
Gender Assessment

FP140: High Impact Programme for the Corporate Sector

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Annex 8: Gender Assessment/ Analysis, Gender Action Plan and Budget

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Note: The analysis in this Annex has made use of publicly available sources, and the analysis is not intended to be exhaustive of all gender-related issues in the countries. The relevant information will be updated with the last information available for each country context and will be used as baseline for the development of the gender assessments and the implementation of the gender activities.

1 Gender profiles: Overview of gender issues in the countries of the High Impact Programme for the Corporate Sector

Gender inequalities persist in the manufacturing industry, agribusiness and mining sectors of the eight countries targeted by the Programme. In particular, when it comes to women's access to employment and skills in these eight countries, labor force participation for women in the scientific, industry and technical fields (horizontal segregation), as well as in related managerial roles (vertical segregation) is low.

The sections below are short summaries of the gender issues in the eight countries targeted by the Programme. They use publicly available sources, and are not intended to be exhaustive overviews of all gender-related issues in this country. **The relevant information will be updated with the last information available for each country context and will be used as baseline for the development of the gender assessments and the implementation of the gender activities.**

1.1 Armenia gender profile

The article 14.1 of the Armenian Constitution prohibits discrimination on the grounds of sex, race, colour, ethnic or social origin, genetic features, language, political or any other opinion, membership of a national minority, property, birth, disability, age.

1.1.1 Female participation in the labour force

In Armenia, women's economic participation in the labour force remains low. Only 54% of women, compared to 72% of men, participate in the labour force (ILO, ILOSTAT, 2015). 29% of women and girls aged 15 to 24 are not in education, employment or training (NEET), compared to only 14% of their male contemporaries (ILO, ILOSTAT, 2012). 17% of women do not participate in the labour force due to family care obligations (NSSA, 2016). **Women are poorly represented in energy-intensive sectors:** 65% of Armenian working women are employed in agriculture, education and health and social work (ILO, ILOSTAT, 2015).

1.1.2 Barriers to economic opportunities for women

Women still face important barriers to participate in the labour market: Women devote on average 4.9 hours per day to **unpaid care and domestic work**, compared to 0.9 hours per day for men (UNECE, Statistical Database, 2008). This is slightly below the regional averages¹ of 5.6 hours for women and 2 hours for men (UNECE, Statistical Database, 2008). When it comes to **education**, a substantial gender gap in school enrolment is observed after primary level. Only 83% of boys compared with 97% of girls were enrolled in secondary education in 2009 (World Bank, WDI, 2009). Tertiary education is enjoyed by 47% of women and 42% of men (World Bank, WDI, 2015).

These challenges are exacerbated in rural areas, where 37% of the Armenian population live (World Bank, WDI, 2015). Rural women face greater difficulties in accessing basic services due to the lack of social, health and economic infrastructure in rural areas (CEDAW, 2014). Moreover, rural women face discrimination in accessing credit and are more likely to be employed informally than those in urban areas (FAO, 2017). Moreover, rural households face greater difficulties in accessing **childcare facilities**. The number of pre-school institutions

¹ The regional averages for the time spent on unpaid care and domestic work include Armenia, Azerbaijan, Belarus, Moldova and Ukraine.

has slightly reduced from 653 in 2004 to 638 in 2012 (Ministry of Education and Science, 2014).

Overall, the work environment remains challenging for women:

- 64% of women have experienced **sexual harassment** in the workplace. 20% have had to leave their job due to the issue, according to a 2004 survey (USAID, 2010).
- There is a **gender wage gap** of 36% (UNECE, Statistical Database, 2012). About 68% of managers in Armenia are men (ADB, 2015). Only 19% of firms employ a woman as a top manager (World Bank, Enterprise Surveys, 2013).
- About 68% of **managers** in Armenia are men (ADB, 2015).

1.1.3 Table. Key indicators: Gender gaps in the Armenian economy

		Armenia			Eastern Europe and the Caucasus		
		Female	Male	Total	Female	Male	Total
Labour market	Labour force participation (% of female, male and combined population aged 15+ who are economically active) <i>ILO, ILOSTAT, 2015</i>	54.2	72.4	62.3	60	69.7	64.6
	Employment rate (% of female, male and combined population aged 15+ who are employed) <i>ILO, ILOSTAT, 2015</i>	43.8	59.8	50.9	55.9	63.8	59.6
	Unemployment rate (% of the female, male and combined labour force (15+) that is without work but available for and seeking employment) <i>ILO, ILOSTAT, 2015</i>	19.2	17.4	18.3	7.2	8.4	7.9
	Public sector employment (% of women and men employed in the public sector) <i>ILO, ILOSTAT, 2015</i>	57.9	42.1	[100]	-	-	[100]
	Private sector employment (% of women and men employed in the private sector) <i>ILO, ILOSTAT, 2015</i>	44.3	55.7	[100]	-	-	[100]
	Informal employment (% of employed female, male and combined population in informal employment) <i>ILO, ILOSTAT, 2015</i>	46.6	46.2	46.3	-	-	-
	Vulnerable employment (% of female, male and combined employed population who are contributing family workers or own-account workers) <i>ILO, ILOSTAT, 2015</i>	42.5	41.3	41.8	22	22.9	22.5
	Own-account workers (% of female, male and combined employed population aged 15+ who hold self-employed jobs) <i>ILO, ILOSTAT, 2015</i>	32.0	36.9	34.5	15.4	18.1	16.9

		Armenia			Eastern Europe and the Caucasus		
		Female	Male	Total	Female	Male	Total
	Contributing family workers (% of female, male and combined population who work in a business owned by a family member, without being paid, but not as a partner) <i>ILO, ILOSTAT, 2015</i>	10.5	4.4	7.3	6.6	4.7	5.6
	Youth not in employment or education (% of female, male and combined population aged 15-24 who are not in employment, education or training) <i>ILO, ILOSTAT, 2012</i>	28.8	14.4	22.4	19.4 ²	14.9 ²	17.1 ²
	Time devoted to care work (Average time in hour devoted to unpaid work in a 24-hour period) <i>UNECE, Statistical Database, 2008</i>	4.9	0.9		5.6 ³	2 ³	-
	Population living in modern slavery (% of the population living in modern slavery) <i>Walk Free Foundation, 2016</i>	0.467			0.459		
	Child labour (% of children aged 5-14 engaged in child labour i.e. in contravention of ILO C138 or 182) <i>UNICEF, Global Databases, 2010</i>	3	5	4	3.9	4.9	4.4
	Gender pay gap (% gap between men's and women's average monthly earnings from employment) <i>UNECE, Statistical Database, 2012</i>	35.6			30.3		
Business	Firms with female participation in ownership (% of all firms) <i>World Bank, Enterprise Surveys, 2013</i>	25.3			30.3		
	Bank account at financial institution (% of female, male and combined population aged 15+) <i>World Bank, Findex, 2014</i>	14.3	20.7	17.2	47.6	49.4	48.4
	Loans from a financial institution (% of female, male and combined population aged 15+ who borrowed any money from a financial institution in the past year) <i>World Bank, Findex, 2014</i>	20.9	18.8	19.9	10.3	11.9	11.1
	Female top managers (% of firms with female top manager) <i>World Bank, Enterprise Surveys, 2013</i>	19.1			19.6		
Political participation	Representation in national parliament (% of seats held by women and men in the Parliament) <i>IPU, 2017</i>	18.8	81.2	[100]	16.3	83.7	[100]
	Representation among local council members	9.7	90.3	[100]	-	-	[100]

² The regional average excludes Georgia.

