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REPORT ON THE STATUS OF OFFICIAL STATISTICS RELATED TO GENDER EQUALITY IN EASTERN EUROPE AND THE CIS COUNTRIES

UNECE Statistical Division*
UNDP Bratislava Regional Center*
Geneva, October 2004

The real authors of this report are the Gender Statistics Focal Points in national statistical offices and the numerous people from government institutions, civil society and international organizations that provided ECE and UNDP with their honest and accurate view on the status of gender statistics programmes in their countries. ECE and UNDP would like to thank them all for their efforts and patience to answer the numerous questions and for the inspiration that they gave to write this report.

* The following persons from the Social and Demographic Statistics Section contributed to the report: Angela Me, Anca Grozav, Enrico Bisogno, Hrund Gunnsteinsdottir, and Costanza Giovanelli

* From the UNDP Bratislava Regional Center Dono Abdurazakova contributed to the report.

EXECUTIVE SUMMARY

Gender statistics plays a crucial role in mainstreaming gender into policies by documenting the different ways in which policies, social norms, and cultural values impact the lives of women and men. This report analyzes the state of official statistics related to gender equality in Eastern Europe and CIS countries. Assessing actual capabilities of countries and realizing what are the strengths and weaknesses is important as gender statistics is still in its incipient stages in some of these countries. The assessment presented in the paper is based on the joint activities that UNECE and UNDP undertook between 2003 and 2004 to evaluate the quality and availability of gender statistics in the countries of CIS and East European region with the aim to better tailor their assistance to the current needs of the countries and avoid duplications with other donors. The assessment was carried out through:

- a questionnaire sent to national statistical offices on the nature of their gender statistics programmes
- consultations with the data users (representatives of government and national machinery institutions, academia as well as independent experts and civil society activists)
- consultations with donors active in the region in the field of gender statistics
- ad-hoc country visits

Important information was also collected at the workshop on gender statistics that UNDP, ECE, and USAid/U.S. Bureau of Census carried out in July 2004 for Central Asian countries. The report identifies the key gender issues in the region (part 1), assess the current framework the countries have for the production and development of gender statistics (part 2), it analyzes the availability and quality of gender-related data in national statistical offices (part 3), it also presents the types of outputs NSOs produce in the field of gender statistics (part 4), and it makes recommendations on how countries could be better assisted to improve their gender statistics programmes (part 5).

It is clear from the assessment that there are problematic areas in the field of gender statistics.

Sex-disaggregated data are lacking for the majority of countries in some of the key gender issues and particularly in:

- Participation in decision making
- Gender attitudes
- Participation in elections
- Entrepreneurship
- Domestic violence
- Poverty
- Informal employment
- Time-use
- School attendance

In terms of outputs and organization of gender statistics programmes, among the 27 countries that responded to the questionnaire, three -Croatia, Serbia and Montenegro¹, and Slovakia²- never produced gender-specific publications and do not have any specific programme on gender statistics. Other countries produced at least one publication of the type “Women and Men in ...”, however, these publications have often been developed on ad-hoc basis and supported by donors rather than by government funds. In countries where these publications were produced, users (particularly civil society and NGOs) were not always involved in the process and were not always aware of their existence.

Twelve out of 27 countries do not have any regulation or law governing the production of gender statistics. In countries where there is such a legal framework in place, the laws are often not very specific and they do not provide details as to what type of data the National Statistical Office (NSO) should gather and what kind of analysis

¹ After the UNDP/UNECE mission and the regional training carried out by Sida, the Republican statistical office to work on the publication “Women and Men in Serbia” with the assistance of the UNDP country office.

² No gender publications were produced by the national statistical office in Slovakia, but other outputs were produced by government institutions such as *Gender Statistics, 2nd revised edition* released by the Ministry of Labour, Social Affairs and Family of the Slovak Republic, and the Bratislava International Center for Family Studies; Bratislava, 2002

they should perform. Only 18 countries reported the implementation of the gender statistics recommendations included in the Beijing Plan of Action. Only three countries have a Gender Statistics Unit: the Czech Republic, Kazakhstan, and Turkey and less than a third of the Gender Focal Points interact on a regular basis with other statistical departments outside the social and demographic field (where most Focal Points are located). Due to these lapses in organization and the lack of enforcement of existing legal frameworks, sex-disaggregated data is not prevalent in on-going (not gender-specific) publications. Only 10 out of 27 countries reported the regular publishing of sex-disaggregated data on individuals. In addition countries that have reported the regular breakdown by sex of all data on individuals may not actually do so. As emerged by the country visits, when sub-classifications are considered (such as status on employment or industry) sex is not included for “lack of space” as reported by some of the staff of national statistical offices.

Not all countries in the region are at the same stage of development in gender statistics. Two groups of countries emerged from the assessment: One group regularly produce gender-specific publications, have an active programme on gender statistics and work toward a better mainstreaming of gender into the production and dissemination of national statistical offices. These countries (thanks also to their richer programme of data collection) have made efforts to improve the coverage of gender-specific publications and are trying to improve the coordination with those statistical areas that have traditionally being considered as only economic (such as business, transport, and agriculture statistics). Another group of countries is on an earlier stage of development in gender statistics. Gender specific publications are rare (or not existent) and often supported only by donors. These countries are still struggling to establish a regular and active gender statistics programme within the area of social and demographic statistics and to improve the presentation of the data and their relationship with the users.

The recommendations that emerge from the assessment advocate for different approaches in the provision of technical assistance. One

approach should be common to all countries focusing on those areas where data gaps are more relevant. These are for example the identification of efficient methods to measure violence against women, implementation of time-use surveys (or short modules to be included in on-going surveys), methods to measure gender attitudes, the production and dissemination of sex-disaggregated data in decision making (including entrepreneurship, participation in elections, political participation, leading positions).

Another approach should be on a two-tiers-basis where the needs of the countries should be addressed considering the different levels of development in gender statistics. One group of countries (the more advanced) needs assistance in improving the organization of gender statistics programmes and to make them more effective in making the entire national statistical system more gender sensitive. The second group of countries still needs basic training on gender statistics and should be assisted to identify strategies to improve the relationship with users, to improve the quality of the data, to better present and analyze gender-relevant statistics.

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INTRODUCTION

The four International Conferences on Women and most recently the third Millennium Development Goal—the Promotion of Gender Equality and the Empowerment of Women—have made many countries realize that gender issues have to be addressed in order for both men and women to be affected positively and equally by development. In this context, gender statistics plays a crucial role in mainstreaming gender into policies by documenting the different ways in which policies, social norms, and cultural values impact the lives of women and men. This report aims to assess the capacity of East European and CIS countries to produce and disseminate gender statistics.

Official statistics, as a tool to assess the situation of women and men and their different roles in society, is particularly relevant in former communist countries where the perception of gender issues and gender equality is askew. Since during communism women were fully integrated into the labor force and granted a number of rights that were legally enforced, there is a persistent belief that women and men are treated equally even when they are not. The fall of communism resulted in economic and political instability, especially in the South-Eastern Europe and the CIS countries, which eroded some of the equality women enjoyed. For example women's participation in decision-making has decreased and women are paid almost 30% to 50% less than men for the same work.³ So, while there is a fairly equal ratio of women to men in the labor force, this ratio does not apply to decision-making positions or remuneration. Furthermore, communism never managed to promote equality within a family, and many women are still left with an unequal burden in raising children and performing household chores.

The main purpose of this paper is to report the results of an assessment of official gender statistics in Eastern European and CIS countries jointly conducted by the Statistics Division of ECE and the UNDP Regional Center in Bratislava. The aim of the assessment is to review the users' needs in the region, the structure and organization of gender statistics programmes in NSOs, the availability and quality of the gender-relevant data, and the nature of interaction between users and producers of gender statistics. The assessment attempts to answer the following questions:

- What are the main gender issues prevalent in the region?
- How are the users' needs addressed?
- What are the areas where the data are scarcer or the quality is the poorest?
- How is gender mainstreamed into the production, analysis and dissemination process of NSOs?
- How do gender statistics programmes operate in NSOs?
- What are the outputs of gender statistics programmes?
- Are the users satisfied of the gender statistics programmes in their countries?
- What type of assistance is still needed in the field of gender statistics?

³ International Labor Organization Website. "Russia and other CIS Countries. A break from the Past." Women, Training and Work. 2000. <http://www.ilo.org/public/english/region/ampro/cinterfor/temas/gender/doc/pacto/russia.htm> Accessed July 29, 2004.

The findings of the assessment are based on:

- A questionnaire that was sent in June 2003 to gender focal points in national statistical offices (See Appendix 1 for a copy of the questionnaire)⁴
- Ad-hoc country visits: Ukraine (November 2003), Serbia and Montenegro (May 2004), and Azerbaijan (June 2004)
- Reports from donors active in the field of gender statistics in the region.

The questionnaire was sent to the following countries:

Albania	Estonia	FYROM	Slovenia
Armenia	Georgia	Moldova	Tajikistan
Azerbaijan	Hungary	Poland	Turkey
Belarus	Kazakhstan	Romania	Turkmenistan
Bulgaria	Kyrgyzstan	Russia	Ukraine
Croatia	Latvia	Serbia & Montenegro	Uzbekistan
Czech Republic	Lithuania	Slovakia	

To facilitate the analysis, this report will refer to seven groups of countries. This division takes into account both the geographic location and common cultural or socio-economic characteristics of the countries. The groups are as follows:

The Balkans	The Baltic States	The Caucasian CIS⁵	The Central Asian CIS
Albania Croatia FYROM Serbia & Montenegro	Estonia Latvia Lithuania	Armenia Azerbaijan Georgia	Kazakhstan Kyrgyzstan Tajikistan Turkmenistan Uzbekistan

The Central European States	The Western CIS	The Southeast European countries
Czech Republic Hungary Poland Slovakia Slovenia	Belarus Moldova Russia Ukraine	Bulgaria Romania Turkey

This assessment is part of the joint efforts that ECE and UNDP RSC Bratislava started in 1999 to promote the mainstreaming of gender into the production process and dissemination of statistics in the region. Common indicators for monitoring progress towards gender equality in all relevant policy areas were developed based on a series of regional and country-specific consultations. The

⁴ The content and format questionnaire was inspired by the questionnaire used to assess statistics on gender equality in the Nordic countries in 2002.

