

# Gender in the South Caucasus: A Snapshot of Key Issues and Indicators<sup>1</sup>

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Armenia, Azerbaijan and Georgia have made progress in many gender-related aspects in the past decade and show outcomes that are in some cases an improvement over the regional Europe and Central Asia (ECA)<sup>2</sup> average. Despite this progress, gender disparities remain in **endowments (demographics and education), access to economic opportunities (labor markets) and women's voice** in the South Caucasus countries.

One of the most salient gender issues in the South Caucasus is that of “missing women”. **Armenia, Azerbaijan and Georgia** have a high **sex imbalance at birth**, with an average of 14 percent more male births than female births (highest in Azerbaijan at 17 percent). Sex ratios have been increasing since the 1990s in the South Caucasus, while staying stable in neighboring countries.

Some key country-specific gender issues for the South Caucasus countries (see Annex 2) are:

- In **Armenia**, a high **gender wage gap** and a low share of **women with firm ownership** point at remaining gender imbalances in labor markets. **Women's voice** in society is hindered by low representation of **women in parliament** and a low share of firms with **women managers**.
- In **Azerbaijan**, the **labor market** is characterized by high **gender wage gap** and a low share of firms with **women ownership**. The share of firms with **women managers** is also low.
- In **Georgia**, **net secondary enrollment rates** for both boys and girls are below the ECA regional average. Its labor market is afflicted by one of the highest **gender wage gaps** in the region and a low share of **women with firm ownership**.

In addition to the gender gaps in endowments and in terms of access to economic opportunities revealed by the selected indicators, inequalities may also exist **at a disaggregated level** (for example, by ethnicity or rural/urban sector). Furthermore, this snapshot does not discuss **inequalities in voice** in depth, an area in which women lag in across the board in the region as well as globally (as indicated, for example, by their low participation in the political arena). Lastly, this snapshot presents only selected indicators, and is by no means comprehensive.

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<sup>1</sup> Data accessed in March 2012, unless otherwise indicated.

<sup>2</sup> Throughout this note, indicators for ECA refer to the World Development Indicators aggregate “ECA (developing only)”, which includes the following countries: Albania, Kosovo, Russian Federation, Armenia, Kyrgyz Republic, Serbia, Azerbaijan, Latvia, Tajikistan, Belarus, Lithuania, Turkey, Bosnia and Herzegovina, FYR Macedonia, Turkmenistan, Bulgaria, Moldova, Ukraine, Georgia, Montenegro, Uzbekistan, Kazakhstan, Romania.

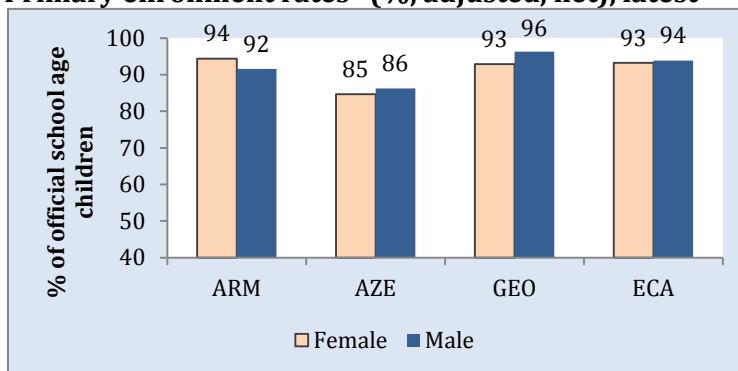
## Endowments – Education

### Primary enrollment and completion rates

Armenia and Georgia have primary enrollment rates comparable to the ECA regional average. Azerbaijan has below regional average rates for both girls and boys. The gender gap in primary enrollment in the South Caucasus countries is low.

The gender gap in completion rates is also small in the South Caucasus. Georgia has the largest gap of the three countries, with boys exceeding girls' completion rates by 6 percentage points.

### Primary enrollment rates\* (% ,adjusted, net), latest

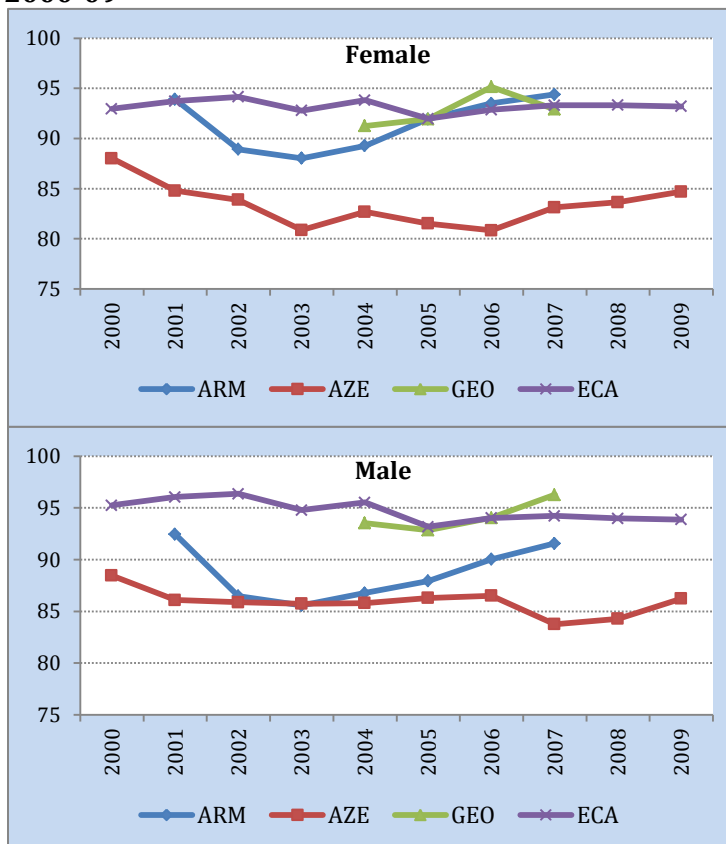


Source: EdStats, World Bank. Notes: ECA refers to Europe & Central Asia (developing only). 2007 data for Armenia and Georgia; 2009 for Azerbaijan and ECA. \*See Annex 1, Section 1 for more information on adjusted net primary enrollment rate.

### Evolution of net primary enrollment rates

Enrollment rates declined up to the mid-2000s in the South Caucasus countries, when they started to increase again.