³ The regional average excludes Belarus, Georgia and Ukraine.

	Armenia			Eastern Europe and the Caucasus		
	Female	Male	Total	Female	Male	Total
(% of women and men who are members of community councils) NSSA, 2015						

Note: The Eastern Europe and the Caucasus region as defined by the EBRD includes Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine. For some indicators, data is not comparable across countries and therefore the regional average could not be computed. Such cases are indicated with a - sign.

Sources: ILO (n.d.), *ILOSTAT* (database), International Labour Organization, Geneva; IPU (2017), *Women in national parliaments*, Inter-Parliamentary Union, Geneva; NSSA (2016), *Women and men in Armenia*, National Statistical Service of the Republic of Armenia, Yerevan; UNECE (n.d.), *UNECE Statistical Database: Population and Gender* (database), UNECE, Geneva; UNICEF (n.d.), *UNICEF Global Databases: Child Protection*, UNICEF, New York; Walk Free Foundation (2016), *The Global Slavery Index 2016*, Walk Free Foundation; World Bank Findex (n.d.), Global Financial Inclusion Database, World Bank, New York; World Bank (n.d.), Enterprise Surveys, World Bank, New York

1.2 Jordan gender profile

The Constitution of 1952 (and last amended in 2016) enshrines the principle of equality and prohibits discrimination on the grounds of race, language and religion, but not on the grounds of sex (Constitution of the Hashemite Kingdom of Jordan, 2016: Article 6(1)).

1.2.1 Female participation in the labour force

In Jordan, women’s labour force participation is low (12.6%) compared to the SEMED average (22.9%). Despite advances in women’s educational attainment and health, labour force participation has merely decreased slightly since the 1990s (ILO, ILOSTAT, 2014). Only 17% of working women, compared to 28% of working men earn their salaries in the informal economy sector (UNDP, 2010 **Women are poorly represented in energy-intensive sectors:** more than two thirds of employed women (68%) work in education, health or public administration (DS, 2017). They concentrate on lower and intermediate hierarchical echelons (Sweidan, 2014).

1.2.2 Barriers to economic opportunities for women

Women still face important barriers to participate in the labour market: Despite having substantially reduced the educational gender gap, Jordan continues to have one of the world’s lowest rates of women’s workforce participation (12.6%) (ILO, ILOSTAT, 2014). The existence of discriminatory laws, in particular, in the Labour Code, the Family Protection Act, the Personal Status Laws and the Social and Security Act, restricts women’s rights and access to empowerment opportunities (CEDAW, 2017). **When it comes to education,** while primary education is near-universal, a gender gap manifests itself on higher educational levels. 84% of girls enjoy secondary education, while the same only holds from 79% of boys (World Bank, WDI, 2014).

In addition, Jordanian women face a number of **obstacles to access credit,** including discriminatory attitudes from banks. This manifests in lower collateral requirements for men; and the requirement of spousal guarantees for women, but not for men (World Bank, 2013). Women do not enjoy an equal access to the formal banking sector in practice in Jordan. **They are only half as likely as men to own an account at a financial institution** (World Bank, Findex, 2014). Women represented only 17% of land owners in 2012 (World Bank, 2013).

Moreover, women face **barriers in accessing services,** and this curtails their participation in education and employment. In particular, women lack access to affordable and adequate **public transportation.** Furthermore, disparities between Amman and other regions still persist in terms of transportation connectivity (World Bank, 2016b).

1.2.3 Table. Key indicators: Gender gaps in the Jordanian economy

		Jordan			SEMED region		
		Female	Male	Total	Female	Male	Total
Labour market	Labour force participation						
	(% of female, male and combined population aged 15+ who are economically active) <i>ILO, ILOSTAT, 2014</i>	12.6	59.7	36.4	22.9	70.4	46.7

	Jordan			SEMED region		
	Female	Male	Total	Female	Male	Total
Employment rate (% of female, male and combined population aged 15+ who are employed) <i>ILO, ILOSTAT, 2014</i>	10	53.7	32.1	18.2	63.5	40.9
Unemployment rate (% of the female, male and combined labour force (15+) that is without work but available for and seeking employment) <i>ILO, ILOSTAT, 2014</i>	20.7	10.1	11.9	20.6	9.8	12.3
Public sector employment (% of women and men employed in the public sector) <i>ILO, ILOSTAT, 2004</i>	20.4	79.6	[100]	-	-	-
Private sector employment (% of women and men employed in the private sector) <i>ILO, ILOSTAT, 2004</i>	14.5	85.5	[100]	-	-	-
Informal employment (% of female, male and combined employment who work in the informal sector) <i>UNDP, 2010</i>	17	28	26	-	-	-
Vulnerable employment (% of female, male and combined employed population who are contributing family workers or own-account workers) <i>ILO, ILOSTAT, 2004</i>	2	10.9	9.5	48.3 ⁴	26.6 ¹	31.3 ¹
Own-account workers (% of female, male and combined employed population aged 15+ who hold self-employed jobs) <i>ILO, ILOSTAT, 2004</i>	1.5	10.3	8.8	9.2 ¹	19.5 ¹	17.2 ¹
Contributing family workers (% of female, male and combined population who work in a business owned by a family member, without being paid, but not as a partner) <i>ILO, ILOSTAT, 2004</i>	0.5	0.7	0.6	39.2 ¹	7.2 ¹	14.2 ¹
Youth not in employment or education (% of female, male and combined population aged 15-24 who are not in employment, education or training) <i>ILO, ILOSTAT, 2012</i>	34.8	15.2	24.6	-	-	-

⁴ The regional average excludes Jordan. Data reported for Jordan refer to 2004.

		Jordan			SEMED region		
		Female	Male	Total	Female	Male	Total
	Time devoted to care work (Average time in hour devoted to unpaid work in a 24-hour period)				-	-	-
	Population living in modern slavery (% of the population living in modern slavery) <i>Walk Free Foundation, 2016</i>	0.639			0.641		
	Child labour (% of children aged 5-14 engaged in child labour i.e. in contravention of ILO C138 or 182) <i>UNICEF, UNICEF Global Databases, 2007</i>	0.3	2.8	1.6	5.6	7.6	6.7
	Gender pay gap (% gap between women's average earnings and men's average earnings) <i>Sweidan, 2010</i>	12.3			-		
Business	Firms with female participation in ownership (% of all firms) <i>World Bank, Enterprise Surveys, 2013</i>	15.7			22.4		
	Bank account at financial institution (% of female, male and combined population aged 15+) <i>World Bank, Findex, 2014</i>	17.4	33.7	25.5	14.7	27.9	21.3
	Loans from a financial institution (% of female, male and combined population aged 15+ who borrowed money from a financial institution in the past year) <i>World Bank, Findex, 2014</i>	10.3	16.7	13.6	5	7.7	6.4
	Female top managers (% of firms with female top manager) <i>World Bank, Enterprise Surveys, 2013</i>	2.4			6.3		
Political participation	Representation in the lower house of parliament (% of seats in a lower chamber held by women/men) <i>IPU, 2017</i>	15.4	84.6	[100]	17.5	82.5	[100]
	Representation in the upper house of parliament (% of seats in a lower chamber held by women/men) <i>IPU, 2017</i>	15.4	84.6	[100]			
	Representation in municipal representations	35.9	64.1	[100]			

	Jordan			SEMED region		
	Female	Male	Total	Female	Male	Total
(% of seats in the municipal councils held by women/men) <i>UNWOMEN</i> , 2013						

Note: The Southern and Eastern Mediterranean (SEMED) region as defined by the EBRD includes Egypt, Jordan, Morocco and Tunisia.

