



Organization for Security and Co-operation in Europe

Filling the GAPS

***Giving you the EDGE - Essential Data on Gender Equality in
the countries hosting OSCE field operations***

***Prepared by the Gender Section of the Office of the
OSCE Secretary General
in collaboration with field operations and
the Conflict Prevention Centre, January 2008***

Disclaimer

The information in these guidelines consists of data from selected sources and has been consolidated for the use of OSCE staff. The section "Essential Data on Gender Equality" has been prepared by the Gender Section in collaboration with field operations and the Conflict Prevention Centre in the OSCE Secretariat.

The OSCE is not responsible for the correctness of the data gathered. All the data are accompanied by a link to the source. General comments do not necessarily reflect the position of the OSCE.

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Glossary of Terms¹

Estimated earned income (PPP US\$)

Roughly derived on the basis of the ratio of the female non-agricultural wage to the male non-agricultural wage, the female and male shares of the economically active population, total female and male population and GDP per capita (in purchasing power parity terms in US dollars).

Life expectancy at birth:

The number of years a newborn infant would live if prevailing patterns of age-specific mortality rates at the time of birth were to stay the same throughout the child's life.

Adult literacy rate (ages 15 and older)

The percentage of people ages 15 and older who can, with understanding, both read and write a short, simple statement related to their everyday life.

Adjusted maternal mortality rate

The number of deaths of women, per 100,000 live births, while pregnant, or within 42 days of termination of pregnancy, irrespective of the duration and site of the pregnancy, from any cause related to or aggravated by the pregnancy or its management but not from accidental or incidental causes. Data is adjusted during the reporting period based on reviews by UNICEF, WHO and UNFPA to account for well-documented problems of underreporting and misclassifications.

Net primary school enrolment - female ratio (%) and ratio of female to male

The number of students enrolled in a level of education, regardless of age, as a percentage of the population of official school age for that level. The gross enrolment ratio can be greater than 100% as a result of grade repetition and entry at ages younger or older than the typical age at that grade level.

Net secondary school enrolment - female ratio (%) and ratio of female to male

The number of students enrolled in a level of education, regardless of age, as a percentage of the population of official school age for that level. The gross enrolment ratio can be greater than 100% as a result of grade repetition and entry at ages younger or older than the typical age at that grade level.

Gross tertiary education enrolment - female ratio (%) and ratio of female to male

The number of students enrolled in a level of education, regardless of age, as a percentage of the population of official school age for that level. The gross enrolment ratio can be greater than 100% as a result of grade repetition and entry at ages younger or older than the typical age at that grade level.

¹ Definitions taken from the UNDP Human Development Report <http://hdr.undp.org/en/statistics/>

Human Development Indicators¹

Country	Human Development Index (HDI)	Gender-Related Development Index (GDI)	Gender Empowerment Measure (GEM)
Central Asia			
Kazakhstan	73	65	74
Kyrgyzstan	116	102	89
Tajikistan	122	106	N/A
Turkmenistan	109	N/A	N/A
Uzbekistan	113	98	N/A
Caucasus			
Armenia	83	75	N/A
Azerbaijan	98	87	N/A
Georgia	96	N/A	79
Eastern Europe			
Belarus	64	56	N/A
Republic of Moldova	111	97	55
Ukraine	76	69	75
South Eastern Europe			
Albania	68	61	N/A
Bosnia and Herzegovina	66	N/A	N/A
Croatia	47	46	40
The Former Yugoslav Republic of Macedonia	69	64	35
Kosovo/Serbia	N/A	N/A	N/A
Serbia	N/A	N/A	N/A
Montenegro	N/A	N/A	N/A

Human development index (HDI): The HDI – human development index – is a summary composite index that measures a country's average achievements in three basic aspects of human development: health, knowledge, and a decent standard of living. Health is measured by life expectancy at birth; knowledge is measured by a combination of the adult literacy rate and the combined primary, secondary, and tertiary gross enrolment ratio; and standard of living by GDP per capita (PPP US\$).

Gender-related development index (GDI): The GDI – gender-related development index – is a composite indicator that measures the average achievement of a population in the same dimensions as the HDI while adjusting for gender inequalities in the level of achievement in the three basic aspects of human development. It uses the same variables as the HDI, disaggregated by gender.

Gender empowerment measure (GEM): The GEM – gender empowerment measure – is a composite indicator that captures gender inequality in three key areas: Political participation and decision-making, as measured by women's and men's percentage shares of parliamentary seats; Economic participation and decision-making power, as measured by two indicators – women's and men's percentage shares of positions as legislators, senior officials and managers and women's and men's percentage shares of professional and technical positions; Power over economic resources, as measured by women's and men's estimated earned income (PPP US\$).

KAZAKHSTAN - GENDER EQUALITY INDICATORS 2007

Population²

Total: 15 012 985
 Female: 51.9%
 Male: 48.1%

1. STATE MACHINERY AND HUMAN RIGHTS SITUATION

1.1	Ratification and reporting under the UN Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)	Yes ³	Year of ratification: 1998 Ratification of the Optional Protocol: 2001 ⁴ Initial periodic report (26/01/2000), Second periodic report (16/01/2007), Third periodic report was due on September 2007 and is now due in 2010.
1.2	Human rights problems as specified in Conclusions of the CEDAW Committee		CEDAW Concluding Observations in response to the initial periodic report of Kazakhstan (2007) ⁵ Main concerns: <ul style="list-style-type: none"> • The provisions of the Convention are not sufficiently known, including by judges, lawyers and prosecutors, and by women themselves; • A limited understanding by the authorities of the concepts of formal and substantive equality and of direct and indirect discrimination; • Persistence of patriarchal attitudes and deep-rooted stereotypes regarding roles and responsibilities of women and men; • Lack of information on whether marital rape is criminalized and whether legislation prohibits sexual harassment; • Persistence of trafficking in women and girls; • Lack of sufficient authority, decision-making power and financial and human resources of national machinery for the advancement of women; • Limited access to adequate health-care services for women; • Existence of marriages involving girls under 18; • Underrepresentation of women in public and political life and in decision-making positions; • Absence of legislation providing for equal pay for work of equal value.
1.3	Reports made by the UN Special Rapporteur on Violence against Women	No	
1.4	National government body on gender or women	Yes	National Commission on Family Affairs and Gender Policy under the supervision of the President of Kazakhstan. The Commission is presently lacking a chairperson.
1.5	Constitutional protection from discrimination on the basis of sex	Yes	Article 14 “(1) Everyone shall be equal before the law and court. (2) No one shall be subject to any discrimination for reasons of origin, social, property status, occupation, sex, race, nationality, language, attitude towards religion, convictions, place of residence or any other

			circumstances. ⁶
1.6	Gender equality law	No	A Draft Law on Equal Rights and Equal Opportunities of Men and Women was introduced to parliament in November 2006. ⁷
1.7	National gender mainstreaming measures (e.g.: National plan of action on gender equality or gender mainstreaming or other similar commitments)	Yes	<ul style="list-style-type: none"> • National Action Plan on Improving the Status of Women (1999); • Concept of Gender Policy (2003); • Gender Equality Strategy of Kazakhstan for 2006-2016 (2005); • Action Plan for Implementing the Gender Equality Strategy for 2006 to 2008 (2006).⁸
2. POLITICAL SECTOR			
2.1	Per cent of women in parliament (is there a quota for women)?	Bica- meral No ⁹	<p>Elected in 2007: Lower House (Mazhlis) Total number of seats: 107 Total number of seats won by women: 17 Percentage of women: 15.9%</p> <p>Elected in 2005: Upper House (Senate) Total number of seats: 47 Total number of seats won by women: 2 Percentage of women: 4.3%¹⁰</p> <p>Local Decision Making Bodies: 5 vice governors of oblasts (deputy akims) 17% regional deputy akims 11% akims of rural/village districts 18% deputy akims in rural and village districts</p> <p>Women in executive positions: 58% of the public service 22% of heads of executive bodies 11% of the judiciary¹¹</p>
2.2	Is there a fixed quota for electoral lists?	No ¹²	
3. ECONOMIC SECTOR			
3.1	Per cent of women in the paid labour force	49% ¹³	
3.2	Adult unemployment rate: Total Female Male	8.4% 9.8% 7.0% ¹⁴	
3.3	Estimated earned income (PPP US\$) Female Male	5 799 9 222 ¹⁵	
3.4	Ratio of estimated female to male earned income	0.63 ¹⁶	
3.5	Right of women to own property	The legal status of property in marriage and the right to own land by spouses is determined by civil marriage and family law. Women do not forfeit their right to land if they can legally protect their rights. However, according to Kazakhstan's Land Code (2003) and Law Concerning Farming (1998), land can only be granted to individuals with agricultural knowledge or certain expertise.	
3.6	Women as percentage of international migrants	57.8% ¹⁷	

4. SOCIAL AND EDUCATION SECTOR¹⁸		
4.1	Life expectancy at birth: Female (years) Male (years)	71.9 60.9 ¹⁹
4.2	Maternal mortality ratio, adjusted (deaths of mothers per 100,000 live births), year 2000	140
4.3	Adult literacy rate (ages 15 and older) Female Male	99.3 99.8
4.4	Net primary school enrolment: Female Ratio of female to male	92% 0.99
4.5	Net secondary school enrolment: Female Ratio of female to male	92% 0.99
4.6	Gross tertiary education enrolment: Female Ratio of female to male	56% 1.38
5. TRAFFICKING IN HUMAN BEINGS		
5.1	Ratification of Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime	The protocol was neither signed nor ratified. The Convention was signed in 2000, but has not yet been ratified.
5.2	Relevant criminalization legislation	Yes
5.3	Availability of shelters for victims of trafficking	Yes, NGOs operate support centres that provide legal and material assistance as well as counselling services. ²⁰
6. MAJOR GENDER EQUALITY ORGANIZATIONS		
<p>Feminist League Address: 050010, Almaty, 23 Abai str, off.32 E-mail: kozyreva@women.kz; feminist@women.kz; femline@women.kz Telephone/fax: + 7727 2610241 Website: www.women.kz</p> <p>Business Women Association Address: 050000, Almaty, 129 Maulenov str., E-mail: aiman@kaz-women.kz Telephone/fax: + 7 727 239-10-40, 239-10-41; 239-10-43</p> <p>Women Federation "Status" Address: 492000, Ust-Kamenogorsk, 51a Buruova str. E-mail: status@mail.kz Telephone/fax: + 7(7232)265922</p>		

Website: www.status-quo.freenet.kz

Crisis Centers Union of Kazakhstan

Address: 050000, Almaty, 10 Microrayon, bild. 1, flat 1,

E-mail: soyuz@alnet.kz, isamat@mailk.kz

Telephone/fax: + 7 727 2984677, 2984585

Women Information Center

Address: Almaty, 167 Zharokov str., apprt. 65

E-mail: awic@nursat.kz

Telephone/fax: + 7 7327 274-65-96

Gender Studies Center

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Website: www.asiagender.net

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KYRGYZSTAN - GENDER EQUALITY INDICATORS 2007

Population²¹

Total: 5 238 000
 Female: 50.6%
 Male: 49.4%

1. STATE MACHINERY AND HUMAN RIGHTS SITUATION

1.1	Ratification and reporting under the UN Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)	Yes ²²	Year of ratification: 1997 Second Report (25/09/2002), Third Report was submitted on (02/03/2007).
1.2	Human rights problems as specified in Conclusions of the CEDAW Committee		<p>CEDAW Concluding Observations (Second Report), 2004²³: Main concerns:</p> <ul style="list-style-type: none"> • Little awareness of the CEDAW and laws on gender equality; • Gender inequality in the labour market; • High rates of maternal and infant mortality, anaemia during pregnancy, high number of abortions, underweight girls, increase in tuberculosis and sexually transmitted diseases among women, problem of alcoholism and drug addiction among women; • Negative impact on women of the reform of the health care system; • The serious problem of trafficking in women; • Continuing hidden nature of domestic violence and inadequate performance of the police in dealing with the reporting from the victims; • Increased poverty among women; • Underrepresentation of women in elected and appointed bodies; • Discriminatory cultural practices, stereotypes and patriarchal attitudes undermine women's social status; • Bride abduction and polygamy; • Discriminatory laws and traditional practices regarding ownership, transfer and inheritance of land; • Law on nationality precludes women from passing their nationality on to their children.
1.3	Reports made by the UN Special Rapporteur on Violence against Women	No	
1.4	National government body on gender or women	Yes	<ul style="list-style-type: none"> • The National Council on Women, Family and Gender Affairs (NCWFGA) under the President of the Kyrgyz Republic. Its working body is the Economic and Social Policy Department of the President Administration of the Kyrgyz Republic; • Special Representative of the President of the Kyrgyz Republic on Gender Development Issues in the Parliament of the Kyrgyz Republic.²⁴
1.5	Constitutional protection from discrimination on the basis of sex	Yes	<p>The Constitution was adopted on 23.10.2007 Chapter 2, Article 13, Para 3, 4 "No one may be subject to any discrimination, [and] rights and freedoms of persons shall not be abridged on account of origin, gender, race, nationality, language,</p>

			creed, political and religious convictions, or and other account of personal of public mature. In the Kyrgyz Republic men and women have equal freedoms and rights and equal opportunities for their realization". ²⁵
1.6	Gender equality law	Yes ²⁶	<ul style="list-style-type: none"> • [Law] On Basics of the State Guarantees for Ensuring Gender Equity • The Bill on Social and Legal Protection against Family Violence • The New Family Code on the Kyrgyz Republic
1.7	National gender mainstreaming measures (e.g.: National plan of action on gender equality or gender mainstreaming or other similar commitments)	Yes ²⁷	<p>National Action Plan on Achieving Gender Equality in the Kyrgyz Republic for 2007 to 2010</p> <p>Main issues covered:</p> <ul style="list-style-type: none"> • Improvement of the institutional mechanism to ensure gender equality; • Observance of gender balance at all levels of decision-making; • Gender aspects in health care, education and culture; • Decreasing all forms of violence against women. <p>Gender Expertise Manual of the Legislation of the Kyrgyz Republic.</p>
2. POLITICAL SECTOR			
2.1	Per cent of women in parliament (is there a quota for women)?	Single No ²⁸	<p>Parliament elected in 2005: Parliament (Jogorku Kenesh) Total number of seats: 75 Total number of seats won by women: 0 Percentage of women: 0%²⁹</p> <p>Local decision making Bodies: Deputies at oblast level: 10% Rayon administer: 0%</p> <p>Women in Executive positions: Minister/Deputy Minister: 21.8%</p>
2.2	Is there a fixed quota for electoral lists?	Yes ³⁰	For the upcoming parliamentary elections on 16 December 2007, a quota has been introduced for party lists. Political parties have to ensure that there is at least a representation of 30 per cent of men or women.
3. ECONOMIC SECTOR:			
3.1	Per cent of women in the paid labour force	43.1% ³¹	
3.2	Adult unemployment rate: Total Female Male	8.1% 9.1% 7.4% ³²	
3.3	Estimated earned income (PPP US\$) Female Male	1 422 2 464 ³³	
3.4	Ratio of estimated female to male earned income	0.58 ³⁴	
3.5	Right of women to own property		The law on "Management of Agricultural Lands" does not restrict women's rights to own land.