⁵ The Commonwealth of Independent States.

framework of the common gender indicators is the basis of the Gender Statistics Database and Web-site developed through an UNDP/ECE project and currently maintained by ECE⁶.

The report is divided into five parts: 1) gender issues in the region, 2) framework for the production and development of gender statistics, 3) availability and quality of data, 4) the end product of gender statistics and its dissemination, and 5) conclusions and recommendations. The first part includes a list of areas that policy makers and gender advocates identified as the areas where gender equality issues need to be addressed. The second part looks at the legal framework governing gender statistics production and at the organization of gender statistics, in terms of how work is being carried out and by whom. The third part analyzes the availability and quality of sex-disaggregated and gender-relevant data in the on-going statistical work. The fourth part reports the outputs of gender statistics work produced in NSOs, i.e. publications on gender data. The fifth part summarizes the key points made in the report and outlines some recommendations on how to best target technical and financial assistance in the region in the field of gender statistics. As the report will show, all the parts are tightly interrelated: the framework for gender statistics does affect the capability of countries to produce statistics and to issue publications on relevant and timely topics.

What is gender statistics?⁷

Gender statistics is a relatively new field that cuts across all traditional areas of statistical production and pertains to the statistical system as a whole. Gender statistics are statistics that adequately reflect the situation of women and men in all policy areas - they allow for a systematic study of gender differentials and gender issues. Gender issues exist in all spheres of society and are therefore relevant to the production of statistics in all fields and intervene at every step of the production process. Gender statistics are *not necessarily* and *not only* statistics disaggregated by sex.

Producing statistics that adequately reflect gender issues implies that all statistics are produced taking into consideration the different socio-economic realities women and men face in society. This means that all data - both those on individuals as well as those not directly related to individuals - are collected, compiled, and analysed, taking into consideration that gender-based factors influence women and men differently - this can be called the *gender mainstreaming of statistics*.

The impact on women and men needs to be considered in every step of statistical production and in all statistical fields. Concepts and methods used in data collection need to be adequately formulated to ensure that they reflect existing gender concerns and differentials. Additionally, social and cultural factors must be taken into consideration as they can result in gender-based biases in data collection, analysis, and presentation.

Why do we need gender statistics?

- Statistics and indicators on the real status of women and men are needed to formulate and monitor policies and plans; to monitor changes; and to inform the public;
- By increasing the awareness about the status of women in relation to men in the ECE region, statistical information on the situation of women and men in all spheres of society is an important tool in promoting equality and in monitoring progress towards achieving it;
- By fostering an understanding the actual situation of women and men, gender statistics can help eliminate

⁶ <http://www.unece.org/stats/gender/web/>

⁷ <http://www.unece.org/stats/gender/web/genstats/whatisgs/whatisgs-1.htm>

gender-based stereotypes;

- Gender statistics provide an impartial and comparable basis for evaluating progress towards the goals agreed upon to improve the situation of women at various World Summits.

By providing these functions, gender statistics are a valuable tool for gender advocates, policy makers, and others working on gender related issues. The importance of statistics was further strengthened at the Fourth World Conference on Women (Beijing 1995) in setting the generation and dissemination of gender-disaggregated data and information as strategic objectives for planning and evaluation (Platform for Action and the Beijing Declaration, Strategic Objective H.3, United Nations 1996). .

For more information on the stages of development of gender statistics, please visit [UNECE/UNDP Gender Statistics website](#).

PART I. GENDER ISSUES IN THE REGION

The consultations held with data users during country visits and the workshop on gender statistics for Central Asia in July 2004, pointed to several areas where gender inequality is most problematic:

Participation of women in decision-making at all levels: There is an inadequate representation of women in the political decision making process. The percentage of women in elected and appointed bodies of power at all levels have fallen sharply throughout the region after abolition of quotas in 1989.

Participation in the labour market. Although data on employment and unemployment do not show large differences in the participation of women and men, women are segregated in low-paid jobs and low-ranking occupations. There is also an increasing drop out of women from the labour force due to the lack of day care support and a growing difference between women and men's wages.

Heavy involvement of women in informal employment. Although informal employment may help women to find a source of income, the quality of employment suffers. Women and men in informal employment do not enjoy social security benefits and are more vulnerable to loose their jobs.

Violence against women. Domestic violence is affecting many women in the region. It is still an accepted practice in some sectors of the society and heavily underreported. Women advocates have started to bring it to the attention of policy makers, but the lack of relevant data and the cultural taboos make it difficult to adequately address the problem.

Migration and trafficking. The majority of countries in the region are affected by trafficking of human beings (children, women and men). Some countries are a source of trafficked persons, others are a point of destination or transition. Massive migration of labour force is also happening in the region and is affecting women and men differently.

Access to health service. After the disintegration of the Soviet Union, quality and availability of health services become a problem. Health providers are not as efficient as before and if privatization improved in some cases the quality of services, it reduced the accessibility of the services due to the high costs. This affected the overall health status of women and men (life expectancy decreased) and women have also been affected in their reproductive health.

The status of women in rural areas. Health and educational services and inputs for women to have access to power are more likely to be accessible in urban areas. In rural areas women are more likely to play a traditional role of caregivers and have less access to mechanisms that empower their position in the society.

Poverty. The increasing level of poverty in countries affects women and men differently. The inter-household distribution of income and assets is often at the expenses of women. Women are also very often disadvantaged in the transmission of land ownership.

Education. The data that are available on school enrollment show an equal participation of boys and girls in primary, secondary and tertiary education (in some cases data present a higher participation of girls in higher education). However, this is not the case for many Caucasian and Central Asian countries. No data is available on school attendance and dropouts.

Access and use of ICT. Information Communication Technologies (ICTs) are emerging as a key tool through which women and men can increase their economic prosperity and livelihood. ICTs are also quickly changing the ways that all people live. But the dynamics of ICT access, process and impact on women and men can be different. In order for both women and men to optimize the benefits that can be gained from this new technology and to minimize the tendency toward a “gender divide” within the “digital divide”, the gender dimensions of ICT must be examined⁸.

PART II. FRAMEWORK FOR GENDER STATISTICS

It is essential for countries to build an institutional framework for the development of gender statistics within the framework of official statistics that will enable them to have gender statistics regularly produced and disseminated. A legal framework of statistics or gender-related laws and regulations that include definitions of gender equality and provisions for gender statistics helps to ensure that such statistics are actually produced. Gender statistics, however, cannot develop without a thoroughly organized process of production that would include: a designated unit (even a small one) within national statistical office, able to deal with emerging gender related issues, and reinforce the need to collect and maintain sex-disaggregated data in all areas related to individuals.

Cooperation with the different statistical departments and divisions is also a cornerstone element, since it would ensure that gender statistics incorporates all aspects of life. For example, as most countries focus on gathering social and demographic gender data, agricultural and economic activity data is sometimes overlooked, and important aspects (i.e. the significant number of women still working in subsistence agriculture or owners of enterprises) are not captured.

1. Laws, Regulations, and International Recommendations.

⁸ See A. Me and M. Sicat, “Statistics on Women and Men and ICT: the ECE region”, <http://www.unece.org/stats/documents/ces/sem.52/wp.6.e.pdf>.

Box. 1 Italian Gender Statistics Draft Law

The type of details that a law on gender statistics could contain are in the Italian draft law, which was approved by the previous Government and re-proposed to be considered by the current Parliament. The text of the draft law states:

- The population census data shall always be sex-disaggregated, including the data on households and institutionalized persons, and data shall be provided on different household typologies.
- Agriculture, industry, and services censuses will provide sex-disaggregated data on individuals, by occupational status.
- Sex-disaggregated data shall be produced yearly on: household typologies, fertility, mortality by cause, morbidity, education and training, employment and unemployment, poverty, social and political participation, and use of public services.
- Sex-disaggregated data shall be periodically produced on: health status, disability, citizen's security, violence and abuse, time-use, informal social networks and caregivers, social mobility, and quality of life.
- Business registers kept by the Chamber of Commerce shall be organized such that all information on individuals will be sex-specific.
- The National Statistical Institute shall provide estimates of non-paid work by sex.

As it is shown in Table 3, 11 countries do not have laws or regulations governing gender statistics. In the countries where it was reported to have a legal/regulatory framework in terms of laws and National Plans of Action (NPAs) on gender equality, these are often not gender statistics specific. Even when gender statistics is mentioned, the legal documents are vague and do not go in-depth into the type of data that should be gathered and the analysis that should be performed by the national statistical system. The Republic of Kyrgyzstan, for example, has a law on gender equality adopted in 2003 that entails the National Statistics Committee to monitor the collection of gender statistics but with no further details.⁹ The Kyrgyz National Action Plan for Achieving Gender Equality for 2002-2006 does not provide a specific reference to gender statistics.¹⁰ For laws and NPAs to be a good catalyst in the production of gender statistics, countries should make them more specific within the role of the national statistical system (see for example the Italian draft law presented in Box 1¹¹). An extent regulation of gender statistics is more likely to be included in gender equality laws/regulations than in statistical laws. This is an indication of how much users consider important the availability of gender statistics but it also emphasizes a lack of awareness among statisticians of the importance of including the production of sex-disaggregated data as one of the fundamentals of national statistical planning. It also proves that there is not yet in the region a clear commitment to develop statistical systems with a gender perspective.