Sources: ILO (2016), ILOSTAT (database), International Labour Organization, Geneva; IPU (2017), Women in national parliaments, Inter-Parliamentary Union, Geneva; Sweidan (2014), The gender-based differences in wages, the Jordanian case; UNDP (2013), The Informal Sector in the Jordanian Economy; UNICEF (2016), UNICEF Global Databases; UNWOMEN (2015), Jordan's sixth national periodic report to the CEDAW committee; Walk Free Foundation (2016), The Global Slavery Index 2016, Walk Free Foundation; World Bank (2017), World Development Indicators (database); World Bank (2016), Global Financial Inclusion Database.

1.3 Kazakhstan gender profile

The Constitution of the Republic of Kazakhstan prohibits discrimination on the grounds of sex (Art. 14). Furthermore, the Law on State Guarantees of Equal Rights and Equal Opportunities of Men and Women introduced the principle of gender equality. The government also adopted the Strategy for Gender Equality for 2012-2016 coupled with its Action Plan.

1.3.1 Female participation in the labour force

In Kazakhstan, women still face important barriers to participate in the labour market: Men's labour force participation is higher than women's by approximately 10 percentage points, with men's standing at 77% and women's at 66% (WDI, 2017). 66% of women and 77% of men participate in the labour market. 6% of women are unemployed compared to 5% of men (ILO, ILOSTAT, 2015). Women's entry to certain occupations is restricted by Labour Code provisions. **Women are not allowed to perform 299 jobs in the areas of mining, metalworking, construction and factories (Government of the Republic of Kazakhstan, Resolution 1220, 2011).**

1.3.2 Barriers to economic opportunities

When it comes to **education**, in 2015, 86% of girls and 87% of boys were enrolled in primary education. Higher enrolment rates are observed for secondary education, which 94% of girls and 92% of boys enjoyed in 2013 (WDI, 2017).

In Kazakhstan, women spend on average 4.1 hours on **unpaid care activities** per day compared with 1.9 hours per day for men (UNECE, Statistical Database, 2012). In Kazakhstan, access to free and affordable preschool establishments is limited. After the independence, almost half of all preschool institutions were privatized and many educational institutions were dismantled (ADB, 2013a).

When it comes to **access to finance**, women in Kazakhstan have limited opportunities to own land or other property, due to limited access to loans and limited opportunities to become financially literate (ADB, 2013a). More women (56%) than men (52%) have a bank account. 16% of women and 17% of men had borrowed money from a financial institution in the last year in 2014 (World Bank, Findex, 2014).

Also, women face **barriers in accessing services**, and this curtails their participation in education and employment. According to a recent report, rural women encounter greater barriers to access **public transport** services than women living in urban areas. Statistics show that only 70% of rural households have regular connections to towns (OSCE, 2010).

Overall, the work environment remains challenging for women:

- The **gap between men's and women's average earnings** to amount to 8% (UNECE, Statistical Database, 2015).
- Among **top managers** in Kazakhstan, only 19% are women. Disaggregating by firm size, the share of female top managers declines as firm size increases (World Bank, Enterprise Surveys, 2013).
- There is no national legislation prohibiting **sexual harassment in the workplace** (CEDAW, 2014). The prevalence of gender-based violence remains an important socioeconomic barrier for Kazakh women (OECD, 2017). Domestic trafficking remains a serious and consistent issue in Kazakhstan (USDS, 2016).

1.3.3 Table. Key indicators: Women and men in the Kazakh economy

		Kazakhstan			Central Asia		
		Female	Male	Total	Female	Male	Total
Labour market	Labour force participation (% of female, male and combined population aged 15+ who are economically active) <i>ILO, ILOSTAT, 2015</i>	65.8	77.2	71.1	61 ⁵	75.8 ¹	68.1 ¹
	Employment rate (% of female, male and combined population aged 15+ who are employed) <i>ILO, ILOSTAT, 2015</i>	62	73.9	67.6	57.1 ¹	71.9 ¹	64.2 ¹
	Unemployment rate (% of the female, male and combined labour force (15+) that is without work but available for and seeking employment) <i>ILO, ILOSTAT, 2015</i>	5.7	4.3	5	6.6 ¹	5.2 ¹	5.8 ¹
	Public sector employment (% of civil servants employed in public sector on state positions) <i>ILO, ILOSTAT, 2010</i>	40.7	59.3	[100]	-	-	-
	Private sector employment (% of employees of small, medium and large enterprises) <i>ILO, ILOSTAT, 2010</i>	45.7	54.3	[100]	-	-	-
	Informal employment (% of female, male and combined employed population who are not registered for social security) <i>ILO, ILOSTAT, 2013</i>	30.8	28.4	29.6	-	-	-
	Vulnerable employment (% of female, male and combined employed population who are contributing family workers or own-account workers) <i>ILO, ILOSTAT, 2015</i>	24.9	26.3	25.6	26.3 ¹	29.2 ¹	27.9 ¹
	Own-account workers (% of female, male and combined employed population aged 15+ who hold self-employed jobs) <i>ILO, ILOSTAT, 2015</i>	24.8	26.2	25.5	22.1 ¹	27.9 ¹	25.4 ¹

⁵ The regional average excludes Tajikistan, Turkmenistan and Uzbekistan.

		Kazakhstan			Central Asia		
		Female	Male	Total	Female	Male	Total
	Contributing family workers (% of female, male and combined population who work in a business owned by a family member, without being paid, but not as a partner) <i>ILO, ILOSTAT, 2015</i>	0.1	0.1	0.1	4.3 ¹	1.2 ¹	2.5 ¹
	Youth not in employment or education (% of female, male and combined population aged 15-24 who are not in employment, education or training) <i>ILO, ILOSTAT, 2016</i>	-	-	9.5	-	-	-
	Time devoted to care work (Average time in hours devoted to domestic work in a 24-hour period) <i>UNECE, Statistical Database, 2012</i>	4.1	1.9	3.1	4.2 ¹	2 ¹	-
	Population living in modern slavery (% of the population living in modern slavery) <i>Walk Free Foundation, 2016</i>	0.47			2		
	Child labour (% of children aged 5-14 engaged in child labour i.e. in contravention of ILO C138 or 182) <i>UNICEF, Global Databases, 2006</i>	2	2	2	8 ⁶	9.4 ²	8.7 ²
	Gender pay gap (% gap between women's average earnings and men's average earnings) <i>UNECE, Statistical Database, 2015</i>	7.6			-		
Business	Firms with female participation in ownership (% of all firms) <i>World Bank, Enterprise Surveys, 2013</i>	28.3			31.6 ⁷		
	Bank account at financial institution (% of female, male and combined population aged 15+) <i>World Bank, Findex, 2014</i>	55.6	52	53.9	31.1	32.1	31.6
	Loans from a financial institution (% of female, male and combined population aged 15+ who borrowed money from a financial institution in	16.1	16.8	16.5	7.3	8.3	7.8

⁶ The regional average excludes Mongolia, Turkmenistan and Uzbekistan.