3.6	Women as percentage of international migrants	58.2 ³⁵
4. SOCIAL AND EDUCATION SECTOR³⁶		
4.1	Life expectancy at birth: Female (years) Male (years)	71.3 62.9
4.2	Maternal mortality ratio, adjusted (deaths of mothers per 100,000 live births), year 2000	140
4.3	Adult literacy rate (ages 15 and older) Female Male	98.1% 99.3%
4.4	Net primary school enrolment: Female ratio Ratio of female to male	90% 0.99
4.5	Net secondary school enrolment: Female ratio Female to male	N/A N/A
4.6	Gross tertiary education enrolment: Female Ratio of female to male	43% 1.19
5. TRAFFICKING IN HUMAN BEINGS		
5.1	Ratification of Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime	October 2003
5.2	Relevant criminalization legislation	Yes
5.3	Availability of shelters for victims of trafficking	Shelters are organized by NGOs: Association of Crisis Centres, Maana, Women's Support Centre, TAIS-Plus, New Chance, Sezim, and Podruga.
6. MAJOR GENDER EQUALITY ORGANIZATIONS IN KYRGYSTAN		
<p>KCHR - Kyrgyz Committee for Human Rights Email: kchr@kchr.org Website: http://www.kchr.org</p> <p>Social Technologies Agency Contact: Ms. Gulnara IBRAEVA (Chairperson) E-mail: kas-kg@elcat.kg Tel: + 996 312 611143</p> <p>Women's Support Center Contact: Ms. Roza AITMATOVA (Chairperson) Ms. Aigul ALYMKULOVA (Executive Director) E-mail: roza@users.kyrnet.kg</p>		

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TAJIKISTAN - GENDER EQUALITY INDICATORS 2007

Population³⁷

Total: 6 503 000
 Female: 50.4%
 Male: 49.6%

1. STATE MACHINERY AND HUMAN RIGHTS SITUATION

1.1	Ratification and reporting under the UN Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)	Yes ³⁸	Year of ratification: 1993 Signature to the Optional Protocol: 2000 ³⁹ Combined Initial, Second and Third National report (05/05/2005). Shadow Report submitted in November 2006. Both Reports were presented and discussed on 26 January 2007 at the UN CEDAW Committee's thirty-seventh session. Fourth and Fifth combined Reports are due in 2010.
1.2	Human rights problems as specified in Conclusions of the CEDAW Committee		CEDAW Concluding Observations in response to the combined Initial, Second and Third periodic report of Tajikistan (2007) ⁴⁰ Main concerns: <ul style="list-style-type: none"> • Very few court cases in the areas of domestic violence, polygamy, exploitation of prostitution and trafficking in persons; • National machinery for the advancement of women has insufficient resources in terms of budget, staffing and co-ordination capacity and is unable to fully and effectively carry out its functions; • Resurgence of patriarchal attitudes subordinating women and of strong stereotypes regarding their role and responsibilities in the family and society; • Prevalence of domestic violence perpetrated against women and girls as well as trafficking in women and girls; • Women's low representation in political bodies, especially in the national Parliament; • The practice of "family voting" during election whereby one family member, usually male, votes for the entire family; • Non-attendance by girls at the primary school level, the sharp decline in enrolment at the secondary school level and the low rate of enrolment at higher education; • Limited access to adequate health-care services, especially in rural areas; • High number of women in monogamous unions based only on a religious ceremony and without any legal effect to civil registration; as well as the increased number of polygamous unions.
1.3	Reports/notices received by the UN Special Rapporteur on Violence against Women	No	
1.4	National government body	Yes	The Committee on Women and Family Affairs

	on gender or women		(CWFA) within the President's Office (Note: Women's committees are established at the oblast, hukumat and community level but with very limited staff and resources). Council to combat violence against Women at the president apparatus, chaired by Deputy Prime Minister.
1.5	Constitutional protection from discrimination on the basis of sex	Yes	Article 17 "All are equal before the law and the courts. The state guarantees the rights and freedoms of every person regardless of nationality, race, sex, language, religious beliefs, political persuasion, social status, knowledge and property. Men and women have the same rights." ⁴¹
1.6	Gender equality law	Yes	Law on State Guarantees on Equality between Men and Women and Equal Opportunities for their Implementation (adopted March 2005).
1.7	National gender mainstreaming measures (e.g.: National plan of action on gender equality or gender mainstreaming or other similar commitments)	Yes ⁴²	State programmes <ul style="list-style-type: none"> • State Programme on education, selection and placement of capable women and girls in leading positions for the period 2007 to 2016; • State programme on Equal Rights and Opportunities for Men and Women for 2001 to 2010; • National plan of action of the Republic of Tajikistan 1998 to 2005. Presidential Decrees <ul style="list-style-type: none"> • Measures to strengthen the Role of Women in Society (1999); • Quotas for Education of Girls from remote Districts (1998).
2. POLITICAL SECTOR			
2.1	Per cent of women in parliament (is there a quota for women)?	No quota ⁴³	Lower House (Majlisi Namoyandagon) Total number of seats: 63 Total number of seats won by women: 10 Percentage of women: 15.87% Upper House (Majlisi Milli) Total number of seats: 34 Total number of seats won by women: 3 Percentage of women: 8.82% ⁴⁴ Women in local decision making bodies: Mijlisi Milli (oblast level): 12.1% (2002 elections) Local Majlisis 11.5% (2002 elections) Heads of Cities or Rayons: 9% Deputy Chairs of Cities or Rayons: 34% Heads of Jamoats (village-level government): 22.7% Deputy Chair of Jamoat: 43% Women in executive positions: Managers in public service: 15.5% President's office 12.3% Heads of agencies: 20.5% Judges in all courts: 20.8% ⁴⁵
2.2	Is there a fixed quota for electoral lists?	No ⁴⁶	

3. ECONOMIC SECTOR		
3.1	Per cent of women in the paid labour force	N/A
3.2	Adult unemployment rate: Female Male	N/A
3.3	Estimated earned income (PPP US\$) Female Male	876 1 503 ⁴⁷
3.4	Ratio of estimated female to male earned income	0.57 ⁴⁸
3.5	Right of women to own property	
3.6	Women as percentage of international migrants	N/A.
4. SOCIAL AND EDUCATION SECTOR ⁴⁹		
4.1	Life expectancy at birth: Female (years) Male (years)	66.4 61.2
4.2	Maternal mortality ratio, adjusted (deaths of mothers per 100,000 live births), year 2000	170
4.3	Adult literacy rate (ages 15 and older) Female Male	99.2% 99.7%
4.4	Net primary school enrolment: Female Ratio of female to male	95% 0.96
4.5	Net secondary school enrolment: Female Ratio of female to male	73% 0.85
4.6	Gross tertiary education enrolment: Female Ratio of female to male	8% 0.33
5. TRAFFICKING IN HUMAN BEINGS		
5.1	Ratification of Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime	Acceded in July 2002 ⁵⁰
5.2	Relevant criminalization legislation	<ul style="list-style-type: none"> • Penal Code amendment - Article 130(prim) on THB (2003);

		<ul style="list-style-type: none"> • Law on Combating Trafficking in Human Beings (adopted July 2004); • Inter-Ministerial Committee on combating Trafficking in Human Beings (formed January 2005, statutes approved April 2005); • National Action Plan to combat Human Trafficking, 2006 to 2010.
5.3	Availability of shelters for victims of trafficking	There is a shelter in Dushanbe run by the IOM and the MoI and one shelter in Khujand (Sughd Region) also run by the IOM.

6. MAJOR GENDER EQUALITY ORGANIZATIONS

Association of Business Women "Dilafruz"

Contact: Dilbar Saidzoda, Faroukh Tyuraev
Address: 12 Microraion, d. 20, kv. 33
or
Bofanda 6/17 (Tyuraev home)
Khudzhand
Telephone: (37922) 6-49-41, 2-07-04 (Saidzoda)
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Khujand Association of Business Women

Contact: Rakhim Melikbaev, Sanovbar Sharipova
Address: 52 Khakim Str.
735000 Khujand
E-mail: rasul@csp.khj.td.silk.org
Telephone: 6-31-27, 6-58-46

"Lady Leader" International-Intellectual Club for Business Women

Contact: Zukhra Azimova
Address: ul. Khubaidulloeva 4-23
735140 Kurgan-Tyube
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"Simo" Women's Association

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TURKMENISTAN - GENDER EQUALITY INDICATORS 2007

Population⁵¹

Total:	4 834 000
Female:	50.8%
Male:	49.2%

1. STATE MACHINERY AND HUMAN RIGHTS SITUATION

1.1	Ratification and reporting under the UN Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)	Yes ⁵²	Year of ratification: 1997 Ratification of Optional Protocol: No ⁵³ Combined Initial and Second Report (03/11/2004), Third Report was due on 31/05/2006.
1.2	Human rights problems as specified in Conclusions of the CEDAW Committee		<p>CEDAW Concluding Observations (combined First and Second Report) 2006⁵⁴</p> <p>Main concerns:</p> <ul style="list-style-type: none"> • No definition of discrimination in accordance with CEDAW in the Constitution; • Apparent limited understanding in the State party of the concept of formal and substantive equality; • Lack of effective procedural law; • Patriarchal attitudes and stereotypes regarding roles and responsibilities of women and men in family and society; • Absence of specific national machinery for the advancement of women; • Limited scope of National Plan of Action of 1999 and no assessment of past policies, programmes and action plans; • Lack of information about civil society organizations; • Lack of legislation regarding violence against women; • Low level of participation in public and political life; • Lack of policies/programmes for ethnic and national minority women; • Low percentage of women in higher education and stereotyping as to choice of study; • Discrimination in the labour market; • Lack of information on access to health care and the situation of rural women; • Practicing of polygamy, although it is illegal; • Lack of information on prostitution and trafficking.
1.3	Reports made by the UN Special Rapporteur on Violence against Women	No	
1.4	National government body on gender or women	Yes	The government bodies dealing with human rights and gender legislation are the Mejlis (Committee on Human Rights and Liberties), the National Institute for Democracy and Human Rights, and the Women's Union of Turkmenistan.
1.5	Constitutional protection from discrimination on the basis of sex	Yes	Section II, Article 18 "Men and women in Turkmenistan have equal civil rights. A violation of equal rights based on gender will entail legal liability."
1.6	Gender equality law	No	No specific gender equality law exists.

1.7	National gender mainstreaming measures (e.g.: National plan of action on gender equality or gender mainstreaming or other similar commitments)	Yes ⁵⁵	National Plan of Action 1999. Note: The Action Plan is limited in scope.
2. POLITICAL SECTOR			
2.1	Per cent of women in parliament (is there a quota for women)?	Single Chamber 2004 No ⁵⁶	Parliament elected in 2004 Total number of seats: 50 Total number of seats won by women: 8 Percentage of women: 16.0% ⁵⁷ Note: The Chairperson of the Parliament is a woman. In the hierarchy, the chairperson is in charge if the President cannot assume his/her functions.
2.2	Is there a fixed quota for electoral lists?	No ⁵⁸	
3. ECONOMIC SECTOR			
3.1	Per cent of women in the paid labour force	N/A	
3.2	Adult unemployment rate: Female Male	N/A	
3.3	Estimated earned income (PPP US\$) Female Male	3 425 5 385 ⁵⁹	
3.4	Ratio of estimated female to male earned income	0.64 ⁶⁰	
3.5	Right of women to own property	Yes ⁶¹	
3.6	Women as percentage of international migrants	N/A	
4. SOCIAL AND EDUCATION SECTOR⁶²			
4.1	Life expectancy at birth: Female (years) Male (years)	66.9 58.4	
4.2	Maternal mortality ratio, adjusted (deaths of mothers per 100,000 live births), year 2000	130	
4.3	Adult literacy rate (ages 15 and older) Female Male	98.3 99.3	
4.4	Net primary school enrolment: Female Ratio of female to male	N/A N/A	
4.5	Net secondary school enrolment: Female Ratio of female to male	N/A N/A	

4.6	Gross tertiary education enrolment: Female Ratio of female to male	N/A N/A
5. TRAFFICKING IN HUMAN BEINGS		
5.1	Ratification of Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime	March 2005
5.2	Relevant criminalization legislation	There is no law that specifically prohibit trafficking in persons. However, the Commission for working out the project of Law on combating trafficking in persons has been created in the Mejlis (Parliament) of Turkmenistan (Res.121-III 30 May 2007). Articles of the criminal code prohibit sexual exploitation, prostitution, slavery, and the encouragement to illegally cross borders. ⁶³
5.3	Availability of shelters for victims of trafficking	No shelter available.
6. MAJOR GENDER EQUALITY ORGANIZATIONS IN TURKMENISTAN		
<p>The Women's Union (Kurban Soltan Edje) Contact: Ms. Ogulhadjat Ishangulyeva Address: 13, Turkmenbashy shayoly, Ashgabat Telephone: + 993 35-53-43, 39-20-52</p> <p>Ynam Club Contact: Ludmila Petuhova (Director), Olga Mamedova Address: Ashgabat E-mail: ynam@ngo.tkmnet.com Telephone: + 993 44 39 42, 45 28 92, 45 09 11</p>		
7. PERSON RESPONSIBLE FOR GENDER ISSUES AT THE MISSION OFFICE		
<p>Mr. Benjamin Moreau Human Dimension Officer E-mail: Benjamin.moreau@osce.org Telephone: + 993 12 35 30 92</p>		

UZBEKISTAN - GENDER EQUALITY INDICATORS 2007

Population⁶⁴

Total: 26 590 000
 Female: 50.3%
 Male: 49.7%

1. STATE MACHINERY AND HUMAN RIGHTS SITUATION

1.1	Ratification and reporting under the UN Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)	Yes ⁶⁵	Year of ratification: 1995 Ratification to the Optional Protocol: No ⁶⁶ Combined Second and Third Periodic Reports (11/10/2004), Fourth report is due in 2008.
1.2	Human rights problems as specified in Conclusions of the CEDAW Committee		<ul style="list-style-type: none"> • CEDAW Concluding Observations in response to the Combined Second and Third Periodic Reports of Uzbekistan (2006)⁶⁷ • Main concerns: • Lack of progress in the law reform process allowing for the persistence of discriminatory provisions that deny women equal rights with men, and constitutional provision defining discrimination; • The institutional status of the Uzbek Women's Committee as a non-governmental organization is not sufficient for the Committee to exert its influence within the Government structure; • State party's criteria with respect to foreign funding of Uzbek NGOs, and its practice of applying those criteria, have led to the closing of women's NGOs; • Persistence of patriarchal attitudes and deep-rooted cultural stereotypes regarding the roles and responsibilities of women and men in the family and society; • Underrepresentation of women in political and public life and in decision-making positions at all levels; • Prevalence of all forms of violence against women, including domestic violence; • Persistence of trafficking and exploitation of women and girls; • Occupational segregation in the labour market with lower wages for women; • Low percentage of women's land ownership; • Different marriage age of boys and girls.
1.3	Reports made by the UN Special Rapporteur on Violence against Women	Yes ⁶⁸	Nature of the reports/notices: 2005 Communication to and from Governments: <ul style="list-style-type: none"> • Three cases of bride kidnapping; • Alleged illegal detention. 2003 Communication to and from Governments: <ul style="list-style-type: none"> • Detention of more than 20 women demonstrating in Tashkent in 2001. 2002 Communication to and from Governments: <ul style="list-style-type: none"> • Arrest of two pregnant women who were allegedly forced to abort.
1.4	National government body on gender or women		<ul style="list-style-type: none"> • Women's Committee (government funded and controlled agency); • National Centre of Human Rights;

			<ul style="list-style-type: none"> Department for Social Protection of the Family, Motherhood, and Childhood under the Cabinet of Ministers. <p>Within Parliament:</p> <ul style="list-style-type: none"> Ombudsman (general human rights cases); Committee on employment and social protection of the population; Committee on democratic institution, self-governing bodies and NGOs.
1.5	Constitutional protection from discrimination on the basis of sex	Yes	<p>Chapter 5, Article 18: “All citizens of the Republic of Uzbekistan shall have equal rights and freedoms, and shall be equal before the law, without distinction by sex, race, nationality, language, religion, social origin, convictions, individual and social status. Any privileges may be granted solely by the law and shall conform to the principles of social justice.”</p> <p>Chapter 10, Article 46: “Women and men shall have equal rights.”⁶⁹</p>
1.6	Gender equality law	No	
1.7	National gender mainstreaming measures (e.g.: National plan of action on gender equality or gender mainstreaming or other similar commitments)	Yes	<p>2001 National Action Plan for Improving the Status of Women in Uzbekistan⁷⁰:</p> <p>Main issues covered:</p> <ul style="list-style-type: none"> Improvement of women’s health; Education and raising of professional and functional level of women; Women’s health and the environment; Women’s economic status and employment; Women’s rights and opportunities to participate in decision-making; Girl’s rights; Discrimination and violence against women; Women in the mass media; Development of women’s NGOs; Women for peace and security, against armed conflicts.
2. POLITICAL SECTOR			
2.1	Per cent of women in parliament (is there a quota for women)?	Bica- meral No quota ⁷¹	<p>Lower Chamber: (2004) Total number of seats: 120 Total number of seats won by women: 21 Percentage of women: 17.5%</p> <p>Upper Chamber: (2005) Total number of seats: 100 Total number of seats won by women: 15 Percentage of women: 15.0%⁷²</p>
2.2	Is there a fixed quota for electoral lists?	Yes ⁷³	A quota system was reintroduced in 2004 stipulating political parties to ensure that 30 per cent of the candidates put forward are women.
3. ECONOMIC SECTOR			
3.1	Per cent of women in the paid labour force	47.8 ⁷⁴	
3.2	Adult unemployment rate: Total Female	45.6% ⁷⁵ N/A	

	Male	N/A
3.3	Estimated earned income (PPP US\$) Female Male	1 398 2 346 ⁷⁶
3.4	Ratio of estimated female to male earned income	0.60 ⁷⁷
3.5	Right of women to own property	Yes. According to data gathered by the National Women's Committee, women own 4.8 per cent of private farms in Uzbekistan.
3.6	Women as percentage of international migrants	57.8 ⁷⁸
4. SOCIAL AND EDUCATION SECTOR⁷⁹		
4.1	Life expectancy at birth: Female (years) Male (years)	69.9 63.4
4.2	Maternal mortality ratio, adjusted (deaths of mothers per 100,000 live births), year 2000	24
4.3	Adult literacy rate (ages 15 and older) Female Male	N/A N/A
4.4	Net primary school enrolment: Female Ratio of female to male	N/A N/A
4.5	Net secondary school enrolment: Female Ratio of female to male	N/A N/A
4.6	Gross tertiary education enrolment: Female Ratio of female to male	14% 0.79
5. TRAFFICKING IN HUMAN BEINGS		
5.1	Ratification of Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime	June 2001
5.2	Relevant criminalization legislation	Yes
5.3	Availability of shelters for victims of trafficking	Internationally supported NGOs operate two shelters to help victims of trafficking. The NGOs co-operate with police, consular officials and border guards in providing services to victims.