### Primary enrollment rates, by sex, (% ,adjusted, net), 2000-09



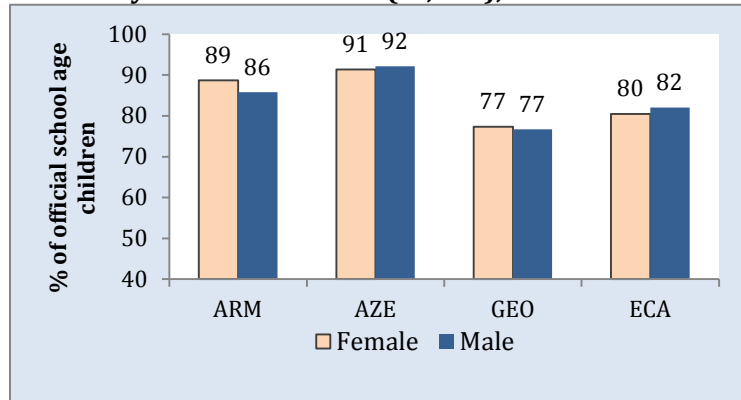
Source: WDI. Notes: ECA refers to Europe & Central Asia (developing only). 2004 – 2007 data for Georgia, and 2001-2007 for Armenia.

### Secondary enrollment rates

Secondary enrollment rates in Armenia and Azerbaijan are high compared to ECA. Enrollment rates increased in the past decade in all three countries, with Azerbaijan standing out for its marked progress.

The gender gap in net secondary enrollment rates in Armenia, Azerbaijan and Georgia is low.

### Secondary enrollment rates (% net), latest available

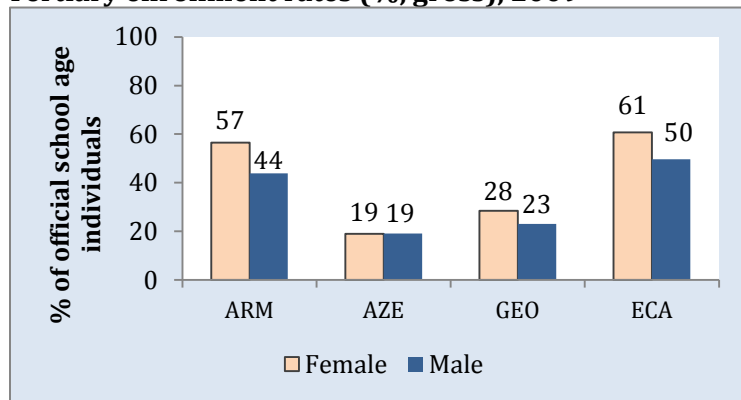


Source: WDI. Notes: ECA refers to developing countries only. 2009 data for Armenia and ECA; 2007 for Azerbaijan, and 2006 for Georgia.

### Tertiary enrollment rates

The gender gap in tertiary education in the sub-region is large in Armenia, although the country has the higher overall enrollment rates. Consistent with the regional average, women have higher enrollment rates than men in Armenia and Georgia. The gender gap in tertiary enrollment in Azerbaijan is minimal.

### Tertiary enrollment rates (% gross), 2009

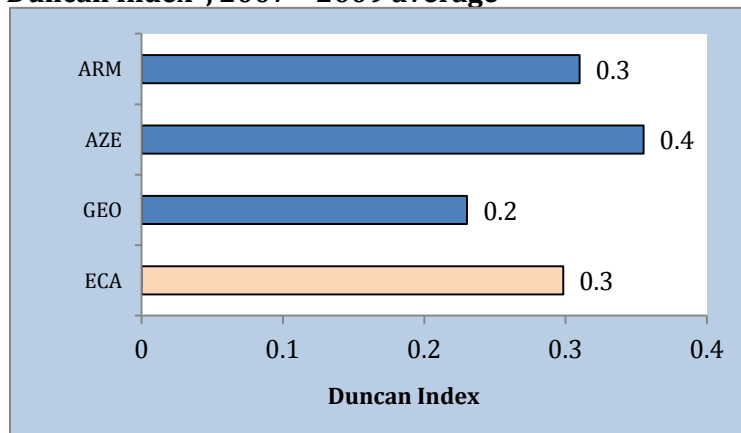


Source: WDI. Notes: ECA refers to developing countries only.

### Subject-related gender segregation

Based on the Duncan Index, the level of gender segregation in Azerbaijan tertiary education is above the ECA regional average. 40 percent of boys in Azerbaijan would have to change their fields of study in order to equalize enrollments across fields for boys and girls. The level of this type of segregation in Georgia is lower than in ECA, and, in Armenia, it is comparable to the ECA regional average.

### Duncan Index\*, 2007 - 2009 average



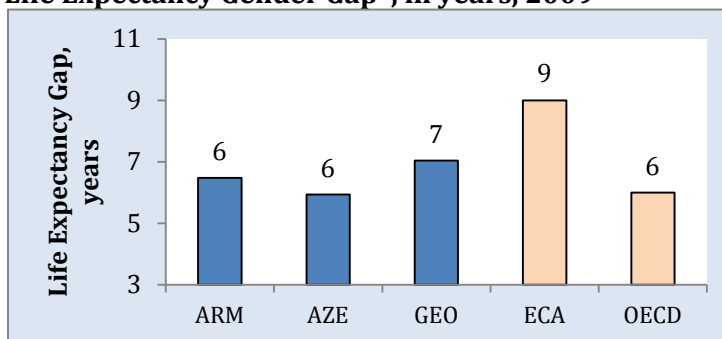
Source: WDI, original data is based on national household surveys. An average index is calculated based on data for 2007 - 2009. \*The Duncan Index measures the percentage of male students that would have to change field of study to equalize enrollments for boys and girls across the academic fields.

## Endowments - Health

### Life expectancy

The gender gap in life expectancy is larger than the OECD average, but lower than the ECA regional average of 8.9 years. The gap has been narrowing over time due to a relatively more accelerated improvement in male's life expectancy.

### Life Expectancy Gender Gap\*, in years, 2009



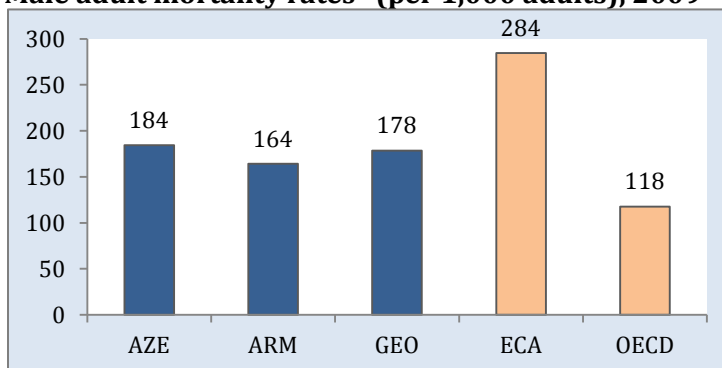
Source: WDI. \*The life expectancy gender gap is defined as the difference in female and male life expectancy.