⁷ The regional average excludes Turkmenistan.

		Kazakhstan			Central Asia		
		Female	Male	Total	Female	Male	Total
	the past year) <i>World Bank, Findex, 2014</i>						
	Female top managers (% of firms with female top manager) <i>World Bank, Enterprise Surveys, 2013</i>	18.9			16.7 ³		
Political participation	Representation in the lower house of parliament (% of seats held by women/men) <i>IPU, 2017</i>	27.1	72.9	[100]	20.1 ¹	79.9 ¹	[100]
	Representation in the upper house of parliament (% of seats held by women/men) <i>IPU, 2017</i>	6.4	93.6	[100]	-	-	-
	Representation in legislative bodies (maslikhat on the district level) (% of seats held by women/men) <i>CSK, 2013</i>	19.1	80.9	[100]	-	-	-

Notes: The Central Asia region as defined by the EBRD includes Kazakhstan, the Kyrgyz Republic, Mongolia, Tajikistan, Turkmenistan and Uzbekistan. For some indicators, data is not comparable across countries and therefore the regional average could not be computed. Such cases are indicated with a sign.

Sources: CSK (2014), *Women and Men in Kazakhstan 2009-2013*, Committee on Statistics of the Ministry of National Economy of the Republic of Kazakhstan, Astana; ILO (n.d.), ILOSTAT (database), International Labour Organization, Geneva; IPU (2017), *Women in national parliaments*, Inter-Parliamentary Union, Geneva; UNECE (n.d.), United Nations Economic Commission for Europe Statistical Database; UNICEF (n.d.), UNICEF Global Databases; Walk Free Foundation (2016), *The Global Slavery Index 2016*, Walk Free Foundation; World Bank (n.d.), World Development Indicators (database); World Bank (n.d.), Global Financial Inclusion Database.

1.4 Morocco gender profile

Moroccan laws are primarily based on French civil law and Islamic Sharia law (UNICEF, 2011) and men and women are equal before the law (Art. 6 of the Constitution).

1.4.1 Female participation in the labour force

Women's low level of labour force participation in Morocco (25%) is characterised by high levels of unemployment, informality and low levels of education compared to men's (ILO, ILOSTAT, 2014). This is particularly striking in rural areas where almost 100% of women are in informal employment (Morikawa, 2015). Despite progress to ensure gender equality in the law, important gaps in the legal framework remain. There is no law on violence against women, domestic violence or sexual harassment, women legally inherit less than men, and women **are barred from undertaking certain jobs** that pose "risks of excessive danger," may "exceed their capacities," or "impair good morals" (Decree No. 2-10-183 [2010]).

Rural women, in particular, face multiple discrimination including poor and limited access to transportation, health services, schools and employment opportunities. Rural women are more likely than urban women to work without a contract (almost 100% of rural compared to 60% of urban women), face higher rates of maternal mortality (ADB, 2016) and less likely to be in school. (UNICEF, 2016).

1.4.2 Barriers to economic opportunities for women

While there is no substantial gender difference in primary level education enrolment, a gender gap is visible in secondary education. In 2012, 59% of men compared to only 53% of women were enrolled in secondary education. A smaller gender difference persists in tertiary education (29% of men and 28% of women in 2015) (World Bank, WDI, 2012).

There is a large gender gap in Morocco's labour force: 73% of men are in the labour force, compared to only 25% of women. This pattern has remained relatively stable over the past twenty years (ILO, ILOSTAT, 2014).

Women predominantly work in low-skilled, vulnerable positions: 47% of working women are contributing family workers, compared to only 13% of men (ILO, ILOSTAT, 2012). On average, women devote 5 hours daily to care work, while men only spend 0.7 hours on these tasks (UN, Time Use data portal, 2012). The majority of childcare centres for children under the age of 6 are privately run and concentrated in urban areas.

The exclusion of women in the workplace has a significant financial impact over the course of their life: a 2015 report revealed that 94% of older women do not receive a retirement pension and 83.7% have no health coverage (CNDH, 2015).

Overall, many gender gaps remain:

- Only 27% of women have access to a formal financial institution compared to 60% of men (World Bank, Findex, 2011).
- Only 4.3% of firms have a female top manager. Women participate in the ownership of 31% of firms (World Bank, Enterprise Surveys, 2013).
- 17% of women and 34% of men hold self-employed jobs (ILO, ILOSTAT, 2012).
- Social norms may discourage women from starting a business: Women are often required to provide the guarantee of their husband to secure a loan.

1.4.3 Table. Key indicators: Women and men in the Moroccan economy

		Morocco			SEMED region		
		Female	Male	Total	Female	Male	Total
Labour market	Labour force participation (% of female, male and combined population aged 15+ who are economically active) <i>ILO, ILOSTAT, 2014</i>	25.2	72.6	48.1	22.9	70.4	46.7
	Employment rate (% of female, male and combined population aged 15+ who are employed) <i>ILO, ILOSTAT, 2014</i>	22.7	65.7	43.4	18.2	63.5	40.9
	Unemployment rate (% of the female, male and combined labour force (15+) that is without work but available for and seeking employment) <i>ILO, ILOSTAT, 2014</i>	10.3	9.5	9.7	20.6	9.8	12.3
	Public sector employment (% of women and men employed in the public sector) <i>ILO, ILOSTAT, 2012</i>	25.6	74.4	[100]	-	-	-
	Private sector employment (% of women and men employed in the private sector) <i>ILO, ILOSTAT, 2012</i>	26.1	73.9	[100]	-	-	-
	Informal employment (% of female, male and combined population in non-agricultural employment who are in informal employment) <i>HCP, 2013</i>	10.5	89.5	[100]	-	-	-
	Vulnerable employment (% of female, male and combined employed population who are contributing family workers or own-account workers) <i>ILO, ILOSTAT, 2012</i>	63.8	46.1	50.7	48.3 ⁸	26.6 ¹	31.3 ¹
	Own-account workers (% of female, male and combined employed population aged 15+ who hold self-employed jobs) <i>ILO, ILOSTAT, 2012</i>	16.5	33.6	29.2	9.2 ¹	19.5 ¹	17.2 ¹
	Contributing family workers (% of female, male and combined population who work in a business owned by a family member, without being paid, but not as a partner) <i>ILO, ILOSTAT, 2012</i>	47.3	12.5	21.6	39.2 ¹	7.2 ¹	14.2 ¹

⁸ The regional average excludes Jordan.

