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GENDER AND GOVERNANCE

DIALOGUE SERIES

**The Challenge of Implementing
Gender Responsive Legislation
in Central Asia**





Gender and Governance Dialogue Series

The Challenge of Implementing Gender Responsive Legislation in Central Asia

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The views presented in this report are those of the participants to the dialogues and do not reflect those of the World Bank or the other organizations involved.

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Foreword

Gender inequalities undermine the effectiveness of development policies in fundamental ways. Evidence shows that societies with greater inequality face a higher incidence of poverty, malnutrition, and ill health and have lower educational attainment. They also experience slower economic growth and weaker governance. In the countries of Central Asia, the process of economic transition from central planning to the open market has not been gender-neutral. Yet gender inequality is an issue that often lies only at the periphery of policy dialogue and decision-making. The Europe and Central Asia Region of the World Bank is committed to making gender equality central to its fight against poverty.

This Gender and Governance Dialogue Series focuses on the challenges of implementing gender sensitive legislation in Central Asia, playing an important role in placing gender issues on the development agenda. By exploring some of the links between gender and governance, this Series has also shown that a favorable governance environment cannot be achieved unless careful attention is given to the different constraints, opportunities and needs facing women and men.

The Series was a success in many ways: in the use of innovative technology, in the ability to connect different stakeholders, and in the spirit of partnership in which the Series has been conducted. Perhaps most important, however, the Series provided a space for learning and sharing experiences. We will build on this in partnership with donors, civil society and our clients, and make a concerted effort to move gender issues to the center of our work on governance and poverty reduction.



Pierella Paci
Senior Economist
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The program's key partner was UNDP's Regional Bureau for Europe and the CIS (UNDP RBEC), led by Dono Abdurazakova, Gender Advisor UNDP Regional Centre, Bratislava. UNDP and UNIFEM expertise and support to the series was provided by Damira Sartbaeva, Regional Programme Director, UNIFEM Regional Office for CIS; Nargis Azizova, Program Analyst, UNDP Tajikistan; Anastasia Toropova, UNDP Country Programs Gender Coordinator, Kyrgyz Republic; Gulira Myrzabyeva, UNDP Director, Gender in Development Bureau; and Galina Vrabie, National Program Officer.

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Background

Political and economic transition in Central Asia has been accompanied by an increase in gender inequalities in many areas, and gender disparities remain pervasive in access to and control of resources, in economic opportunities, and in power and political voice. A favorable governance environment that promotes gender equality is essential when addressing these gender disparities. Such a governance environment requires gender supportive legislation, institutional structures and processes which take gender issues into account, effective public management systems, and space for women and men to participate in the decision making process, at both local and national levels. It also requires effective partnerships among civil society, government and the private sector.

The countries of Central Asia are moving towards creating a governance environment that promotes gender equality. Several countries have instituted women's machineries, along with various forms of commissions and committees, to address gender equality. A number of countries are developing and reviewing gender responsive legislation and national action plans, and are identifying institutional structures and processes to support gender responsive policy implementation. And women and men are increasingly finding alternative voices in political venues through activities in civil society organizations.

To support knowledge sharing among various stakeholders in the area of gender and governance, the dialogue series, focused on the challenges of implementing gender sensitive legislation in Central Asia. The series was hosted by the World Bank in partnership with UNDP's Regional Bureau for Europe and CIS.

The objectives of these dialogues were to support:

- ▶ Knowledge sharing and understanding of the gender dimensions of legislative and policy reforms in Central Asia in three key areas: economic empowerment, social protection, and access to land and property entitlements,
 - ▶ Ongoing development of strategies and action plans for gender-responsive legislative reform and implementation through country-focused as well as regional stakeholder networks.
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The dialogues took place between October 2003 and June 2004. Initial consultations with key stakeholders in each country, along with a consultative videoconference, assisted in structuring the substantive focus of the sessions. Following the initial consultations, four separate but substantively linked videoconference dialogues were arranged on the following topics:

- ▶ Implementing Equal Opportunity Legislation in Central Asia
- ▶ Economic Empowerment Through Gender Responsive Labor Legislation
- ▶ Implementing Gender Responsive Social Security Legislation in Central Asia
- ▶ Gender Aspects of Land Tenure and Land Entitlement.

Government and civil society representatives from Tajikistan, the Kyrgyz Republic, Uzbekistan and Kazakhstan, along with observers from donor agencies, participated in the dialogues, which were delivered via the World Bank's Global Development Learning Network (GDLN).

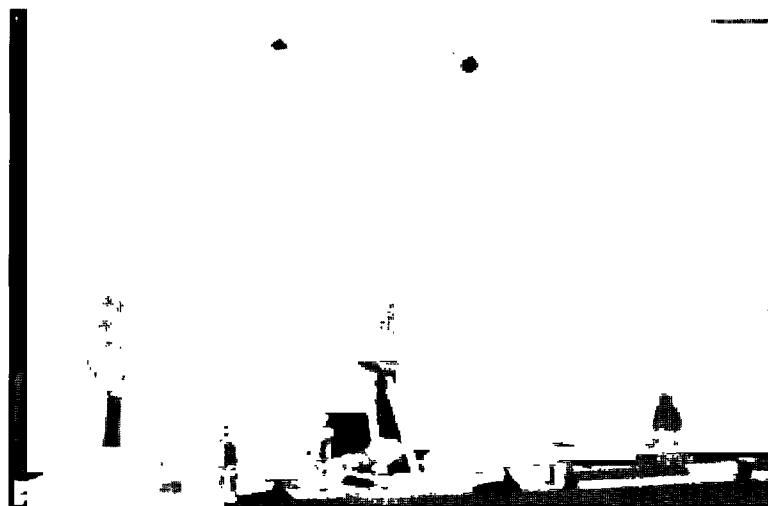
During the videoconferences, promising practices and approaches were shared by experts from other countries in Central and Eastern Europe, where similar issues are prevalent and where effective mechanisms to address these issues have been adopted. The videoconference dialogues were accompanied by an electronic resource site and discussion forum managed through the Development Gateway, providing a blended approach to knowledge development.

The GDLN is a worldwide partnership of Distance Learning Centers with a mandate to use distance learning techniques for information exchange, knowledge sharing, consultation, training, and dialogues on topics relevant to organizations, groups, teams and individuals in developing countries that aim to contribute to sustainable development and the reduction of poverty.

As a first-time series of gender-focused dialogues in the region, the program was an early contributor to the creation of a Central Asia knowledge sharing network of government, donor and civil society representatives. Ongoing networking activities continue to focus on improving the targeting of activities and resources (by government, civil society and donors) towards gender-sensitive legal and policy frameworks in the region.

Session 1

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Implementing Equal Opportunity Legislation in Central Asia

Distance Learning Dialogue on December 10, 2003

Over the last decade, Tajikistan, the Kyrgyz Republic, Kazakhstan and Uzbekistan have supported the development of an equal opportunities legislative framework. Kazakhstan, Uzbekistan and Tajikistan have all drafted Equal Opportunity Laws which are now in various stages of discussion. The Kyrgyz Republic's "The Basics of the State Guarantees for Ensuring Gender Equality" was approved by Parliament in January 2003.

The drafting of these legislative frameworks is a step in the right direction. Yet, while legislation in Central Asia officially embraces gender equality and equal opportunities for and participation of both men and women, in reality discrimination remains. There is a growing understanding that constitutional equality provisions are insufficient and need to be complemented by specific laws that promote equal opportunities and protect women and men from sex-based discrimination, as well as mechanisms to ensure the effective implementation of laws and related policies.