⁹ UNDP RBEC Gender Virtual Library website. "Law of Republic of Kyrgyzstan on the basic guarantees of gender equality." Bill introduced by Deputy Toktokan Borombayeva. Article 30: Gender statistics. "The National Statistics Committee of the Kyrgyz Republic shall manage the collection of gender-sensitive statistical data in the Kyrgyz Republic. State bodies, local self-governance bodies, and heads of companies, establishments and organizations shall submit relevant gender information to the National Statistics Committee of the Kyrgyz Republic."

<http://gender.undp.sk/indexAction.cfm?module=database&action=getFileAction&documentID=2549> Accessed June 17, 2004.

¹⁰ UNIFEM Stop Violence Against Women website. "National Action Plan for Achieving Gender Equality in the Kyrgyz Republic for 2002-2006." Authorized by President's Decree on March, 2, 2002. Number 52.

<http://gender.undp.sk/indexAction.cfm?module=database&action=getFileAction&documentID=3519> Accessed June 21, 2004.

¹¹ Italian Chamber of Deputies. Draft Law N. 5771 - Gender Statistics. 13th Parliament. Last ruling: December 29, 1999.

The Beijing Platform of Action

Although international recommendations (coming from international organizations or resulting from international conferences) are not as binding as national laws, they can encourage the improvement of the production of gender statistics. The Beijing Platform for Action—an agenda for achieving gender equality and women’s empowerment—is one set of such recommendations, which resulted from the Fourth World Conference on Women. One of the Platform’s objectives refers to generating and disseminating

sex-disaggregated data to all users, especially policy-

BOX 2. THE DRAFT LAW ON EQUAL OPPORTUNITY IN UKRAINE

At the time of the joint ECE-UNDP mission (November 2003), a draft Law on equal opportunities was being discussed. It included the following text on gender statistics: *"national statistics should provide indicators on women and men and their conditions and situations in all life spheres"*.

makers, thus enabling them to draft policies that are compatible with the current situation of women and men. (See Appendix 2 for the full text of the Article that refers to gender statistics.)

Only 18 of the countries analyzed in this report are actually implementing the Beijing recommendations. Two of the GSFP mentioned they are not aware of the gender statistics recommendations incorporated in the Platform for Action, although both countries were represented at the Conference. (See Appendix 3 for a summary of the existing legal framework in the 27 countries.)

2. Organization of Gender Statistics Production

Gender Statistics Unit

Only three of the countries that responded to the questionnaire declared to have a Gender Statistics Unit in the NSO: the Czech Republic, Kazakhstan, and Turkey. The organization of the gender statistics production and dissemination has a defining influence on the quality of the statistics NSOs produce and amount of public awareness they can raise. An independent unit dealing with gender statistics can be a good way to ensure that:

- sex-disaggregated data is collected in all fields and sub-fields,
- data is correctly analyzed to show gender differences, and

Table 4. Beijing Platform for Action Awareness (number of countries)

Participated in the Conference and adopted Declaration	26*
Are aware of the Beijing Platform for Action	25
Implement the Platform for Action	18

* Serbia & Montenegro was not present.

BOX 3. GENDER STATISTICS UNIT: THE CZECH REPUBLIC VS. LATVIAN EXPERIENCE

While the Czech Republic has a Gender Statistics Unit, the "Women and Men" 2003 issue lacks information on the informal sector, time use, and partly migration. Latvia, which does not have a unit, also lacks data in the same fields in the 2003 edition of "Women and Men in Latvia;" however, it contains more details than the Czech booklet on: employment (full-time employment, jobseekers, employment by educational level), income (economic self-assessment, disposable income), social benefits (average size of pension), and health. The Czech booklet, nevertheless, has data on earnings and crime by sex of victim that the Latvian version is missing.

- information is uniformly disseminated.

Having a designated unit for gender statistics also implies that there is full-time staff trained to collect, use, and disseminate gender statistics. Furthermore, an independent unit would render a higher status and legitimacy to gender statistics.

Nevertheless, the presence of a gender statistics unit in the NSO does not assure the best quality of a gender statistics programme. A specialized unit can assure that the available data are used at the best for gender analysis but the overall availability of data ultimately depends on the capability of the national statistical system to cover gender relevant areas. For example (see box 3), a country with no gender statistics unit may be able to produce a wider spectrum of gender statistics if compared with a country where such a unit is in place. If availability in a NSO of funds, technology, and expertise for producing and collecting the underline data has a greater influence in the final outputs of gender statistics, it is also true that a dedicated unit can make the difference in starting new outputs and assuring that the collection and dissemination of statistics are gender-sensitive. The NSO of Serbia and Montenegro does not have a programme on gender statistics at both federal and republican level. With the help of UNDP, the Serbian statistical office has recently initiated work on a new publication. It would be desirable that in this case a specialized unit be formed to facilitate the launching of a gender statistics programme. While keeping high priority to a gender statistics publication is a relevant activity for the country (given the high demand from the users), it would be important that this be done into a process where such a publication is not an ad-hoc activity but the starting point of a process to build a sustainable programme that looks at the mainstreaming of gender into all the relevant areas of the NSO.

Interaction with departments in NSO

To cover the lack of an independent unit for gender statistics, NSOs appoint gender statistics focal points (GSFP) who are often located in the Social and Demographic area. “Gender statistics cannot be produced and improved in isolation; [a] gender perspective is needed in all traditional statistical fields.”¹². Therefore, it is crucial for GSFP to actively interact with other statistical departments in order to mainstream gender in the traditional collection of data in all

TABLE 5. Gender Focal Points Interaction with Other Departments

Department/Unit	Yes	Partly	No
Economic Statistics	16	5	6
Agricultural Statistics	10	5	12
Social/ Demographic Statistics	26	1	0
Methodology Unit	13	4	10
Dissemination Unit	21	4	2

fields. The questionnaire revealed that the situation in countries is different and in fact there is a low interaction with other statistical departments than the social and demographic, where most of GSFP are located. As Table 5 shows, more Focal Points interact with certain departments (i.e. Dissemination and Economic Statistics); however, only seven of them declared to interact on a regular basis with all the departments listed in table. These countries are: Lithuania, Azerbaijan, Georgia,

¹² Hedman, Brigitta, Francesca Perucci, and Pehr Sundstrom. “Engendering statistics. A tool for Change.” Statistics Sweden. Sweden, 1996.

Turkmenistan, Uzbekistan, Romania, and Turkey.

Despite of agriculture still being a big part of the economic activity of the 27 countries, there is not enough interaction between the Focal Points and the agricultural statistics departments in the respective countries.¹³ As Table 5 shows, only a third of the countries have an ongoing collaboration with this department, and nearly half of the focal points have no contact at all.

Although more GSFPs interact with the economic statistics department, about 11 countries have not succeeded to maintain a constant contact. Interaction with the economic statistics department is important in determining men and women's levels of economic activity and in identifying labor market related issues that arise. In Ukraine, the lack of data on entrepreneurship is mainly due to the resistance of the economic statistics department to accommodate the request of the GSFP to include sex into the regular data collection on enterprises. This attitude is common in many countries. An analysis done by ECE on the status of statistics on women and men's entrepreneurship¹⁴ revealed that the main obstacles in obtaining data on entrepreneurship is the lack of sex-disaggregated data on owners and managers of enterprises¹⁵. A more active interaction of gender focal points and staff in the economic statistics would improve the situation.

Thirteen GSFPs interact with the methodological unit on a regular basis, while ten have no contact. In order to ensure that quality data are available for gender analysis and that gender is incorporated in all stages of data collection, the interaction with the methodological unit is essential. The interaction would also promote the mainstreaming of gender in the data analysis processes and in making sure that all data on individuals are analyzed by sex and new ways of gathering additional sex-disaggregated data are developed.

Seniority of a Gender Statistics Focal Point

There is a trade off in having a higher-level person as the GSFP. A higher seniority might facilitate gender statistics work by channeling more funds toward this field, attracting more interest to the field of gender statistics, and doing a better job at mainstreaming gender into statistical processes. However, the trade off is that a more senior Gender Statistics Focal Point might be overwhelmed with other duties and obligations and might not be able to dedicate enough time to gender statistics. The replies to the questionnaire seem to support the latter situation: the more senior the person appointed as the Focal Point is, the less time this person dedicates to gender statistics. For example, if the Focal Point is a senior statistician, the person

¹³ Moldova, Kyrgyzstan, Tajikistan, Georgia, and Albania had more than 50 percent of the population employed in the agriculture sector in 2001. *Source*: Table 4.6. Percentage of Labor Force in Agriculture, 2001. "Trends in Europe and North America. The Statistical Yearbook of Economic Commission for Europe" 2003. <http://www.unece.org/stats/trends/ch4/4.6.xls> Accessed July 19, 2004.

¹⁴ Giovannelli C., Gunnsteinsdottir H., Me A. (2003), *The Status of Statistics on Women and Men's Entrepreneurship in the UNECE Region*, paper presented at the OECD Workshop on Improving Statistics on SME's and Entrepreneurship, Paris 17-19 September 2003 (see <http://www.oecd.org/dataoecd/2/36/9252934.pdf>).

