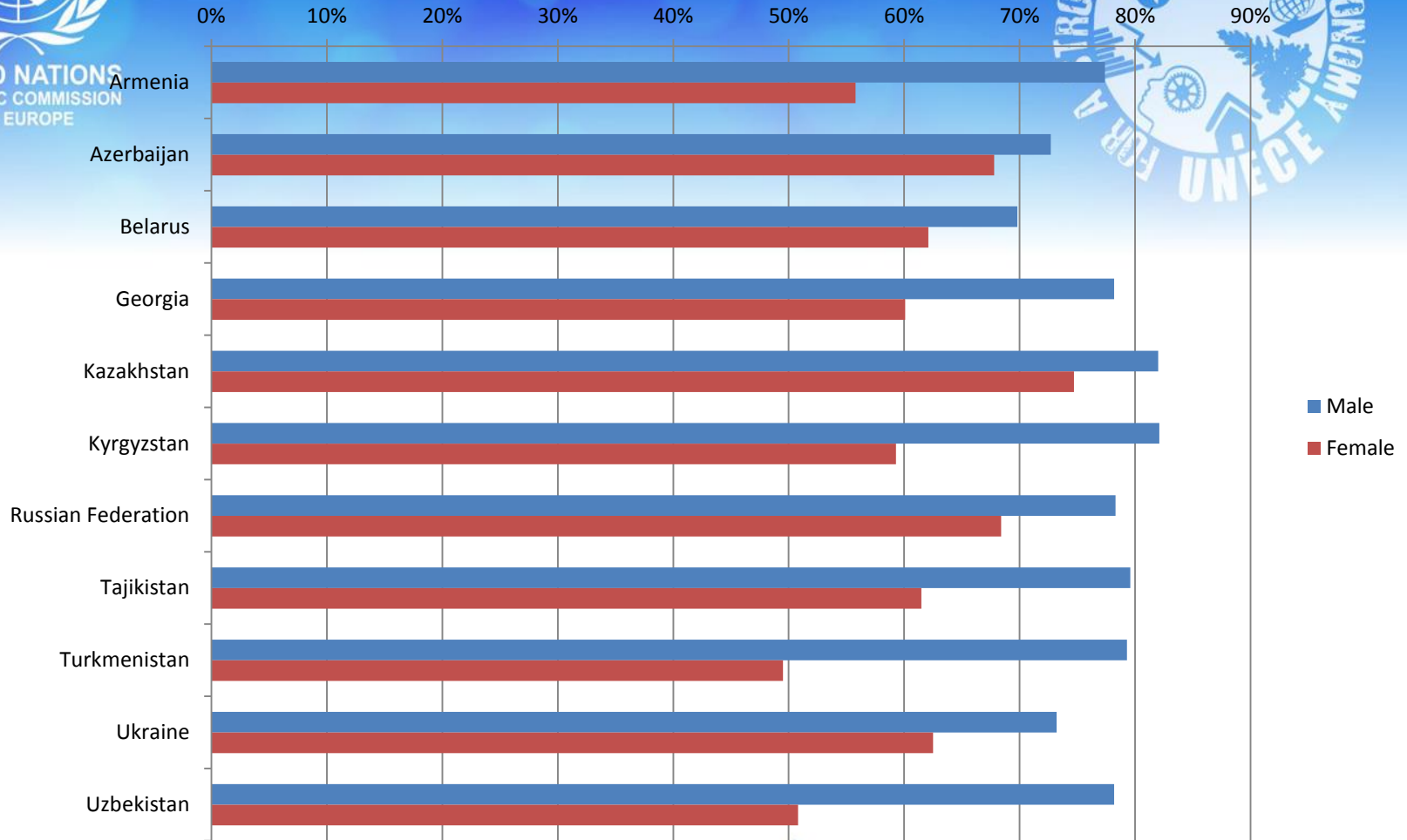
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# Labor force participation in Eastern Europe and Central Asia, 2012