The objectives of this videoconference dialogue were to:

- ▶ Discuss international standards and requirements in equal opportunity legislation with a focus on gender, as they relate to draft legislation in Central Asian countries
- ▶ Discuss institutional structures and processes that can support the effective implementation of equal opportunity legislation.

Presenters included:

- ▶ Pierella Paci, Senior Economist, World Bank
- ▶ Erin Barclay, Executive Director, Network of East-West Women
- ▶ Leila Sydykova, President of the Association of Independent Lawyers, the Kyrgyz Republic
- ▶ Giedre Purvaneckiene, Member of Parliament, Lithuania

The four presentations covered different aspects related to implementing equal opportunity legislation in Central Asia. Pierella Paci's presentation focused on equal pay legislation and labor market discrimination, and provided the participants with an overview of some of the gender gaps in Central Asia. Ms. Paci stressed that although the principle of equal pay for work of equal value was recognized as early as 1919, gender discrimination in the labor market remains a reality across a number of countries. Labor market discrimination persists in terms of wage discrimination, occupation or job discrimination, and human capital discrimination. While a small part of the discrimination can be explained by differences in the characteristics of the average man and average female, such as education or experience, Ms. Paci pointed out that an unexplained component is also at play. This unexplained component is due to unequal treatment, and results in discrimination. Ms. Paci noted that there are strong and worrying signs of growing gender inequality on the ground, for example, in terms of reproductive health and women's economic opportunities.

Erin Barclay focused her presentation on international standards and implementation mechanisms for equal opportunity and gender equality, such as the Convention on the Elimination of Discrimination Against Women, and ILO and EU standards, and discussed how these are applicable to the Central Asian Countries.

The presentations by Leila Sydykova and Giedre Purvaneckiene focused on some of the accomplishments and challenges that the Kyrgyz Republic and Lithuania faced when implementing equal opportunity legislation in their respective countries. Ms. Sydykova noted that the concept of discrimination is still not well understood, especially when it relates to gender discrimination, which makes passing and implementing laws on gender equality more challenging. She suggested the need for improved wording in the legislation. She also noted that mechanisms to support the implementation of equal opportunity legislation need to be strengthened. In this respect, she recommended that in addition to the National Council on Women, Family and Gender other agencies need to be created or strengthened to assist in the implementation of equal opportunity legislation.

Ms. Purvaneckiene shared with the participants Lithuania's experience with the Office of Ombudsmen. The Ombudsman's office was created in 1999 and entrusted with implementing the equal opportunity law, passed in 1998. The role of the Ombudsman includes:

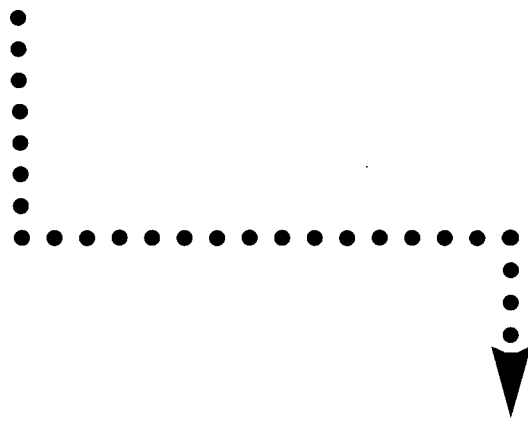
- ▶ Investigating various violations
- ▶ Making suggestions to Parliament and committees for legislative reform to existing laws
- ▶ Writing reports on gender issues for the judicial system and employers.

To support the Ombudsman's office, a parliamentary group of women was also established. There has already been an impact on the ground, including no discrimination in employment advertising.

The Q&A session generated a number of interesting issues for discussion. Participants stressed the importance of involving NGOs and civil society in the legislative process, and the need to enhance the capacity and political will of the different actors to move beyond words and ensure implementation. A suggestion was made to look at some of the Asia-Pacific countries, such as Japan, where Ministries of Equality have been created, to determine their effectiveness and appropriateness. Participants also discussed quota laws, in particular the steps that need to be taken to meet the quota, including clear policies on how to finance increased numbers of women in government bodies. Given the importance of the agricultural sector in Central Asia, participants also stressed the need for laws to protect women's access to property, including land.



Session 2



Economic Empowerment Through Gender Responsive Labor Legislation

Distance Learning Dialogue on February 5, 2004

Economic dependence has been identified as one of the leading causes of women's vulnerability in Central Asian countries. The restructuring of former command economies has led to a period of economic recession and long-term contraction of large public sectors, which were major employers of women. This has resulted in rising rates of female unemployment against a background of cuts in welfare benefits and social services. Gender wage gaps are also prevalent in a number of these countries, with the average woman in Tajikistan earning just over half of what the average man takes home. In Kazakhstan, women receive less than 70 percent of men's wages, even though they are often more qualified (Paci 2002).

Issues of conformity to international standards on equal rights, and the vague status of equal opportunities legislation have promoted various countries in Central Asia to improve the legal frameworks and their implementation to better support equality and opportunities for women in economic activity. Fostering a legal and institutional framework that can facilitate new patterns of economic participation for women in particular has been identified as an important objective in all Central Asian countries.

This session focused on the following issues:

- ▶ What does gender inequality in the labor market mean? What are the typical parameters of analysis (for example pay and income, access to the labor market, employment and unemployment, promotion, and training)?
- ▶ How are other countries (for example, EU accession countries) addressing these standards in their labor codes, and ensuring implementation of such legislation?

Questions for discussions included:

- ▶ What legislative mechanisms are being developed to address gender equality and labor market issues in your country?
- ▶ What are 3 main challenges to the implementation of gender responsive labor legislation? Identify 1-2 ways in which these challenges could be effectively addressed.

Presenters included:

- ▶ Dorothy Rosenberg, Poverty Alleviation Specialist, UNDP Regional Centre, Bratislava
- ▶ Jana Javornik, Institute of Macroeconomic Analysis and Development, Slovenia.

Dorothy Rosenberg's presentation was titled Implementing Gender Equality Legislation in Central Asia. She stressed that while legislation is important, is it not the only precondition for women's participation in the labor force.

Implementing the legislation (including financing) is also important. Drawing from Central Asia's particular experiences and circumstances, Ms. Rosenberg highlighted some of the main challenges women face with regard to labor legislation in the region including:

- ▶ Women's limited access to the labor market, in particular women in rural areas
- ▶ The dominance of the informal sector
- ▶ Gender division of labor within the family, in particular the tendency for women to spend more time and energy on care services.

Ms. Rosenberg also stressed that state policies, such as the common view of women as "mother," have an impact on the successful implementation of gender equality legislation in the region.

Ms. Javornik's presentation focused on Economic Empowerment through Gender responsive Labor Legislation--Do (EU) Policies Matter? She began her presentation with an overview of the European Union's legal framework, giving specific examples of gender responsive legislation and directives, such as the Treaty of Amsterdam in 1997, which legislated the elimination of gender inequality, and directives on maternity protection, paternal leave, and non-discrimination against part-time workers. She then went on to discuss gender gaps in the European market, and identified the challenges of the EU accession, using Slovenia as a case study. In terms of gender gaps, Ms. Javornik noted that women are subject to both vertical and horizontal discrimination. For example, women are disproportionately represented among the unemployed, and less than 4 percent of managers are female. Moreover, women's employment is concentrated in low paying sectors and occupations. During the presentation Ms. Javornik also raised the question of whether maternity leave arrangements can be a trap for women's employment in that they raise the cost of hiring women.