¹⁵ According to a survey conducted by ECE on the availability of sex-disaggregated data on entrepreneurship only 13 countries (of the 39 countries that replied) had statistical data on the number and/or percentage of enterprises owned or managed by women and men.

will dedicate on average 28 percent of their time to gender statistics related work, while when the Focal Point is the head of a statistics department/division, the average is only 6 percent.¹⁶

The number of fulltime, part time, and ad hoc people working on gender statistics is also an indicator of the capacity of the countries to produce this type of statistics. Turkmenistan and Uzbekistan are the two countries with the highest number of people reported to be working on gender statistics. However, neither country has full-time employees working on gender statistics; only three countries claim to have staff designated to solely perform gender tasks (Turkey, Romania, and the Czech Republic).

3. Users' Needs

Twenty-four out of 27 countries reported to have built a relationship with the users of gender statistics (with the exception of some Balkan countries). The most common users of gender statistics throughout the countries seem to be different Ministries. Research institutes and universities, non-governmental, national, and international organizations that deal with women's issues, as well as the media, are mentioned among other users by the countries. The most common types of user-producer interaction are exchanges of information, participation in joint working groups, and organization of trainings and seminars.

The Gender Statistics Focal Points have to be fully aware of the needs of users to be able to produce relevant data and analysis that users can understand and use in their work. Furthermore, feedback from the users can be of great help in improving data collection and analysis. If the relationship between the users and the statisticians is not established, users will look for other sources of statistics and will tend to keep the distance from official statistics. In Serbia & Montenegro, for example, all the users expressed dissatisfaction with the lack of official statistics on gender and the lack of engagement of the NSO in a dialogue. As a result they use data collected outside the framework of official statistics without any appreciation of the possible problems with the quality of the data.

BOX 4. OTHER FORMS OF USER-PRODUCER INTERACTION

- In Estonia, the GSFP served as an advisor to the Institute of International and Social Studies in developing questions for a survey concerning Community Statistics on Income and Living Conditions (EU-SILC).
- The Polish GSFP maintains contact with the Governmental Plenipotentiary for Equal Status for Women and Men by monitoring and reporting on gender issues, and also strengthening policies on equality between the sexes.
- The GSFP in Moldova collaborated with the Ministry of Labor and Social Protection to draft a national report to the UN Committee on the Elimination of Discrimination Against Women (CEDAW).
- The National Statistical Office (Roskomstat) in Russia, with a support coming from research institutes and federal ministries, created a System of Gender Statistics Indicators in 1998, which was further developed in 2000.

The answers provided by the GSFP in relation to their interaction with users can give only one side of the story. In Azerbaijan, for example, the NSO and its major government counterpart in

¹⁶ According to the questionnaire, if the Focal Point is a deputy or vice-director of a division/department, the average time this person spends on gender statistics is approximately 15 percent.

gender (the State Committee for Women’s Issues) expressed satisfaction on the way NSO engage users in its collection and dissemination of gender statistics. However, when the joint UNECE/UNDP mission met with a number of NGOs dealing with women issues gathered by the National NGO Forum it was clear that they were all unaware of the NSO’s work on gender statistics. They did not know about a recent publication on Women and Men in Azerbaijan. They also lamented the difficulties they have to assess official statistics.

4. External resources.

Funding and technical assistance

Fifteen out of 27 countries that replied to the questionnaire declared to have used external funding. The regions that seem to have benefited more from external assistance are the CIS countries (except Tajikistan and Belarus), the Baltic States (except Latvia) and the Southeast European countries (except Bulgaria). As was reported by one of the GSFs, none of the Balkan countries received external assistance to support gender statistics programmes (see Appendix 6 for more details). The Swedish International Development Agency (Sida) has been very active in the region to provide assistance on gender statistics (often through the Statistics Sweden). From 1998-2000 they fund a project on Improving Gender Statistics in Armenia, Azerbaijan, and Georgia, from 1996-2000 they implemented a similar project in Russia and from 2001-2002 in Ukraine. The projects included training workshops, study tours, and the technical and financial assistance to produce national booklets on the situation on women and men.

The projects implemented with NSOs on gender statistics have often helped the countries to initiate the steps for the first production chain from identification of users’ needs to dissemination of a booklet and a report on deficiencies in the statistical system to reflect users’ needs¹⁷. The countries that benefited from this assistance are now facing the challenge to take complete ownership of their gender statistics programmes and continue

BOX 5. TYPES OF ASSISTANCE AND AVAILABLE RESOURCES

UNDP and Sida (through the Statistics Sweden) have provided significant contribution in building capacity of national statistical institutions in the region and providing direct financial support to publication of gender statistics books and booklets. Other international organizations mentioned by the countries include UNFPA (which funded “Women and Men in Azerbaijan” and provided Turkmenistan and Kyrgyzstan with technical support), UNICEF (which helped Turkey to establish a Women Information Network), the Asian Development Bank (contributed to printing a gender statistics publication in 2002 in Uzbekistan), and the World Bank. The Focal Points were also supported by national institutions (mainly ministries) and nongovernmental organization related to gender issues.

to increase gender awareness in NSOs, build further contacts with data users to maintain a dialogue, and ensure regular production of gender-relevant statistical outputs.

UNECE/UNDP Gender Statistics Website

International organizations, such as UNECE and UNDP, have sites dedicated to gender statistics, which contain useful information, country and world data, as well as links to related sites. ECE took advantage of the questionnaire to test the countries’ awareness of the resources that are

¹⁷ B. Hedman, “Improving Gender Statistics in Armenia, Azerbaijan, and Georgia 1998-2000 Final Project Report”.

available on the UNECE/UNDP Gender Website¹⁸. The results show that only half the countries used the UNECE website. The most common reason for visiting the website is finding out information (including links to related organizations and topics) and standardized data, which lends itself to international comparisons. Georgia, for example, used the database on gender statistics for the publication of the 2003 issue of “Women and Men in Georgia.” Poland uses the database to monitor reports on the implementation of international conventions and directives. Uzbekistan, Belarus, and Russia used the information on the UNECE website to try to improve their technical equipment and to further develop gender statistics in their own country. The Serbia & Montenegro Focal Point used website as a reference in its endeavor to create a similar site. Although countries that have accessed the site have found it useful, Uzbekistan lamented that the information is presented only in English.

PART III. DATA QUALITY AND AVAILABILITY

From the information collected from users and producers of gender statistics through the questionnaire, the country visits and the workshop, it emerged the lack of data in some of the areas where gender is of a major concern:

- Decision making
- Participation in elections
- Entrepreneurship
- Domestic violence and other forms of violence against women (VAW)
- Poverty
- Informal employment
- School attendance
- Time-use
- Gender attitudes
- Access and use of ICT¹⁹

Table 6. SPECIFIC AREAS IN WHICH COUNTRIES LACK DATA

Lacks of Data	Countries	Lacks of Data	Countries
Violence and Crime *	13	Migration *	4
Time Use *	7	Poverty *	4
Decision-Making	5	Trafficking *	4
Entrepreneurship	4	Health	3
Income and Earnings	4	Social Welfare	2
Informal Sector *	4	Education	1
Labor Market	4		

*Areas needing improvement, according to the UNDP/UNECE Task Force.

The need to have data on these areas is particular relevant for the CIS and SEE region where there is a general tendency to underestimate gender issues. Official statistics on areas such as employment, unemployment, and school enrolment do not reveal large differences between women and men. And the

lack of data in other areas where the differences are indeed clearly marked reinforces the

¹⁸ The site offers a vast array of information regarding gender statistics and gender issues (including material on how to make gender statistics, documents and publications, glossary of gender terms, and links to more institutions and related information).

¹⁹ The lack of data in this area is reported in the paper A. Me and M. Sicat, “Statistics on Women and Men and ICT: the ECE region”, <http://www.unece.org/stats/documents/ces/sem.52/wp.6.e.pdf>.

misconception of those policy makers that believe women are enjoying equal opportunities thanks to the policies implemented in the past²⁰.

Table 6 shows the results of the questionnaire with the most common areas where GSFP reported missing data. Most of the countries, except for the Caucasian countries and the Southeast European group, reported missing data in at least one of the listed fields.

Violence and crime data are the highest ranking in the areas where data are lacking. Even the data currently available are mainly based on recorded crimes and do not provide accurate information on the prevalence of VAW. Given the sensitivity of the subject and the predominant culture where VAW (and particularly) domestic violence may not be seen as a crime, women tend to underreport the offences.^{21 22 23} Surveys are the best method to estimate domestic violence and other forms of VAW but initiating new specialized surveys in this field require resources that many statistical offices do not have.

Looking at the production of statistics, Table 7 shows the capacity of NSOs to produce sex-disaggregated data in some of the emerging areas (for more details see Appendix 7). While there are approximately 92 million people in Eastern Europe and Central Asia living on less than \$2 a day, only 15 countries have sex-disaggregated data on poverty (as shown in Table 7).²⁴ From the Balkan, Central Asian, and Southeast European groups, only Albania, Kyrgyzstan, and Romania reported data on poverty disaggregated by sex in statistical documents.

Table 7. COUNTRIES PRODUCING SEX-DISAGGREGATED DATA, BY AREA

Area	Yes	No	No answer
Poverty	15	12	0
Migration	19	8	0
Informal Sector	5	20	2
Time Use	10	16	2
Violence	15	12	0
Trafficking	0	21	6

Eight countries reported the lack of data on migration although this is an important area for policy-making. With instability still being a threat to some extent, especially in the Balkans and some of the CIS countries, migration is a persisting issue. Also, the enlargement of the European Union (EU) is expected to create some displacement, as people from outside the new EU borders might desire to find work within the

²⁰ During the Soviet Union there was a system of quotas to allow women to be represented in governmental bodies, both elected and appointed. Since the quota system was abolished in 1989, the percentage of women in the institutes of power dropped dramatically. The legacy of the quota system imposed from the top is controversial, with public attitudes often denying existence of gender issues in the society.