6. MAJOR GENDER EQUALITY ORGANIZATIONS

“MEHR” Association of Women’s NGOs of Uzbekistan

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Telefax: + 998-71 1526727

Crisis Centre «Oydin Nuri»

Contact: Ms. Mavlida Salikhova
Address: 44/17 Mustaqillik St., Bukhara 705001
E-mail: mavluda@bukhara.uzsci.net; bright_beam@mail.ru
Telephone: (998365) 223-58-58, 223-23-91, 224-60-75

Civic Initiatives Support Centre

Contact: Dilovar Kabulova
Address: 124 Katta Mirobod street, Tashkent city, Uzbekistan,
E-mail: cisc2004@yandex.ru; dilovarkabulova@yahoo.com
Telephone: + 998-71 361 38 92
Telefax: + 998-712 55 88 64
Website: <http://www.cisc.uzsci.net>

For more NGOs see:

http://www.adb.org/Documents/Books/Country_Briefing_Papers/Women_in_Uzbekistan/Appendices.pdf

7. PERSON RESPONSIBLE FOR GENDER ISSUES AT THE MISSION OFFICE (focal point, part-time, full-time)

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ARMENIA - GENDER EQUALITY INDICATORS 2007

Population⁸⁰

Total: 3 214 031
 Female: 51.8%
 Male: 48.2%

1. STATE MACHINERY AND HUMAN RIGHTS SITUATION

1.1	Ratification and reporting under the UN Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)	Yes ⁸¹	Year of ratification: 1993 Ratification of the Optional Protocol: 2003 ⁸² Initial report (30/11/1994), Second report (23/08/1999), this report was discussed in 2002, Third report covering 2002 to 2006 will be sent to CEDAW in 2007.
1.2	Human rights problems as specified in Conclusions of the CEDAW Committee		CEDAW Concluding Observations in response to the second periodic report of Armenia (2002) ⁸³ Main concerns: <ul style="list-style-type: none"> • Underrepresentation of women in decision-making and political bodies; • Limited co-operation between the state party and non-governmental organizations in the implementation of the Convention; • Prevalence of violence against women; • Absence of a comprehensive policy, including legislation, to combat trafficking in women and girls; • No sufficient efforts to address the issue of exploitation of women in prostitution; • The status of women's health, especially their reproductive health, and the increase in the rate of maternal mortality; • Deeply rooted patriarchal attitudes in the family and society; • The higher level of unemployment for women than for men; • The situation of rural women; • The feminization of poverty; • The minimum legal age for marriage (17 for women and 18 for men).
1.3	Reports made by the UN Special Rapporteur on Violence against Women	No	
1.4	National government body on gender or women	Yes	<ul style="list-style-type: none"> • Women's Council attached to the Prime Minister; • Department of Women, Children and Family at the Ministry of Labour and Social Issues; • Department of Protection of Children's Rights; • Gender Focal Points at Marzpetarans.
1.5	Constitutional protection from discrimination on the basis of sex	Yes ⁸⁴	Article 14.1 "Everyone shall be equal before the law. Any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or other personal or social circumstances shall be prohibited."

			<p>Article 35 “The family is the natural and fundamental cell of the society. Men and women of marriageable age have the right to marry and found a family according to their free will. They are entitled to equal rights as to marriage, during marriage and divorce.”</p> <p>Dismissal for reasons connected with maternity is prohibited. Every woman-employee shall, in case of pregnancy and childbirth, have the right to paid maternity leave and parental leave following the birth or adoption of a child.</p>
1.6	Gender equality law	No	Although Armenian law has many declarations of equality for all people, it does not have any anti-discrimination laws that specifically prohibit discrimination against women.
1.7	National gender mainstreaming measures (e.g. National plan of action on gender equality or gender mainstreaming or other similar commitments)	Yes	2004 to 2010 Republic of Armenia National Action Plan on Improving the Status of Women and Enhancing their Role in Society. ⁸⁵
2. POLITICAL SECTOR			
2.1	Per cent of women in parliament (is there a quota for women)	2007 No ⁸⁶	Parliament elected in 2007 Total number of seats: 131 Total number of seats won by women: 12 Percentage of women: 9.2% ⁸⁷
2.2	Is there a fixed quota for electoral lists?	Yes ⁸⁸	In order to run for election, a party has to have 15 per cent women registered on its list, and at least every tenth member should be a woman.
3. ECONOMIC SECTOR			
3.1	Per cent of women in the paid labour force	48.5% ⁸⁹	
3.2	Adult unemployment rate: Total Female Male	7.4% 11.1% 4.0% ⁹⁰	
3.3	Estimated earned income (PPP US\$)⁹¹ Female Male	3 222 5 105	
3.4	Ratio of estimated female to male earned income	0.63 ⁹²	
3.5	Right of women to own property	Yes ⁹³	Article 31 (Constitution) “Everyone shall have the right to freely own, use, dispose of and bequeath the property belonging to him/her. The right to property shall not be exercised to cause damage to the environment or infringe on the rights and lawful interests of other persons, the society and the state.”
3.6	Women as percentage of international migrants	58.9 ⁹⁴	

4. SOCIAL AND EDUCATION SECTOR⁹⁵		
4.1	Life expectancy at birth: Female (years) Male (years)	74.8 68.1
4.2	Maternal mortality ratio, adjusted (deaths of mothers per 100,000 live births), year 2000	39
4.3	Adult literacy rate (ages 15 and older) Female Male	99.2% 99.7%
4.4	Net primary school enrolment: Female Ratio of female to male	96% 1.04
4.5	Net secondary school enrolment: Female Ratio of female to male	90% 1.03
4.6	Gross tertiary education enrolment: Female Ratio of female to male	29% 1.21
5. TRAFFICKING IN HUMAN BEINGS		
5.1	Ratification of Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime	July 2003 ⁹⁶
5.2	Relevant criminalization legislation	Yes ⁹⁷
5.3	Availability of shelters for victims of trafficking	The NGOs Hope and Help and the United Methodist Committee on Relief and Democracy Today operate assistance programmes for victims of trafficking with funding from foreign governments. Although the government does not offer financial assistance, it is increasingly referring victims to these organizations.
6. MAJOR GENDER EQUALITY ORGANIZATIONS IN ARMENIA		
<p>Women's Republican Council Contact: Nora Hakobyan, President Address: 22, Saryan street, Yerevan E-mail: nora@arminco.com Telephone: + 374 10 53 57 98; 53 96 11 (office), 53 37 97 (home)</p> <p>Association of Women with University Education Contact: Jemma Hasratyan Address: 22 Saryan street, Yerevan</p>		

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7. PERSON RESPONSIBLE FOR GENDER ISSUES AT THE MISSION OFFICE (focal point, part-time, full-time)

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AZERBAIJAN - GENDER EQUALITY INDICATORS 2007

Population⁹⁸

Total: 8 532 400
 Female: 50.8%
 Male: 49.2%

1. STATE MACHINERY AND HUMAN RIGHTS SITUATION

1.1	Ratification and reporting under the UN Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)	Yes ⁹⁹	Year of ratification: 1995 Ratification of the Optional Protocol: 2001 ¹⁰⁰ Initial report (11/09/1996), Combined Second and Third report (07/01/2005).
1.2	Human rights problems as specified in Conclusions of the CEDAW Committee		Examination of the Combined Second and Third report conducted in January 2007. ¹⁰¹ Main concerns: (as specified in the CEDAW Concluding Observations in response to second and third periodic reports) <ul style="list-style-type: none"> • Lack of precise and reliable data disaggregated by sex; • No provisions against discrimination in the Law on Gender Equality; • Lack of knowledge of the provisions of the Convention, the Optional Protocol and the general recommendations of the Committee by judges, lawyers, prosecutors and women themselves; • Persistence of patriarchal attitudes and deep-rooted stereotypes regarding role/responsibility of women; • Delays in Adoption of the Law on Domestic Violence; • Lack of measures aimed at rehabilitating women victims of trafficking; • Low level of participation of women in public and political life and in decision-making; • Problems with occupational segregation between women and men in the labour market and the gap in their wages; • Widespread poverty and poor socio-economic conditions leading to the violation of women's human rights and discrimination against women; • Low legal age level of marriage being 17 years for girls, and possibility to lower it by one year under certain conditions; • Refugee/IDP women and girls remain in a vulnerable and marginalized situation, in particular with regard to access to education, employment, health and housing.
1.3	Reports made by the UN Special Rapporteur on Violence against Women	Yes ¹⁰²	

1.4	National government body on gender or women	Yes	<ul style="list-style-type: none"> • State Committee for Family, Women and Children Issues • Intersectoral Council <p>Note: the Council comprises Gender Focal Points and representatives of women's NGOs and supports the work of the State Committee for Women's Issues.</p> <ul style="list-style-type: none"> • Gender Focal Points (in all central government ministries and committees as well as at the regional government level).
1.5	Constitutional protection from discrimination on the basis of sex	Yes ¹⁰³	<p>Article 25 Right for equality “(1) All people are equal with respect to the law and law court. (2) Men and women possess equal rights and liberties. (3) The state guarantees equality of rights and liberties of everyone, irrespective of race, nationality, religion, language, sex, origin, financial position, occupation, political convictions, membership in political parties, trade unions and other public organizations. Rights and liberties of a citizen cannot be restricted due to race, nationality, religion, language, sex, origin, conviction, political and social belonging.”</p> <p>Article 34 Right for marriage “(…)(4) Rights of wife and husband are equal. Care and education of children constitute both right and responsibility of parents. (…)”</p>
1.6	Gender equality law	Yes ¹⁰⁴	The Law on Domestic Violence drafted and passed in the 1 st reading at the Parliament. Second reading of the law expected during Parliament's autumn session 2007.
1.7	National gender-mainstreaming measures (e.g.: National plan of action on gender equality or gender mainstreaming or other similar commitments)	Yes ¹⁰⁵	National Plan of Action on Women's Issues for the Republic of Azerbaijan (2000 to 2005). National Plan of Action for 2007 to 2010 has been drafted and submitted to the Cabinet of Ministers for revision.
2. POLITICAL SECTOR			
2.1	Per cent of women in parliament (is there a quota for women)?	Single No quota ¹⁰⁶	Parliament elected in 2005 Total number of seats: 124 Total number of seats won by women: 14 Percentage of women: 11.3% ¹⁰⁷
2.2	Is there a fixed quota for electoral lists?	No ¹⁰⁸	
3. ECONOMIC SECTOR			
3.1	Per cent of women in the paid labour force	47.7% ¹⁰⁹	
3.2	Adult unemployment rate: Total Female Male	8.9% 9.5% 7.6% ¹¹⁰	

3.3	Estimated earned income (PPP US\$) Female Male	3 262 5 096 ¹¹¹
3.4	Ratio of estimated female to male earned income	0.64 ¹¹²
3.5	Right of women to own property	Yes ¹¹³
3.6	Women as percentage of international migrants	57.8% ¹¹⁴
4. SOCIAL AND EDUCATION SECTOR¹¹⁵		
4.1	Life expectancy at birth: Female (years) Male (years)	75.2 69.6 ¹¹⁶
4.2	Maternal mortality ratio, adjusted (deaths of mothers per 100,000 live births), year 2000	82
4.3	Adult literacy rate (ages 15 and older) Female Male	98.2% 99.5%
4.4	Net primary school enrolment: Female Ratio of female to male	83% 0.98
4.5	Net secondary school enrolment: Female Ratio of female to male	76% 0.98
4.6	Gross tertiary school enrolment Female Ratio of female to male	14% 0.87
5. TRAFFICKING IN HUMAN BEINGS		
5.1	Ratification of Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime	October 2003. ¹¹⁷
5.2	Relevant criminalization legislation	In 2005, the Government adopted new legislation and amendments to the criminal code criminalizing trafficking in persons, enslavement, rape, forced prostitution and labour and forgery of travel documents ¹¹⁸ .
5.3	Availability of shelters for victims of trafficking	In 2006, a government funded shelter for victims of trafficking opened.

6. MAJOR GENDER EQUALITY ORGANIZATIONS IN AZERBAIJAN

Association for the protection of Women's Rights

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Telephone: + 994 12 4972108

Women's Crisis Center

Contact: Matanat Azizova
Address: Baku 1014, 38 Badaibeli St, apt 2;
E-mail: wcc@online.az
Telephone: + 994 12 4943376

Education on Human Rights Public Association

Contact: Irada A. Javadova
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7. PERSON RESPONSIBLE FOR GENDER ISSUES AT THE MISSION OFFICE (focal point, part-time, full-time)

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GEORGIA - GENDER EQUALITY INDICATORS 2007

Population¹¹⁹

Total: 4 361 400

Female: 52.6%

Male: 47.4%

1. STATE MACHINERY AND HUMAN RIGHTS SITUATION

1.1	Ratification and reporting under the UN Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)	Yes ¹²⁰	Year of ratification: 1994 Ratification of the Optional Protocol: 2002 ¹²¹ Initial report (09/03/1998), Combined Second and Third report (16/04/2004).
1.2	Human rights problems as specified in Conclusions of the CEDAW Committee		CEDAW Concluding Comments in response to the combined Second and Third report of Georgia (issued in August 2006) ¹²² Main concerns: <ul style="list-style-type: none"> • Limited availability of data disaggregated by sex; • Lack of comprehensive approach to women's equality; • Low level of awareness of CEDAW and related documents; • Lack of permanent institutional mechanism to address women's equality issues; • Continued stereotypes and patriarchal attitudes; • Lack of data on domestic violence and shortcomings in the new legislation on domestic violence; • Persistence of trafficking in women and girls; • Underrepresentation of women in public and political life; • Segregation of women and men in the labour market; • Lack of programmes targeting vulnerable groups of women; • Lack of information and data on women's health; • Lack of information on the situation of rural and ethnic minority women.
1.3	Reports made by the UN Special Rapporteur on Violence against Women	No	
1.4	National government body on gender or women	Yes	<ul style="list-style-type: none"> • State Commission on Gender Equality; • Gender Equality Advisory Council. Note: Within the public defender's office there is a special group dedicated to women's and children's issues.
1.5	Constitutional protection from discrimination on the basis of sex	Yes	Article 14 "Everyone is born free and is equal before the law, regardless of race, skin colour, language, sex, religion, political and other beliefs, national, ethnic and social origin, property and title status or place of residence."
1.6	Gender equality law	No	

1.7	National gender mainstreaming measures (e.g.: National plan of action on gender equality or gender mainstreaming or other similar commitments)	Yes	New Plan of Action for the Implementation of Gender Policy in Georgia 2007 to 2009.
2. POLITICAL SECTOR			
2.1	Per cent of women in parliament (is there a quota for women)?	Single (2004) No quota ¹²³	Parliament elected in 2004 Total number of seats: 235 Total number of seats won by women: 22 Percentage of women: 9.4% ¹²⁴ The speaker of Parliament as well as the Head of the majority of Parliament is a woman and some women hold important committee chairs.
2.2	Is there a fixed quota for electoral lists?	No ¹²⁵	
3. ECONOMIC SECTOR			
3.1	Per cent of women in the paid labour force	46.9% ¹²⁶	
3.2	Adult unemployment rate: Total Female Male	13.8% 12.6% 14.8% ¹²⁷	
3.3	Estimated earned income (PPP US\$) Female Male	1 561 4 273 ¹²⁸	
3.4	Ratio of estimated female to male earned income	0.37 ¹²⁹	
3.5	Right of women to own property	Yes ¹³⁰	
3.6	Women as percentage of international migrants	37.4% ¹³¹	
4. SOCIAL AND EDUCATION SECTOR¹³²			
4.1	Life expectancy at birth: Female (years) Male (years)	74.4 66.6	
4.2	Maternal mortality ratio, adjusted (deaths of mothers per 100,000 live births), year 2000	66	
4.3	Adult literacy rate (ages 15 and older) Female Male	N/A N/A	
4.4	Net primary school enrolment Female Ratio of female to male	93% 0.99	