In terms of challenges facing the EU accession countries, Ms. Javornik identified several key challenges, including the following:

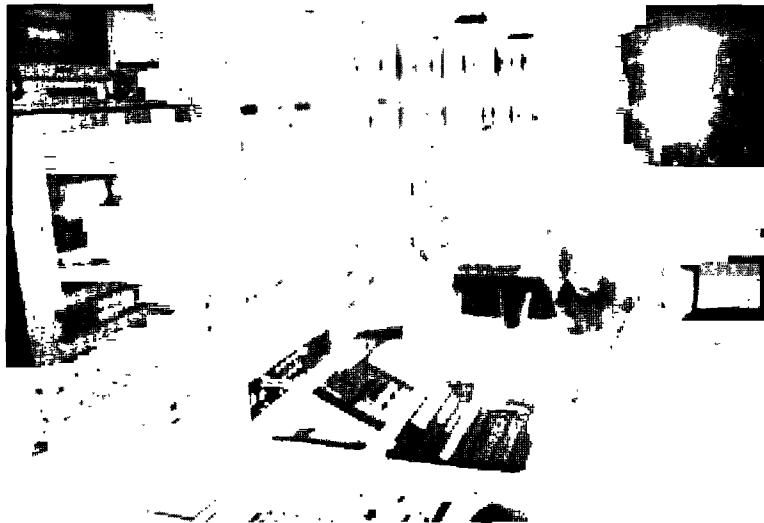
- ▶ The overlapping of two significant and continuing processes: the transition and the accession
- ▶ Varying levels of economic, social and political reforms prior to entry into the EU
- ▶ Low legal culture and weak institutional infrastructure.

Ms. Javornik also stressed the importance of including all actors, such as NGOs, employers, governments and experts in the legislative process, and then training the different actors accordingly, and informing the media about the new legislation.

During the Q&A session, participants raised a number of issues including the role of the ombudsperson in overseeing the implementation of legislation; the impact that labor migration has on legislation; and the way in which labor legislation addresses age discrimination. In response to Ms. Javornik's presentation, participants from non-EU accession countries raised concerns about the lack of an external push for gender responsive labor legislation in their countries, given that they are not part of the EU accession process. Participants also stressed the differences among the countries in the region and cautioned against applying a one-size-fits-all approach. Concern was also voiced about labor legislation's being too protective, particularly given the high unemployment rates in the region and the need to create new jobs for women.



Session 3



Implementing Gender Responsive Social Security Legislation in Central Asia

Distance Learning Dialogue on April 7, 2004

As a consequence of the ongoing economic and political changes taking place during the transition period, most countries in Central Asia have reformed their social security systems since the beginning of the 1990s. The reforms were often intended to increase the efficiency and effectiveness of the delivery of social security benefits and services, and to provide for greater transparency in benefit administration. Giving a changing economic and political environment, the governments were also interested in reducing the burden of welfare state spending on the state budget, and in ensuring the sustainability of the social security system in the long run.

Reforming the social security system gives rise to a series of gender issues. For example, gender issues arise in pension reforms because men and women have different employment histories and life expectancies. Women tend to have shorter formal labor market working histories, as they take time out of the labor market to care for children and are often permitted to retire earlier than men. They also tend to earn less than men, on average. Despite the gender issues at stake, gender equality concerns have been at the margins of social security reform in Central Asia.

The objectives of the session were to:

- ▶ Identify key gender dimensions of social security in transition economies
- ▶ Discuss social security systems in Central Asian countries in relation to gender impact and mechanisms for reform.

Questions for discussion included the following:

- ▶ What are the gender dimensions of social security reforms in transition countries?
- ▶ What legislative and policy approaches are being implemented in Central Asian countries to address these dimensions?

Presenters included:

- ▶ Silke Steinhilber, Consultant, International Labor Organization
- ▶ Estelle James, Consultant, World Bank.

Silke Steinhilber's presentation, *Social Security Reforms and Gender Equality in Transition Economies*, focused on the controversial nature of gender equality in social security, on gender equality as a blind spot in social security reforms and on key issues and policies associated with family benefits and pension reforms.

In terms of the controversial nature of gender equality in social security, Ms. Steinhilber stressed that different groups of society, including those among women, have diverse views and notions of what gender equality in the context of social security reform means, which poses challenges. Some may believe that gender equality means formally equal treatment of women and men, while others may believe that gender equality means using social security as a tool for redressing inequalities through redistribution in favor of women.

Ms. Steinhilber stressed that gender equality has been a blind spot in social security reforms in Central Asia. Some of the reasons for the lack of attention to gender issues include limited public debates on social security reforms, and a lack of awareness of gender dimensions in the planning, implementation and evaluation of social security policy, coupled with the low representation of women among prominent reform actors. The rest of the presentation focused on key issues and policy options. Ms. Steinhilber pointed to five key issues with particular relevance for gender equality in the area of family benefits, including the following:

- ▶ There is a need to better protect family benefits in times of economic change and fiscal austerity
- ▶ Family benefits should be designed so that they support women's employability
- ▶ For greater gender equality, it is essential to achieve a more equal sharing of family responsibilities by increasing the take-up of family benefits through fathers
- ▶ Maintaining and improving access to affordable care services is a key component of a gender equality policy
- ▶ Family benefit reforms have been characterized by difficult choices about policy goals and the means to achieve them.

Ms. Steinhilber ended her presentation by pointing out some key issues in terms of gender equality in pension benefits, including the importance of equalizing retirement ages, providing caring credits and providing for equality in private pensions.

Estelle James focused her presentation, *The Gender Impact of Pensions Reform - What Is It and Why?* on the impact of pension reform on women versus men. In particular, Ms. James shared the results from her empirical work on how women have fared in pension reforms undertaken in Latin American countries, such as Chile, Argentina and Mexico, and applied some of the policy implications of the findings to countries in Central Asia.

In her work, she has tried to answer three specific questions:

- ▶ Who gained more - men or women?
- ▶ Which design features are responsible for these results?
- ▶ What are the trade-offs and who should have priority access to public funds?

Ms. James gave several reasons why there are gender differences in pensions, including the fact that women work only half as many years as men, on average; women earn lower wages; women live 3-5 years longer than men; and women are often entitled to retire earlier than men. In terms of the transition economies, Ms. James pointed out that the relative wages and work experience of women was higher in ECA in the past but is now declining. She also stressed that reforms have rendered public pillars less targeted toward low earners, and that the new system is less generous toward women in terms of child care credits, easy eligibility and support to widows.

Using the example of Poland, James said that women will get 45 percent of what men receive in pensions if gender-specific mortality tables are used; 57 percent if unisex tables are used; and 73 percent if retirement age and work are equalized.