²¹ The low legal culture of women, who don't know their own rights, don't know that they could be protected; the absence of the law or its imperfection; gender stereotypes, they all contribute to discourage women to report violence, particularly domestic violence.

²² In most countries, there still is a perception that domestic violence is a family affair, and the authorities should not interfere. "A Report on Domestic Violence in Poland" (Minnesota Advocated for Human Rights, 2002), states that judges would often suspend sentence on domestic violence since it is the men's right to "establish control over his partner." http://www.stopvaw.org/Judicial_Responses_to_Domestic_Violence.html Accessed July 29, 2004.

²³ Romania also added that there is a further burden on the gathering of data as women are reluctant to answer questions relating to violence in the National Statistical Institute surveys.

²⁴ World Bank Group Website. "Income Poverty. The Latest Global Numbers." Table 2. Population living on less than \$2 a day and head index in developing countries. <http://www.worldbank.org/poverty/data/trends/income.htm> Accessed July 30, 2004.

Table 8. SEX-DISAGGREGATED DATA ON TIME USE

Sex-disaggregated time-use data published	Time use survey conducted (year of survey)	Declared missing time use data
Albania	Albania (1996)	Belarus
Bulgaria	Bulgaria (2001-2002)	Lithuania
Estonia	Czech Rep. (1990) [†] *	Russia
Hungary	Estonia (1999-2000)	Slovakia
Latvia	Hungary (1999-2000)	Serbia & Montenegro
Kyrgyzstan	Latvia (1996)	Tajikistan
Poland	Lithuania (1997) *	Turkmenistan
Romania	FYROM (1996)*	
Slovenia	Poland (2001)	
Uzbekistan	Romania (2001)	
	Russia (1999)*	
	Slovakia (1996)*	
	Slovenia (2000-2001)	
	Turkey (1996)*	

EU. Within these movements different patterns of migration are emerging for women and men and in order to provide relevant data for policy makers it is important that data are produced by sex. However, eight countries reported the lack of data in this field.

Only five countries reported sex-disaggregated data on the informal employment. Many people within the Eastern European and the CIS countries are still in informal employment, so it is important that the GSFPs keep track of changes within this area²⁵ although gathering data on the informal employment is usually challenging due to the inherent characteristics of its definition.

The lack of time use data ranks second in the list of missing data reported by countries (in Table 6). Although 14 countries had a time use survey conducted over the last nine years²⁶ and the CIS countries received external funding to perform them, there is still in many countries a need to collect such data. As it is shown in Table 8, only ten countries include sex-disaggregated data on time use in statistical documentation.

The existence of these data gaps depends on several reasons. They can be broadly associated with the low capacity of countries to devote adequate resources to gender statistics²⁷ but it is possible to differentiate the following:

²⁵ In Georgia, for example, 52 percent of the employed people in 1999 were working in the informal sector, and more than half these people were women. (Source: Bernabe, Sabine. "Informal Employment in Transition Countries. A conceptual framework." Euroscience. Page 51.

<http://www.euroscience.org/WGROUPS/YSC/BISCHENBERGprep-session4c.pdf> Accessed July 30, 2004.

²⁶ See Annex 2 in Me, Angela. "Gender Statistics: are there new challenges for Europe?" UNECE Statistical Division. 2004. Reference to Delmar, F. "Women Entrepreneurship: Assessing Data Availability and Future Needs." Paper presented at the OECD Workshop on Improving Statistics on SMEs and Entrepreneurship, Paris, September, 2003.

²⁷ A report on Armenia, Azerbaijan and Georgia emphasized that there is a lack of capacity in these countries, in terms of human and economic resources that can be dedicated to gender statistics. Source: Hedman, Brigitta. "Improving Gender Statistics in Armenia, Azerbaijan and Georgia, 1998-2000. Final Project Report." International Consulting Office, Genderstat 2000. June 19, 2000.

[†] The survey was performed when Czechoslovakia had not split up yet.

* Countries that had a time use survey, but do not publish sex-disaggregated data in ongoing publications

- Low capacities to mainstream gender in the on-going data collection activities. An example is entrepreneurship where data for small and medium size enterprises is very often not available because national business registries do not collect data disaggregated by sex. Even if gender is recorded in the registries, the data is often not published.²⁸ The lack of data on participation in the election of women and men is also due to the exclusion of sex in the system reporting people participation in elections. This is an indication of the low gender sensitivity of statisticians in areas that are outside social and demographic. See Appendix 7 for more details on the availability of sex-disaggregated data.
- Lack of technical and financial resources to initiate new data collection activities. The measurement, for example, of how women and men use their time and the analysis of unpaid work need specific time use surveys that require a substantial amount of extra resources the NSOs are not very often successful to secure.
- The underutilization of existing data. The difficulties faced to measure poverty and gender are due to the fact that the notion of “household” is still used in collecting income and earnings data. This method of collecting data does not allow for a clear analysis of the division of income within the family, nor of the access women and men have to the family finances. However, relevant data could be published for one-person households or one-parent households where it would be possible to present sex-disaggregated data and to allow a gender analysis.

The under-utilization of the existing data collection activities to include a modules for explicit gender analysis. Informal employment statistics, for example, could be collected by introducing a specialized module within the on-going Labour Force Surveys. School attendance could also be collected through surveys or census adopting relevant questions that refer to the attendance and not to the enrolment.

Box 6. Dealing with the emerging issues in Estonia

Estonia is tackling a series of emerging issues. The Gender Statistics Focal Point is delving into issues surrounding family life, including unpaid domestic labor, single parent households. Studies on aspects of health, such as suicide and accident rates, as well as of education (female-male ratio among teachers and sex-disaggregated data on students by fields of study) are also part of the GSFP’s work. Discrimination in the labor market and unequal remuneration and job opportunities are some of the employment issues Estonia is currently facing and trying to analyze. The GSFP is also looking into women having lesser access to bank credits and as a result, lesser resources compared to men, an aspect that is overlooked in many countries. Lower participation of women in decision-making position, as well as violence against women, are the other emerging issues Estonia is dealing with.

The involvement of GSFPs in emerging issues is an indication of how much NSOs are trying to detect new gender concerns and adapt its work to new situations and requirements. It is also an indication of a good interaction with data users and the ability to detect their emerging needs. When GSFPs were asked if their NSOs had identified emerging issues in gender statistics, it turned out that while two thirds of the GSFPs deal with some of these issues in their country, only six of them are actually

addressing at least one issue related to poverty, violence and crime, informal sector, or time use. Unfortunately, only two thirds of the countries are effectively dealing with the emerging issues;

²⁸ Idem.

and out of 27 countries, only five currently deal with more than three emerging issues. (See Appendix 5 for more details about countries working on specific emerging issues.)

The UNDP/UNECE Task Force on the Gender Statistics website identified in 2002 several areas of official gender statistics—poverty, informal sector, time use, and violence and crime—that countries within the region need to develop. As shown in Table 9, only a limited number of GSFPs are dealing with these issues (Estonia, Latvia, Armenia, Georgia, Kazakhstan, and Russia). See Box 6 for a more detailed view of the Estonian case.

It may take sometime before the emerging issues can be addressed and included into the regular programmes of NSOs. Therefore, it is common that data collection on these issues starts in small scale in an environment outside official statistics. Unfortunately, often GSFPs are not aware of these initiatives. For example, during UNDP/UNECE joint country visits, a number of various data users and producers of gender statistics were consulted, and an issue of limited or no data on violence against women came up in all the meetings. However, it has been found through other channels that surveys on violence against women had been carried out both in the visited countries by actors outside the NSO (e.g., universities supported by WHO or by the Programme on the International Violence Against Women Survey). The surveys were not conducted on a national-based sample, but still provided useful information not only on prevalence but also on the methodologies used.

The disconnection of GSFPs from initiatives related to the collection of data in emerging issues happens often because users do not have an interest in involving the NSO (since they believe that NSO can not immediately address their needs) or because the focal points are not connected with the wider groups of users. It is unfortunate, because in the long run, the involvement or only the knowledge of GSFPs about these initiatives would improve the collection of gender statistics as contribute to national and institutional capacity. .

PART IV. DISSEMINATION OF GENDER STATISTICS

Although a legislative and institutional framework for the production of gender statistics is necessary, it is not sufficient. Without making gender data available to users and to the public at large, gender statistics does not accomplish the task of raising awareness to serve as a policy tool. As this chapter will show, there is a causal relationship between the existing framework for gender statistics and actual gender statistics output. Countries with less interaction between the GSFP and NSO departments, are more likely to limit the data that they make available to the public.

Area	Countries
Labor Market and Income	9
Education	7
Health	7
Power and Decision-Making	4
Entrepreneurship	3
Time Use *	3
Violence and Crime *	3
Family Life	1
Informal Sector *	1
Poverty *	1
Migration *	0
Other	2

*The UNDP/UNECE Task Force identified these areas of official gender statistics that need to be developed.

1. Gender perspective in data production and on-going publications.

Information collected through the questionnaire shows that sex-disaggregated data is not always prevalent in on-going publications. Only ten out of 27 countries declared to always publish sex-disaggregated data for statistics on individuals. However, even among the ten countries that declared to have sex-disaggregated data published regularly, a more careful analysis of regular or ad-hoc publications (such as yearbooks, thematic reports, and others) reveal that consistent approach to adequate presentation of gender statistics often does not take place. General indicators are usually disaggregated by sex but when data are presented for sub-categories such as employment by activity or occupation, sex is not included. NSOs often argue that if users need additional data by sex, it could be provided upon request on case-by-case basis. However, this is an indication of low gender sensitivity and lack of awareness that data disaggregated by sex should be a fundamental principle for ALL statistics provided on individuals, at ALL levels. This underlines once again the importance of GSFP to interact with all the departments in the NSO to be able to convey this message. Gender issues should be addressed, or mainstreamed, in all statistical publications related to individuals and the GSFP should be put in a position to advise and support the NSO's dissemination strategies.