### Male adult mortality rates (ages 15-60)

Mortality rates for males are much higher than those for females in all three countries. Male mortality rates remain high compared to OECD averages, but are lower than those of many other ECA countries and the ECA regional average.

Mortality rates have declined much more rapidly for men than for women. From 2000 to 2009 alone, the mortality rate for men decreased by around 36, 37 and 19 adults, in Armenia, Azerbaijan and Georgia, respectively.

### Male adult mortality rates\* (per 1,000 adults), 2009

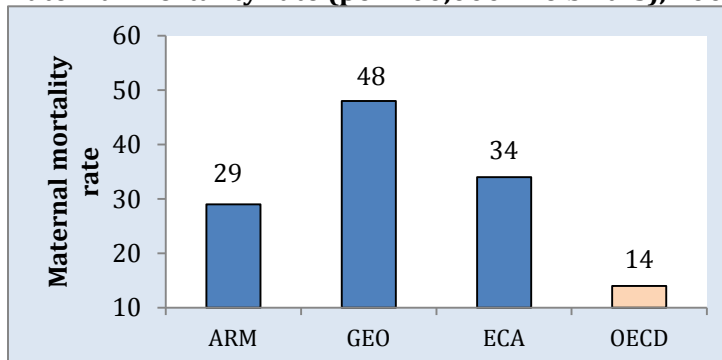


Source: WDI. Notes: ECA refers to developing countries only and OECD to high-income OECD members. OECD data for 2007; 2008 for ECA. \*Probability that those who have reached age 15 will die before reaching age 60.

### Maternal mortality rate

Maternal mortality has declined in the sub-region over time. In Azerbaijan and Georgia, maternal mortality rates remain higher than the regional level.

### Maternal mortality rate (per 100,000 live births), 2008



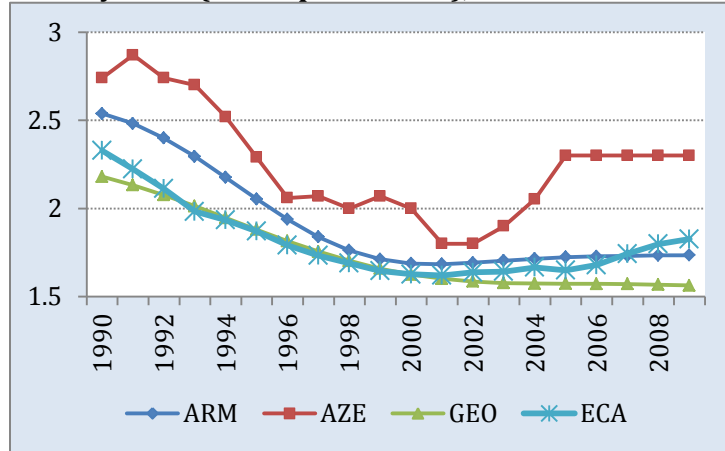
Source: WDI. Notes: ECA refers to developing countries only and OECD to high-income OECD members. Data on Azerbaijan are not available.

### Fertility rates

Fertility rates have declined in the South Caucasus countries since 1990.

The trend has not been homogeneous across countries and the sub-periods. While in the 1990s fertility rates declined in all three countries, fertility has considerably increased in the early 2000s and remained stagnant through 2009 in Azerbaijan. It rose somewhat in Armenia and continued to decline in Georgia through most of the last decade.

### Fertility rates (births per woman), 1990-2009

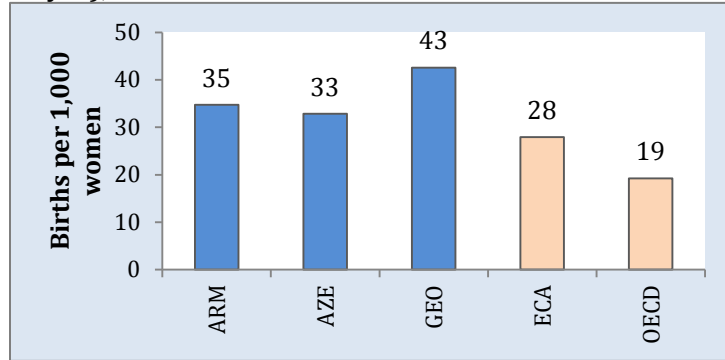


Source: WDI. Notes: ECA refers to developing countries only.

### Adolescent fertility rate

The adolescent fertility rate in the South Caucasus is higher than in the ECA region and the average for OECD countries. Nonetheless, it is substantially lower than that of other regions including, for example, Latin America and the Caribbean.

### Adolescent fertility rates (births per 1,000 women, 15-19 yrs), 2009



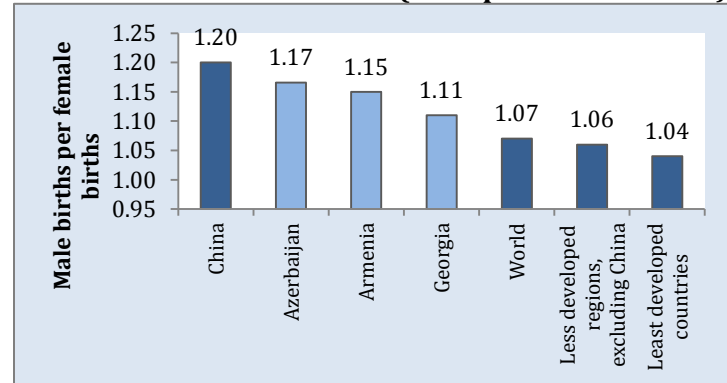
Source: WDI. Notes: ECA refers to developing countries only and OECD to high-income OECD members.

## Missing women

### Sex ratio imbalance

Armenia, Azerbaijan and Georgia have an alarming sex imbalance at birth, second only to China.

### Sex ratio at birth 2005-2010 (male per female births)

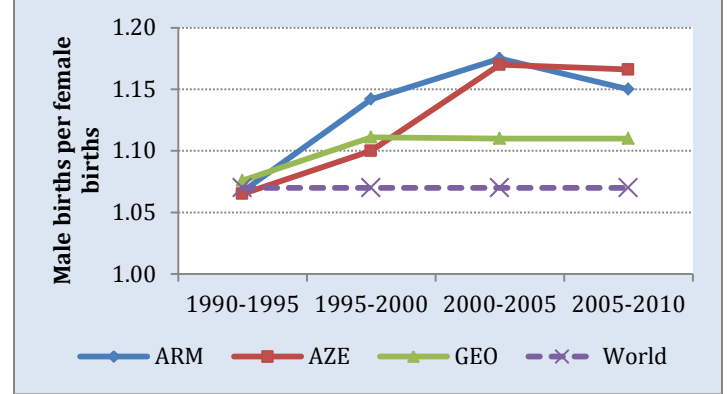


Source: UN.