Ms. James went into some detail in outlining some of the key design features of pension reforms that determine gender outcome. Such key features include the following:

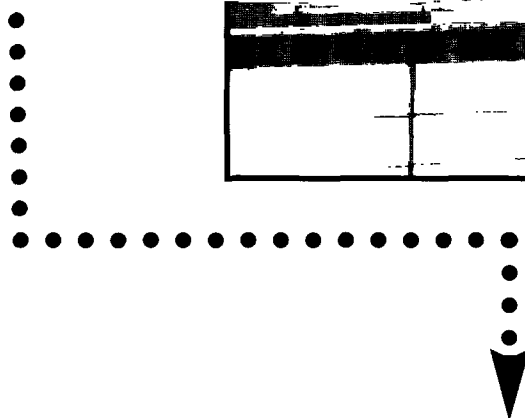
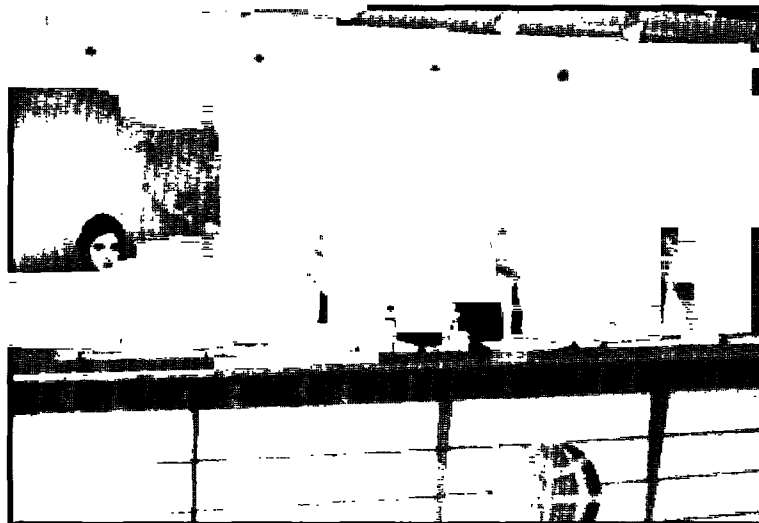
- ▶ The targeting of public pillars to low earners
- ▶ Eligibility conditions, in particular the importance of not excluding women by requiring many work years for receipt of public benefits
- ▶ Price indexation, to ensure that the pension maintains its real value for very old women
- ▶ Equal retirement age, which translates into higher pensions but less leisure for women
- ▶ The importance of joint annuities, which help widows to maintain their living standards after the death of their husbands, without imposing a fiscal burden
- ▶ Survivors' benefits, which are important to the maintenance widows' standards of living.

Following the presentations of Ms. James and Ms. Steinhilder, the floor was opened to comments from the various sites. Participants from the Kyrgyz Republic pointed out that raising the retirement age for women and men, albeit necessary, is difficult to do politically as vast majorities of the population are against such a move. Participants from Tajikistan asked for specific examples of policies to increase fathers' use of family benefits, and the participant from Iran raised questions about how the pension system may be able to reach people in the informal sector.

In their responses, Ms. James and Ms. Steinhilder agreed that increasing the retirement age can be a very difficult and unpopular policy. However, where it has been done, for example in Poland, it has been introduced as a gradual process, taking place over a 10-year period. In terms of fathers' taking advantage of family benefits, Ms. Steinhilder pointed to Sweden, where a part of the parental leave has been reserved for paternity leave. If fathers do not use their paternity leave, the benefit is lost. James addressed the question related to the informal market, pointing out that private pension schemes are often not able to reach the informal market. Instead, public funding needs to be set aside, for example, in the form of small means tested schemes or as in South Africa, small flat benefits.

After the Q&A session, participants from Tajikistan, the Kyrgyz Republic, Kazakhstan, and Uzbekistan gave brief presentations of legislative and policy issues pertaining to the gender dimensions of social security reform in their respective countries. The presentations stressed that even though more than a decade has passed, the legacy of the Soviet system still lingers, and people have certain expectations of the system. The presenter from Uzbekistan pointed out that although legislation is moving towards gender equality, in reality women still face discrimination. For example, because of generous maternity benefits, employers are less interested in providing jobs for women, as employers often expect women to have more absences (to care for sick children and elderly family members). In some countries, such as Uzbekistan, leave to care for sick children, is not available to men. The presenter from Tajikistan pointed out that economic hardships have resulted in increased unemployment rates, which have hit women particularly hard. In general, the presenters stressed that there is a movement among the governments to introduce policies that put more responsibility for social security on the individual as opposed to the state. They also highlighted that there is a need to ensure that these policies are more gender-aware.

Session 4



Gender Aspects of Land Tenure and Land Entitlement

Distance Learning Dialogue on June 2, 2004

Women's lack of a secure claim to land has undesirable consequences not only for their empowerment, but also for society's development and well-being. Despite considerable economic growth in Central Asia since the late 1990s, many people, especially women, in rural areas face increasing poverty and loss of economic and social security. Women in particular did not benefit equally from the privatization and land reforms undertaken by the region's governments, as those reforms for the most part did not account for women's and men's different needs and constraints. Because women collectively represent an enormous productive potential and often invest their resources in ways that result in better economic and social outcomes than men do, strengthening women's land rights can bring a wide range of social and economic benefits that are likely to improve the quality of life for all citizens.

This session, organized by the United Nations Development Fund for Women (UNIFEM) Regional Office for CIS in Almaty and by the World Bank, aimed to draw attention to the issue of gender equality in access to land. The participants also discussed the experiences and projects of UNIFEM, WB, and other organizations in this area.

The following were the three objectives of the fourth session:

- ▶ To identify the gender-related aspects of the land reforms, with a focus on gaps, shortcomings, and obstacles in each participant-country's legislation, policies, and procedures for land tenure and entitlements
- ▶ To map ongoing activities to promote gender equality in the area of land tenure and entitlements
- ▶ To identify existing cooperation and coordination mechanisms between stakeholders, and determine areas where those mechanisms could improve

Questions for discussions included the following:

- ▶ What are the gender aspects of land reform in each participant-country, and what are the shortcomings and obstacles in policies, legislation and procedures related to land tenure and entitlements?
- ▶ What are the experiences of UNIFEM, the World Bank and others in gender land reforms?
- ▶ What are the existing cooperation and coordination mechanisms between the stakeholders, and what can be done to improve this cooperation and further promote gender equality in the course of the land reforms?

Presenters included:

- ▶ Damira Sartbaeva, Regional Programme Director, UNIFEM, Regional Office for CIS
- ▶ Zongmin Li, Consultant, World Bank and UNIFEM
- ▶ Gulnara Baimambetova, UNIFEM Manager, Women's Rights to Land Project

In her opening remarks, Damira Sartbaeva gave a brief overview of gender issues and land reforms in the region. She noted that each Central Asian country is in a different stage of the land reform process and rural women do not often benefit equally from land reforms. She argued that the precedent of customary law over official legislation often limits women's entitlement to land. She also noted that women are not properly informed about their rights, and laws are often gender-neutral and do not take women's and men's special needs into account.

To improve women's equal access to land, Ms. Sartbaeva argued that there is a need to include gender experts in the drafting and development of land reform legislation. She also argued that there is a need to enhance legislators' capacity for gender analysis. She stressed the important role of civil society in promoting women's equal rights to land, and said that donor organizations have an important role to play in terms of building capacity in the civil society.

Zongming Li gave an overview of land rights and gender issues, linking land to wealth, social status, and power. She noted that women's equal access to rural land is essential for several reasons, including the following: women tend to be the majority of farmers; women are increasingly heads of rural households; access to land for women can increase productivity; and equal land rights tend to empower women both economically and socially. Ms. Li also argued that land-titling projects can damage women's land rights, unless they are carried out carefully. She noted that gender-blind registration of titles might permanently cut off the rights of those women who do not get their names onto the register. Ms. Li stressed the importance of women's involvement in titling, planning and implementation, and suggested that systematic gender assessments of land title projects be undertaken.