		Morocco			SEMED region		
		Female	Male	Total	Female	Male	Total
	Youth not in employment or education (% of female, male and combined population aged 15-24 who are not in employment, education or training) <i>HCP, 2015</i>	45.1	11.4	27.9	-	-	-
	Time devoted to care work (Average time in hour devoted to unpaid work in a 24-hour period) <i>UN, Time Use data portal, 2012</i>	5	0.72		-	-	-
	Population living in modern slavery (% of the population living in modern slavery) <i>Walk Free Foundation, 2016</i>	0.639			0.641		
	Child labour (% of children aged 5-14 engaged in child labour i.e. in contravention of ILO C138 or 182) <i>UNICEF, Global Databases, 2007</i>	7.5	9.1	8.3	5.6	7.6	6.7
	Gender pay gap (% gap between women's average earnings and men's average earnings) <i>MEF, 2017</i>	17			-		
Business	Firms with female participation in ownership (% of all firms) <i>World Bank, Enterprise Surveys, 2013</i>	31.3			22.4		
	Bank account at financial institution (% of female, male and combined population aged 15+) <i>World Bank, Findex, 2011</i>	26.7	52	39.1	14.7	27.9	21.3
	Loans from a financial institution (% of female, male and combined population aged 15+ who borrowed money from a financial institution in the past year) <i>World Bank, Findex, 2011</i>	3.6	5	4.3	5	7.7	6.4
	Female top managers (% of firms with female top manager) <i>World Bank, Enterprise Surveys, 2013</i>	4.3			6.3		
Political participation⁹	Representation in national parliaments (% of seats in a lower chamber held by women/men) <i>IPU, 2017</i>	20.5	79.5	[100]	17.5	82.5	[100]

Note: The Southern and Eastern Mediterranean (SEMED) region as defined by the EBRD includes Egypt, Jordan, Morocco and Tunisia.

⁹ At the time of the writing, Egypt is without local councils. Elections are scheduled to take place in 2017, but have not been held yet.

Sources: HCP (2016), Présentation des résultats de l'Enquête Nationale sur le Secteur Informel 2013/2014; HCP (2015), Note d'information du haut commissariat au plan au sujet de la situation du marché du travail en 2015; ILO (n.d.), ILOSTAT (database), International Labour Organization, Geneva; IPU (2017), Women in national parliaments, Inter-Parliamentary Union, Geneva; UN (n.d.), United Nations Statistics Division Time Use data portal; UNICEF (n.d.), UNICEF Global Databases; Walk Free Foundation (2016), The Global Slavery Index 2016, Walk Free Foundation; World Bank (n.d.), World Development Indicators (database); World Bank (n.d.), Global Financial Inclusion Database; World Bank (2013), *Opening Doors: Gender Equality and Development in the Middle East and North Africa*, World Bank, Washington, DC; MEF (2017), Synthèse de l'édition 2017 du Rapport sur le Budget axé sur les Résultats tenant compte de l'aspect Genre.

1.5 Serbia gender profile

The Constitution guarantees the principle of gender equality and explicitly prohibits indirect and direct discrimination (Constitution 2006, Art. 15, 21(3)). There are no restrictions on women entering certain professions and they may work the same night hours as men (World Bank, 2016).

1.5.1 Female participation in the labour force

With 45% of women participating in the labour market, compared to 62% of men, **female labour force participation remains low in Serbia** (ILO, ILOSTAT, 2016). This might be influenced by the fact that women spend an average of 5 hours on unpaid care work per day, which is double the time spent by men (UN, n.d.). The lack of access to childcare institutions negatively affects the ability of women to work in comparison to men (World Bank, SIPRU 2016).

In addition, women's wages are 17% lower than men's are. **Horizontal segregation is most pronounced in the health and social work sector**, which employs 13% of working Serbian woman and 2% of men. In contrast, the construction sector employs 2% of working women, as compared to 8% of men (Reva, 2012).

1.5.2 Barriers to economic opportunity for women

There are no pronounced gender gaps in primary (96% of boys and girls) and secondary education (95% of girls and 93% of boys). However, 67% of women as compared to only 50% of men pursue tertiary education (World Bank, WDI, 2015).

Although men own most land and property in Serbia, **there is significant discrepancy between regions in terms of women's land ownership** (FAO, 2015). While 51% of property owners are women in the North of Serbia, only 13% of women own property in Presevo (FAO 2015; Colakovic et al., 2017; Gabellini, 2016). Concerning access to finance and entrepreneurship, 83% of both women and men have a bank account (World Bank, Findex, 2014) **but only 26% of SMEs are owned by women** (Kalinić et al., 2014).

Roma women face multiple discrimination on the basis of sex and ethnicity, with greater challenges to access education, health care services, and employment opportunities (CEDAW, 2013). Roma girls have lower educational attainment and higher dropout rates than Roma boys (SORS, UNICEF, 2014).

1.5.3 Table. Key indicators: Women and men in the Serbian economy

		Serbia			South Eastern Europe		
		Female	Male	Total	Female	Male	Total
Labour market	Labour force participation						
	(% of female, male and combined population aged 15+ who are economically active) <i>ILO, ILOSTAT, 2016</i>	45.4	61.8	53.3	48.6	61.3	52.3
	Employment rate						
	(% of female, male and combined population aged 15+ who are employed) <i>ILO, ILOSTAT, 2016</i>	38.1	52.8	45.2	37.3	52.9	45
	Unemployment rate	16.1	14.6	15.3	15.2	13.8	14.4

	Serbia			South Eastern Europe		
	Female	Male	Total	Female	Male	Total
(% of the female, male and combined labour force (15+) that is without work but available for and seeking employment) <i>ILO, ILOSTAT, 2016</i>						
Public sector employment						
(% of women and men employed in the public sector) <i>ILO, ILOSTAT, 2016</i>	51.5	48.5	[100]	-	-	-
Private sector employment						
(% of women and men employed in the private sector) <i>ILO, ILOSTAT, 2016</i>	40.8	59.2	[100]	-	-	-
Informal employment						
(% of female, male and combined population in non-agricultural employment who are in informal employment) <i>ILO, ILOSTAT, 2016</i>	5.6	9.6	7.9	-	-	-
Vulnerable employment						
(% of female, male and combined employed population who are contributing family workers or own-account workers) <i>ILO, ILOSTAT, 2016</i>	24.5	30.7	28	23.5	26.8	25.5
Own-account workers						
(% of female, male and combined employed population aged 15+ who hold self-employed jobs) <i>ILO, ILOSTAT, 2016</i>	11.6	26.5	20	12.2	21.5	17.6
Contributing family workers						
(% of female, male and combined population who work in a business owned by a family member, without being paid, but not as a partner) <i>ILO, ILOSTAT, 2016</i>	12.9	4.2	8	10.6	4.4	7
Youth not in employment or education						
(% of female, male and combined population aged 15-24 who are not in employment, education or training) <i>ILO, ILOSTAT, 2016</i>	18.7	17.5	18.1	20.7 ¹⁰	18.1 ¹	19.4 ¹
Time devoted to care work						
(Average time in hour devoted to unpaid work in a 24-hour period) <i>UN, Time use data portal, 2011</i>	5	2.5		4.6 ¹¹	2 ²	-
Population living in modern slavery						
(% of the population living in modern slavery) <i>Walk Free Foundation, 2016</i>	0.404			0.408		
Child labour						
(% of children aged 5-14 engaged in child labour i.e. in contravention of ILO C138 or 182) <i>UNICEF, Global Databases, 2014</i>	6.6	12.2	9.5	6.4 ¹²	9.9 ³	8.2 ³
Gender pay gap	16.7			12.9 ¹³		

¹⁰ The regional average excludes Albania.