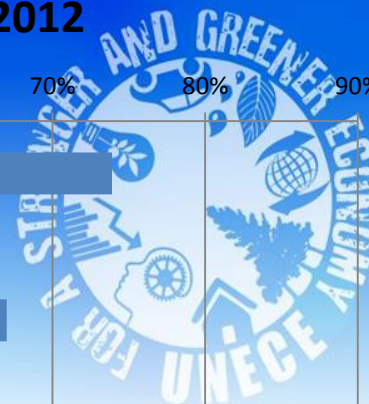
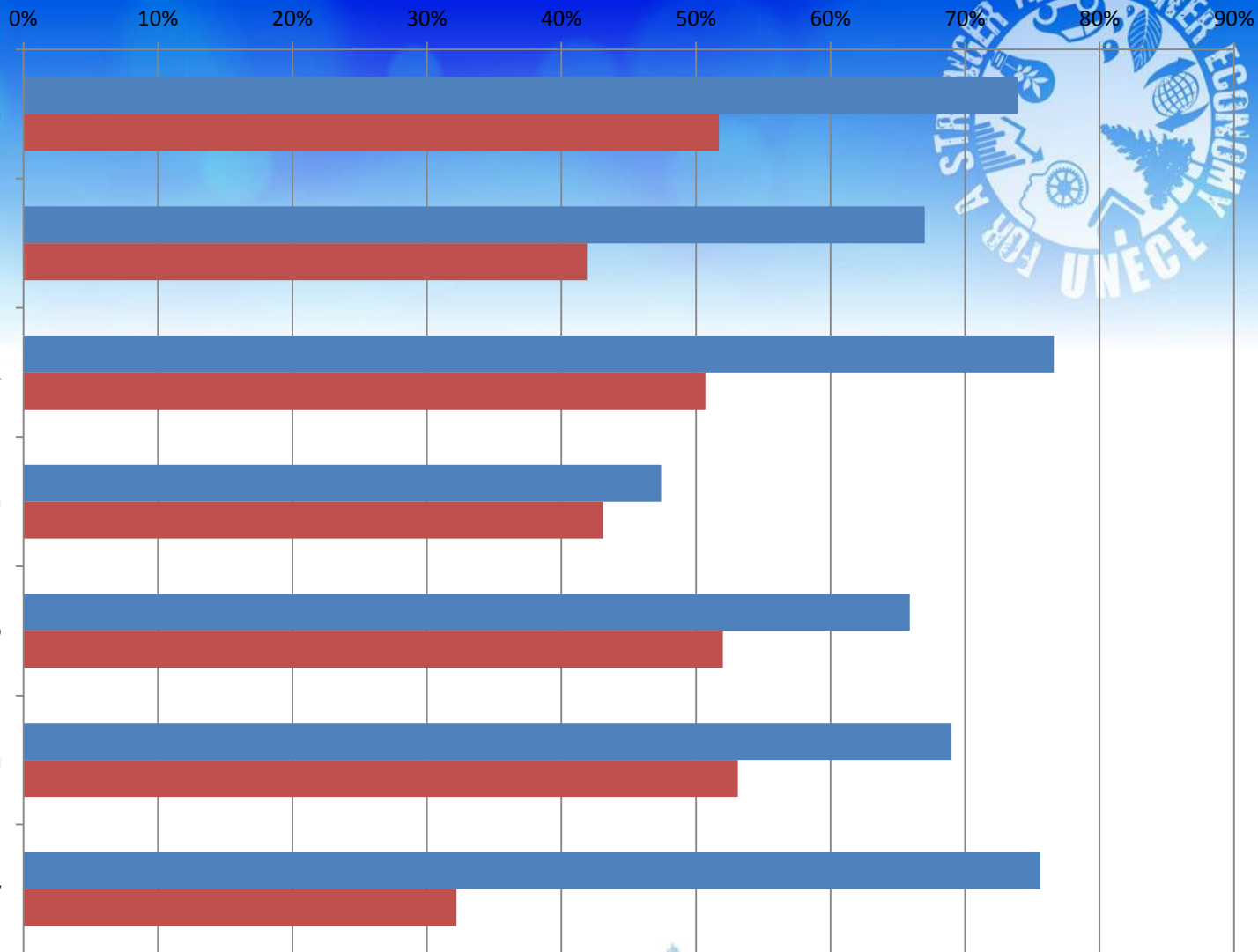




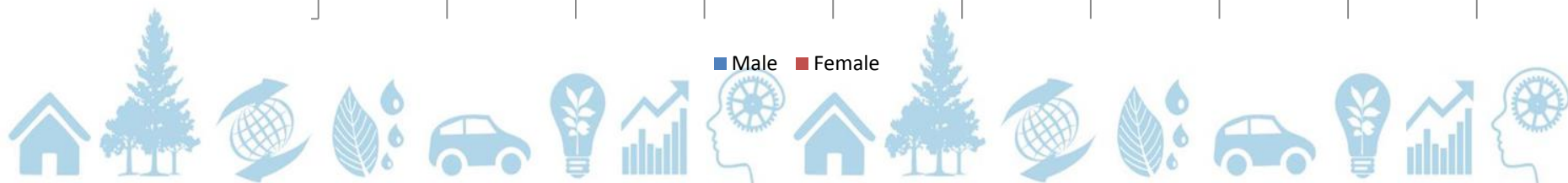
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Bosnia and Herzegovina