Gulnara Baimambetova's presentation focused on a UNIFEM project aimed at strengthening women's economic security throughout the land reform process in the Kyrgyz Republic. Ms. Baimambetova started her presentation by highlighting some of the main obstacles rural women face with regard to land rights. These obstacles include the following: traditional customary laws which are adhered to more often than official legislation in land dispute cases; shortcomings of the legal and normative acts regulating issues of land shares, inheritance, purchase, and sale; and insufficient awareness among rural women of their rights to land. Ms. Baimambetova noted that the project, among other things, seeks to increase rural women's access to legal consultations, and to mobilize and make rural women more aware of their rights to land. The project has undertaken a number of activities, including legal consultations, an information campaign, and training for targeted groups. The project has been very successful and UNIFEM plans to continue its efforts to protect women's rights to land in the Kyrgyz Republic.

Following the three presentations, participants in the session provided short descriptions of interventions on the key gender aspects of land tenure and entitlement in their respective countries. Those interventions echoed many of the issues raised in the presentations, including the need for increased awareness among rural women of their rights to land.

Participants from Uzbekistan shared their positive experience in creating women's farmers' association and suggested that the association might serve as a model to promote women's interests in other countries.

A participant from Kyrgyz Republic stressed that the land reform has indeed had different impacts on women and on men. In particular, women had more difficulty in accessing credit and obtaining loans, which translated into more difficulty in acquiring land.

Speakers from Uzbekistan shared their experiences in transferring former government owned land to individuals through a tender-bidding process. Women fared quite well in the bidding process, and therefore many new farms were allotted to them. Questions were also raised about the possibility of involving citizens in the distribution of government land, and thereby increasing the transparency of the process. Participants from the Kyrgyz Republic explained that they are using an arbitration court to settle land disputes. The participants also noted that there was no tradition of individual land tenure in Central Asia, which has made the land reform process challenging.



Conclusions

A number of specific priority areas have been identified in each of the four dialogues. In addition, a number of more general cross-cutting priorities have emerged from the series of dialogues. These general issues include:

- ▶ **Awareness building:** There is a need to increase awareness around the issues of gender and governance, and around the concept of gender equality and its broader impact on development, among key policymakers, the media, the civil society, and the development community.
- ▶ **Development and implementation of legislation:** The principle of gender equality needs to better influence the legislative process and the legal system in various areas, including land and privatization reforms. In some countries laws on equal opportunity still need to be passed. Once the legislation has been passed, there is a need to provide information on it and to support its implementation.
- ▶ **Strengthening good governance through participation:** The transition period is associated with a decrease in women's participation in public life, at both the local and the national levels. To ensure good governance, and to ensure that the voices of both women and men are adequately heard, there is a need to promote women's equal participation in public life.
- ▶ **Capacity building and knowledge sharing:** There is a need to enhance the capacity and effectiveness of the government's gender machinery and of the civil society groups working on gender issues. Furthermore, while they are in different stages of their respective reform processes, there is a need to promote knowledge sharing and the exchange of experiences in promoting gender equality among the countries of Central Asia.
- ▶ **Monitoring the effect of reforms on gender inequality:** A need has been expressed to increase the capacity to analyze the potential effects of reforms with a gender sensitive lens and to monitor their effects on gender equality and the welfare of the most vulnerable groups.



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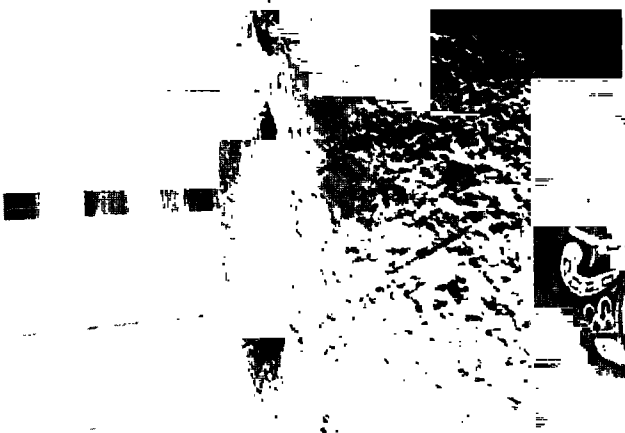
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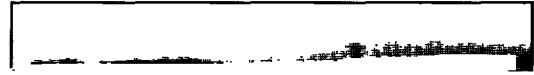
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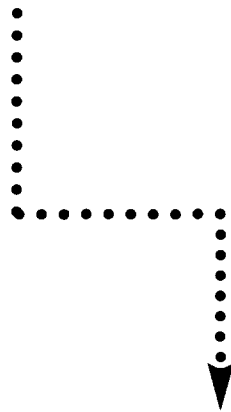
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Annex 1



Basic Gender Indicators for Central Asian Countries

List of Indicators

BASIC

Percentage of women in total population
Life expectancy at birth

MORTALITY

Infant mortality rate
Under-5 mortality rate
Maternal mortality rate
Age 15-19 suicide rate

REPRODUCTIVE HEALTH

Total fertility rate
Crude birth rate
Percentage of women receiving some antenatal consultations
Percentage of women at term with anemia
Percentage of birth attended by health personnel
Percentage of low-births of the total live births
Abortions as percentage of live births

EDUCATION

Composition of enrollment (percentage girls in total number enrolled), by education level
Gross enrollment rates, basic education

LABOR

Percentage of females in total number of employed
Labor force participation
Female's wage as percentage of male's wage
Percentage of females in total registered unemployment
Unemployment rate

Sources

All the data are from TransMonee database (2002), unless otherwise specified.
TMD=TransMonee database
DHS=Demographic and Health Survey
LFS=Labour Force Survey
TLSS=Tajikistan Living Standards Survey
FBS=Family Budget Survey
MOH=Ministry of Health

General notes

1) Gross enrollment rates are computed from data on number of children enrolled at a particular level of education and the total number of children of the age group specific to that level of education. Attention should be paid though that the first figures represent the number of children enrolled in a school-year, while the second represent the total number of children at the beginning of the calendar-year.

2) The age groups for each educational level are:

	Primary	Lower Secondary
Kazakhstan	7-9 y.o.	10-14 y.o.
Kyrgyz Rep.	7-10 y.o.	11-15 y.o.
Tajikistan	7-10 y.o. (1990); 11-16 y.o. (1990);	7-11 y.o. (>1990) 12-16 y.o. (>1990)
Uzbekistan	7-10 y.o.	11-15 y.o.

3) The labour force participation and unemployment rates are computed knowing the number of employed, unemployed, and total number of persons aged 15 and over (for the TMD figures).

1 Kazakhstan - Gender Indicators

DEMOGRAPHICS

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
% of women in total population	51.6	51.6	51.7	51.7	51.7	51.7	51.7	51.8	51.8	51.8	51.8	51.8
Life Expectancy												
Female	72.7	72.4	72.3	70.8	70.3	69.4	69.7	69.9	70.4	71.0	71.3	71.1
Male	63.2	62.6	62.4	60.1	59.7	58.0	58.0	58.0	59.0	60.3	59.8	60.2
Female-Male Difference	9.5	9.8	9.9	10.7	10.6	11.4	11.7	11.4	11.4	10.7	11.5	10.9

MORTALITY

		1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Infant mortality rate	TMD	26.3	27.3	25.9	28.1	27.1	27.0	25.4	24.9	21.6	20.7	19.2	19.4
	DHS										61.9		
	Female											47.3	
	Male										62.0		
Under-5 mortality rate	UNICEF	54.0					57.0					60.0	
	TMD	34.0	35.0	33.4	36.0	35.3	36.5	33.2	32.6	28.9	26.8	25.4	25.1
	DHS										71.4		
	UNICEF	67.0					71.0					75.0	
Maternal mortality rate		55.0	48.1	57.2	49.4	48.4	57.6	52.9	59.0	79.1	66.6	61.6	50.0
Ages 15-19 suicide rate													
	Female	11.7	10.9	11.2	14.5	10.8	9.5	10.4	13.5	11.3	9.7	11.8	9.0
	Male	21.5	25.3	30.1	34.8	28.6	30.9	33.5	35.9	29.5	32.1	33.8	30.1