¹¹ The regional average excludes Bosnia and Herzegovina, Cyprus, Kosovo and Montenegro.

¹² The regional average excludes Bulgaria, Cyprus, Greece, Kosovo and Romania.

¹³ The regional average excludes Bosnia and Herzegovina, Kosovo and Montenegro.

		Serbia			South Eastern Europe		
		Female	Male	Total	Female	Male	Total
(% gap between men's and women's average monthly earnings from employment) <i>UNECE, Statistical Database, 2015</i>							
Business	Firms with female participation in ownership	29.8			36.7 ¹⁴		
	(% of all firms) <i>World Bank, Enterprise Surveys, 2013</i>						
	Bank account at financial institution	83	83.2	83.1	65	70.8	67.8
	(% of female, male and combined population aged 15+) <i>World Bank, Findex, 2014</i>						
	Loans from a financial institution	8.2	9.6	8.9	11.3	11.6	11.4
	(% of female, male and combined population aged 15+ who borrowed any money from a financial institution in the past year) <i>World Bank, Findex, 2014</i>						
	Female top managers	14.3			19.3 ⁵		
	(% of firms with female top manager) <i>World Bank, Enterprise Surveys, 2013</i>						
Political participation	Representation in national parliament	34.4	65.6	[100]	22.9 ¹⁵	77.1	[100]
	(% of seats held by women and men in the Parliament) <i>IPU, 2017</i>						

Notes: The South Eastern Europe region as defined by the EBRD includes Albania, Bulgaria, Bosnia and Herzegovina, Cyprus, Greece, Kosovo, the FYR of Macedonia, Montenegro, Romania and Serbia. For some indicators, data is not comparable across countries and therefore the regional average could not be computed. Such cases are indicated with a - sign.

Sources: ILO (n.d.), ILOSTAT (database), International Labour Organization, Geneva; IPU (2017), Women in national parliaments, Inter-Parliamentary Union, Geneva; UNECE (n.d.), UNECE Statistical Database: Population and Gender; UN (n.d.), United Nations Statistics Division Time Use data portal; UNICEF (n.d.), UNICEF Global Databases: Child Protection ; Walk Free Foundation (2016), The Global Slavery Index 2016, Walk Free Foundation; World Bank (n.d.), Global Financial Inclusion Database, World Bank, Washington; World Bank (n.d.), Enterprise Surveys, World Bank, Washington.

¹⁴ The regional average excludes Cyprus and Greece.

¹⁵ The regional average excludes Kosovo.

1.6 Tunisia gender profile

In the Tunisian Republic, men and women are equal before the law (Constitution of the Tunisian Republic, 2014). In addition, Article 46 indicates a commitment to eradicating all forms of violence against women and protection of women's rights in all domains.

1.6.1 Female participation in the labour force

In Tunisia, large labour force gender gaps persist. While 43% of women, compared to 26% of men, pursue tertiary education (World Bank, WDI, 2015), only 26% of women, compared to 70% of men participate in the labour force (ILO, ILOSTAT, 2013). In addition, a gender wage gap of 36% in the informal sector and of 25% in the formal sector were measured in 2012 and in 2011 respectively (INS, 2015b). Contributing factors to this large gap in labour market participation include for instance that women spend on average 5.3 hours on care work a day, compared to 0.7 hours spent by men (UN, Time use data portal, 2006). Similarly, access to public childcare services is very limited. Moreover, **women's access to employment is restricted by Labour Code provisions that prohibit women from working in mines or with heavy metals**, as typically done in high impact sectors, while night work for women is restricted from 10p.m. to 6a.m. (Code du Travail, 2010). In addition, 91% of women indicated that they had been physically assaulted by a man in public transportation (CREDIF, 2016).

1.6.2 Barriers to economic opportunities for women

There is a substantial gender gap in literacy rates in Tunisia. While close to 90% of men are literate, the same holds only for 73% of women. 97% of girls and 98% of boys go to primary school and 94% of girls and 90% of boys are enrolled in secondary education. 43% of women compared to 26% of men enjoy tertiary education (World Bank, WDI, 2015).

Concerning access to finance, 34% of Tunisian men and 21% of Tunisian women hold a bank account at a financial institution (World Bank, Findex, 2014). In addition, a report by the French Development Agency suggests that **access to credit is one of the largest challenges for women working in the informal sector, as well as for rural women** (AFD, 2016). This might well be interlinked with very low female land ownership in Tunisia. While the law guarantees equal access to land ownership to both sexes, in practice women frequently transfer their entitlements to their husbands in the case of marriage and to their brothers in the case of succession (EU, 2014). According to law, when it comes to inheritance, daughters are entitled to half the amount of sons, while female surviving spouses are entitled half the amount of male surviving spouses (Code du Statut Personnel 2012: Articles 103, 101-102). It has been noted that women infrequently exercise their right to inherit land and other assets due to discriminatory practices that favour men, as well as the desire to keep property within the family (Abadeer, 2015).

In terms of female firm ownership and managerial responsibility, only 8.5% of firms have a female top manager while women participate in the ownership of 50% of firms (World Bank, Enterprise Surveys, 2013).

1.6.3 Table. Key indicators: Women and men in the Tunisian economy

		Tunisia			SEMED region		
		Female	Male	Total	Female	Male	Total
Labour market	Labour force participation						
	(% of female, male and combined population aged 15+ who are economically active) <i>ILO, ILOSTAT, 2013</i>	25.6	70	47.4	22.9	70.4	46.7
	Employment rate						
	(% of female, male and combined population aged 15+ who are employed) <i>ILO, ILOSTAT, 2013</i>	19.7	60.8	39.9	18.2	63.5	40.9
	Unemployment rate						
	(% of the female, male and combined labour force (15+) that is without work but available for and seeking employment) <i>ILO, ILOSTAT, 2013</i>	23	13.3	15.9	20.6	9.8	12.3
	Public sector employment						
	(% of women and men employed in central government) <i>OECD/CAWTAR, 2010</i>	27	73	[100]	-	-	-
	Private sector employment						
	(% of women and men employed in the private sector) <i>CRES, 2011</i>	37	63	[100]	-	-	-
	Informal employment						
	(% of female, male and combined population in non-agricultural employment who are in informal employment) <i>INS, 2012</i>	21.9	25.8	24.8	-	-	-
	Vulnerable employment						
(% of female, male and combined employed population who are contributing family workers or own-account workers) <i>ILO, ILOSTAT, 2012</i>	17.2	23.1	21.6	48.3 ¹⁶	26.6 ¹	31.3 ¹	
Own-account workers							
(% of female, male and combined employed population aged 15+ who hold self-employed jobs) <i>ILO, ILOSTAT, 2012</i>	10.3	19.6	17.3	9.2 ¹	19.5 ¹	17.2 ¹	
Contributing family workers							
(% of female, male and combined population who work in a business owned by a family member, without being paid, but not as a partner) <i>ILO, ILOSTAT, 2012</i>	6.9	3.5	4.3	39.2 ¹	7.2 ¹	14.2 ¹	
Youth not in employment or education							
(% of female, male and combined population aged 15-24 who are not in employment, education or training) <i>ILO, ILOSTAT, 2013</i>	29.9	21.2	25.4	-	-	-	
Time devoted to care work							
(Average time in hour devoted to unpaid work in a 24-hour period) <i>UN, Time use data portal, 2006</i>	5.3	0.7		-	-	-	

¹⁶ The regional average excludes Jordan.