### Evolution of the missing women phenomenon

The issue of missing women in the South Caucasus countries has been progressively worsening since the 1990's, although the increasing trend has subsided in the second half of the 2000s.

### Sex ratio at birth 1990-2010 (male per female births)



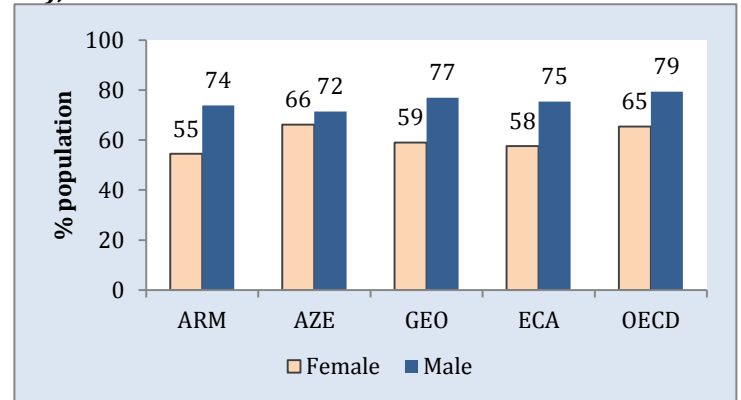
Source: UN.

## Access to economic opportunities – Labor markets

### Labor force participation rate

With the exception of Armenia, women's labor force participation rates in the South Caucasus are higher than those of the ECA region as a whole, although they remain significantly lower than men's labor force participation rates in all three countries.

### Labor force participation rate, (% population, ages 15 - 64), 2009

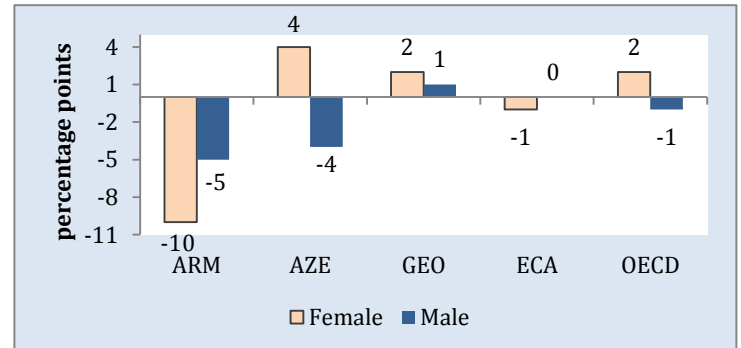


Source: WDI. Notes: ECA refers to developing countries only and OECD to high-income OECD members. Data accessed in June 2012.

### Changes in labor force participation

Changes in labor force participation have been heterogeneous across countries. From 2000 to 2009 female labor force participation increased in Azerbaijan and Georgia, but decreased drastically in Armenia. Male labor force participation increased somewhat in Georgia, but decreased both in Armenia and Azerbaijan.

### Labor force participation rate, % point changes, 2000-2009

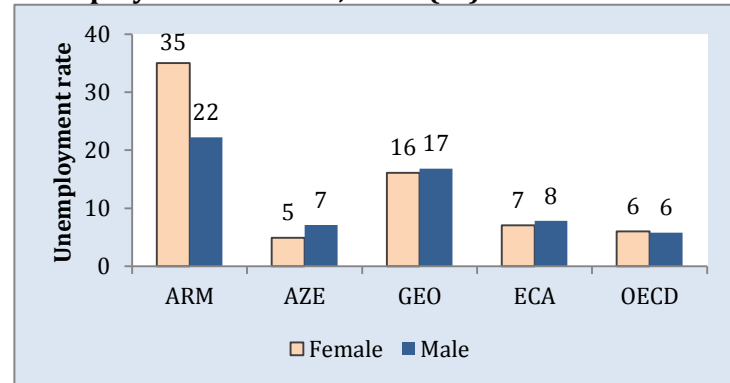


Source: WDI. Notes: ECA refers to developing countries only and OECD to high-income OECD members. Data accessed in June 2012.

### Unemployment rate

Armenia has the highest female unemployment rate in the South Caucasus and the highest gender gap, with women representing around 61 percent of the total unemployed. Georgia also has high unemployment rates for both men and women, compared to ECA and OECD. In Azerbaijan, the unemployment rate is the lowest in the sub-region, and is higher for men.

### Unemployment rate 15+, 2008 (%)



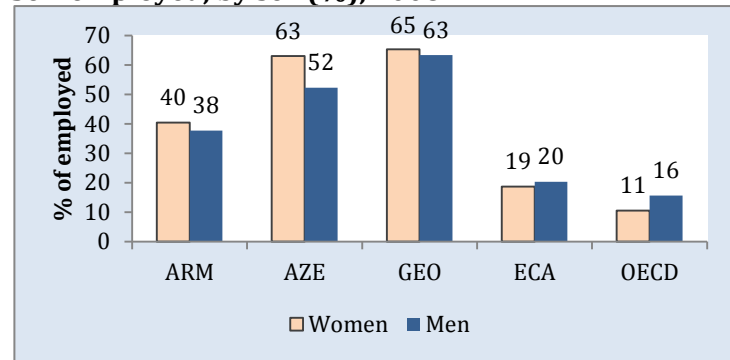
Source: WDI. Notes: ECA refers to developing countries only and OECD to high-income OECD members. 2007 data for Armenia.

### Self-employment

Armenia, Azerbaijan and Georgia have much higher self-employment rates than ECA and OECD and, in contrast with the ECA regional average, self-employment rates are higher for women than for men.

Azerbaijan and Georgia, the two countries with the highest self-employment rates, also have the highest share of rural population in the sub-region (48 and 47 percent, respectively), and higher than the ECA average of 36 percent.