4.5	Net secondary school enrolment Female Ratio of female to male	81% 1.00
4.6	Gross tertiary school enrolment Female Ratio of female to male	42% 1.03
5. TRAFFICKING IN HUMAN BEINGS		
5.1	Ratification of Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime	September 2006 ¹³³
5.2	Relevant criminalization legislation	The Government is implementing a new anti-trafficking law that makes it easier to prosecute traffickers, increases the minimum sentences for convicted traffickers and clarifies the Government's responsibilities for victim identification and assistance. Moreover, the Permanent Interagency Anti-trafficking Council was established as the body responsible for the co-ordination of government efforts against trafficking.
5.3	Availability of shelters for victims of trafficking	Yes (one in Tbilisi and one in Batumi).
6. MAJOR GENDER EQUALITY ORGANIZATIONS IN GEORGIA		
<p>Caucasus Women's Research and Consulting Network (CWN) Contact: Nina Tsihistavi, Founding Co-director Member of the Gender Expert Panel, OSCE/ODIHR Official Adviser to the Global Fund for Women (GFW) Affiliation: International Center on Conflict and Negotiation (ICCN) Mail address: PO Box 38, Tbilisi 0179, Georgia Address: 5 Machabeli Street, Tbilisi 0105, Tbilisi E-mail: cwn@access.sanet.ge Telephone: + 995-32-999 987; + 995-32-923 920 Mobile: + 995-99-202889 Telefax: + 995-32-939 178 Website: www.iccn.ge</p>		
7. PERSON RESPONSIBLE FOR GENDER ISSUES AT THE MISSION OFFICE (focal point, part-time, full-time)		
<p>This focal point function is currently under review.</p> <p>For the purpose of this questionnaire, please contact Tina Gewis, Human Rights Officer, tina.gewis@osce.org</p>		

BELARUS - GENDER EQUALITY INDICATORS 2007

Population¹³⁴

Total: 9 824 568

Female: 53.2%

Male: 46.8%

1. STATE MACHINERY AND HUMAN RIGHTS SITUATION

1.1	Ratification and reporting under the UN Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)	Yes ¹³⁵	<p>Year of ratification: 1981 Ratification of the Optional Protocol: 2004¹³⁶</p> <p>Initial report (04/10/1982), Combined Fourth, Fifth and Sixth report (19/12/2002), Seventh report was due on 03/09/2006</p>
1.2	Human rights problems as specified in Conclusions of the CEDAW Committee	<p>CEDAW Concluding Observations in response to the Fourth, Fifth and Sixth periodic reports of Belarus (2004)¹³⁷</p> <p>Main concerns:</p> <ul style="list-style-type: none"> • The Constitution does not contain a prohibition of discrimination on the basis of sex; • No law on gender equality has been adopted; • There is no holistic approach to policies and programmes aimed at achieving gender equality, including mainstreaming a gender perspective in all areas; • The persistence of stereotypes relating to the roles and responsibilities of women and men in society; • Insufficient awareness of the Convention and the procedures for its application and enforcement, as well as of women's human rights in general; • Insufficient co-operation of the authorities with NGOs and women's associations in the implementation of the Convention; • The national machinery for the advancement of women does not have sufficient visibility, decision-making power or resources; • Increasing incidences of violence against women in Belarus, including domestic violence; • The problem of trafficking in women in Belarus; • The situation of women in the labour market; • Feminization of poverty, particularly among vulnerable groups of women, such as those heading households, older women and rural women • Decline in the status of women's health, as well as the decline in women's access to health services; • Under-representation of women in elected and appointed bodies, particularly at high levels and in decision-making positions. • Lack of information in the report on minority women and the scarce data on migrants and on older women. 	
1.3	Reports made by the UN Special Rapporteur on Violence against Women	No	

1.4	National government body on gender or women	Yes	National Council on Gender Policy ¹³⁸
1.5	Constitutional protection from discrimination on the basis of sex	No ¹³⁹	Article 22 [Equality] "All shall be equal before the law and entitled, without discrimination, to equal protection of their rights and legitimate interests."
1.6	Gender equality law	No	
1.7	National gender mainstreaming measures (e.g.: National plan of action on gender equality or gender mainstreaming or other similar commitments)	Yes	National Plan of Action to Ensure Gender Equality for 2001 to 2005 ¹⁴⁰
2. POLITICAL SECTOR			
2.1	Per cent of women in parliament (is there a quota for women)?	Bi-cameral No quota ¹⁴¹	Lower House elected in 2004 Total number of seats: 110 Total number of seats won by women: 32 Percentage of women: 29.1% Upper House elected in 2004 Total number of seats: 58 Total number of seats won by women: 18 Percentage of women: 31.0% ¹⁴²
2.2	Is there a fixed quota for electoral lists?	No ¹⁴³	
3. ECONOMIC SECTOR			
3.1	Per cent of women in the paid labour force	53.1% ¹⁴⁴	
3.2	Adult unemployment rate: Total Female Male	1.2% 1.5% 0.8% ¹⁴⁵	
3.3	Estimated earned income (PPP US\$) Female Male	5 510 8 632 ¹⁴⁶	
3.4	Ratio of estimated female to male earned income	0.64 ¹⁴⁷	
3.5	Right of women to own property	Yes. The laws regarding equal treatment for women's property ownership and inheritance are generally respected.	
3.6	Women as percentage of international migrants	57.8% ¹⁴⁸	
4. SOCIAL AND EDUCATION SECTOR¹⁴⁹			
4.1	Life expectancy at birth: Female (years) Male (years)	74.1 62.5	
4.2	Maternal mortality ratio, adjusted (deaths of mothers per 100,000 live births), year 2000	18	

4.3	Adult literacy rate (ages 15 and older) Female Male	99.4% 99.8%
4.4	Net primary school enrolment Female Ratio of female to male	88% 0.97
4.5	Net secondary school enrolment Female Ratio of female to male	88% 1.01
4.6	Gross tertiary education enrolment Female Ratio of female to male	71% 1.39

5. TRAFFICKING IN HUMAN BEINGS

5.1	Ratification of Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime	June 2003 ¹⁵⁰
5.2	Relevant criminalization legislation	In March 2005, a presidential decree was issued allowing the Government to confiscate the property of convicted traffickers and to increase their prison sentences.
5.3	Availability of shelters for victims of trafficking	Presidential decrees provide victims with protection, medical care and social rehabilitation.

6. MAJOR GENDER EQUALITY ORGANIZATIONS IN BELARUS

Movement of Working Women

Contact: Irina Zihhar
Address: Patizansky Ave., 14-504
Minsk 220070, Belarus
E-mail: boww96@tut.by
Telephone: 248 88 04, 248 76 16

Women's Independent Democratic Movement

Contact: Lyudmila Petina
Address: Minsk, Belarus
Tel: 621 07 10

Young Women Christian Association of Belarus

Contact: Irina Alkhovka
Address: Minsk, Belarus
E-mail: ywcabelarus@telecom.by
Telephone: 296 37 45
Mobile: 6801808

Belarusian Union of Women

Contact: Zinaida Volovich
Address: Kommunisticheskaya str., 4
Minsk
Telephone/fax: 251 41 02, 290 64 43

Mobile: 774 18 40

Belarusian Women's League

Contact: Nina Stuzhinskaya
Address: Sverdlova str., 32-12
Minsk 220033, Belarus
E-mail: belwl@yahoo.com
Telephone: 2264065

7. PERSON RESPONSIBLE FOR GENDER ISSUES AT THE MISSION OFFICE (focal point, part-time, full-time)

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Deputy Head of Office
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Ms. Alla Krytynskaya

Senior Programme Assistant
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REPUBLIC OF MOLDOVA - GENDER EQUALITY INDICATORS 2007

Population¹⁵¹

Total: 3 603 936

Female: 52.1%

Male: 47.9%

1. STATE MACHINERY AND HUMAN RIGHTS SITUATION

1.1	Ratification and reporting under the UN Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)	Yes ¹⁵²	<p>Year of ratification: 1994 Ratification of the Optional Protocol: 2006¹⁵³</p> <p>Initial report (26/10/1998), Combined Second and Third report (2004 and 2006).</p>
1.2	Human rights problems as specified in Conclusions of the CEDAW Committee	<p>CEDAW Concluding Observations in response to the Combined Second and Third periodic report of Moldova (2004 and 2006)¹⁵⁴.</p> <p>Main concerns:</p> <ul style="list-style-type: none"> • Definition of equality in the Constitution does not reflect that of CEDAW; • While the Law on Equal Opportunities for Men and Women was adopted in 2006, it lacks implementation mechanisms and does not provide for legal remedies in case of violations; • Lack of an overall, integrated Government policy for the achievement of gender equality; • Concern over frequent modification of institutional structures and staff of the national machinery, which hinders effective promotion of advancement of women; concern with the removal of gender focal point from local administration; • Persistence of stereotyped attitudes and behaviour patterns about the roles of women and men in the family and in society; • Low level of women's participation in decision-making in political life; • Inadequate resources of the national machinery for the advancement of women; • Impact of economic restructuring on women and the increased feminization of poverty, particularly among "more vulnerable" groups of women; • Prevalence of all forms of violence against women, including domestic violence; • Increase in trafficking in women and girls for sexual exploitation, the Republic of Moldova remaining primarily a country of origin; • Lack of enforcement of relevant legislation (insufficient measures to prosecute traffickers and insufficient measures to provide protection and assistance to victims); • Predominance of women as teachers in primary school education; • Situation of women in the labour market; 	

			<ul style="list-style-type: none"> • Status of women's health, especially women's reproductive health; • Lack of information about most aspects of the situation of rural women; • Legislation on the marriage age for women and men; • Limited availability of statistical data disaggregated by sex, ethnicity, age, and by urban/rural areas.
1.3	Reports made by the UN Special Rapporteur on Violence against Women	Yes ¹⁵⁵	Concerning the release of a woman from the Republic of Moldova who was trafficked to northern Cyprus.
1.4	National government body on gender or women	Yes	Department for Equal Opportunities and Family Policy. ¹⁵⁶ Governmental Committee for Women's issues, Department for Equal Opportunities and Domestic Violence in Ministry of Social Protection Family and Child. Gender Focal Points within each Ministry.
1.5	Constitutional protection from discrimination on the basis of sex	Yes	Article 16 [Equality of Rights] “(1) (...) (2) All citizens of the Republic of Moldova are equal before the law and the public authorities, without any discrimination as to race, nationality, ethnic origin, language, religion, sex, political choice, personal property or social origin.”
1.6	Gender equality law	Yes ¹⁵⁷	Law on Ensuring Equal Opportunity for Women and Men (2006).
1.7	National gender mainstreaming measures (e.g.: National plan of action on gender equality or gender mainstreaming or other similar commitments)	Yes ¹⁵⁸	National Plan for the Promotion of Gender Equality in Society (2006 to 2009). Main issues covered: <ul style="list-style-type: none"> • Gender discrimination on the labour market; • Increasing public awareness of gender issues; • Educating society about gender equality issues; • Developing machinery in the area of gender equality; • Protecting women's health; • Combating violence against women, men and children. <p>The Governmental Committee on Gender Equality is not meeting regularly, although there are efforts to revive this body.</p>
2. POLITICAL SECTOR			
2.1	Per cent of women in parliament (is there a quota for women)?	Single No quota ¹⁵⁹	Parliament elected in 2005 Total number of seats: 101 Total number of seats won by women: 22 Percentage of women: 21.8% ¹⁶⁰ There is one woman in the 21 member cabinet.
2.2	Is there a fixed quota for electoral lists?	No ¹⁶¹	In 1997, there was an initiative by two women MPs to introduce a provision in the electoral code requiring a minimum quota of 30 per cent for women on party candidate lists. This initiative was not adopted.

3. ECONOMIC SECTOR		
3.1	Per cent of women in the paid labour force	51.5% ¹⁶²
3.2	Adult unemployment rate: Total Female Male	7.4% 5.7% 8.9% ¹⁶³
3.3	Estimated earned income (PPP US\$) Female Male	1 349 2 143 ¹⁶⁴
3.4	Ratio of estimated female to male earned income	0.63 ¹⁶⁵
3.5	Right of women to own property	Yes ¹⁶⁶
3.6	Women as percentage of international migrants	N/A
4. SOCIAL AND EDUCATION SECTOR¹⁶⁷		
4.1	Life expectancy at birth: Female (years) Male (years)	71.7 64.4
4.2	Maternal mortality ratio, adjusted (deaths of mothers per 100,000 live births), year 2000	22
4.3	Adult literacy rate (ages 15 and older) Female Male	97.7% 99.1%
4.4	Net primary school enrolment: Female Ratio of female to male	86% 0.99
4.5	Net secondary school enrolment: Female Ratio of female to male	79% 1.04
4.6	Gross tertiary education enrolment: Female Ratio of female to male	43% 1.36
5. TRAFFICKING IN HUMAN BEINGS		
5.1	Ratification of Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized	September 2005 ¹⁶⁸

	Crime	
5.2	Relevant criminalization legislation	The law provides criminal penalties for trafficking ranging from seven years to life imprisonment depending on the circumstances and severity of the offences, and age of the victim/s.
5.3	Availability of shelters for victims of trafficking	The Government has created a special fund to offer free social services, including modest medical and psychiatric services, along with legal counselling, housing and vocational training. However, international organizations and internationally funded NGOs provide the majority of services.