		Tunisia			SEMED region		
		Female	Male	Total	Female	Male	Total
	Population living in modern slavery (% of the population living in modern slavery) <i>Walk Free Foundation, 2016</i>	0.766			0.641		
	Child labour (% of children aged 5-14 engaged in child labour i.e. in contravention of ILO C138 or 182) <i>UNICEF, Global Databases, 2012</i>	1.6	2.6	2.1	5.6	7.6	6.7
	Gender pay gap (% gap between women's average earnings and men's average earnings) <i>INS, 2012 / 2011</i>	35.5 (informal sector) 25.4 (formal sector)			-		
Business	Firms with female participation in ownership (% of all firms) <i>World Bank, Enterprise Surveys, 2013</i>	49.5			22.4		
	Bank account at financial institution (% of female, male and combined population aged 15+) <i>World Bank, Findex, 2014</i>	20.5	34.1	27.3	14.7	27.9	21.3
	Loans from a financial institution (% of female, male and combined population aged 15+ who borrowed any money in the past year) <i>World Bank, Findex, 2014</i>	6.2	9.9	8	5	7.7	6.4
	Female top managers (% of firms with female top manager) <i>World Bank, Enterprise Surveys, 2013</i>	8.5			6.3		
Political participation¹⁷	Representation in national parliaments (% of seats in a lower chamber held by women/men) <i>IPU, 2017</i>	31.3	68.7	[100]	17.5	82.5	[100]
	Representation in municipal councils (% of seats in municipal councils held by women/men) <i>EU, 2010</i>	32.8	67.2	[100]			

Note: The Southern and Eastern Mediterranean (SEMED) region as defined by the EBRD includes Egypt, Jordan, Morocco and Tunisia.

Sources: Centre de Recherches et d'Études Sociales (CRES) (2012), Enquête sur la structure des salaires, Tunisie 2011; • European Union (2014), Profil Genre de la Tunisie; ILO (n.d.), ILOSTAT (database), International Labour Organization, Geneva; IPU (2017), Women in national parliaments, Inter-Parliamentary Union, Geneva; UN (n.d.), United Nations Statistics Division Time Use data portal; OECD/CAWTAR (2014), Women in Public Life: Gender, Law and Policy in the Middle East and North Africa, OECD, Paris; UNICEF (n.d.), UNICEF Global Databases; Walk Free Foundation (2016), The Global Slavery Index 2016, Walk Free Foundation; World Bank (n.d.), World Development Indicators (database), World Bank, Washington, DC; World Bank (n.d.), Global Financial Inclusion Database, World Bank, Washington, DC; Institut National de Statistique (INS) (2015b), Rapport National Genre Tunisie 2015.

¹⁷ At the time of the writing, Egypt is without local councils. Elections are scheduled to take place in 2017, but have not been held yet.

1.7 Uzbekistan gender profile

The Constitution of the Republic of Uzbekistan (1992) establishes the principle of equality between men and women (Art. 46) and provides protection from discrimination on the grounds of sex (Art. 18)

1.7.1 Female participation in the labour force

In Uzbekistan, women's labour force participation is very low compared to the Central Asian regional average. Only 38% of Uzbek women compared to a 61% female regional average are economically active. There is a small gender gap with 44% of men being economically active (ILO, ILOSTAT, 2007). Labour Code provisions that **prohibit women from working in certain high impact industries (mining, construction, and metalworking)** affect women's access to employment, (Labour Code of the Republic of Uzbekistan, Art. 225; Order No. 865 of 5 January 2000). There is no legislation prohibiting and criminalising sexual harassment in the workplace (CEDAW, 2014)

1.7.2 Barriers to economic opportunities for women

While higher education attainment rates are overall low, women have slightly less access than men do: Literacy is near-universal for both women and men (World Bank, WDI, 2015). Enrolment rates in primary and secondary education are above the 90% mark. In contrast, the challenge lies in tertiary education, where gross enrolment rates are very low: 7% for women and 11% for men.

Women more so than men are restricted in their labour market access: There is a declining gender gap in unemployment; however, rates are significantly higher than the regional average. 8.8% of women are unemployed compared to 6.6 in the region, whereas 6.6% of men are unemployed compared to 5.2% in the region (ILO, ILOSTAT, 2016). Moreover, Uzbekistan has a gender pay gap of 36% (ADB, 2014).

In 2013, only 8% of firms in Uzbekistan had a majority female ownership, compared to a 12% average within Europe and Central Asia (World Bank, Enterprise Surveys, 2013).

Most female entrepreneurs are involved in small-scale production of consumer goods, retail trade, and professional services such as education and healthcare (ADB, 2014). In addition, 4% of the Uzbek population live in modern slavery. This is two times higher than the regional average, which is 2% (Walk Free Foundation, 2016).

Women face challenges in their access to finance: Access to bank accounts for both women and men in Uzbekistan is higher than the Central Asian regional average. 39% of women have a bank account at a financial institution compared to 31% of women in Central Asia; while 42% of men have a bank account compared to 32% of men in Central Asia (World Bank, Findex, 2014). However, the number of women and men obtaining loans in Uzbekistan is very low, with 0.7% of women obtaining loans in 2014 and 1.9% of men, compared to a regional average of 7.3% of women and 8.3% of men (World Bank, Findex, 2014). According to the Asian Development Bank, in practice very few women own land or real estate (ADB, 2014) which exacerbates the restricted access to finance.

1.7.3 Table. Key indicators: Women and men in the Uzbek economy

		Uzbekistan			Central Asia		
		Female	Male	Total	Female	Male	Total
Labour market	Labour force participation (% of female, male and combined population aged 15+ who are economically active) <i>ILO, ILOSTAT, 2007</i>	37.6	44.0	40.8	61 ¹⁸	75.8 ¹	68.1 ¹
	Employment rate (% of female, male and combined population aged 15+ who are employed) <i>ILO, ILOSTAT, 2007</i>	37.6	44.0	40.8	57.1 ¹	71.9 ¹	64.2 ¹
	Unemployment rate¹⁹ (% of the female, male and combined labour force (15+) that is without work but available for and seeking employment) <i>ILO, ILOSTAT, 2016</i>	8.8	9.0	0.4	6.6 ¹	5.2 ¹	5.8 ¹
	Public sector employment (% of civil servants employed in public sector on state positions)	n.a.			-	-	-
	Private sector employment (% of employees of private enterprises)	n.a.			-	-	-
	Informal employment (% of female, male and combined employed population who work in the informal sector)	n.a.			-	-	-
	Vulnerable employment (% of female, male and combined employed population who are contributing family workers or own-account workers)	n.a.			26.3 ¹	29.2 ¹	27.9 ¹
	Own-account workers (% of female, male and combined employed population aged 15+ who hold self-employed jobs)	n.a.			22.1 ¹	27.9 ¹	25.4 ¹
	Contributing family workers (% of female, male and combined population who work in a business owned by a family member, without being paid, but not as a partner)	n.a.			4.3 ¹	1.2 ¹	2.5 ¹

¹⁸ The regional average excludes Tajikistan, Turkmenistan and Uzbekistan.