### Self-employed, by sex (%), 2008



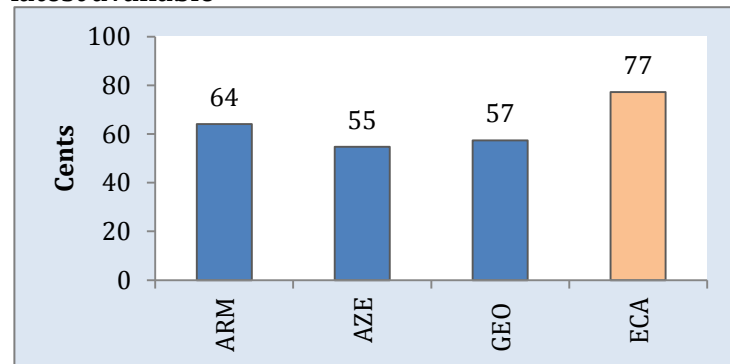
Source: WDI. Notes: ECA refers to developing countries only and OECD to high-income OECD members.

### Monthly wages gender gap

The South Caucasus countries have some of the lowest female wages relative to men's in the ECA region for monthly earnings.

This could be due to occupational segregation, differences in hours worked and productivity, and discrimination.

### Female earnings relative to \$1 male earnings (cents), latest available



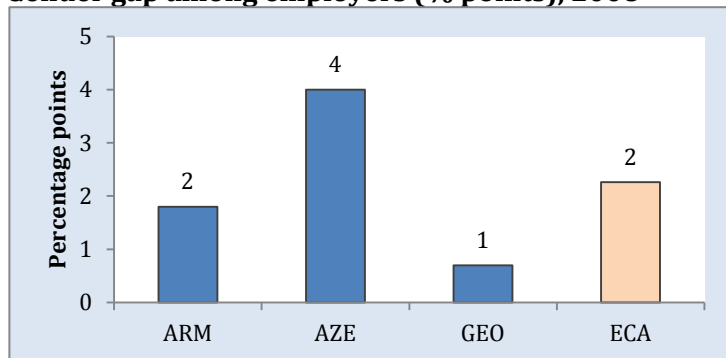
Source: UNECE. Notes: Gender pay gap is the difference between men's and women's average earnings from employment, shown as a percentage of men's average earnings. Data for Armenia, Azerbaijan and Georgia is for 2010, and 2007 - 2011 for ECA. Data accessed in September 2012.

### Gender gap among employers

The average share of employers (as a percent of total employment) is low, on average, in the ECA region.

Armenia and Georgia have low gender gaps in the share of employers (lower than the regional average); Azerbaijan's gap is larger, driven by a larger concentration of male employers in the labor market.

### Gender gap among employers (% points), 2008



Source: WDI. Notes: ECA refers to developing countries only and OECD to high-income OECD members. Data shows the difference between the share of men and women employers as a percentage of total employment.

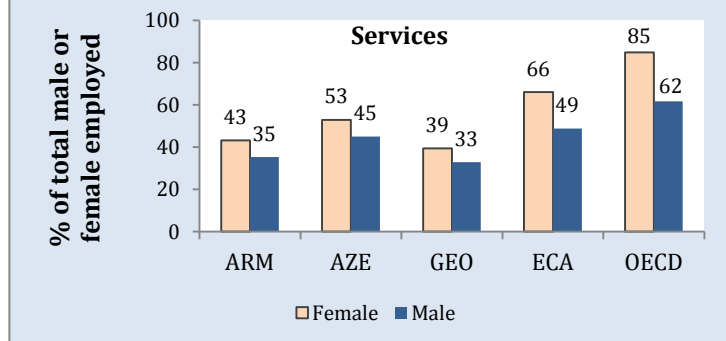
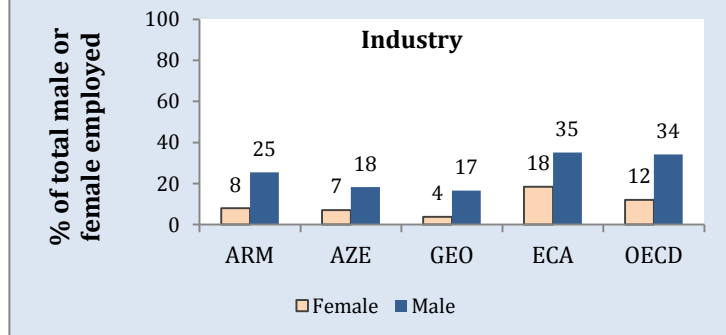
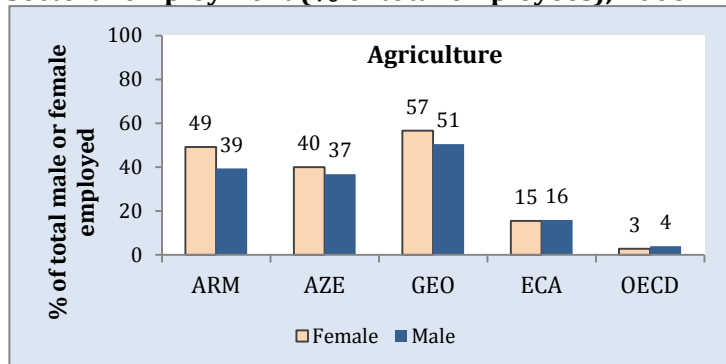
### Sectoral employment

The services and agricultural sectors absorb most women workers in Armenia, Azerbaijan and Georgia.

Compared to the regional and OECD averages, a smaller share of women are employed in the services sector in the South Caucasus countries, compensated by a relatively larger proportion in agriculture.

The South Caucasus countries display a move away from services and into agriculture for female workers, in contrast with the regional patterns.

### Sectoral employment (% of total employees), 2008



Source: WDI. Notes: ECA refers to developing countries only and OECD to high-income OECD members. 2007 data for Georgia.



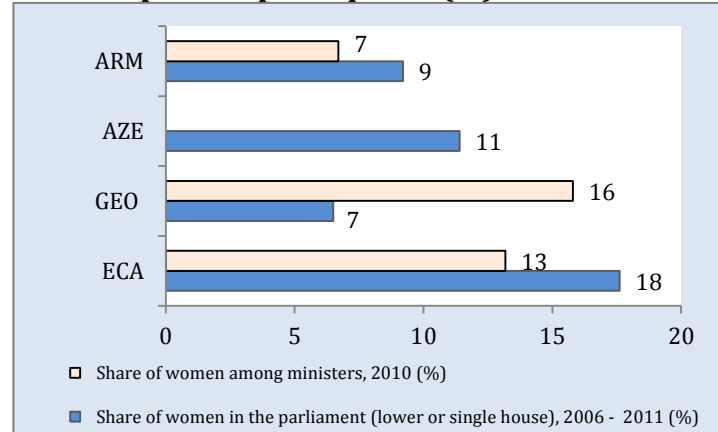
## Women's Voice

### Women's political participation

Women have low political participation in the South Caucasus countries. The share of women in parliament is very low in all three countries. In addition, the share of women ministers in ECA is 13 percent on average, much lower than the Africa (18) and LAC (24) averages.\* Countries like the United States and the United Kingdom have 23 and 24 percent share of women ministries, respectively.