REPRODUCTIVE HEALTH

		1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total fertility rate	TMD	2.8	2.7	2.6	2.5	2.4	2.2	2.1	1.9	1.8	1.8	1.8	1.8
	DHS										2.1		
Crude birth rate		22.2	21.5	20.5	19.3	18.9	17.5	16.3	15.2	14.8	14.2	14.6	14.6
	TMD	69.7	69.3	68.2	68.0	66.3	65.1	64.8	61.8	63.0	62.0	66.5	67.0
	DHS										59.3		
% of women receiving some antenatal consultations	TMD	99.0	98.1	98.9	98.6	98.3	98.1	98.1	97.6	98.0	97.8	98.3	98.5
	DHS										99.1		
% of birth attended by health personnel	TMD	5.7	6.5	5.7	6.0	6.5	6.1	6.4	6.0	5.9	6.1	6.1	5.4
	DHS										7.0		
% of low-birth of the total live births													
Abortions as % of live births		76.9	101.5	102.6	92.1	85.7	81.2	76.7	67.5	67.1	65.2	61.7	63.3

Composition of enrollment (% girls in total number enrolled)

		1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Primary		50.1	50.0	49.7	49.3	49.4	49.2	49.2	49.9	50.0	49.3	48.8	48.8
Lower secondary		49.7	49.5	49.9	50.2	49.9	49.9	50.0	50.1	50.1	50.3	49.2	49.1
Secondary-general		56.4	56.5	57.5	57.6	57.6	57.7	56.5	50.1	52.7	52.7	52.5	52.5
Secondary-vocational		57.3	56.8	58.6	58.6	58.2	58.6	59.6	59.8	60.5	60.0	59.0	57.8
Secondary-technical										33.6	35.7	37.3	37.9
University degree tertiary		60.2	64.5	64.3	64.4	66.1	66.6	60.4	57.5	58.6	59.4	58.8	59.8
Gross enrollment rates													
Primary	Female	90.6	90.4	89.1	88.5	87.5	97.1	97.3	98.0	98.9	100.5	102.4	103.7
	Male	88.4	88.9	89.1	90.1	88.4	98.7	98.3	96.2	96.4	99.8	103.3	104.8
Lower Secondary	Female	97.1	95.7	96.1	95.7	94.4	87.8	89.3	88.9	89.3	90.8	96.3	96.3
	Male	96.9	96.7	95.9	94.0	94.0	87.0	88.5	87.8	88.4	87.1	96.6	96.6

LABOR

[illegible]

2 Kyrgyz Republic - Gender Indicators

DEMOGRAPHICS

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
% of women in total population	51.1	51.0	51.0	50.9	50.9	50.8	50.8	50.7	50.7	50.6	50.6	50.6	50.6
Life Expectancy Female	72.6	72.7	72.2	71.7	70.7	70.4	71.0	71.4	71.2	72.6	72.4	72.6	72.0
Male	64.2	64.6	64.2	62.9	61.6	61.4	62.3	62.6	63.1	64.9	64.9	65.0	66.2
Female-Male Difference	8.4	8.1	8.0	8.8	9.1	9.0	8.7	8.8	8.1	7.7	7.5	7.6	5.8

MORTALITY

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Infant mortality rate													
TMD	30.0	29.7	31.5	31.9	29.1	28.1	25.9	28.2	26.2	22.7	22.6	21.7	23.8
DHS								61.3					
Female								60.2					
Male								71.9					
Under-5 mortality rate													
TMD	41.3	38.6	42.2	44.6	41.9	41.3	36.4	42.1	40.7	35.5	33.2	29.5	28.5
DHS								72.3					
Maternal mortality rate	62.9	55.6	49.9	44.5	42.7	44.3	31.5	62.7	33.6	42.3	45.5	43.8	
Ages 15-19 suicide rate													
Female	7.3	10.0	7.5	4.5	2.2	11.2	2.6	5.0	5.4	4.4	5.5	4.5	
Male	10.7	10.5	14.4	14.5	12.5	15.4	9.7	10.8	14.6	14.3	11.2	18.7	

REPRODUCTIVE HEALTH

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Total fertility rate													
TMD	3.6	3.6	3.5	3.1	2.9	3.1	2.8	2.6	2.7	2.6	2.4	2.4	2.4
DHS								3.1					
Crude birth rate	29.3	29.0	28.4	25.9	24.4	25.7	23.3	21.7	21.8	21.5	19.8	19.9	
% of women receiving some antenatal consultations								97.0					
% of women at term with anemia	25.0	30.9	30.9	35.0	37.9	49.3	52.9	55.4	56.9	56.6	54.7	56.2	
% of birth attended by health personnel													
TMD	98.9	98.9	98.7	98.3	98.2	98.0	98.1	98.4	98.5	98.5	98.6	98.7	
DHS								99.0					
% of low-birth of the total live births													
TMD	4.9	4.6	5.0	5.1	5.5	5.2	5.5	5.3	5.4	5.2	5.3	5.1	
DHS								6.0					
Abortions as % of live births	57.3	51.3	46.3	45.1	44.8	36.2	31.6	31.0	27.0	24.8	22.8	23.8	

EDUCATION

Composition of enrollment (% girls in total number enrolled)

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Primary	49.6	49.6	49.5	49.8	49.5	48.5	48.1	47.7	48.7	48.6	48.2	48.4
Lower secondary	49.6	49.1	49.4	50.0	49.6	50.6	50.3	49.5	49.8	49.9	49.1	49.3
Secondary-general	54.6	55.2	56.4	57.3	57.8	59.0	56.6	55.2	52.9	53.0	53.6	53.1
Secondary-vocational	62.9	62.2	61.3	59.0	61.3	62.9	63.9	63.2	64.8	65.2	65.3	65.8
Secondary-technical	31.0	32.3	33.2	34.8	36.6	34.6	39.3	35.5	35.6	35.5	35.9	36.1
University degree tertiary	51.2	53.6	53.5	54.4	51.9	50.8	51.3	50.7	50.8	50.0	50.7	52.9
Gross enrollment rates												
Primary Female	88.4	89.4	89.5	92.1	87.0	103.6	101.9	99.1	99.6	96.7	94.6	94.6
Male	87.6	88.5	88.5	90.0	86.8	107.4	107.6	105.8	101.8	99.4	98.6	98.2
Lower Secondary Female	98.0	96.7	95.9	95.0	86.7	77.2	79.7	81.5	84.5	85.5	95.6	94.2
Male	98.0	98.5	96.2	93.6	87.4	74.6	77.7	82.0	83.9	84.5	97.5	95.2

LABOR

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
% of females in total number of employed												
TMD				49.1	48.5	48.0	45.7	46.3	46.1	44.9	44.4	44.4
LFS										45.0		
Labor force participation												
TMD Female				56.3	53.8	54.6	52.6	52.8	52.5	52.0	50.4	50.0
Male				63.0	60.9	62.1	65.0	64.1	63.8	66.4	65.8	65.2
LFS Female										58.7		
Male										71.1		
Female's wage as % of male's wage						73.3	73.0	71.5	72.3	64.2	67.6	63.1
% of females in total registered unemployment												
TMD			73.3	69.7	60.9	59.3	57.9	58.5	59.6	55.9	53.6	53.8
LFS										56.8		
Unemployment rate												
TMD Female				0.2	1.0	3.7	5.6	3.9	4.1	3.7	3.8	3.9
Male				0.1	0.6	2.3	3.5	2.4	2.4	2.4	2.7	2.7
LFS Female										17.0		
Male										11.3		

Notes: 1) The 2002 figures for life expectancy, IMR, and U5MR come from SIMA database.