¹⁹ ILO modelled estimates are reported for unemployment rates, as national statistical data are not available.

		Uzbekistan			Central Asia		
		Female	Male	Total	Female	Male	Total
	Youth not in employment or education (% of female, male and combined population aged 15-24 who are not in employment, education or training)	n.a.			-	-	-
	Time devoted to care work (Average time in hour devoted to unpaid work in a 24-hour period)	n.a.			4.2 ¹	2 ¹	-
	Population living in modern slavery (% of the population living in modern slavery) <i>Walk Free Foundation, 2016</i>	4.0			2.0		
	Child labour (% of children aged 5-14 engaged in child labour i.e. in contravention of ILO C138 or 182) <i>UNICEF, 2005</i>	n.a.			8 ²⁰	9.4 ²	8.7 ²
	Gender pay gap (% gap between women's average earnings and men's average earnings) <i>ADB, 2014</i>	36.0			-		
Business	Firms with female participation in ownership (% of all firms) <i>World Bank, Enterprise Surveys, 2013</i>	29.2			31.6 ²¹		
	Female top managers (% of firms with female top manager) <i>World Bank, Enterprise Surveys, 2013</i>	13.4			16.7 ³		
	Bank account at financial institution (% of female, male and combined population aged 15+) <i>World Bank, Findex, 2014</i>	39.3	42.2	40.7	31.1	32.1	31.6
	Loans from a financial institution (% of female, male and combined population aged 15+ who borrowed money from a financial institution in the past year) <i>World Bank, Findex, 2014</i>	0.7	1.9	1.3	7.3	8.3	7.8

²⁰ The regional average excludes Mongolia, Turkmenistan and Uzbekistan.

²¹ The regional average excludes Turkmenistan.

		Uzbekistan			Central Asia		
		Female	Male	Total	Female	Male	Total
Political participation	Representation in national parliament (lower house) (% of seats in the lower chamber held by women/men) <i>IPU, 2017</i>	16.0	84.0	[100]	20.1 ¹	79.9 ¹	[100]
	Representation in national parliament (upper house) (% of seats in the upper chamber held by women/men) <i>IPU, 2017</i>	17.0	83.0	[100]	-	-	-

Note: The Central Asia as defined by the EBRD includes Kazakhstan, the Kyrgyz Republic, Mongolia, Tajikistan, Turkmenistan and Uzbekistan. For some indicators, data is not comparable across countries and therefore the regional average could not be computed. Such cases are indicated with a - sign.

Sources: ADB (2014), Uzbekistan Country Gender Assessment; ILO (n.d.), ILOSTAT (database), International Labour Organization, Geneva; IPU (2017), Women in national parliaments, Inter-Parliamentary Union, Geneva; Walk Free Foundation (2016), The Global Slavery Index 2016, Walk Free Foundation; World Bank (n.d.), Enterprise Surveys (database); World Bank (n.d.), Global Financial Inclusion Database.

2 Gender strategy in High Impact Programme for the Corporate Sector

EBRD's mandate in line with its private sector approach in terms of gender and economic inclusion is enhancing equal access to economic opportunities for women and men. EBRD's Gender & Economic Inclusion team have developed a number of gender approaches for green climate projects to this end along the three dimension of (1) access to employment and skills, (2) access to finance and entrepreneurship, (3) access to infrastructure and services that mainly put the EBRD's client at the core of the activities.

The design of the gender activities presented below is based on the analysis of the gender profiles of the High Impact Programme's target countries and the relevant indicators, and on EBRD's unique private sector approach and experience working with the GCF on previous programmes. The gender activities presented below have as overall objective to promote equal economic opportunities for both men and women in these high impact sectors, with EBRD's clients as entry point. Sustainable impact with regards to equal opportunities is sought to be achieved by setting higher gender equality standards, transferring skills and know-how to the client and by building capacity on the understanding of the gender and climate nexus. The gender activities will contribute ultimately to gender equality and the empowerment of women and girls, and will thus contribute to the achievement of SDG 5.

In particular, the gender activities of the High Impact Programme, mainstreamed in the components 1 and 3 of the Programme aim to address the following gender inequalities in close collaboration with our clients that have been identified as gaps as part of the analysis:

Gender inequalities in the target countries persist on all several dimensions of access to finance, access to services and access to employment and skills. Access to employment and skills has been identified as the most promising entry points to collaborate on with clients.

- a. Access to employment and skills: Women to have equal access to employment in high impact sectors, hence, equal access to decision – making and planning of low-carbon strategies
- b. Women are still underrepresented in the workforce, specifically in the energy-intensive sectors and even more so in management positions in the target countries.
- c. Low labour force participation as well as overrepresentation in low-skilled, poorly paid, part-time employment due to care responsibilities, limited access to education or persisting gender biases create a gender pay gap across all targeted countries.
- d. Women continue to experience gender-based violence and sexual harassment in the workplace in the target countries.

These gender inequalities will be addressed by specific gender activities in collaboration with clients in high impact sectors as per EBRD approach to leverage the private sector's opportunity to shape gender equality.

Under Component 1 (**High impact technologies identification and corporate low-carbon strategy development**), corporate low-carbon strategy development that considers gender as a dimension along which decarbonisation can be more effective by being more inclusive. Similarly, a gender action plan at the corporate level will equip key staff with the ability to recruit, promote and retain female staff while ensuring a safe work environment that promotes equal opportunities for all.

Under Component 3 (**Low-carbon sectoral roadmaps for high impact industries and knowledge sharing**), low-carbon sectoral roadmaps for high impact industries that a gender assessment of the energy-intensive sectors in terms of, for example, female workforce at all levels, impact of climate change consequences on female population and ways to adapt and mitigate, and gender-responsive knowledge sharing of these results.

This approach is in line with The EBRD's Strategy for the Promotion of Gender Equality (2016-2020) (<http://www.ebrd.com/gender-strategy.html>), which aims to increase women's economic empowerment and equality of opportunity by focusing on three specific objectives: (i) access to services, (ii) access to employment and skills and (iii) access to finance—particularly targeting those countries of operations, regions or sectors that display the largest gender gaps.

The EBRD's approach to promoting gender equality into its operations is fully aligned with the strategic goals of the Fund's Gender Policy and Action Plan, which requires the Fund beneficiaries to ensure that women and men equally contribute to and benefit from activities and that any potential adverse gender impacts are identified and mitigated.