2. Gender specific publications.

The large majority of countries have produced at least one gender publication over the last five years. National statistical agencies of Croatia, Serbia & Montenegro, and Slovakia did not issue any gender publication, moreover, Croatia does not have any future plans to do so²⁹. (See Appendix 8 for details on which countries have issued and/or have plans to issue publications.) Absence of specific publications is a reflection of a lack of resources and awareness for gender

Box 7. "Women and Men in the Baltic Countries" - 2002

The Statistics Sweden, with the financial support coming from Swedish International Development Agency (Sida) provided technical assistance in production of a publication "Women and Men in the Baltic States" (2002). The publication is a good source for statistics from a wide range of areas, however it still lacks important data on informal sector and time use. Although crime and violence issues are addressed, there is no much data on violence against women per se, nor is there any data on trafficking in persons. Furthermore, in terms of income data, average disposable income is presented by a household level, which does not give information on the issue of control over resources. The book does a good job at presenting the data on power and decision-making; however, data on the percentage of women in high positions within the private sector is missing.

statistics. None of the three countries reported to have a statistical law to guide the production of gender statistics, which is a recommendation of the Beijing Plan for Action. While there is communication in Slovakia between the GSFP and other statistical departments, the case is not the same in Croatia and Serbia &

Montenegro (there is no interaction with the agricultural statistics department, and no methodological unit exists in either country). None of the three countries is currently dealing with emerging gender issues and only Slovakia maintains contact with users of gender statistics.

²⁹ Although the federal statistical office of Serbia and Montenegro does not have any plan to publish gender publications, the republican office of Serbia is working on a new gender publication with the support of UNDP.

All three countries identified gaps in data in major fields (Serbia & Montenegro is missing data in all of the six UNDP/UNECE identified areas for development). It is also important to note that none of the three countries received external support in the field of gender statistics.

In the countries where publications were issued, the most common one is “Women and Men in X,” which some countries (Albania, Lithuania, Kazakhstan, Kyrgyzstan, and Russia) publish on a more regular basis. Other publications include: “Family and children in Armenia,” “Women in Turkmenistan and Gender Differences in Development,” “Socio-economic Factors for Gender Differences in Turkmenistan,” “Division of Labor in Family” (Czech Republic), and “Women and men in the Labor Market” (Poland). (See Appendix 9 for a more detailed list of publications by a country.) Also, Turkey has created a government supported website—Women Information Network and Turkmenistan developed a database and a CD with gender regional data. The areas covered by the products listed above are: demographics, family and household, health, education, labor market and employment, income and earnings, violence and crime, power. Few countries covered other fields, such as culture (FYROM), expenditures (Lithuania), justice (FYROM and the Czech Republic), migration (Belarus), poverty (Albania), standard of living (Kyrgyzstan), and time use (Hungary). Azerbaijan, in the publication “Women and Men” also included a table for international comparisons.

These publications have given considerable impetus to the development of gender statistics in NSOs and raising awareness in gender issues. While providing a broader overview of the status of women and men in the main areas described above, they are also often incomplete particularly in the areas where major differences between women and men tend to occur. The quality of the data is also sometimes poor in some of the key gender issues such as violence, poverty, decision making, and unemployment. The main problems relate to the following:

- Data on employment is not sufficient. Unemployment is often based on registration not including all unemployed persons as defined in international standards. Data on vertical and/or horizontal segregation in employment (by occupation or status for example) is rare. This is partly due to the lack of labour force data or to the sample size/design of the existing Labour force surveys³⁰. However, even in the countries where census was conducted recently and data could be disaggregated at the required level, data on employment by occupation and status were often not included.
- Data on wages is not always included in the publications despite the fact that it is collected in virtually all countries through enterprise surveys on an annual basis. Wage gap is one of the most important elements for gender analysis in the labour market. This is the only structural indicator used by the EU to monitor gender equality. Wage gap is high in all countries and increases with the educational level. It may be not easy to interpret this indicator because it reflects more than one aspect of segregation, however, it is still powerful in describing in one number the different role women and men have in employment.
- Data on poverty by sex are often reported using a head-of-a household concept comparing the number of poor households headed by women with number of poor households headed by men. However, a meaning of ‘head-of-household’ used in surveys or census is different from actual roles that women and men play in the households. This means that indicators

³⁰ The disaggregating of employment by different categories may not be allowed in labour force data if the sample is not designed to be representative of the classified categories.

based on this concept are not relevant for analyzing gender disparities. Some countries have included data on the basis of single person households or single-parent households (with children). These indicators are particularly relevant for countries in the region where single-person households are numerous given the high number of elderly men and women (but particularly women) living alone, or high migration levels (Azerbaijan, the Russian Federation, Tajikistan).

- In the area of decision making, the publications often report data only on women and men at national assembly's level - parliament. Some reports may present data at sub-national level but few include information on participation of women and men in government institutions by level. The areas of science (academicians, heads of universities, university professors, medical doctors), the media (journalists, chief editors, heads of media institutions) and the jurisdictional system (judges, lawyers) are often left aside.
- Data on violence and crime are all based on administrative records and are not gender specific. As highlighted in other parts, these data highly underestimate violence against women and domestic violence in particular. "Women and Men in Latvia" (2003) is one of the few publications that present data on women and men's perceived safety. Furthermore, while there is an estimate of thousands of women from Eastern Europe being trafficked to the Western countries for the purposes of sexual exploitation, none of the 27 countries actually has sex-disaggregated data on trafficking.^{31,32}
- Data on time-use, informal employment, and migration are very rare if not non-existent in gender publications. Few publications (Women and Men in Georgia, 2000 and Women and Men in Ukraine, 2001) present data about people who are not part of the labor force.
- Pensions and social security are addressed in few publications although these are among the most pressing issues that affect women and men in the region.

PART V. CONCLUDING REMARKS AND RECOMMENDATIONS

Most countries analyzed in this report have made significant progress in the field of gender statistics. They have developed a Gender Statistics Focal Point system in the National Statistical Offices (NSO), collected and analyzed sex-disaggregated data in a number of areas, and produced specific publications. Nevertheless, there is still progress that needs to be made in order to improve gender sensitivity of national statistical systems and to ultimately provide to policy makers the relevant and accurate information on the real status of women and men. In many countries there is still a weak legal framework for gender statistics. In order to improve the content and the development of laws and regulations, countries need to have clear definitions of gender equality in order to direct the development of gender statistics toward the real issues and needs.

³¹ Amnesty International Website. "Making Violence Against Women Count: Facts and figures." Amnesty International Media Briefing. March 5, 2004. [http://www2.amnesty.se/svaw.nsf/ff/\\$File/factsfigures.doc](http://www2.amnesty.se/svaw.nsf/ff/$File/factsfigures.doc) Accessed July 26, 2004.

³² There is no indication in the questionnaire replies that the countries collect data on trafficking with persons at all, even if it is not sex-disaggregated. Given the state of affairs with human trafficking, this is a serious problem that countries in Eastern Europe and in CIS should address momentarily.

In addition, there is not enough gender sensitivity in NSOs and in order to ensure that gender statistics cover all areas where information on individuals is collected, GSFP need to increase communication with other government institutions that collect sectoral data (ministries) and/or departments/units within the NSOs, and initiate gender sensitization training to increase awareness on gender equality and the importance and need of gender statistics. There are also several issues regarding organizational aspects that countries have to tackle in order to make gender statistics a reliable tool for policy-makers. What it could make a difference for the effectiveness of the gender statistics production is having a clear plan of action, placing GSFPs in a position to influence the work of all departments or creating horizontal groups that would facilitate mainstreaming of gender statistics, and evaluating work on a regular basis to make sure that users' needs, particularly in emerging areas are met. The GSFPs should also contribute more to the development of statistics in order to address new gender issues that arise. Lastly, but more importantly, the countries need to address the data gaps currently existing in some of the key areas in the region. Violence against women, and particularly domestic violence is the area where data are most needed and most lacking.. Production and dissemination of indicators that can give a complete picture of the segregation of women and men in the labour market is also urgently needed. Informal employment, migration (and trafficking in human beings in particular), access and use of ICT, and poverty are other areas where policy makers need more data in order to address inequality for women and men. Measurement of gender attitudes also plays an important role in understanding the culture and the roots of gender segregation. Countries need technical and financial assistance in order to fill these gaps. Existing data collection activities can be improved to be more gender sensitive and existing data can be better exploited and analyzed. Some areas (such as violence, gender attitudes and use and access of ICT) are quite new for statisticians who need to be assisted in order to have a better understanding of the methodology that can be used to measure these areas and to obtain the resources to undertake new activities if these are within the priorities of the NSO.

The assessment revealed that there are two groups of countries in the region in respect to the production and dissemination of gender statistics:

One group (Ukraine, Russian Federation, Kazakhstan, Kyrgyzstan, Baltic States, Hungary, Czech Republic, Poland) regularly produces gender-specific publications, is less dependant on external support, have a relatively active programme on gender statistics and works toward a better mainstreaming of gender into the production and dissemination of national statistics. These countries (thanks also to their richer programme of data collection) have made efforts to expand the coverage of gender-specific publications and are trying to improve coordination with those statistical areas that have traditionally been considered as being economic only (such as business, transport, and agriculture statistics).