2) Data on % of women receiving some antenatal consultations is from RHS.

3 Tajikistan - Gender Indicators

DEMOGRAPHICS

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
% of women in total population	50.3	50.2	50.2	50.1	50.1	50.0	50.0	50.0	50.0	49.9	49.9	49.9	49.9
Life Expectancy Female	72.6	72.9	71.0	68.1	68.2	69.1	70.0	69.6	69.7	70.8	71.7		72.0
Male	67.1	67.3	65.4	56.4	63.2	63.6	64.1	64.0	64.3	66.1	66.0		66.2
Female-Male Difference	5.5	5.6	5.6	11.7	5.0	5.5	5.9	5.6	5.4	4.7	5.8		5.8

MORTALITY

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Infant mortality rate	40.7	40.6	45.9	47.0	36.2	30.9	31.2	27.9	23.4	19.9	20.6		22.0
Under-5 mortality rate	61.5	58.5	68.2	83.5	71.3	49.5		36.3			30.4		26.4
Maternal mortality rate	41.8	53.2	69.6	74.0	74.1	50.2	66.1	51.1	54.4	44.2	43.1	45.4	
Ages 15-19 suicide rate													
Female	5.6	7.0	4.7	2.5	1.4	2.1							
Male	2.2	4.0	5.0	2.9	3.6	5.3							

REPRODUCTIVE HEALTH

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Total fertility rate	5.1	5.0	4.1	4.2	4.4	4.4	3.9	3.9	4.0	3.8	3.7		2.9
Crude birth rate	38.8	39.1	32.4	33.5	34.2	34.1	30.0	30.6	30.3	29.8	27.0	27.2	
% of women receiving some antenatal consultations	63.9		64.4		59.4	62.0	61.8	63.6	58.6	58.9	63.8	66.3	
% of birth attended by health personnel		90.3			82.6	80.9	79.0	72.6	74.1	66.6	55.6	67.3	
% of low-birth of the total live births		5.4	6.5	6.0	5.6	5.0	5.0	3.9	3.5	3.7	3.9	3.5	
Abortions as % of live births	19.6	24.5	26.2	21.5	18.6	16.9	16.5	15.3	13.2	11.7	13.2	11.1	

EDUCATION

Composition of enrollment (% girls in total number enrolled)

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Primary	48.9	48.8	48.4	48.5	48.6	48.0	48.7	48.4	47.9	47.4	47.1	48.1
Lower secondary	49.1	49.1	48.7	48.2	48.4	49.0	48.0	47.3	47.1	46.9	46.3	46.3
Secondary-general	51.0	51.2	45.6	43.1	40.8	41.5	40.4	38.8	38.7	40.4	38.7	37.6
Secondary-vocational		12.5	9.7	14.1	15.8	17.0	24.6	21.5	22.2	26.5	25.9	19.8
Secondary-technical	41.0	44.0	42.0	40.0	43.4	47.1	49.6	48.4	48.4	50.3	44.2	48.5
University degree tertiary	36.6	33.6	31.0	28.0	27.5	26.9	25.8	26.1	25.3	25.1	23.7	24.3
Gross enrollment rates												
Primary Female	72.1	76.8	70.8	74.3	74.0	74.0	74.6	77.7	75.9	75.3	73.9	76.6
Male	73.6	78.6	73.5	76.8	76.3	76.5	76.7	80.7	80.2	81.0	80.4	80.0
Lower Secondary Female	84.4	103.0	99.9	85.5	89.3	91.7	86.0	80.6	87.7	84.8	81.8	84.8
Male	85.5	104.4	103.1	90.1	94.0	94.0	92.0	88.7	97.0	94.5	92.7	96.1

LABOR

% of females in total number of employed		1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
TMD			40.0	40.9	44.3	43.0	44.0	46.4							
TLSS											45.0				
Labor force participation	TMD Female			49.5	52.2	51.2	52.2	51.4							
	Male			73.9	67.7	69.8	68.0	60.5							
TLSS	Female										43.9				45.2
	Male										69.1				64.6
Female's wage as % of male's wage								64.9	55.2	60.9	53.0	43.2	52.5		
% of females in total registered unemployment				38.5	42.6	45.5	46.1	50.1	52.5	53.3	52.8	52.7	52.8		
Unemployment rate															
TMD	Female			0.3	1.1	1.8	2.1	2.8							
	Male			0.4	1.2	1.6	1.9	2.4							
TLSS	Female										17.5				2.9
	Male										15.6				5.3

Notes: 1) The 2000 and 2002 figures for life expectancy, 1995-2002 IMR U5MR come from SIMA database.

2) Survey-based labor data are computed for persons aged 16 and more

4 Uzbekistan - Gender Indicators

DEMOGRAPHICS

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
% of women in total population	50.6	50.6	50.5	50.5	50.4	50.4	50.4	50.3	50.3	50.2	50.2	50.2	50.1
Life Expectancy													
Female	72.4		72.4			72.4		72.4			73.0		73.4
Male	66.1		66.1			66.1		66.1			66.6		67.0
Female-Male Difference	6.3		6.3			6.3		6.3			6.4		6.4

MORTALITY

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Infant mortality rate													
TMD	34.6	35.5	37.4	32.0	28.2	26.0	24.2	22.8	21.8	20.2	18.9	18.3	20.0
DHS							49.1						
Female							36.7						
Male							50.2						
Under-5 mortality rate													
TMD	47.9	48.2	51.7	48.1	46.2	42.7	38.6	36.3	35.5	31.8	28.5		24.0
DHS							59.3						
Maternal mortality rate													
TMD	34.1	33.3	30.1	24.1	17.3	18.9	12.0	10.5	9.6	14.7	34.5	33.5	
MOH							39.0						
Ages 15-19 suicide rate													
Female	6.8	6.6	6.3	5.1	4.2	3.0	4.9	5.0	6.1	5.7	6.4		
Male	8.2	9.9	11.7	9.9	8.6	7.7	7.5	10.2	8.7	11.3	12.5		

REPRODUCTIVE HEALTH

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Total fertility rate													
TMD	4.1	4.2	4.0	3.8	3.5	3.6	3.3	3.1	2.8	2.7			2.3
DHS							3.3						
Crude birth rate	33.9	34.7	33.3	31.7	29.5	29.9	27.4	25.6	23.1	22.4	21.4	20.5	
% of women receiving some antenatal consultations							95.0						
% of birth attended by health personnel							97.5						
% of low-birth of the total live births													
TMD	5.1	5.0	5.6	5.4	5.8	5.9	4.9	4.7	5.1	5.0			
DHS							4.3						
Abortions as % of live births													
TMD	27.8	26.1	23.7	21.4	18.2	17.5	19.4	14.1	13.5	12.1	11.7	11.7	
DHS							17.1						

EDUCATION

Composition of enrollment (% girls in total number enrolled)