6. MAJOR GENDER EQUALITY ORGANIZATIONS IN THE REPUBLIC OF MOLDOVA

NGO Gender-Centru

Contact: Valentina Bodrug-Lungu
Address: 60, Moldova State University, MD-2009,
Chisinau, Republic of Moldova
E-mail: lunguval@mcc.md
Telephone: (373 22) 28 03 85
Telefax: (373 22) 24 42 48

NGO Center for Partnership and Development

Contact: Daniela Terzi-Barbarosie
Address: 3, Armeneasca str.
Chisinau, Republic of Moldova
E-mail: terzi@progen.md
Telephone: (373 22) 23 70 89
Telefax: (373 22) 24 13 93

NGO Casa Marioarei (Domestic Violence Shelter)

Contact: Tatiana Tofan
Address: 4, Hincesti str.
Chisinau, Republic of Moldova
E-mail: caps@mail.md
Telephone: (373 22) 72 58 61
Telefax: (373 22) 72 58 61

NGO Logos

Contact: Elena Usatii
Address: 10, Independentei str., Balti, Republic of Moldova
E-mail: usatii_elena@yahoo.com
Telephone: (373 231) 6 29 23
Website: www.balti.iatp.md/DART

7. PERSON RESPONSIBLE FOR GENDER ISSUES AT THE MISSION OFFICE (focal point, full-time)

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Mr. Sergiu Tomsa

Programme Co-ordinator, Anti-Trafficking and Gender Programme
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Telephone: + 373 22 88 78 87 ext: 121

UKRAINE - GENDER EQUALITY INDICATORS 2006

Population¹⁶⁹

Total: 46 310 464
 Female: 53.8%
 Male: 46.2%

1. STATE MACHINERY AND HUMAN RIGHTS SITUATION

1.1	Ratification and reporting under the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)	Yes ¹⁷⁰	Year of ratification: 1981 Ratification of the Optional Protocol: 2003 ¹⁷¹ Initial report (02/03/1983), Second periodic report (03/09/86), Third periodic report (03/09/90), Combined Fourth and Fifth report (02/08/1999). The Sixth report was submitted to the Cabinet of Ministers of Ukraine by the Ministry of Ukraine for Family, Youth and Sports (03/09/2002).
1.2	Human rights problems as specified in the Conclusions of the CEDAW Committee		CEDAW Concluding Observations in response to the Fifth periodic report of Ukraine (2002) ¹⁷² Main concerns: <ul style="list-style-type: none"> • Lack of familiarity with the Convention; • Lack of understanding of the indirect form of discrimination; • No definition in the law of discrimination against women; • Incompetence of the national bureaucratic machinery; • Low level of political participation at the higher level; • Lack of information and policy regarding human trafficking; • Health of women, especially reproductive health; • Prevalence of violence against women; • Women's situation in the labour market, including the high rate of unemployment among women, and the strong occupational segregation with a concomitant wage differential; • Persistence of traditional stereotypes.
1.3	Reports made by the UN Special Rapporteur on Violence against Women	No	
1.4	National government body on gender or women	Yes	<ul style="list-style-type: none"> • State Committee for Family and Youth (reports directly to the Cabinet of Ministers); • Department of Family Affairs and Gender Equality (reports directly to the Committee); • Co-ordination Council on Gender Issues (reports directly to the Committee).
1.5	Constitutional protection from discrimination on the basis of sex	Yes ¹⁷³	Article 24 <ul style="list-style-type: none"> • "Citizens have equal constitutional rights and freedoms and are equal before the law. • There shall be no privileges or restrictions based on race, colour of skin, political, religious and other beliefs, sex, ethnic and social origin, property status, place of residence, linguistic or other characteristics. • Equal rights of women and men are ensured:

			by providing women with opportunities equal to those provided to men, in public, political and cultural activity in receiving an education and professional training at work and remuneration; by special measures for the protection of work and health of women; by establishing pension privileges, by creating conditions that allow women to combine work and motherhood; by legal protection, material and moral support of motherhood and childhood, including the provision of paid leave and other privileges to pregnant women and mothers”.
1.6	Law on gender equality	Yes ¹⁷⁴	<ul style="list-style-type: none"> • Law on Ensuring Equal Rights and Possibilities for Women and Men, (entered into force on 01/01/2006); • The Decree of the President of Ukraine on the Improvement of the Work of the Central and Local Executive Authorities on Ensuring the Equal Rights and Opportunities of Women and Men (26/07/2005).
1.7	National gender mainstreaming measures (e.g.: National plan of action on gender equality, gender mainstreaming or other similar commitments)	Yes ¹⁷⁵	<p>Action plan aimed at Ensuring Gender Equality in the Ukrainian Society until 2010 was approved by Resolution No. 1834 of 27/12/2006 of the Cabinet of Ministers of Ukraine, on the State Programme for Strengthening Gender Equality in Ukrainian Society until 2010.</p> <p>Main issues covered:</p> <ul style="list-style-type: none"> • Development and implementation of state policy on ensuring gender equality; • Development of a relevant legal basis; • Bringing sector regulations into accordance with the Law of Ukraine "On Ensuring Equal Rights and Opportunities of Women and Men"; • Adaptation of the legislation of Ukraine to EU legislation on ensuring gender equality; • Improvement of the procedure for gender and legal expert examination of the current legislation and draft regulations; • Establishment of an institutional mechanism of ensuring equal rights and opportunities of women and men; • Implementation of gender approaches in the activities of executive bodies and local authorities; • Preparation and publication of the state report on the fulfilment of the CEDAW in Ukraine and the annual state report on strengthening gender equality in Ukraine; • Provision for the co-operation of central and local executive bodies with scientific and research institutions of the National Academy of Sciences in studying gender issues, involvement of NGOs and international agencies in scientific and expert research; • Support of public initiatives aimed at developing gender culture and overcoming established stereotypes concerning the role and place of women in society;

			<ul style="list-style-type: none"> • Involvement of national and international NGOs in preparing the decisions of executive bodies and local authorities on gender equality; • Promotion of public discussion of draft regulations and programmes aimed at ensuring gender equality; • Organization of conferences, round table sessions, training seminars and other major events; • Information and educational work on eliminating all forms of sexual discrimination, overcoming stereotypes as to the female and male roles in the family and society, strengthening spiritual values, development of responsible parenthood and ensuring gender equality in the spiritual area; • Ensuring the inclusion of gender characteristics in programmes of social and economic development of regions and industries, as well as abiding by the principle of gender equality when resolving staff issues in central and local executive bodies; • Monitoring the observation of requirements on ensuring gender equality by the mass media when placing job advertisements, publishing materials on the situation on the labour market, as well as describing the role of women and men in all spheres of life.
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2. POLITICAL SECTOR

2.1	Percentage of women in parliament (is there a quota for women)?	No quota ¹⁷⁶	Parliament elected in 2006 Total number of seats: 450 Total number of seats won by women: 39 Percentage of women: 8.7% ¹⁷⁷
2.2	Is there a fixed quota for electoral lists?	No ¹⁷⁸	

3. ECONOMIC SECTOR

3.1	Percentage of women in the paid labour force	48.5% ¹⁷⁹
3.2	Adult unemployment rate: Total Female Male	6.8% 6.6% 7.0% ¹⁸⁰
3.3	Estimated earned income (PPP US\$) Female Male	4 535 8 583 ¹⁸¹
3.4	Ratio of estimated female to male earned income	0.53 ¹⁸²
3.5	Right of women to own property	Yes ¹⁸³
3.6	Women as percentage of international migrants	57.8% ¹⁸⁴

4. SOCIAL AND EDUCATION SECTOR¹⁸⁵		
4.1	Life expectancy at birth: Female (years) Male (years)	72.4 60.1
4.2	Maternal mortality ratio, adjusted (deaths of mothers per 100,000 live births), year 2000	18
4.3	Adult literacy rate (ages 15 and older) Female Male	99.2% 99.7%
4.4	Net primary school enrolment: Female Ratio of female to male	82% 1.00
4.5	Net secondary school enrolment: Female Ratio of female to male	84% 1.00
4.6	Gross tertiary education enrolment: Female Ratio of female to male	71% 1.19
5. HUMAN TRAFFICKING		
5.1	Ratification of the Protocol on Prevention, Suppression and Punishment of Human Trafficking, Especially Women and Children Supplementing the UN Convention against Transnational Organised Crime	February 2004
5.2	Relevant legislation on criminalization	Article 149 of the Criminal Code of Ukraine: 3 to 15 years of imprisonment with the confiscation of property for human trafficking.
5.3	Availability of shelters for victims of human trafficking	IOM operates a comprehensive medical centre and shelter for victims in Kyiv and there are seven shelters located in major cities. There are two national hotlines and several local/regional hotlines.
6. MAJOR GENDER EQUALITY ORGANISATIONS IN UKRAINE		
<p>La Strada International Women's Rights Centre E-mail: lastrada@ukrpack.net Telephone/fax: + 380 44 205 36 95</p> <p>Women's Information Consultation Centre Contact: Ms. Olena Suslova E-mail: olena@wicc.kiev.ua Telephone/fax: + 380 44 227 0704</p> <p>NGO League of Professionals President: Ms. Olena Lazorenko Co-ordinator: Ms. Nataliya Martynenko</p>		

E-mail: lpw@istrada.kiev.ua
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7. PERSON RESPONSIBLE FOR GENDER ISSUES AT THE MISSION OFFICE (focal point, part-time, full-time)

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Rule of Law Project Officer

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cc to:

Mr. Volker Frobarth

Senior Project Officer

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Ms. Tetyana Rudenko

Human Rights Officer

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ALBANIA - GENDER EQUALITY INDICATORS 2007

Population¹⁸⁶

Total:	3 127 265
Female:	50.2%
Male:	49.8%

1. STATE MACHINERY AND HUMAN RIGHTS SITUATION

1.1	Ratification and reporting under the UN Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)	Yes ¹⁸⁷	Year of ratification: 1994 Combined Initial and Second report (20/05/2003). The Third report was due on 31/01/2007.
1.2	Human rights problems as specified in Conclusions of the CEDAW Committee	<p>CEDAW Concluding Observations in response to the combined Initial and Second periodic report of Albania (2003)¹⁸⁸</p> <p>Main concerns:</p> <ul style="list-style-type: none"> • Lack of clarity regarding the direct applicability of the Convention in the country; • No comprehensive review of laws to ensure conformity with the Convention was undertaken; • The Committee for Equal Opportunities does not have sufficient visibility, power or financial and human resources; • Resurgence of discriminatory customary law (kanun); • Trafficking in women and girls; • Victims of trafficking are subject to punishment under the Albanian Penal Code; • Prostitutes, but not those who exploit them, are prosecuted and punished; • High incidence of violence against women, including domestic violence. No specific legislation to combat domestic violence; • Higher unemployment rate among women than among men; • Discrimination in hiring women especially in the private sector; • Situation of rural women who are disadvantaged by poverty; • Low representation of women in local government bodies, as well as in high-level elected and appointed bodies; • The State passes its own responsibilities for protecting women's rights to international donors and NGOs who have insufficient capacity and resources. 	
1.3	Reports made by the UN Special Rapporteur on Violence against Women	No	
1.4	National government body on gender or women	Yes	Directorate of Equal Opportunities within the Ministry of Labour, Social Affairs, and Equal Opportunities.
1.5	Constitutional protection from discrimination on the	Yes	Article 18 "1. All are equal before the law.

	basis of sex		2. No one may be unjustly discriminated against for reasons such as gender, race, religion, ethnicity, language, political, religious or philosophical beliefs, economic condition, education, social status, or ancestry. 3. No one may be discriminated against for reasons mentioned in paragraph 2 if reasonable and objective legal grounds do not exist." ¹⁸⁹
1.6	Gender equality law	Yes	Law on an Equal Gender Society, No. 9198 of 26.02.2004, amended on 01.07.2004 and on 15.05.2006 by Law No. 9534 (in force) <ul style="list-style-type: none"> The Law provides for equal opportunities for men and women in employment and education, for mechanisms to ensure the equal gender society and foresees sanctions for failure to adhere to the Law provisions.¹⁹⁰
1.7	National gender mainstreaming measures (e.g.: National plan of action on gender equality or gender mainstreaming or other similar commitments)	Yes	The OSCE Presence in Albania and UN organizations are assisting the Government in the preparation of a National Strategy and Action Plan on Gender Equality as well as a new draft law on gender equality. ¹⁹¹
2. POLITICAL SECTOR			
2.1	Per cent of women in parliament (is there a quota for women)?	2005 No quota ¹⁹²	Parliament elected in 2005 Total number of seats: 140 Total number of seats won by women: 10 Percentage of women: 7.1% ¹⁹³
2.2	Is there a fixed quota for electoral lists?	No ¹⁹⁴	In 2001, a bill was proposed on quotas but did not pass through parliament.
3. ECONOMIC SECTOR			
3.1	Per cent of women in the paid labour force	39.3% ¹⁹⁵ . Most female employees continue to work in traditional professions within the fields of education and health. At the primary education level, women make up 65 per cent of the teachers, while in the health sector women comprise 77.2 per cent. ¹⁹⁶	
3.2	Adult unemployment rate: Total Female Male	13.8% 16.8% 11.8% ¹⁹⁷	
3.3	Estimated earned income (PPP US\$) Female Male	3 487 6 492 ¹⁹⁸	
3.4	Ratio of estimated female to male earned income	0.54 ¹⁹⁹	
3.5	Right of women to own property	Yes.	
3.6	Women as percentage of international migrants	50.8% ²⁰⁰	
4. SOCIAL AND EDUCATION SECTOR²⁰¹			
4.1	Life expectancy at birth: Female (years)	76.9	

	Male (years)	71.1
4.2	Maternal mortality ratio, adjusted (deaths of mothers per 100,000 live births), year 2000	92
4.3	Adult literacy rate (ages 15 and older) Female Male	98.3% 99.2%
4.4	Net primary school enrolment: Female Ratio of female to male	95% 0.99
4.5	Net secondary school enrolment: Female Ratio of female to male	73% 0.98
4.6	Gross tertiary education enrolment: Female Ratio of female to male	20% 1.57
5. TRAFFICKING IN HUMAN BEINGS		
5.1	Ratification of Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Supplementing the UN Convention against Transnational Organized Crime	August 2002 ²⁰²
5.2	Relevant criminalization legislation	Yes ²⁰³
5.3	Availability of shelters for victims of trafficking	The Government provides some limited services to victims of trafficking and operates a shelter near Tirana. A national referral mechanism enabling authorities to collect and share data has been established. The Vatra Hearth Shelter (run by an NGO) and the state run Linza Shelter provide similar services. The Government has established a referral mechanism and has appointed a National Co-ordinator for Issues of Trafficking (currently the Deputy Minister of Interior).
6. MAJOR GENDER EQUALITY ORGANIZATIONS IN ALBANIA		
<p>Gender Alliance for Development Address: Rruga Abdyl Frasherit, Pall. 10/1, Tirane P.O Box 2418 Tirana, Albania Telephone: + 355-04-255-15-14 Telefax: + 355-04-255-15-14 tina@gadc-al.org</p> <p>Organization "Refleksione" Address: Rr. Elbasanit, Pall. Fratarit, Shkalla 2, Kati 1, Tirana, Albania E-mail: Monikakocaqi@yahoo.com or executive@icc-al.org Telephone: + 355 4 340432 Telefax: + 355 4 340433</p>		

Qendra për Nisma Ligjore Qytetare

Address: Rr. "Vaso Pasha", Pall. 12. Shk.1. Ap 1, Tirana, Albania
E-mail: avkatore@albmail.com; aurboz@yahoo.com
Telephone: + 355 4 259795
Telefax: + 355 4 241914

Useful to Albanian Woman

Address: Rr. Naiom Frashëri, No. 8, Tirana, Albania
E-mail: sevim@icc-al.org; efsh@icc-al.org
Telephone/fax: + 355-04-223-001
Telephone: + 355-02-247-502
Mobile: + 355-069-218-5291

For more NGOs see: http://www.stopvaw.org/Women_s_NGOs2.html

7. PERSON RESPONSIBLE FOR GENDER ISSUES AT THE OFFICE (focal point, part-time, full-time)**Mr. Rezart Xhelo**

National Civil Society and Gender Officer
E-mail: rezart.xhelo@osce.org
Telephone: + 355 4 23 993/240001/240005 ext. 433
Mobile: + 355 69 401 0009

Mr. Elton Lelo

Programme Assistant to Civil Society Development and Gender Unit
E-mail: elton.lelo@osce.org
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BOSNIA AND HERZEGOVINA - GENDER EQUALITY INDICATORS 2007

Population²⁰⁴

Total: 3 906 000
 Female: 51.4%
 Male: 48.6%

1. STATE MACHINERY AND HUMAN RIGHTS SITUATION

1.1	Ratification and reporting under the UN Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)	Yes ²⁰⁵	Year of ratification: 1993 Ratification the of Optional Protocol: 2002 ²⁰⁶ Combined Initial, Second and Third periodic report (22/12/2004), Fourth periodic report was due in October 2006.
1.2	Human rights problems as specified in Conclusions of the CEDAW Committee	CEDAW Concluding Observations in response to the combined Initial, Second and Third periodic report of (2006) ²⁰⁷ : Main concerns: <ul style="list-style-type: none"> • The lack of a gender analysis of the consequences of the armed conflict and the lack of women's participation in and gender analyses of the peace, reconstruction and transformation processes; • The Convention has yet to be invoked by women in domestic litigation and applied by the judiciary; • The adoption of the Law on Gender Equality has not yet led to a harmonization of existing legislation with this law; • The lack of up-to-date data on the population, and on women in particular, in all areas covered by the Convention; • The Gender Equality Agency is unable to fully carry out its mandate and its positioning within one State-level ministry may impede its effectiveness in working with other ministries; • The adoption of National Plan of Action may be delayed by political processes and lack of understanding and funds; • The persistence of patriarchal stereotypes regarding the role and responsibilities of women and men in the family and in society, which are reflected in women's educational choices, their situation in the labour market and their low level of participation in political and public life; • Differing judicial interpretations and inconsistent application of penalties regarding violence against women; in addition the implementation of the law is hampered by the lack of necessary by-laws and structures; • Trafficking in women remains a problem in the country as a country of origin, transit and destination; • Underrepresentation of women in elected and appointed bodies, particularly at high levels, in the public administration and judiciary, in administrative and managerial bodies of educational institutions, in state owned companies or in business and 	

			<ul style="list-style-type: none"> professional associations and in political parties; • Discrimination in education, in particular the early drop-out rate of girls in rural areas, especially of Roma girls, and high rate of illiteracy among elderly women and, in particular, among Roma women and girls; • Women's low representation in the labour market and high unemployment rates; persistent pattern of direct and indirect discriminatory practices against women in public and private employment with respect to recruitment, promotion, pay, maternity protection and employment termination as well as sexual harassment; • The status of women's health and limited access to health-care services; • The situation of victims of sexual violence of the 1992 to 1995 armed conflict; • There are groups of women who suffer extreme poverty.
1.3	Reports made by the UN Special Rapporteur on Violence against Women	No	
1.4	National government body on gender or women	Yes	<ul style="list-style-type: none"> • Gender Equality Agency within the Ministry for Human Rights and Refugees; • Gender Centre of the Federation of Bosnia and Herzegovina and Gender Centre of Republika Srpska.
1.5	Constitutional protection from discrimination on the basis of sex	Yes ²⁰⁸	Paragraph 4, Non-Discrimination "The enjoyment of the rights and freedoms provided for in this Article, or in the international agreements listed in Annex 1 to this Constitution, shall be secured to all persons in Bosnia and Herzegovina without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status."
1.6	Gender equality law	Yes	Law on Gender Equality
1.7	National gender mainstreaming measures (e.g.: National plan of action on gender equality or gender mainstreaming or other similar commitments)	Yes	A national gender action plan of Bosnia and Herzegovina (GAP) that integrates the previous draft national action plan on gender, based on the Beijing Declaration and Platform for Action, was adopted in March 2007.
2. POLITICAL SECTOR			
2.1	Per cent of women in parliament (is there a quota for women)?	Bica- me- ral No quota ²⁰⁹	Lower House elected in 2006 Total number of seats: 42 Total number of seats won by women: 6 Percentage of women: 14.3% Upper House elected in 2007 Total number of seats: 15 Total number of seats won by women: 2 Percentage of women: 13.3% ²¹⁰ In the Republika Srpska's National assembly, 19 out of 82 delegates are women. Also, there are 23 women in the 98 seat Federation House of Representatives.