Another group of countries is at earlier stage of development of gender statistics. Gender specific publications are rare (or not existent) and often supported only by donors. These countries are still struggling to establish a regular and active gender statistics programme within the area of social and demographic statistics and to improve data presentation and relationship with the users.

In planning new programmes of assistance there is a need to differentiate two approaches:

A. An approach that should be common to all countries focusing on those areas where data gaps are more relevant. These are, for example, the identification of efficient methods to measure violence against women, implementation of time-use surveys (or short modules that could be included in on-going surveys), methods to measure gender attitudes, the production and dissemination of sex-disaggregated data in decision making (including entrepreneurship, participation in elections, political participation, leading positions), etc.

B. A two-tier based approach where the needs of the countries are addressed by taking into consideration different levels of development in gender statistics. One group of countries (the more advanced) needs assistance in improving organization of their gender statistics programmes and collection of more-gender relevant information in their regular data collection system. Examples of activities that could be implemented in these countries are: assistance in inclusion of special modules on child care in labour force surveys or development of new indicators on poverty and gender using Household Budget Surveys. Countries could also be assisted in launching gender sensitization programmes within NSOs and other government organizations in charge of the collection of data (such as tax registers, SME registers). This would improve understanding on the need to produce sex-disaggregated data in the areas that were traditionally considered economic oriented and eventually improve availability of gender statistics. The second group of countries (less advanced) still needs basic training on gender statistics. Examples of issues that should be covered include but are not limited to: how to improve the relationship with users, how to improve the quality of the data, how to present and analyze gender-relevant statistics, etc.

APPENDIXES

THE QUESTIONNAIRE ON GENDER STATISTICS

PUBLICATION AND DISSEMINATION OF GENDER STATISTICS

1. Has your NSO produced any specific publications on Gender Statistics in the last 5 years (e.g. Women and Men in XXX, Internet site specifically on Gender Statistics)? Yes No
- a. If yes, please give details of all relevant publications (indicating date of publication, statistical areas covered and periodicity).
2. Is there any plan to publish such specific Gender Statistics publications in the near future? Yes No
- a. If yes, has this been taken into consideration in your office's publication programme? Yes No
3. To what extent are the statistics on individuals published by your office, disaggregated by sex (in both paper publication and on the Internet)? Always Very often Infrequent
4. Has your office used data from other national or international organisations or institutions in its publications on gender statistics? Yes No
- a. If yes, please indicate the extent to which your NSO has found access to these data from other organisations/institutions unproblematic or problematic: Unproblematic Problematic
- b. If problematic, please elaborate:
5. Does your NSO produce sex-disaggregated data in the following areas, identified by the UNECE/UNDP Task Force on the Gender Statistics Website as areas of official gender statistics that need to be further developed in the region?

Area	Yes	No
• Poverty		
• Migration		
• Informal sector		
• Time use		
• Violence		
• Trafficking		

INTERNAL ORGANISATION

6. In which department are you, as a Gender Statistics Focal Point or a Gender Statistics unit, placed in the organisational chart of your NSO (e.g. Department of Social Statistics, Department of International Relations, etc)?
7. Please give details on the number of staff members working on Gender Statistics in your office.
1. Full time
2. Part time
3. Ad hoc

8. Does your National Statistical Office (NSO) have a special unit for Gender Statistics?
 Yes No

9. At what level of seniority is the Gender Statistics Focal point today (e.g. Head of Department, senior statistician, junior statistician etc.)?

10. How much time do you have to conduct your work as a Gender Statistics Focal Point?
 Percentage of your working time

11. Please describe briefly your main tasks as a Gender Statistics Focal Point (in bullet points).

12. Are you interacting with other departments in your NSO in your work on Gender Statistics?

Department/Unit	Yes	Partly	No	No such unit
Economic Statistics (non-agricultural)				
Agriculture Statistics				
Social and Demographic Statistics				
Methodological Unit				
Dissemination Unit				

13. Does your NSO have a specific activity plan (apart from a possible publication plan, see question 2a) concerning Gender Statistics? Yes No
 a. If yes, please describe briefly or attach a written document if possible.

14. Has an evaluation of your work on Gender Statistics and/or Gender Mainstreaming been conducted during the last 5 years? Yes No
 If yes, by whom was this conducted?

FRAMEWORK FOR GENDER STATISTICS

15. Does the statistical law regulating the statistical production in your country, or any other regulation concerning the national statistical system, deal specifically with the production and/or dissemination of Gender Statistics or the provision of sex-disaggregated data (e.g. mention of disaggregation by sex of all statistics on individuals)? Yes No

a. If yes, please give details by e.g. listing thematic areas on which sex disaggregated data should be/are produced/disseminated according to these regulations or laws.

16. Are you familiar with the Beijing Platform for Action paragraphs related to statistical production and dissemination?
<http://www.un.org/womenwatch/daw/beijing/platform/institu.htm>, Strategic Objective H3, article 206) Yes No

17. Has your NSO evaluated the practical implications and/or taken any measures towards implementation of the paragraphs related to Gender Statistics in the Beijing Platform for Action?

Yes No

a. If yes, please give details.

18. Are sex-disaggregated statistics from your NSO used for country reports to the UN on the status of the population, women and/or gender equality? (E.g. for the submission of national reports to the CEDAW Committee on measures taken to comply with country's obligations according to the Convention on the Elimination of All forms of Discrimination Against Women (CEDAW))

Yes No

TRAINING AND TECHNICAL ASSISTANCE

19. In the last 5 years, has there been conducted, any training/seminars/workshops where you or other staff from your NSO participated, on gender issues and how to integrate these in the overall statistical production and dissemination? Were these done on a national or regional (international) level?

Nationally: Yes No

Regionally: Yes No

a. If yes, please give details.

20. Has your NSO sought external financing, nationally or internationally, for the production of Gender Statistics in the last five years? Yes No

a. If yes, please give details (both financial and technical assistance).

21. Have you ever used the UNECE/UNDP Gender Statistics Website (including the Database, publicly launched in May 2003) (<http://www.unece.org/stats/gender/web/>) as a resource in your work on Gender Statistics? Yes No

a. If yes, describe briefly to what purpose you found the UNECE/UNDP Gender Statistics Website useful, and what information you found particularly missing.

USER-PRODUCER RELATIONSHIP

22. Does your NSO have any contact with national users of Gender Statistics to identify core issues and the needs of the users (e.g. Ministries, Research Institutes and Universities, Civil Society Organisations, etc)? Yes No

a. If so, please give details on the extent and nature of this contact with each partner.

GENDER ISSUES

23. Has your NSO identified emerging issues for Gender Statistics that you are currently working on (e.g. gender and labour market statistics, gender and health statistics, etc)?

Yes No

a. If yes, please give details.

24. Can you identify any areas where, from a gender perspective, there is a special lack of data for your country? Yes No

a. If yes, please list the areas and possible reasons for this lack of data.

THE BEIJING PLATFORM FOR ACTION

Strategic objective H.3. Generate and disseminate gender-disaggregated data and information for planning and evaluation

Actions to be taken

206. By national, regional and international statistical services and relevant governmental and United Nations agencies, in cooperation with research and documentation organizations, in their respective areas of responsibility:

- a. Ensure that statistics related to individuals are collected, compiled, analysed and presented by sex and age and reflect problems, issues and questions related to women and men in society;
- b. Collect, compile, analyse and present on a regular basis data disaggregated by age, sex, socio-economic and other relevant indicators, including number of dependants, for utilization in policy and programme planning and implementation;
- c. Involve centres for women's studies and research organizations in developing and testing appropriate indicators and research methodologies to strengthen gender analysis, as well as in monitoring and evaluating the implementation of the goals of the Platform for Action;
- d. Designate or appoint staff to strengthen gender-statistics programmes and ensure coordination, monitoring and linkage to all fields of statistical work, and prepare output that integrates statistics from the various subject areas;
- e. Improve data collection on the full contribution of women and men to the economy, including their participation in the informal sector(s);
- f. Develop a more comprehensive knowledge of all forms of work and employment by:
 - i. Improving data collection on the unremunerated work which is already included in the United Nations System of National Accounts, such as in agriculture, particularly subsistence agriculture, and other types of non-market production activities;
 - ii. Improving measurements that at present underestimate women's unemployment and underemployment in the labour market;
 - iii. Developing methods, in the appropriate forums, for assessing the value, in quantitative terms, of unremunerated work that is outside national accounts, such as caring for dependants and preparing food, for possible reflection in satellite or other official accounts that may be produced separately from but are consistent with core national accounts, with a view to recognizing the economic contribution of women and making visible the unequal distribution of remunerated and unremunerated work between women and men;
- g. Develop an international classification of activities for time-use statistics that is sensitive to the differences between women and men in remunerated and unremunerated work, and collect data disaggregated by sex. At the national level, subject to national constraints:
 - i. Conduct regular time-use studies to measure, in quantitative terms, unremunerated work, including recording those activities that are performed simultaneously with remunerated or other unremunerated activities;
 - ii. Measure, in quantitative terms, unremunerated work that is outside national accounts, work to improve methods to assess its value, and accurately reflect its value in satellite or other official accounts which are separate from, but consistent with core national accounts;
- h. Improve concepts and methods of data collection on the measurement of poverty among women and men, including their access to resources;

- i. Strengthen vital statistical systems and incorporate gender analysis into publications and research; give priority to gender differences in research design and in data collection and analysis in order to improve data on morbidity; and improve data collection on access to health services, including access to comprehensive sexual and reproductive health services, maternal care and family planning, with special priority for adolescent mothers and for elder care;
- j. Develop improved gender-disaggregated and age-specific data on the victims and perpetrators of all forms of violence against women, such as domestic violence, sexual harassment, rape, incest and sexual abuse, and trafficking in women and girls, as well as on violence by agents of the State;
- k. Improve concepts and methods of data collection on the participation of women and men with disabilities, including their access to resources.