		1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
	Primary	49.4	49.2	49.5	49.1	48.5	49.0	49.1	49.0	49.1	49.0	48.9	48.7
	Lower secondary	49.6	49.7	49.4	49.6	49.1	49.6	49.2	49.6	49.6	49.2	48.8	49.2
	Secondary-general	53.4	53.4	52.3	52.2	50.4	50.6	49.7	49.5	49.1	49.5	50.1	48.4
	Secondary-vocational					40.0	40.0	36.2	42.8	44.0			
	Secondary-technical	52.0	50.0	47.0	45.0	47.0	52.0	54.0	55.0	51.1	47.9	51.0	45.7
	Gross enrollment rates												
	Primary Female	86.2	81.0	80.6	80.2	77.6	97.4	97.5	98.8	100.4	100.1	98.7	96.3
	Male	86.6	82.1	80.7	81.8	80.5	99.0	98.5	95.5	100.4	100.4	99.2	97.6
Lower Secondary	Female	100.6	100.1	99.8	100.6	100.7	83.0	82.9	83.9	84.0	82.0	96.1	98.2
	Male	100.4	99.5	100.5	100.4	102.5	82.9	84.0	83.8	83.7	83.0	98.4	98.7

LABOR

		1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
	% of females in total number of employed	50.3	44.0	44.0	43.3	43.3	42.7	43.7	44.0	44.1	44.1	44.0	44.2
	Labor force participation												
	Female												28.9
	Male												57.9
	Unemployment rate												
	Female												9.4
	Male												9.9

Notes: 1) The 2002 figures for life expectancy, and 2002 IMR and U5MR come from SIMA database.

2) Data on % of women receiving some antenatal consultations and % of births attended by health personnel are from DHS.

3) The 1998 TFR comes from "Gender in Transition" (2002) report.

4) The labor force participation and unemployment rates are from FBS (2001).

Annex 2: Development Gateway

During the Distance Learning Dialogue Series, the Development Gateway portal provided an on-line facilitation site on Gender and Governance in Central Asia. The facilitation site enabled access to information about the videoconference sessions, including presentations and background information. It featured a Member's Directory, enabling participants to contact each other and to hold web-based discussions in between the videoconference sessions. It also gave the participants an opportunity to share and post materials.

The online facilitation site was linked to two topic pages at the Development Gateway: Gender and Development, and Governance. The facilitation site can be accessed at:

<http://topics.developmentgateway.org/gendergov/>

An interactive site for information on development and poverty reduction, the Development Gateway portal provides a space for communities to share experiences on development efforts. The portal supports the Development Gateway Foundation's objectives of:

- ▶ increasing knowledge sharing,
- ▶ improving public sector transparency,
- ▶ enhancing development effectiveness, and
- ▶ building local capacity to empower communities.

The Development Gateway provides services such as an online directory for information on development projects (AiDA), an electronic procurement market (dgMarket), information on major development topics (Topic Pages), and links to a growing network of country-level initiatives (Country Gateways).

The Development Gateway is an independent not-for-profit organization. It was conceived by World Bank President James Wolfensohn and initially developed in the World Bank. Operations began in July 2001.

Annex 3: Presentations Available on CD-ROM

Consultative Pre-Session:

- ▶ Distance Learning Dialogue Series: Gender and Governance in Central Asia Issues Paper

Session 1: Implementing Equal Opportunity Legislation in Central Asia

- ▶ Implementing Equal Opportunity Legislation in Lithuania By Giedre Purvaneckiene, Member of Parliament
Paper
- ▶ International Standards and Implementation Mechanisms on Equal Opportunity and Gender Equality By Erin M. Barclay, Esq.
Powerpoint presentation

Session 2: Economic Empowerment Through Gender Responsive Labor Legislation

- ▶ Equal Pay Legislation and Labor Market Discrimination By Pierella Paci
Powerpoint presentation
Russian Translation Available
- ▶ Do (EU) Policies Matter? By Jana Javornik, Institute of Macroeconomic Analysis and Development, Slovenia
Powerpoint presentation
Russian Translation Available
- ▶ Implementing Gender Equality Legislation in Central Asia By Dr. Dorothy Rosenberg, With the support of Dr. Dono Abdurazakova, Gender Adviser
Powerpoint presentation
Russian Translation Available
- ▶ Gender Assessment of the Impact of EU Accession on Women and the Labour Market in CEE Normative Europe, Normative Nation State Winners or Losers By Jana Javornik, Institute of Macroeconomic Analysis and Development, Slovenia
Paper
Russian Translation Available
- ▶ "Economic Empowerment through Gender responsive Labour Legislation"
Do (EU) Policies Matter? By Jana Javornik, Javornik, Institute of Macroeconomic Analysis and Development, Slovenia
Paper

Session 3: Implementing Gender responsive Social Security Legislation in Central Asia

- ▶ The Gender Impact of Pension Reform-What Is It and Why? By Estelle James
Powerpoint presentation

- ▶ Social Security Reforms and Gender Equality in Transition Economies By Silke Steinhilber
Powerpoint presentation
Russian Translation Available
- ▶ Estelle James (Urban Institute), Alejandra Cox-Edwards (California State University, Long Beach) and Rebecca Wong (University of Maryland)
Paper
- ▶ Gender-differentiated Impacts of Pension Design
Paper
Russian Translation Available

Session 4: Gender Aspects of Land Tenure and Land Entitlement

- ▶ UNIFEM project "Land Rights and Economic Security for Rural Women in Tajikistan"
Powerpoint presentation
Russian Translation Available
- ▶ Major Gender Trends: Employment Structure
Paper
Russian Translation Available
- ▶ UNIFEM in Kyrgyzstan: Strengthening Women's Economic Security through the Land Reform
Powerpoint presentation
Russian Translation Available
- ▶ United Nations Development Fund for Women UNIFEM Regional Office for CIS Women's Right to Land in the Central Asia
Paper
Russian Translation Available
- ▶ Module 1: Tenure Security and Land-Poverty Linkage
Section 2: Land Rights and Gender Issues in SEA Dr. Zongmin Li, Consultant, WB
Paper
Russian Translation Available
- ▶ Explanatory to the draft law of the Kyrgyz Republic "On amendments to the Law of the Kyrgyz Republic 'On Agricultural Land Management'" (adopted on January 11, 2001)
Paper

- ▶ Using Human Rights Treaties to Protect Rural Women's Right to Land in Tajikistan. Paper
- ▶ Needs Assessment of Rural Women on Land Tenure Rights in Tajikistan Paper
- ▶ Government of the Republic of Tajikistan Paper
- ▶ Comparative Table to the draft law of the Kyrgyz Republic On amendments to the Law of the Kyrgyz Republic 'On Agricultural Land Management'
- ▶ Gender Review of the Land, Civil, and Family May, 2004 Dushanbe, Tajikistan Performed by the request of the UNIFEM Women's Right To Land Project in Tajikistan

Links to International Law References:

- ▶ ILO conventions: www.ilo.org/ilolex/english/cvlist.htm
- ▶ Convention on the Elimination of all Discrimination Against Women (general recommendations, signatories, and reservations): www.un.org/womenwatch/daw/cedaw.
- ▶ Report: OSI "Monitoring the EU Accession Process" www.eonet.ro
- ▶ European Court of Justice: Equal opportunity case law: http://europa.eu.int/comm/dg05/equ_opp/index_en.htm
- ▶ EU directives on employment, social security and other matters: <http://europa.eu.int/eur->
- ▶ EU treaties: lex/en/lif/ind/en_analytical_index_05.html
Main directory of all EU related law including treatises, directives, Council recommendations: <http://europa.eu.int>