\* Average is calculated with data for 47 African countries with available data and, and 28 LAC countries. For ECA, average includes 27 countries.

### Women's political participation (%)

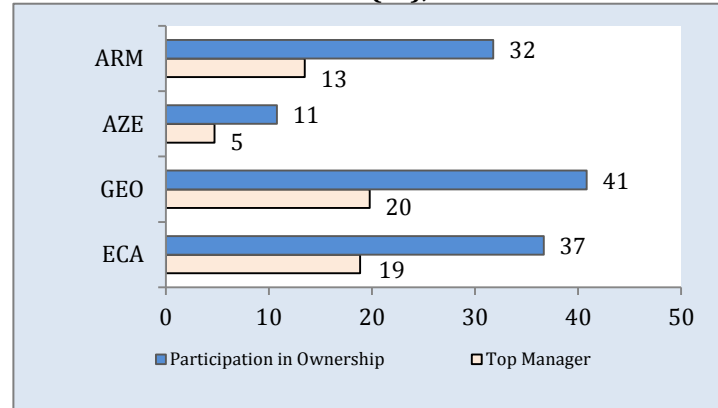


Source: UNECE. Share of women in the parliament data is 2007 for Armenia and 2011 for Georgia; no data available for Azerbaijan.

### Women's participation in business

The share of firms with female participation in ownership is particularly low in Azerbaijan compared to the rest of the sub-region and ECA. In addition, the share of women in top management positions is well below the average for ECA in Armenia and Azerbaijan.

### Share of firms with female (%), 2009



Source: WDI.

### Trafficking in persons

According to information compiled by the U.S. State Department, the Government of Georgia fully complies with the Trafficking Victims Protection Act's standards to combat human trafficking; the Government of Armenia does not fully comply, but is making significant efforts to bring the country in compliance with these standards. The Government of Azerbaijan is currently on the U.S. State Department's Tier 2 Watch List (See Annex 2, Section 2 for more information).

### Trafficking in persons tier placements\*, 2011



Source: U.S. State Department Office to Monitor and Combat Trafficking in Persons. 2.5 corresponds to TIER 2 Watch List. See Annex 2, Section 2 for more information. \*The chart does not reflect the number of persons trafficked.

### **Annex 1. Additional Information**

1) The adjusted primary net enrollment rate reflects the total number of pupils of the official primary school age group who are enrolled at primary or secondary education levels, expressed as a percentage of the corresponding population. It differs from the primary enrollment rate in that it also includes the official primary age group who are enrolled in secondary education (e.g., from skipping grades or entering school earlier).

2) TIER 1: Countries whose governments fully comply with the Trafficking Victims Protection Act's (TVPA) minimum standards; TIER 2: Countries whose governments do not fully comply with the TVPA's minimum standards, but are making significant efforts to bring themselves into compliance with those standards. TIER 2 WATCH LIST Countries whose governments do not fully comply with the TVPA's minimum standards, but are making significant efforts to bring themselves into compliance with those standards AND: a) The absolute number of victims of severe forms of trafficking is very significant or is significantly increasing; b) There is a failure to provide evidence of increasing efforts to combat severe forms of trafficking in persons from the previous year; or c) The determination that a country is making significant efforts to bring itself into compliance with minimum standards was based on commitments by the country to take additional future steps over the next year. TIER 3: Countries whose governments do not fully comply with the minimum standards and are not making significant efforts to do so.

Source: U.S. State Department, Office to Monitor and Combat Trafficking in Persons.