# Labor force participation in Southeastern Europe, 2012



■ Male ■ Female



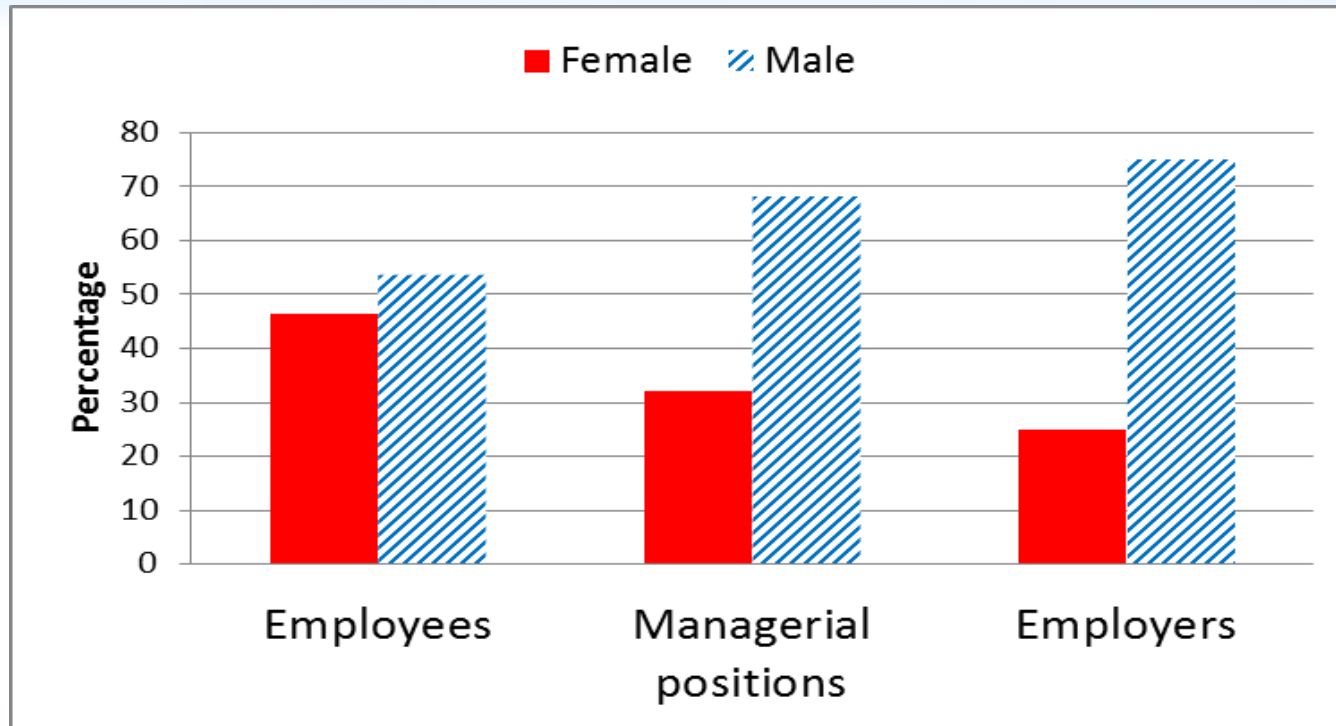
# A look further...



- Women dominate in part-time employment, vulnerable employment and informal economy;
- In sectors with lower payment, they are less in entrepreneurship and if they are in, then it is in sectors with lower profits.
- Gender Stereotype in:
  - Distribution of un-paid work at home and caregiving: over 90% of inactive women consider homemaking as the main reason for staying out of the labour markets.
  - Women are still considered less fit for leadership
  - Women are still less fit to study sciences and go for technological and scientific occupations



# Gender gaps in employment in the ECE by position







# Challenges:



- Gap between legislation and implementation
- In the labour markets: Decent work for women, labour market segregation,
- Gender pay gap, persistent stereotypes in education,
- Preventing and eliminating gender-based violence
- Underrepresentation of women in decision-making,
- Care and social security, health
- Role of men and boys
- Significant gaps remain in sex-disaggregated data and gender sensitive indicators, particularly in EECCA and SEE





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**THANK YOU!**