2.2	Is there a fixed quota for electoral lists?	Yes 211	
3. ECONOMIC SECTOR			
3.1	Per cent of women in the paid labour force	N/A	
3.2	Adult unemployment rate: Total Female Male	N/A	
3.3	Estimated earned income (PPP US\$) Female Male	5 568 8 582 ²¹²	
3.4	Ratio of estimated female to male earned income	0.65 ²¹³	
3.5	Right of women to own property		
3.6	Women as percentage of international migrants	50.8% ²¹⁴	
4. SOCIAL AND EDUCATION SECTOR²¹⁵			
4.1	Life expectancy at birth: Female (years) Male (years)	77.0 71.5	
4.2	Maternal mortality ratio, adjusted (deaths of mothers per 100,000 live births), year 2000	3	
4.3	Adult literacy rate (ages 15 and older) Female Male	94.4% 99.0%	
4.4	Net primary school enrolment: Female Ratio of female to male	N/A N/A	
4.5	Net secondary school enrolment: Female Ratio of female to male	N/A N/A	
4.6	Gross tertiary education enrolment" Female Ratio of female to male	N/A N/A	
5. TRAFFICKING IN HUMAN BEINGS			
5.1	Ratification of Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime	April 2002 ²¹⁶	

5.2	Relevant criminalization legislation	BiH CC, Article 186, Trafficking in Person: Penalty up to 10 years or long-term imprisonment; FBiH CC, Article 210, Enticing into Prostitution: Penalty up to 10 years; if committed against a minor/juvenile, up to 15 years; RS CC, Article 198, Trafficking in Human beings: Penalty up to 5 years; if committed against a minor/juvenile, up to 12 years; Brcko District CC, Article 207, Enticing Prostitution: Penalty up to 5 years; if committed against a minor/juvenile, up to 15 years.
5.3	Availability of shelters for victims of trafficking	In 2005, the Government adopted a victim referral mechanism and memoranda of understanding with local NGOs that ran shelters for victims of trafficking. Though not all shelters provide the same level of care and assistance, in general, victims receive medical care, counselling and financial assistance and some vocational training.

6. MAJOR GENDER EQUALITY ORGANIZATIONS IN BOSNIA AND HERZEGOVINA

In Federation

Global Rights

Contact: Diana Sehic
Address: Marsala Tita 8/II, Sarajevo
E-mail: globalrights@open.net.ba
Telephone: + 387 33 205 319

Fondacija lokalne demokratije

Contact: Jasna Mujezinovic
Address: Bravadziluk bb, Sarajevo.
E-mail: adl@bih.net.ba
Telephone: + 387 33 236 899, 237 240

Medica

Contact: Marijana Senjak
Address: Mokusnice 10, Zenica
E-mail: medica1@bih.net.ba
Telephone: + 387 32 280 311, 287 107

Zena BiH

Contact: Azra Hasanbegovic
Address: Trglvana Krndelja, Mostar
E-mail: zenabih@boc.net.ba
Telephone: + 387 36 550 339

In Republika Srpska

Udružene zene

Contact: Lana Jajcevic
Address: Kralja P.I Karadjordjevica 70/II, Banja Luka
E-mail: natasap@inecco.net
Telephone: + 387 51 219 639
Telefax: + 387 51 619 638

Zenski centar Trebinje

Contact: Ljiljana Cickovic
Address: Hrupjela 69, Trebinje
E-mail: zenski_centar_trebinje@paleol.net
Telephone: + 387 65 603 718

Telefax: + 387 59 225 767

Buducnost

Contact: Gordana Vidovic. Tel.: +387 53 820 700

Address: Trg Jovana Raskovica bb, Modrica

E-mail: gocalg@inecco.net

For more women's NGO's see: http://www.stopvaw.org/Women_s_NGOs9.html

7. PERSON RESPONSIBLE FOR GENDER ISSUES AT THE MISSION OFFICE (focal point, part-time, full-time)

Ms. Ans Zwerver

Director of Policy and Planning

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E-mail: ans.zwerver@osce.org

CROATIA - GENDER EQUALITY INDICATORS 2007

Population:²¹⁷

Total: 4 442 850

Female: 51.9%

Male: 48.1%

1. STATE MACHINERY AND HUMAN RIGHTS SITUATION

1.1	Ratification and reporting under the UN Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)	Yes ²¹⁸	Year of ratification: 1992 Ratification of the Optional Protocol: 2001 ²¹⁹ Initial report (10/01/1995), Combined Second and Third report (17/10/2003), Fourth report was due on 09/10/2005. Ratification of Optional Protocol: 2001.
1.2	Human rights problems as specified in Conclusions of the CEDAW Committee		<p>CEDAW Concluding Observations in response to the combined Second and Third periodic report of Croatia (2005)²²⁰</p> <p>Main concerns:</p> <ul style="list-style-type: none"> • Lack of Information about the situation of minority women (in view of the complex ethnic and religious composition of the population) and of women with disabilities has not been sufficiently addressed; • Insufficient measures for speedy, consistent and effective implementation of anti-discrimination laws; • Lack of information about women's use of existing complaints mechanisms; • No sufficient concrete action to ensure that judges, magistrates, law enforcement personnel, employers and the legal profession are sufficiently familiar with these legislative reforms; • No sufficient sex-disaggregated statistical data in all areas covered by the Convention; • Insufficient assessment of impact of policies and programmes aimed at eliminating discrimination against women; • Insufficient authority and resources of national machinery to carry out its mandate and promote the advancement of women and gender equality effectively; • Limited capacity to undertake effective co-ordination and co-operation with all gender equality mechanisms at the national and local levels, as well as co-operation with women's organizations; • Women face serious disadvantages in the labour market; • Roma women remain in a vulnerable and marginalized situation; • The high incidence of domestic violence and the limited number of shelters available for women victims of violence. A lack of clear procedures, or protocols, and the high costs of legal representation in courts; • The persistence of sex-stereotyping in educational curricula and the continuing choice of girls and women to choose study areas traditionally seen as "female areas";

			<ul style="list-style-type: none"> • Women are significantly underrepresented in the executive bodies of local authorities; • The problem of trafficking in women is serious and is leading to an increase in the exploitation and prostitution of women.
1.3	Reports made by the UN Special Rapporteur on Violence against Women	No	
1.4	National government body on gender or women	Yes	<ul style="list-style-type: none"> • Government Office for Gender Equality; • Parliamentary Gender Equality Committee; • Ombudswomen for Gender Equality; • County Gender Equality Committees.
1.5	Constitutional protection from discrimination on the basis of sex	Yes	<p>Article 3 (Basic Provisions) “Freedom, equal rights, national equality and gender equality, love of peace, social justice, respect for human rights, inviolability of ownership, conservation of nature and the human environment, the rule of law, and a democratic multiparty system are the basis for the interpretation of the Constitution.”</p> <p>Article 14 [Equality] “(1) Everyone in the Republic of Croatia shall enjoy rights and freedoms, regardless of race, colour, gender, language, religion, political or other belief, national or social origin, property, birth, education, social status or other characteristics. (2) All shall be equal before the law.”²²¹</p>
1.6	Gender equality law	Yes	Gender Equality Act ²²²
1.7	National gender mainstreaming measures (e.g.: National plan of action on gender equality or gender mainstreaming or other similar commitments)	Yes	<p>National Policy for the Promotion of Gender Equality 2006 to 2010.</p> <p>The Government started implementing the Beijing Platform in 1996, founded a Committee for Equality on 18 December 1997, and adopted the first National Gender Equality Policy. This practice continued with the second National Gender Equality Policy (adopted by the Croatian Parliament on 4 December 2001) and the latest, third National Gender Equality Policy 2006 to 2010.</p>
2. POLITICAL SECTOR			
2.1	Per cent of women in parliament (is there a quota for women)?	<p>Single²²³</p> <p>No quota²²⁴</p>	<p>Parliament elected in 2003 Total number of seats: 152 Total number of seats won by women: 33 Percentage of women: 21.7%</p> <p>Note: There are two women in the position of deputy speaker, four women in the cabinet and out of ten appointed judges of the Constitutional Court, four are women.²²⁵ 18 women are among the 40 Supreme Court Justices. At the municipal court level, (879 in RoC) the ratio is 67.8 per cent women and 32.2 per cent men; while in the Supreme Court the ratio is 50/50.²²⁶</p>
2.2	Is there a fixed quota for electoral lists?	No ²²⁷	Two parties have accepted the recommendations of the Council of Europe and have included a quota of 30 per cent women in the electoral list.

3. ECONOMIC SECTOR		
3.1	Per cent of women in the paid labour force	45.6% ²²⁸
3.2	Adult unemployment rate: Total Female Male	11.1% 12.7% 9.8% ²²⁹
3.3	Estimated earned income (PPP US\$) Female Male	9 872 14 690 ²³⁰
3.4	Ratio of estimated female to male earned income	0.67 ²³¹
3.5	Right of women to own property	Yes
3.6	Women as percentage of international migrants	52.9% ²³²
4. SOCIAL AND EDUCATION SECTOR²³³		
4.1	Life expectancy at birth: Female (years) Male (years)	78.6 71.6
4.2	Maternal mortality ratio, adjusted (deaths of mothers per 100,000 live births), year 2000	7
4.3	Adult literacy rate (ages 15 and older) Female Male	97.1% 99.3%
4.4	Net primary school enrolment: Female Ratio of female to male	87% 0.99
4.5	Net secondary school enrolment: Female Ratio of female to male	86% 1.02
4.6	Gross tertiary education enrolment: Female Ratio of female to male	42% 1.19
5. TRAFFICKING IN HUMAN BEINGS		
5.1	Ratification of Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime	January 2003 ²³⁴

5.2	Relevant criminalization legislation	The law defines trafficking as a crime and provides penalties between one and 10 years imprisonment. The latest amendments established criminal penalties for perpetrators using the services of trafficking victims while knowing the person concerned is a victim of trafficking. Pursuant to the Law on Foreigners, the Ministry of Interior has adopted a directive regulating the temporary residence of victims of trafficking.
5.3	Availability of shelters for victims of trafficking	There is a legal framework to provide for victim assistance as well as support services for victims. Shelters are operated in co-operation with NGOs with funding coming from the Government.

6. MAJOR GENDER EQUALITY ORGANIZATIONS IN CROATIA

Centre for Education, Counselling and Research - CESI (Centar za edukaciju, savjetovanje i istraživanje)

Address: Filipoviceva 20, 10000 Zagreb
E-mail: cesi@zamir.net
Telephone: + 385 1 24 22 800 or 24 31 721
Telefax: + 385 1 24 22 801

B.a.B.e., Be Active, Be Emancipated

Contact: Sanja Sarnavka
Address: Medveščak 62
10 000 Zagreb
E-mail: babe@zamir.net
Telephone/fax: + 385 1 4662 606
Website: www.babe.hr

Women's Infoteka

Contacts: Ms. Durda Knezevic, Ms. Ines Jemric
Address: Varšavska 16
10 000 Zagreb
E-mail: zinfo@zamir.net
Telephone: + 385 1 4830 557
Telefax: + 385 1 4830 552
Website: www.zinfo.hr

Women's Network Croatia (network of NGO's), Zenska Mreza Hrvatske

Co-ordinator: Bojana Genov,
Address: B. Vidulić 28
51550 Mali Lošinj
E-mail: koordinatorica@zenska-mreza.hr
Telephone: + 385 (0)51 233 650
Fax: + 385 (0)51 233 567
Website: www.zenska-mreza.hr

For more NGO's see: <http://www.cddc.vt.edu/feminism/cro.html>

7. PERSON RESPONSIBLE FOR GENDER ISSUES AT THE MISSION OFFICE (focal point, part-time, full-time)

Ms. Vera Milovanovic-Gedosevic

National Legal Officer and Gender Focal Point
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Ms. Mary Wyckoff

Head of Rule of Law Unit
E-mail: mary.wyckoff@osce.org

**THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA
GENDER EQUALITY INDICATORS 2007**

Population²³⁵

Total: 2 036 855

Female: 49.8%

Male: 50.2%

1. STATE MACHINERY AND HUMAN RIGHTS SITUATION

1.1	Ratification and reporting under the UN Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)	Yes ²³⁶	Year of ratification: 1994 Ratification of the Optional Protocol: 2003 ²³⁷ Combined Initial, Second and Third periodic report, 27/05/2004. Forth periodic report due on 17/12/2007.
1.2	Human rights problems as specified in Conclusions of the CEDAW Committee		CEDAW Concluding Observations in response to the combined Initial, Second and Third periodic report of (2006) ²³⁸ Main concerns: <ul style="list-style-type: none"> • Legislation does not contain a definition of discrimination against women; • No cases related to gender-based discrimination under the Convention have been brought before the courts; • The Law on Equal Opportunities for Men and Women seems to focus primarily on gender-based discrimination in the field of employment and work; • The national machinery for the advancement of women may not have sufficient visibility, decision-making power or resources; • Temporary special measures are neither provided in the law nor used as a policy to accelerate the achievement of the de facto equality between women and men; • Persistence of patriarchal attitudes and stereotypes regarding roles and responsibilities of women and men in the family and society; • Persistence of trafficking in women and exploitation of prostitution, and the lack of measures aimed at rehabilitating victims; • High prevalence of violence against women; • Underrepresentation of women in international, national and local political bodies; • Vulnerable and marginalized situation of rural women, ethnic minority women and, in particular, Roma and Albanian women; • Gender-sensitive approach has not been mainstreamed throughout the process of granting asylum/refugee status; • Abortion continues to be used as a method of birth control; • Situation of women with regard to employment.
1.3	Reports made by the UN Special Rapporteur on Violence against Women	No	

1.4	National government body on gender or women	Yes	Unit for Gender Equality, Sector for Equal Opportunities (within the Ministry of Labour and Social Policy). Ms. Elena Grozdanova, State Counsellor Telephone + 389 2 3106 233 Telefax: + 389 2 3129 308 E-Mail: egrozdanova@mtsp.gov.mk
1.5	Constitutional protection from discrimination on the basis of sex	Yes ²³⁹	Article 9 “(1) Citizens of the former Yugoslav Republic of Macedonia are equal in their freedoms and rights, regardless of sex, race, colour of skin, national and social origin, political and religious beliefs, property and social status. (2) All citizens are equal before the Constitution and law.” Article 54 “(1) The freedoms and rights of the individual and citizen can be restricted only in cases determined by the Constitution. (2) The freedoms and rights of the individual and citizen can be restricted during states of war or emergency, in accordance with the provisions of the Constitution. (3) The restriction of freedoms and rights cannot discriminate on grounds of sex, race, colour of skin, language, religion, national or social origin, property or social status. (4) (...)”
1.6	Gender equality law	Yes	Law on Equal Opportunities for Women and Men.
1.7	National gender-mainstreaming measures (e.g. National plan of action on gender equality or gender mainstreaming or other similar commitments)	Yes	The National Action Plan for Gender Equality. The National Action Plan for Gender Equality (2007-2012).
2. POLITICAL SECTOR			
2.1	Per cent of women in parliament (is there a quota for women)?	Single No quota ²⁴⁰	Parliament elected in 2006 Total number of seats: 120 Total number of seats won by women: 36 Percentage of women: 30% ²⁴¹
2.2	Is there a fixed quota for electoral lists?	Yes ²⁴²	A minimum of 30 per cent of each sex should be represented on party candidate lists - with firm rank-order. Electoral Code, Art.64, Para 5 “In the submitted list of candidates for Members of Parliament from paragraph (2) of this Article and list of candidates for Member of Council of the municipality and the City of Skopje from paragraph (3) of this Article, in every three places at least one will be reserved for the less represented gender.”
3. ECONOMIC SECTOR			
3.1	Per cent of women in the paid labour force	39.1% ²⁴³	