Source: UN Womenwatch website. “Beijing Platform for Action: Institutional Mechanisms for the Advancement of Women.” Fourth World Conference on Women. Beijing, China – September, 1995.

<http://www.un.org/womenwatch/daw/beijing/platform/institu.htm> Accessed June 1, 2004.

Table 10. REGULATORY FRAMEWORK

Country	Law/ regulation for production of gender statistics	Implementation of the Beijing Platform for Action
BALKAN		
Albania	No	No
Croatia	No	No
FYROM	No	No
Serbia & Montenegro	No	No
BALTIC		
Estonia	No	Yes
Latvia	No	Yes
Lithuania	Yes	Yes
CAUCASIAN CIS		
Armenia	Yes	Yes
Azerbaijan	Yes	Yes
Georgia	No	Yes
CENTRAL ASIAN CIS		
Kazakhstan	No	
Kyrgyzstan	Yes	Yes
Tajikistan	Yes	Yes
Turkmenistan	Yes	Yes
Uzbekistan	Yes	Yes
CENTRAL EUROPEAN		
Czech Rep.	Yes	Yes
Hungary	No	No
Poland	Yes	Yes
Slovakia	No	Yes
Slovenia	No	No
EUROPEAN CIS		
Belarus	Yes	Yes
Moldova	Yes	No
Russia	Yes	Yes
Ukraine	Yes	Yes
SOUTHEAST EUROPEAN		
Bulgaria	No	Yes
Romania	Yes	Yes
Turkey	Yes	No

Table 12. EMERGING ISSUES

Countries	Family life	Edu-cation	Health	Poverty *	Labor market and income	Entrepre- neurship	Informal sector *	Time use *	Power and policy-making	Violence and crime *	Gender indicators
BALKAN											
Albania					X						
Croatia											
FYROM											
Serbia & Montenegro											
BALTIC											
Estonia	x	x			X				x	x	
Latvia			x		X		x				
Lithuania											x
CAUCASIAN CIS											
Armenia		x	x		X	x		x			
Azerbaijan											
Georgia		x	x		X	x	x	x	x		
CENTRAL ASIAN CIS											
Kazakhstan		x	x		X				x	x	
Kyrgyzstan											x
Tajikistan		x	x		X						
Turkmenistan											x
Uzbekistan		x	x								
CENTRAL EUROPEAN											
Czech Rep.									x		
Hungary											
Poland					X						
Slovakia											
Slovenia					X						
EUROPEAN CIS											
Belarus		x	x			x					
Moldova											
Russia				x						x	
Ukraine											
SOUTHEAST EUROPEAN											
Bulgaria											
Romania											
Turkey											

* Fields that UNECE/UNDP Task Force on Gender identified as gender statistics that need to be further developed.

Table 13. AWARENESS OF RESOURCES

Country	External funding
BALKAN	
Albania	No
Croatia	No
FYROM	No
Serbia & Montenegro	No
BALTIC	
Estonia	Yes
Latvia	No
Lithuania	Yes
CAUCASIAN CIS	
Armenia	Yes
Azerbaijan	Yes
Georgia	Yes
CENTRAL ASIAN CIS	
Kazakhstan	Yes
Kyrgyzstan	Yes
Tajikistan	No
Turkmenistan	Yes
Uzbekistan	Yes
CENTRAL EUROPEAN	
Czech Rep.	Yes
Hungary	No
Poland	No
Slovakia	No
Slovenia	No
EUROPEAN CIS	
Belarus	No
Moldova	Yes
Russia	Yes
Ukraine	Yes
SOUTHEAST EUROPEAN	
Bulgaria	No
Romania	Yes
Turkey	Yes

Table 14. AVAILABILITY OF SEX-DISAGGREGATED DATA

Country	Poverty	Migration	Informal Sector	Time Use	Violence & Crime	Human Trafficking
BALKAN						
Albania	Yes	Yes	No	Yes	No	No
Croatia	No	Yes	No	No	Yes	-
FYROM	No	No	No	No	No	No
Serbia & Montenegro	No	No	No	No	No	No
BALTIC						
Estonia	Yes	Yes	No	Yes	Yes	No
Latvia	Yes	Yes	No	Yes	Yes	No
Lithuania	Yes	Yes	No	No	Yes	No
CAUCASIAN CIS						
Armenia	Yes	Yes	No	No	No	No
Azerbaijan	Yes	Yes	Yes	No	Yes	-
Georgia	No	Yes	No	No	No	No
CENTRAL ASIAN CIS						
Kazakhstan	No	No	-	No	Yes	No
Kyrgyzstan	Yes	No	No	Yes	No	No
Tajikistan	No	No	No	No	No	No
Turkmenistan	No	Yes	Yes	No	No	No
Uzbekistan	No	Yes	No	Yes	Yes	No
CENTRAL EUROPEAN						
Czech Rep.	Yes	Yes	-	No	No	-
Hungary	Yes	Yes	No	Yes	Yes	No
Poland	Yes	Yes	Yes	-	-	-
Slovakia	No	Yes	No	No	Yes	No
Slovenia	Yes	Yes	No	Yes	Yes	No
EUROPEAN CIS						
Belarus	Yes	Yes	Yes	-	Yes	-
Moldova	Yes	No	No	No	No	No
Russia	Yes	Yes	Yes	No	Yes	-
Ukraine	No	No	No	No	Yes	No
SOUTHEAST EUROPEAN						
Bulgaria	No	No	No	Yes	Yes	No
Romania	Yes	Yes	No	Yes	Yes	No
Turkey	No	Yes	No	No	No	No

Table 15. PUBLICATIONS AND PLANS FOR FUTURE PUBLICATIONS

Country	Published in last 5 years	Plan to publish in near future	Considered plan in office's future publication program
BALKAN			
Albania	Yes	Yes	No
Croatia	No	No	-
FYROM	Yes	Yes	Yes
Serbia & Montenegro	No	No	-
BALTIC			
Estonia	Yes	Yes	No
Latvia	Yes	No	-
Lithuania	Yes	Yes	Yes
CAUCASIAN CIS			
Armenia	Yes	Yes	Yes
Azerbaijan	Yes	Yes	Yes
Georgia	Yes	Yes	Yes
CENTRAL ASIAN CIS			
Kazakhstan	Yes	Yes	Yes
Kyrgyzstan	Yes	Yes	Yes
Tajikistan	Yes	No	-
Turkmenistan	Yes	Yes	No
Uzbekistan	Yes	Yes	Yes
CENTRAL EUROPEAN			
Czech Rep.	Yes	Yes	Yes
Hungary	Yes	Yes	Yes
Poland	Yes	Yes	No
Slovakia	No	Yes	No
Slovenia	Yes	Yes	Yes
EUROPEAN CIS			
Belarus	Yes	Yes	Yes
Moldova	Yes	Yes	Yes
Russia	Yes	Yes	Yes
Ukraine	Yes	Yes	No
SOUTHEAST EUROPEAN			
Bulgaria	Yes	No	-
Romania	Yes	No	-
Turkey	Yes	No	-

Table 16. LIST OF PUBLICATIONS (BY NSOs)

Country	Publications
BALKAN	
Albania	Women and Men in Albania (1998-2002)
Croatia	-
FYROM	Women and Men in the Republic of Macedonia (2000)
Serbia & Montenegro	-
BALTIC	
Estonia	Women and Men in Estonia (2001) Women and Men in the Baltic Countries (2002)
Latvia	Women and Men in Latvia
Lithuania	Women and Men in Lithuania (1997 – 2002) Gender Statistics page on the Statistics Lithuania website.
CAUCASIAN CIS	
Armenia	Women and Men in Armenia (1999, 2004)
Azerbaijan	Women and Men in Azerbaijan (1999 – 2003)
Georgia	Women and Men in Georgia (2000, 2003)
CENTRAL ASIAN CIS	
Kazakhstan	Women and Men in Kazakhstan (1999 – 2002)
Kyrgyzstan	Women and Men in Kyrgyzstan (1996 – 2000)
Tajikistan	Gender Statistics in Tajikistan (1998) Women and Men in Tajikistan (2001)
Turkmenistan	Socio-economic Factors for Gender Differences in Turkmenistan Men and Women in Turkmenistan Women in Turkmenistan and Gender Differences in Development
Uzbekistan	Gender and Development in Uzbekistan (1998) Women in Uzbekistan (1998 – 2000) Women and Men in Uzbekistan (2002)
CENTRAL EUROPEAN	
Czech Rep.	Reports on FFS results (1998, 2000) Women and Men in Figures (2000) Women and Men in Data (2003) Division of Labor in the Family (2001) – e-publication
Hungary	Women and Men in Hungary (2001)
Poland	Women and Men on the Labor Market (2000, 2002)
Slovakia	
Slovenia	Women and Men in Slovenia (2000)
EUROPEAN CIS	
Belarus	Women and Men in Belarus (1999, 2001)
Moldova	Women and Men in Moldova (1999)
Russia	Women and Men in Russia (Russian versions—1997,2000; English version—1998, 1999, 2000)
Ukraine	Women and Men in Ukraine (1999, 2001)
SOUTHEAST EUROPEAN	
Bulgaria	Women and Men in the Republic of Bulgaria (2002)
Romania	Women and Men in Romania (2000)
Turkey	Women Information Network - website