## Annex 2. Selected gender-related indicators by country

| Country                        | IDA | Health and demographics   |                          |                        |                              | Education                                 |  |  | Labor                             |  |   |   | Voice                        |  |  |
|--------------------------------|-----|---------------------------|--------------------------|------------------------|------------------------------|---|--|--|-----------------------------------|--|---|---|------------------------------|--|--|
|                                |     | Life expectancy gap       | Maternal mortality ratio | Sex ratio at birth     | Share of female pop. 65+     | Ratio of female/male secondary enrollment | Ratio of female/male tertiary enrollment | Subject-related gender segregation in tertiary | Female labor participation rate   | Gender gap in labor participation rate | Female earnings relative to \$1 male earnings | Share of women with firm ownership                      | Share of women in parliament | Share of women managers                | Women trafficking: Tier Placement*   |
| <b>Europe and Central Asia</b> |     | <b>9</b>                  | <b>34</b>                | <b>1.07</b>            | <b>64</b>                    | <b>96</b>                                 | <b>122</b>                               | <b>0.30</b>                                    | <b>58</b>                         | <b>18</b>                              | <b>0.7</b>                                    | <b>36</b>   | <b>15</b>                    | <b>19</b>                              | ..   |
| Russia                         |     | 12                        | 39                       | 1.06                   | 69                           | 98  | 135                                      |  | 69                                | 9                                      | 0.7   | 33  | 14                           | 14                                     | 2WL  |
| Belarus                        |     | 12                        | 15                       | 1.06                   | 68                           | 102                                       | 144                                      | 0.40   | 62                                | 7                                      | 0.7   | 53  | 35                           | 25                                     | 2WL  |
| Moldova                        | x   | 8                         | 32                       | 1.06                   | 63                           | 102                                       | 134                                      |  | 46                                | 4                                      | 0.8   | 53  | 24                           | 21                                     | 2  |
| Ukraine                        |     | 11                        | 26                       | 1.06                   | 67                           | 98  | 125                                      |  | 62                                | 10                                     | 0.8   | 47  | 8                            | 28                                     | 2  |
| Armenia                        | x   | 6                         | 29                       | 1.15                   | 62                           | 102                                       | 128                                      | 0.31   | 69                                | 14                                     | 0.6   | 32  | 9                            | 13                                     | 2  |
| Azerbaijan                     |     | 6                         | 38                       | 1.17                   | 59                           | 96  | 99                                       | 0.36   | 65                                | 6                                      | 0.5   | 11  | 11                           | 5                                      | 2WL  |
| Georgia                        | x   | 7                         | 48                       | 1.11                   | 62                           | 95  | 125                                      | 0.23   | 59                                | 18                                     | 0.6   | 41  | 7                            | 20                                     | 1  |
| Albania                        |     | 6                         | 31                       | 1.07                   | 53                           | 98  |  |  | 56                                | 21                                     | 0.7   | 11  | 16                           | 20                                     | 2  |
| Bosnia & Herzegovina           | x   | 5                         | 9                        | 1.07                   | 58                           | 103                                       | 130                                      |  | 41                                | 27                                     |   | 33  | 19                           | 14                                     | 1  |
| FYR Macedonia                  |     | 4                         | 9                        | 1.08                   | 57                           | 98  | 119                                      | 0.23   | 50                                | 28                                     |   | 36  | 33                           | 19                                     | 1  |
| Kosovo***                      | x   | 4                         | 43                       |                        |                              |   |  |  | 26                                | 32                                     |   | 11  | 33                           |  | 2  |
| Montenegro                     |     | 5                         | 15                       | 1.08                   | 58                           | 101                                       | 128                                      |  |                                   |  |   | 26  | 11                           | 24                                     | 2  |
| Serbia****                     |     | 5                         | 8                        | 1.08                   | 57                           | 102                                       | 130                                      | 0.25   |                                   |  |   | 29  | 22                           | 16                                     | 2  |
| Bulgaria                       |     | 7                         | 13                       | 1.06                   | 59                           | 96  | 131                                      | 0.24   | 63                                | 10                                     | 0.8   | 34  | 21                           | 26                                     | 2  |
| Croatia                        |     | 7                         | 14                       | 1.06                   | 62                           | 104                                       | 127                                      |  | 60                                | 11                                     | 0.9   | 34  | 24                           | 23                                     | 1  |
| Czech Republic                 |     | 6                         | 8                        | 1.06                   | 60                           | 101                                       | 138                                      | 0.30   | 61                                | 17                                     | 0.7   | 25  | 22                           | 18                                     | 2  |
| Estonia                        |     | 10                        | 12                       | 1.06                   | 67                           | 102                                       | 170                                      | 0.32   | 71                                | 7                                      | 0.7   | 36  | 23                           | 26                                     | 2WL  |
| Hungary                        |     | 8                         | 13                       | 1.06                   | 63                           | 99  | 137                                      | 0.29   | 55                                | 13                                     | 0.8   | 42  | 9                            | 14                                     | 2  |
| Latvia                         |     | 10                        | 20                       | 1.04                   | 67                           | 101                                       | 182                                      | 0.30   | 71                                | 6                                      | 0.8   | 46  | 22                           | 31                                     | 2  |
| Lithuania                      |     | 11                        | 13                       | 1.04                   | 66                           | 100                                       | 151                                      |  | 68                                | 4                                      | 0.9   | 39  | 19                           | 15                                     | 1  |
| Poland                         |     | 9                         | 6                        | 1.06                   | 62                           | 99  | 143                                      | 0.26   | 58                                | 14                                     | 0.8   | 48  | 20                           | 31                                     | 1  |
| Romania                        |     | 7                         | 27                       | 1.06                   | 60                           | 99  | 134                                      | 0.22   | 56                                | 16                                     | 0.9   | 48  | 11                           | 25                                     | 2  |
| Slovak Republic                |     | 7                         | 6                        | 1.05                   | 63                           | 101                                       | 159                                      | 0.33   | 61                                | 16                                     | 0.7   | 30  | 15                           | 20                                     | 1  |
| Slovenia                       |     | 7                         | 18                       | 1.05                   | 61                           | 100                                       | 145                                      | 0.33   | 67                                | 8                                      | 0.9   | 42  | 14                           | 16                                     | 1  |
| Turkey                         |     | 5                         | 23                       | 1.05                   | 56                           | 91  | 79                                       |  | 29                                | 47                                     |   | 41  | 9                            | 12                                     | 2  |
| Kazakhstan                     |     | 10                        | 45                       | 1.07                   | 68                           | 97  | 144                                      |  | 74                                | 7                                      | 0.6   | 34  | 18                           | 25                                     | 2  |
| Kyrgyz Republic                | x   | 8                         | 81                       | 1.06                   | 59                           | 99  | 130                                      | 0.29   | 59                                | 23                                     | 0.7   | 60  | 26                           | 23                                     | 2  |
| Tajikistan                     | x   | 7                         | 64                       | 1.05                   | 57                           | 87  | 41                                       |  | 60                                | 17                                     | 0.6   | 34  | 19                           | 12                                     | 2  |
| Turkmenistan                   |     | 8                         | 77                       | 1.05                   | 59                           |   |  |  | 49                                | 29                                     |   |   | 17                           |  | 3  |
| Uzbekistan                     | x   | 6                         | 30                       | 1.05                   | 57                           | 99  | 70                                       | 0.40   | 51                                | 26                                     |   | 40  | 22                           | 11                                     | 2WL  |
| <b>IDA mean</b>                |     | <b>6</b>                  | <b>42</b>                | <b>1.08</b>            | <b>60</b>                    | <b>98</b>                                 | <b>108</b>                               | <b>0.31</b>                                    | <b>57</b>                         | <b>17</b>                              | <b>1</b>                                      | <b>38</b>   | <b>20</b>                    | <b>16</b>                              | ..   |
| <b>Non-IDA mean</b>            |     | <b>8</b>                  | <b>22</b>                | <b>1.06</b>            | <b>62</b>                    | <b>99</b>                                 | <b>136</b>                               | <b>0.30</b>                                    | <b>61</b>                         | <b>13</b>                              | <b>1</b>                                      | <b>35</b>   | <b>18</b>                    | <b>21</b>                              | ..   |
| Flagging criteria              |     | 10+                       | 60+                      | 1.10+                  | 65+                          | 5± from parity                            | Outliers                                 | 0.40+  | 50 or lower                       | 20+                                    | 0.7 or lower                                  | 35 or lower   | 10 or lower                  | 15 or lower                            | 2WL or 3   |
| Indicator details              |     | Female minus male (years) | Per 100,000 live births  | Male per female births | As % of total 65+ population | Ratio                                     | Ratio                                    | Duncan Index                                   | % of female population ages 15-64 | % of male population ages 15-64        | Women's monthly earnings as % of men's        | Percent of firms with female participation in ownership | Percent                      | Firms with women in top management (%) | 1: compliance w/ Trafficking Victims Protection Act's; 2WL is 2-Watch List |

Sources: WDI, GenderStats, UNECE, Enterprise Surveys, U.S. State Department. Data for latest available year.

\* See Annex 1, Section 2 for more information on U.S. State Department's tier definitions.

\*\* Excluding high-income Europe.

\*\*\* Missing data on Kosovo is completed with statistics in the Kosovo Gender Diagnostics (WB, 2012).

\*\*\*\* The 2012 WDR highlighted Serbia as a country with high sex imbalances at birth. Further work is planned to understand the severity and factors behind the issue in this country.