3.2	Adult unemployment rate: Total Female Male	36% 37.2% 35.3% ²⁴⁴
3.3	Estimated earned income (PPP US\$) Female Male	4,350 8,600 ²⁴⁵
3.4	Ratio of estimated female to male earned income	0.50 ²⁴⁶
3.5	Right of women to own property	Yes
3.6	Women as percentage of international migrants	58.3% ²⁴⁷
4. SOCIAL AND EDUCATION SECTOR²⁴⁸		
4.1	Life expectancy at birth: Female (years) Male (years)	76.1 71.1
4.2	Maternal mortality ratio, adjusted (deaths of mothers per 100,000 live births), year 2000	10
4.3	Adult literacy rate (ages 15 and older) Female Male	94.1 98.2
4.4	Net primary school enrolment: Female Ratio of female to male	93% 1.00
4.5	Net secondary school enrolment: Female Ratio of female to male	80% 0.97
4.6	Gross tertiary education enrolment: Female Ratio of female to male	33% 1.39
5. TRAFFICKING IN HUMAN BEINGS		
5.1	Ratification of Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime	January 2005 ²⁴⁹
5.2	Relevant criminalization legislation	The anti-trafficking criminal code provision, CC Article 418(a), provides for a minimum prison sentence of four years for trafficking in children under eight years. A separate criminal code provision, CC Article 418(b), provides for a minimum prison sentence of four years for

		persons involved in the smuggling of migrants. With regard to the organized crime aspect of human trafficking, the CC Article 418(c) provision penalizes the organizers and accomplices of human trafficking and migrant smuggling as elements of organized crime with a minimum sentence of at least eight years for an organizer and 1-10 years for an accomplice.
5.3	Availability of shelters for victims of trafficking	Local NGOs operate a shelter to assist victims of international trafficking. The International Organization for Migration operates a transit centre to assist victims of trafficking. All victims of trafficking identified in the country are entitled to housing, psychological, medical and legal assistance. According to the new law on Aliens provisions, victims of trafficking can be issued temporary residence permits for a minimum of two months, and, if they decide to co-operate in the criminal proceedings, up to one year with the possibility of extension.

6. MAJOR GENDER EQUALITY ORGANIZATIONS

Union of Women's Organizations of the Republic of Macedonia

Contact: Savka Todorovska (President)
Address: Vasil Gorgov bb, baraka 4
P.O. Box 571
1000 Skopje
E-mail: sozm@mt.net.mk, sozmmc@unet.com.mk
Telephone: +389 2 3134 390; 3227 471
Fax: +389 2 3238 184; 3126 185; 3220 570
Website: www.sozm.org.mk

Macedonian Women's Lobby

Contact: Ms. Daniela Dimitrievska (President)
Address: "11 Oktomvri" 42a
House of humanitarian activities "Dare Dzambaz"
2nd floor office 60,61
1000 Skopje
E-mail: ddimitrievska@mzl.org.mk
Telephone: +389 2 3231933
Fax: +389 2 3112128
Website: www.mzl.org.mk

Association for Emancipation, Solidarity and Equality of Women in the Republic of Macedonia - ESE

Contact: Jasminka Friscik (Executive Director)
Address: Maksim Gorki 20-1/4
1000 Skopje
E-mail: esem@unet.com.mk
Telephone: + 389 2 3298 295
+ 389 2 3298 296
Fax: + 389 2 3211 453
Website: www.esem.org.mk

Women's Parliamentary Club in the Assembly of the Republic of Macedonia

Contact: Cvetanka Ivanova (Chair of the Club)
Address: 11 Oktomvri bb
1000 Skopje, Former Yugoslav Republic of Macedonia
E-mail: cvetanka_i@yahoo.com
Telephone: + 389 2 3113 744
+ 389 70 383 939

7. PERSON RESPONSIBLE FOR GENDER ISSUES AT THE MISSION OFFICE (focal point, part-time, full-time)

Ms. Monica Portillo

Senior Rule of Law Officer/Anti-Trafficking Programme Director

E-mail: monica.portillo@osce.org

Telephone: + 389 2 3234604

cc to: **Ms. Kristina Jovanovska**

National Public Administration Reform Officer

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Telephone: + 389 2 3234365

SERBIA - GENDER EQUALITY INDICATORS 2007

Population²⁵⁰

Total: 7 463 157
 Female: 51.4%
 Male: 48.6%

Since the Republic of Montenegro declared its independence on 3 June 2006, separate data for Serbia is not always available. Where available, data for Serbia is reflected, otherwise data for the State Union has been entered.

1. STATE MACHINERY AND HUMAN RIGHTS SITUATION

1.1	Ratification and reporting under the UN Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)	Yes ²⁵¹	Year of ratification by the State Union of Serbia and Montenegro: 2001 Accession to the Optional Protocol: 2003 ²⁵² Initial report (16/05/2007), Second Periodic Report due April 2006.
1.2	Human rights problems		<p>CEDAW Concluding Observations in response to the Initial Report²⁵³ (2007)</p> <p>Main concerns:</p> <ul style="list-style-type: none"> • CEDAW has not been given central importance as a legally binding human rights instrument for the elimination of all forms of discrimination against women; • Persistence of deep-rooted patriarchal stereotypes regarding the roles and responsibilities of women and men in the family and in society; • Continuing prevalence of violence perpetrated against women and girls; • Systemic indirect discrimination against women in employment; • Low participation of women in politics and in high-level decision making bodies; • Lack of approval of the draft law on gender equality; • Lack of gender sensitization and training programmes for Government and other public officials, and to strengthen the Council for Gender Equality; • Media discussing and promoting stereotypical images of women; • Lack of a domestic violence law; • Low representation of women in appointed bodies and in government structures; • Poor access for marginalized groups of women and girls to education, in particular of the Roma minority,; • to eliminate systemic, indirect discrimination against women in employment.
1.3	Reports made by the UN Special Rapporteur on Violence against Women	No	

1.4	National government body on gender or women	Yes ²⁵⁴	<ul style="list-style-type: none"> • Council for Gender Equality within the Ministry of Labour, Employment and Social Affairs; • Gender Equality Committee within the National Parliament of Serbia; • Law on Citizen's Protector provides a deputy for gender equality.
1.5	Constitutional protection from discrimination on the basis of sex	Yes ²⁵⁵	<p>Article 15 “The State shall guarantee the equality of women and men and develop an equal opportunities policy.”</p> <p>Article 21 “All are equal before the Constitution and law. Everyone shall have the right to equal legal protection, without discrimination. All direct or indirect discrimination based on any grounds, particularly on race, sex, national origin, social origin, birth, religion, political or other opinion, property status, culture, language, age, mental or physical disability, shall be prohibited. Special measures which the Republic of Serbia may introduce to achieve full equality of individuals or groups of individuals in a substantially unequal position compared to other citizens shall not be deemed discrimination.”</p>
1.6	Gender equality law	No	Not yet adopted.
1.7	National gender mainstreaming measures (e.g.: National plan of action on gender equality or gender mainstreaming or other similar commitments)	Yes ²⁵⁶	National action plan for improving the position of women and promoting gender equality 2007 to 2010.
2. POLITICAL SECTOR			
2.1	Per cent of women in parliament (is there a quota for women)?	Single Yes ²⁵⁷	<p>Parliament elected in 2007 Total number of seats: 250 Total number of seats won by women: 51 Percentage of women: 20.4%²⁵⁸</p> <p>The new constitution of the Republic of Serbia, adopted by referendum in October 2006, states in art. 100: “In the National Assembly, equality and representation of different genders and members of national minorities shall be provided, in accordance with the law.”</p>
2.2	Is there a fixed quota for electoral lists?	Yes ²⁵⁹	The electoral law of 2004 states that the lists of the political parties must contain at least 30 percent of each sex. Every fourth place is reserved for the less represented sex.
3. ECONOMIC SECTOR			
3.1	Per cent of women in the paid labour force	N/A	
3.2	Adult unemployment rate: Total Female Male	20.9% 24.7% 17.9% ²⁶⁰	

3.3	Estimated earned income (PPP US\$) Female Male	N/A N/A
3.4	Ratio of estimated female to male earned income	N/A Women earn no more than 80 per cent of men's salaries. ²⁶¹
3.5	Right of women to own property	Yes
3.6	Women as percentage of international migrants	57% ²⁶²
4. SOCIAL AND EDUCATION SECTOR²⁶³		
4.1	Life expectancy at birth: Female (years) Male (years)	75.8 71.1
4.2	Maternal mortality ratio, adjusted (deaths of mothers per 100,000 live births), year 2000	N/A
4.3	Adult literacy rate (ages 15 and older) Female Male	94.1% 98.9%
4.4	Net primary school enrolment: Female Ratio of female to male	96% 1.00
4.5	Net secondary school enrolment: Female Ratio of female to male	N/A N/A
4.6	Gross tertiary education enrolment: Female Ratio of female to male	40% 1.20
5. TRAFFICKING IN HUMAN BEINGS		
5.1	Ratification of Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime	Ratification by the State Union of Serbia and Montenegro: September 2001.
5.2	Relevant criminalization legislation	The penalty for trafficking in persons is a prison sentence of two to ten years and, for trafficking in children, a minimum of three years.
5.3	Availability of shelters for victims of trafficking	The Government offers shelters and temporary resident visas to victims who agree to testify against their traffickers.

6. MAJOR GENDER EQUALITY ORGANIZATIONS IN SERBIA

Femina Creativa

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Association of Women's Initiatives (AWIN)

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7. PERSON RESPONSIBLE FOR GENDER ISSUES AT THE MISSION OFFICE (focal point, part-time, full-time)

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KOSOVO/SERBIA - GENDER EQUALITY INDICATORS 2007

Population (in 1000's)

Year	Total population	Women	Men
2002	1 985	982	1 003
2003	2 016	988	1 028
2004	2 041	1 004	1 037
2005	2 070	1 010	1 060

The total population in Kosovo at the end of 2005 was estimated to be 2 069 989.

1. STATE MACHINERY AND HUMAN RIGHTS SITUATION

1.1	Ratification and reporting under the UN Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)	Report- ing under pre- pa- ration	The Office of Gender Affairs of UNMIK has been tasked by the Special Representative of the Secretary General on behalf of UNMIK to prepare the draft Initial report. The report should be submitted to the UN CEDAW no later than 1 June 2008. The report will be drafted in close co-operation with the PISG, and, in particular, the Kosovo Agency for Gender Equality. The report is being prepared upon the request of the UN CEDAW to UNMIK. ²⁶⁵
1.2	Human rights problems		<p>Main concerns: (as specified in the Kosovo Action Plan for the Achievement of Gender Equality)²⁶⁶</p> <ul style="list-style-type: none"> • Inequality between men and women in the access to employment; • Inequality in the access of women to resources; • The lack of women at all levels of politics; • The lack of women in decision-making positions; • Inequality in the access to education; • The reinforcement of gender-based roles by the educational and cultural system and the media; • Unequal access to basic health resources, including primary health services; • The persistence of negative stereotypes of women; • The particular vulnerability of minority women; • The prevalence of violence against women and children, including domestic violence; • Increase in trafficking in women. <p>Note: The Agency for Gender Equality is mandated under the Law on Gender Equality to draft the Kosovo Programme on Gender Equality which will be adopted by the Assembly of Kosovo²⁶⁷.</p>
1.3	Reports made by the UN Special Rapporteur on Violence against Women	Yes	According to the Annual Report of the Special Rapporteur on violence against women, 2004, the use and abuse of trafficked women and girls within the sex industry has continued to grow in Kosovo. ²⁶⁸
1.4	National government body on gender or women	Yes ²⁶⁹	<ul style="list-style-type: none"> • Inter-Ministerial Committee on Gender Equality; • Agency for Gender Equality; • Advisory Office on Good Governance, Human Rights, Equal Opportunity and Gender Issues, Office of the Prime Minister

			<ul style="list-style-type: none"> of Kosovo; Focal points for gender issues within the ministries; Committee for Judicial, Legislative Matters and Constitutional Framework with sub-committees for Gender Equality, Petitions and Public Complaints and Missing Persons²⁷⁰.
1.5	Constitutional protection from discrimination on the basis of sex	Yes ²⁷¹	The Kosovo Constitutional Framework proclaims that all inhabitants of Kosovo enjoy internationally accepted standards of human rights in full equality and without any form of discrimination, and enlists the international Convention for Elimination of All Types of Discrimination against Women as law directly applicable in Kosovo.
1.6	Gender equality law	Yes ²⁷²	See Law on Gender Equality in Kosovo, Law No. 2004/2, promulgated by the UNMIK. Regulation No. 2004/18 and UNMIK Regulation No. 2004/32, On the Promulgation of the Anti-Discrimination Law adopted by the Assembly of Kosovo.
1.7	National gender mainstreaming measures (e.g.: National plan of action on gender equality or gender mainstreaming or other similar commitments)	Yes ²⁷³	<p>Kosovo Action Plan for the Achievement of Gender Equality (2003-2007)</p> <p>Main issues covered:</p> <ul style="list-style-type: none"> The Integration of Women in the Economy; Human Rights and Violence Against Women and Children; Women in Politics; Equal Education for Women and Men; Health and Social Welfare; Culture. <p>Note: The above mentioned AP was signed by the former Prime Minister of Kosovo in March 2003. However, the Agency for Gender Equality of Kosovo does not use the AP as the basis of its work as well as other gender equality agencies working in Kosovo. The Agency, as mentioned, is currently involved in drafting the Kosovo Programme for Gender Equality by the end of this year. The Programme should be adopted by the Kosovo Assembly in accordance with the Law on Gender Equality requirements.</p>
2. POLITICAL SECTOR			
2.1	Per cent of women in parliament (is there a quota for women)?	Single Yes ²⁷⁴	<p>Parliament elected in 2007</p> <p>Total number of seats: 120 Total number of seats won by women: 37 Percentage of women: 30.8%²⁷⁵</p> <p>There is one female minister and one female deputy minister while women represent 28 per cent of the elected municipal representatives. At least 30 per cent of parliamentary seats in Kosovo must be held by women.</p>
2.2	Is there a fixed quota for electoral lists?	Yes	Regulation 2007/26 amending UNMIK Regulation No. 2004/12 on elections for the Assembly of Kosovo states that if the candidates of the minority gender within a political entity have not been allocated at least 30 per cent of the total number of

		seats for that political entity, the last elected candidate of the majority gender will be replaced by the next eligible candidate of the opposite gender on the reordered candidate list, until the total number of seats allocated to the minority gender is at least 30 per cent. ²⁷⁶ Similarly, the elections for the municipal assembly enlist the same electoral system and allocation of seats, see UNMIK Regulation 2007/27 on Municipal Elections in Kosovo, sections 5.2 and 6.4 of the Regulation.
3. ECONOMIC SECTOR		
3.1	Per cent of women in the paid labour force	29.9%. ²⁷⁷ The Kosovo Statistical Office in its latest publication, Women and Men in Kosovo (2007), states that the proportion of women in the labour force is almost half of that of men. For example, during the last four years, this percentage has been reduced from 35 to 30 per cent for women and from 72 to 68 per cent for men. ²⁷⁸
3.2	Adult unemployment rate: Total Female Male	60% 33% ²⁷⁹
3.3	Estimated earned income (Euro) Female Male	1 500 2 200 ²⁸⁰
3.4	Ratio of estimated female to male earned income	N/A
3.5	Right of women to own property	Yes
3.6	Women as percentage of international migrants	N/A
4. SOCIAL AND EDUCATION SECTOR		
4.1	Life expectancy at birth: Female (years) Male (years)	71 67 ²⁸¹
4.2	Maternal mortality ratio, adjusted (deaths of mothers per 100,000 live births), year 2000	N/A
4.3	Adult literacy rate (ages 10 and older) Female Male	87% 96% ²⁸²
4.4	Net primary school enrolment: Female Male	91.2% 92.1% ²⁸³
4.5	Net secondary school enrolment: Female Male	54% 65% ²⁸⁴
4.6	Gross Tertiary education enrolment: Female Male	16.4% 18.2% ²⁸⁵

5. TRAFFICKING IN HUMAN BEINGS		
5.1	Ratification of Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime	N/A
5.2	Relevant criminalization legislation	UNMIK regulation No. 2001/04 on the Prohibition of Trafficking in Persons in Kosovo applicable chapters that have not been superseded by the Kosovo Criminal Code. Also Article 139 of the UNMIK Regulation 2003/25 of the Provisional Criminal Code of Kosovo provides the definition of trafficking in line with the UN Protocol and criminalizes trafficking punishable by two to 20 years of imprisonment. ²⁸⁶
5.3	Availability of shelters for victims of trafficking	International and local NGOs provide the main assistance to victims of trafficking. ²⁸⁷ Since 2006, the Ministry of Labour and Social Welfare has supported the shelters financially with 50 per cent of expenses. Also, Since 2004, the Ministry of Justice provides financial support to and runs the Interim Secure Facility shelter for victims of the high risk category. For further details, see latest report from the OSCE Office of the Special Representative for Combating Trafficking in Human Beings on the Assessment for establishing a referral mechanism for victims of trafficking in human beings in Kosovo (2007), chapter on protection of victims. ²⁸⁸
6. MAJOR GENDER EQUALITY ORGANIZATIONS IN KOSOVO/SERBIA		
<p>Kosovo Women's Network (KWN) Contact: Igballe Rogova Address: Agim Ramadani Nr.50/8 Prishtinë, Kosovo E-mail: igorogova@womensnetwork.org Telephone: + 381 038 245 850 Mobile: + 377 44 111 965 Website: www.womensnetwork.org</p> <p>Centre for Research and Gender Policy Contact: Vjollca Krasniqi E-mail: vjollca_krasniqi@hotmail.com Telephone: + 377 44 124 015</p> <p>The Kosovo Gender Studies Center (part of the KWN) Contact: Luljeta Vuniqi (Director) E-mail: info@kgscenter.org Telephone: + 381 38 540 719</p> <p>For more NGO's in Kosovo see: http://www.stopvaw.org/Stop_Violence_Against_Women.html</p>		

7. PERSON RESPONSIBLE FOR GENDER ISSUES AT THE MISSION OFFICE (focal point, part-time, full-time)

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Regional Focal points

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MONTENEGRO - GENDER EQUALITY INDICATORS 2007

Population²⁸⁹

Total: 622 118
 Female: 50.7%
 Male: 49.3%

Since the Republic of Montenegro declared its independence on 3 June 2006, separate data for Montenegro is not always available. Where available, data for Montenegro is reflected, otherwise data for the State Union has been entered.

1. STATE MACHINERY AND HUMAN RIGHTS SITUATION

1.1	Ratification and reporting under the UN Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)	Yes ²⁹⁰	<p>Year of ratification by the State Union of Serbia and Montenegro: 2001. Succession to the Optional Protocol: 2006²⁹¹</p> <p>In October 2006, The Republic of Montenegro succeeded to the Convention. First report is expected to be submitted by the end of 2007.</p>
1.2	Human rights problems		<p>Main concerns: (as specified by the NGO, Minnesota Advocates for Human Rights on the Stop Violence Against Women website)²⁹²</p> <ul style="list-style-type: none"> • Patriarchal nature of society, that highly respects established traditional norms of behaviour; • Unequal, submissive and subordinated position of women with regard to men; • Discrimination against women, particularly with regard to Roma; • Violence against women and lack of adequate response from the state institutions; • Trafficking in women and children for sexual exploitation; • Low participation of women in politics; • Inequality in employment.
1.3	Reports made by the UN Special Rapporteur on Violence against Women	No	
1.4	National government body on gender or women	Yes ²⁹³	Gender Equality Office, as a part of General Secretariat of the Government of Montenegro.
1.5	Constitutional protection from discrimination on the basis of sex	Yes	<p>A new Constitution was adopted in October 2007²⁹⁴</p> <p>Article 15 “Freedom and Equality All citizens are free and equal regardless of any particularities and/or other personal attributes. Everyone shall be equal before the law.”</p> <p>Article 3 Charter of Human and Minority Rights and Civil Liberties, as part of the Constitutional Charter of the State Union of Serbia and Montenegro (2003)²⁹⁵</p> <p>“All shall be equal before the law. Everyone shall have the right to equal legal protection, without discrimination. Any direct or indirect discrimination</p>

			based on any grounds, particularly on race, colour, sex, nationality, social origin, birth or other status, religion, political or other opinion, property status, culture, language, age or mental or physical handicap, shall be prohibited. Temporary introduction of special measures required for the realization of equality, necessary protection and progress of persons or groups of persons who are in an unequal position shall be allowed for the purpose of enabling them full enjoyment of human and minority rights under equal terms.”
1.6	Gender equality law	Yes	Law on Gender Equality
1.7	National gender mainstreaming measures (e.g.: National plan of action on gender equality or gender mainstreaming or other similar commitments)	No	The Gender Equality Office of the Government of Montenegro has started to develop a National Action Plan in co-operation with local NGOs with the support of UNDP and UNIFEM. ²⁹⁶
2. POLITICAL SECTOR			
2.1	Per cent of women in parliament (is there a quota for women)?	Single No quota ²⁹⁷	Parliament elected in 2006 Total number of seats: 81 Total number of seats won by women: 9 Percentage of women: 11.1% ²⁹⁸
2.2	Is there a fixed quota for electoral lists?	No ²⁹⁹	
3. ECONOMIC SECTOR			
3.1	Per cent of women in the paid labour force	N/A	
3.2	Adult unemployment rate: Total Female Male	30.3% 35.5% 26.2% ³⁰⁰ (State Union)	
3.3	Estimated earned income (PPP US\$) Female Male	N/A N/A	
3.4	Ratio of estimated female to male earned income	N/A	
3.5	Right of women to own property	Yes	
3.6	Women as percentage of international migrants	57% ³⁰¹ (State Union)	
3.7	Situation of women in minority groups		
4. SOCIAL AND EDUCATION SECTOR³⁰²			
4.1	Life expectancy at birth: Female (years) Male (years)	75.8 71.1	
4.2	Maternal mortality ratio, adjusted (deaths of mothers per 100,000 live births), year 2000	N/A	

4.3	Adult literacy rate (ages 15 and older) Female Male	94.1% 98.9%
4.4	Net primary school enrolment: Female Ratio of female to male	96% 1.00%
4.5	Net secondary school enrolment: Female Ratio of female to male	N/A N/A
4.6	Gross tertiary education enrolment: Female Ratio of female to male	40% 1.20
5. TRAFFICKING IN HUMAN BEINGS		
5.1	Ratification of Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime	Ratification by the State Union of Serbia and Montenegro, September 2001. The Republic of Montenegro succeeded to the Convention in October 2006.
5.2	Relevant criminalization legislation	Yes. The maximum penalty for trafficking in persons is a 10 years' prison sentence. However, according to Article 444 of the criminal code, under certain circumstances a sentence for this, as for many other crimes, could be up to twenty years of imprisonment.
5.3	Availability of shelters for victims of trafficking	The local NGO, Montenegrin Women Lobby, operates a shelter in Podgorica, assisted by government funds.
6. MAJOR GENDER EQUALITY ORGANIZATIONS IN MONTENEGRO		
<p>Montenegrin Women's Lobby Address: Hercegovačka 17 81 000 Podgorica, Montenegro E-mail: mzenskilobi@hotmail.com Telephone: + 381-81-232-232 Telefax: + 381-81-230-572</p> <p>For more NGO's see: http://www.stopvaw.org/Womens_NGOs_Montenegro.html</p>		
7. PERSON RESPONSIBLE FOR GENDER ISSUES AT THE MISSION OFFICE (focal point, part-time, full-time)		
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1 <http://hdr.undp.org/en/statistics/>
2 <http://www.unece.org/stats/profiles2007/kazakhstan.pdf>
3 <http://www.un.org/womenwatch/daw/cedaw/states.htm>
4 <http://www.un.org/womenwatch/daw/cedaw/protocol/sigop.htm>
5 <http://www.un.org/womenwatch/daw/cedaw/37sess.htm>
6 http://www.akorda.kz/www/www_akorda_kz.nsf/sections?OpenForm&id_doc=DB26C3FF70789C84462572340019E60A&lang=en&L1=L1&L2=L1-9
7 <http://www.legislationline.org/lawReviews.php?tid=99&jid=1>
8 <http://tandis.odihhr.pl>
9 <http://www.quotaproject.org/displayCountry.cfm?CountryCode=KZ>
10 <http://www.ipu.org/wmn-e/classif.htm>
11 <http://www.adb.org/Documents/Reports/Country-Gender-Assessments/cga-kaz.pdf>
12 <http://www.quotaproject.org/displayCountry.cfm?CountryCode=KZ>
13 <http://www.unece.org/stats/profiles2007/kazakhstan.pdf>
14 <http://laborsta.ilo.org/>
15 http://hdrstats.undp.org/countries/data_sheets/cty_ds_KAZ.html
16 http://hdrstats.undp.org/countries/data_sheets/cty_ds_KAZ.html
17 <http://esa.un.org/migration/index.asp?panel=2>
18 http://hdrstats.undp.org/countries/data_sheets/cty_ds_KAZ.html
19 <http://www.worldbank.org.kz/WBSITE/EXTERNAL/COUNTRIES/ECAEXT/KAZAKHSTANEXTN/0..m>
enuPK:361879~pagePK:141132~piPK:141107~theSitePK:361869,00.html
20 <http://www.state.gov/g/drl/rls/hrrpt/2006/78820.htm>
21 <http://www.stat.kg/nsdp/index.htm>
22 <http://www.un.org/womenwatch/daw/cedaw/states.htm>
23 <http://www.un.org/womenwatch/daw/cedaw/reports.htm>
24 <http://www.kenesh.kg/gender/Content.aspx>
25 http://eng.president.kg/constitution_ev/const_ev/
26 <http://www.adb.org/Documents/Reports/Country-Gender-Assessments/cga-kqz.pdf>
27 <http://siteresources.worldbank.org/INTPRS1/Resources/Country-Papers-and-JSAs/cr07193.pdf>
28 <http://www.quotaproject.org/displayCountry.cfm?CountryCode=KG>
29 <http://www.ipu.org/wmn-e/classif.htm>
30 http://eng.president.kg/constitution_ev/const_ev/
31 <http://www.unece.org/stats/profiles2007/kyrgyzstan.pdf>
32 <http://laborsta.ilo.org/>
33 http://hdrstats.undp.org/countries/data_sheets/cty_ds_KGZ.html
34 http://hdrstats.undp.org/countries/data_sheets/cty_ds_KGZ.html
35 <http://esa.un.org/migration/index.asp?panel=2>
36 http://hdrstats.undp.org/countries/data_sheets/cty_ds_KGZ.html
37 <http://www.unece.org/stats/profiles2007/tajikistan.pdf>
38 <http://www.un.org/womenwatch/daw/cedaw/states.htm>
39 <http://www.un.org/womenwatch/daw/cedaw/protocol/sigop.htm>
40 <http://www.un.org/womenwatch/daw/cedaw/37sess.htm>
41 <http://unpan1.un.org/intradoc/groups/public/documents/untc/unpan003670.htm>
42 <http://www.unece.org/oes/gender/documents/AdHoc%20meeting%202005/Institutional-EN.pdf>
43 <http://www.quotaproject.org/noquotas.cfm>
44 Provided by the Parliamentary Office of Tajikistan (supplied by the OSCE Centre in Dushanbe).
45 <http://www.adb.org/Documents/Reports/Country-Gender-Assessments/cga-taj.pdf>
46 <http://www.quotaproject.org/noquotas.cfm>
47 http://hdrstats.undp.org/countries/data_sheets/cty_ds_TJK.html
48 http://hdrstats.undp.org/countries/data_sheets/cty_ds_TJK.html
49 http://hdrstats.undp.org/countries/data_sheets/cty_ds_TJK.html
50 <http://www.unodc.org/unodc/en/treaties/CTOC/countrylist-traffickingprotocol.html>
51 <http://www.unece.org/stats/profiles2007/turkmenistan.pdf>
52 <http://www.un.org/womenwatch/daw/cedaw/states.htm>
53 <http://www.un.org/womenwatch/daw/cedaw/protocol/sigop.htm>
54 <http://www.un.org/womenwatch/daw/cedaw/reports.htm>
55 <http://www.un.org/womenwatch/daw/cedaw/reports.htm>

56 <http://www.quotaproject.org/noquotas.cfm>
57 <http://www.ipu.org/wmn-e/classif.htm>
58 <http://www.quotaproject.org/noquotas.cfm>
59 http://hdrstats.undp.org/countries/data_sheets/cty_ds_TKM.html
60 http://hdrstats.undp.org/countries/data_sheets/cty_ds_TKM.html
61 <http://www.state.gov/g/drl/rls/hrrpt/2005/61681.htm>
62 http://hdrstats.undp.org/countries/data_sheets/cty_ds_TKM.html
63 <http://www.state.gov/g/drl/rls/hrrpt/2006/78845.htm>
64 <http://www.unece.org/stats/profiles2007/uzbekistan.pdf>
65 <http://www.un.org/womenwatch/daw/cedaw/states.htm>
66 <http://www.un.org/womenwatch/daw/cedaw/protocol/sigop.htm>
67 <http://www.un.org/womenwatch/daw/cedaw/reports.htm>
68 <http://www.ohchr.org/english/issues/women/rapporteur/annual.htm>
69 <http://www.uta.edu/cpsees/UZBEKCON.htm>
70 http://www.adb.org/Documents/Books/Country_Briefing_Papers/Women_in_Uzbekistan/Appendices.pdf
71 <http://www.quotaproject.org/displayCountry.cfm?CountryCode=UZ>
72 <http://www.ipu.org/wmn-e/classif.htm>
73 <http://www.quotaproject.org/displayCountry.cfm?CountryCode=UZ>
74 Women and Men of Uzbekistan, Statistical bulletin of the State committee of Uzbekistan on statistics published with the support of the Women's Committee, Asian Development Bank, UNDP and Civic Initiatives Support Centre (supplied by the Office of the OSCE Project Co-ordinator in Uzbekistan).
75 <http://laborsta.ilo.org/>
76 http://hdrstats.undp.org/countries/data_sheets/cty_ds_UZB.html
77 http://hdrstats.undp.org/countries/data_sheets/cty_ds_UZB.html
78 <http://esa.un.org/migration/index.asp?panel=2>
79 http://hdrstats.undp.org/countries/data_sheets/cty_ds_UZB.html
80 <http://www.unece.org/stats/profiles2007/armenia.pdf>
81 <http://www.un.org/womenwatch/daw/cedaw/states.htm>
82 CEDAW: Signatures to and Ratifications of the Optional Protocol
83 <http://www.un.org/womenwatch/daw/cedaw/reports.htm>
84 <http://www.concourt.am/old/CONST/constitution-2005/constitution-2005-eng.htm?id=constitution&lang=eng>
85 http://tandis.odihp.pl/index.php?p=country_arm
86 <http://www.quotaproject.org/displayCountry.cfm?CountryCode=AM>
87 <http://www.ipu.org/wmn-e/classif.htm>
88 <http://www.quotaproject.org/displayCountry.cfm?CountryCode=AM>
89 <http://www.unece.org/stats/profiles2007/armenia.pdf>
90 <http://laborsta.ilo.org/>
91 http://hdrstats.undp.org/countries/country_fact_sheets/cty_fs_ARM.html
92 http://hdrstats.undp.org/countries/data_sheets/cty_ds_ARM.html
93 <http://www.concourt.am/old/CONST/constitution-2005/constitution-2005-eng.htm?id=constitution&lang=eng>
94 <http://esa.un.org/migration/p2k0data.asp>
95 http://hdrstats.undp.org/countries/data_sheets/cty_ds_ARM.html
96 http://www.unodc.org/unodc/crime_cicp_signatures_trafficking.html
97 <http://www.stopvaw.org/Armenia.html>
98 State Statistical Committee (supplied by the OSCE Office in Baku).
99 <http://www.un.org/womenwatch/daw/cedaw/states.htm>
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