### Annex 3. Selected key gender-related issues by country

| Country                          | IDA | Health and demographics   |                          |                        |                              | Education                                 |  |  | Labor                             |  |   |   | Voice                        |  |  |
|----------------------------------|-----|---------------------------|--------------------------|------------------------|------------------------------|---|--|--|-----------------------------------|--|---|---|------------------------------|--|--|
|                                  |     | Life expectancy gap       | Maternal mortality ratio | Sex ratio at birth     | Share of female pop. 65+     | Ratio of female/male secondary enrollment | Ratio of female/male tertiary enrollment | Subject-related gender segregation in tertiary | Female labor participation rate   | Gender gap in labor participation rate | Female earnings relative to \$1 male earnings | Share of women with firm ownership                      | Share of women in parliament | Share of women managers                | Women trafficking: Tier Placement*   |
| <b>Europe and Central Asia**</b> |     |                           |                          |                        |                              |   |  |  |                                   |  |   |   |                              |  |  |
| Russia                           |     | ✓                         |                          |                        | ✓                            |   | ..                                       |  |                                   | ✓                                      | ✓   |   | ✓                            |  | ✓  |
| Belarus                          |     | ✓                         |                          |                        | ✓                            |   | ✓  |  |                                   |  |   |   |                              | ✓                                      | ✓  |
| Moldova                          | x   |                           |                          |                        |                              |   | ..                                       | ✓  |                                   |  |   |   | ✓                            |  |  |
| Ukraine                          |     | ✓                         |                          |                        | ✓                            |   | ..                                       |  |                                   |  |   | ✓   |                              |  |  |
| Armenia                          | x   |                           |                          | ✓                      |                              |   |  |  |                                   | ✓                                      | ✓   | ✓   | ✓                            |  |  |
| Azerbaijan                       |     |                           |                          | ✓                      |                              |   |  |  |                                   | ✓                                      | ✓   | ✓   | ✓                            |  | ✓  |
| Georgia                          | x   |                           |                          | ✓                      |                              | ✓   |  |  |                                   | ✓                                      |   | ✓   |                              |  |  |
| Albania                          |     |                           |                          |                        |                              |   | ..                                       |  | ✓                                 | ✓                                      | ✓   |   |                              |  |  |
| Bosnia & Herzegovina             | x   |                           |                          |                        |                              |   | ..                                       | ✓  | ✓                                 | ..                                     | ✓   |   | ✓                            |  |  |
| FYR Macedonia                    |     |                           |                          |                        |                              |   |  | ✓  | ✓                                 | ..                                     |   |   |                              |  |  |
| Kosovo***                        | x   |                           |                          | ..                     | ..                           | ..  | ..                                       | ✓  | ✓                                 | ..                                     | ✓   |   |                              |  |  |
| Montenegro                       |     |                           |                          |                        |                              |   | ..                                       | ..   | ..                                | ..                                     | ✓   |   |                              |  |  |
| Serbia****                       |     |                           |                          |                        |                              |   |  | ..   | ..                                | ..                                     | ✓   |   |                              |  |  |
| Bulgaria                         |     |                           |                          |                        |                              |   |  |  |                                   |  | ✓   |   |                              |  |  |
| Croatia                          |     |                           |                          |                        |                              |   | ..                                       |  |                                   |  | ✓   |   |                              |  |  |
| Czech Republic                   |     |                           |                          |                        |                              |   |  |  |                                   | ✓                                      | ✓   |   |                              |  |  |
| Estonia                          |     | ✓                         |                          |                        | ✓                            |   | ✓  |  |                                   | ✓                                      |   |   |                              |  | ✓  |
| Hungary                          |     |                           |                          |                        |                              |   |  |  |                                   |  |   | ✓   | ✓                            |  |  |
| Latvia                           |     | ✓                         |                          |                        | ✓                            |   | ✓  |  |                                   |  |   |   |                              |  |  |
| Lithuania                        |     | ✓                         |                          |                        | ✓                            |   | ..                                       |  |                                   |  |   |   |                              | ✓                                      |  |
| Poland                           |     |                           |                          |                        |                              |   |  |  |                                   |  |   |   |                              |  |  |
| Romania                          |     |                           |                          |                        |                              |   |  |  |                                   |  |   |   |                              |  |  |
| Slovak Republic                  |     |                           |                          |                        |                              |   |  |  |                                   | ✓                                      | ✓   |   |                              |  |  |
| Slovenia                         |     |                           |                          |                        |                              |   |  |  |                                   |  |   |   |                              |  |  |
| Turkey                           |     |                           |                          |                        |                              | ✓   | ..                                       | ✓  | ✓                                 | ..                                     |   | ✓   | ✓                            |  |  |
| Kazakhstan                       |     | ✓                         |                          |                        | ✓                            |   | ..                                       |  |                                   | ✓                                      | ✓   |   |                              |  |  |
| Kyrgyz Republic                  | x   |                           | ✓                        |                        |                              |   |  |  |                                   | ✓                                      | ✓   |   |                              |  |  |
| Tajikistan                       | x   |                           | ✓                        |                        |                              | ✓   | ✓  | ..   |                                   | ✓                                      | ✓   |   |                              | ✓                                      |  |
| Turkmenistan                     |     |                           | ✓                        |                        |                              | ..  | ..                                       | ✓  | ✓                                 | ..                                     | ..  |   |                              | ..                                     | ✓  |
| Uzbekistan                       | x   |                           |                          |                        |                              |   | ✓  | ✓  | ✓                                 | ..                                     |   |   |                              | ✓                                      | ✓  |
| Flagging criteria                |     | 10+                       | 60+                      | 1.10+                  | 65+                          | 5± from parity                            | Outliers                                 | 0.40+  | 50 or lower                       | 20+                                    | 0.7 or lower                                  | 35 or lower   | 10 or lower                  | 15 or lower                            | 2WL or 3   |
| Indicator details                |     | Female minus male (years) | Per 100,000 live births  | Male per female births | As % of total 65+ population | Ratio                                     | Ratio                                    | Duncan Index                                   | % of female population ages 15-64 | % of male population ages 15-64        | Women's monthly earnings as % of men's        | Percent of firms with female participation in ownership | Percent                      | Firms with women in top management (%) | 1: compliance w/ Trafficking Victims Protection Act's; 2WL is 2-Watch List |

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\*\* Excluding high-income Europe.

\*\*\* Missing data on Kosovo is completed with statistics in the Kosovo Gender Diagnostics (WB, 2012).

\*\*\*\* The 2012 WDR highlighted Serbia as a country with high sex imbalances at birth. Further work is planned to understand the severity and factors behind the issue in this country.

.. - Data not available.