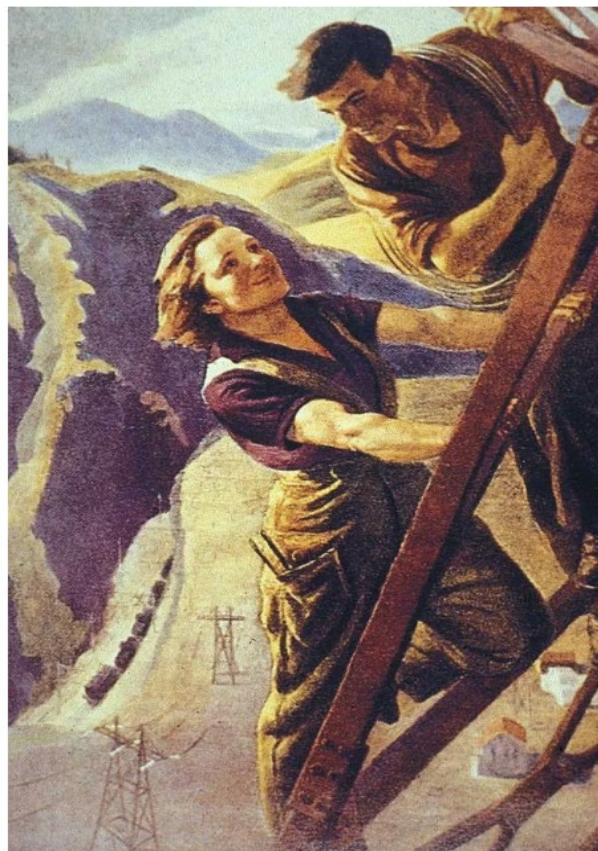


Comparing gender gaps in Georgia, Moldova and Ukraine

A preliminary quantitative analysis of gendered datasets

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17 May 2019



Higher and Higher by Serafima Ryangina (1934)

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Available for free downloading at <http://www.3dcftas.eu/>



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Executive summary

This paper investigates different types of gender gaps that exist in the perceptions and participation of Moldovan, Georgian and Ukrainian citizens in the political, social and economic realms. The aim of this preliminary study is to not only analyse gendered differences between the three East European countries that have made Association Agreements (AA) with the EU, but also to compare their performance with that of a comparator group of EU member states. The paper finds that while a number of significant gender gaps can be detected in the three AA case studies, these are in many cases not substantially different from the gender equality performance of EU countries.

More concretely, a number of key findings can be deduced from the preliminary quantitative analysis:

- All citizens in the three AA countries under study are relatively satisfied about levels of gender equality in their country, especially when compared to other pressing issues like corruption or good governance. Women are however less content than men, but in most instances only marginally so, not just in terms of satisfaction about levels of gender equality, but also about other democratic values like free and fair elections, social justice or equal rights.
- Women in the three AA countries tend to care more than men about issues that directly impact the household, like low living standards, poverty, expensive housing or the provision of health care. These are also the domains or sectors in which they wish the EU would play a greater supportive role.
- All three AA countries have high levels of gender equality in two basic respects, access to education and to public health care, and in these respects they are comparable to the comparator EU member states. However, in terms of formal political representation, they perform less well.
- Overall, gender pay gaps, both for similar work and in terms of overall average earnings, are significant in both the AA and the EU comparator group. In terms of participation in the formal labour force, women in the AA countries are not only less active than their male counterparts but also compared to their female colleagues in the EU. Also, women in the AA countries are significantly less engaged in part-time work than women in the EU countries.
- Much in line with the comparator EU member states, the three AA countries all face highly gendered sectoral specialisations in both higher education and in the labour force, with women favouring social sectors while men take up more industrial studies and jobs.

Comparing gender gaps in Georgia, Moldova and Ukraine:

A preliminary quantitative analysis of gendered datasets

1. Introduction

By analysing a number of datasets (cf. annex 1), this paper seeks to provide a preliminary gender-sensitive analysis of citizens' perceptions and participation in the political, social and economic realms in the three east European countries sharing Association Agreements (AA) with the EU.

A first goal of this preliminary study is to identify gendered differences within and between the AA three countries.¹ How do perceptions of pressing problems or European values differ between male and female citizens of the three AA countries? Do the three countries vary significantly in terms of gendered representation in politics, higher education or the labour force?

The study also looks into gendered differences between the three AA countries and a number of EU member states.² By comparing the data for the AA countries with a comparator group of Sweden, Germany and Italy, it becomes possible to assess the extent to which gender equality gaps differ between the two regions.

In order to present a comprehensive study, the six indicators of the Gender Equality Index – work, money, knowledge, time, power and health – of European Institute for Gender Equality (IEGE) have been used as a methodological guide to determine the scope of the paper.³ However the domains and questions covered in the paper are first and foremost determined by the availability of quantitative gendered datasets for the three AA countries.

2. Gendered perception of key challenges facing each country

How do Moldovan, Ukrainian and Georgian women and men perceive the key problems facing their countries? The 2018 EU Neighbours East dataset investigated which problems the

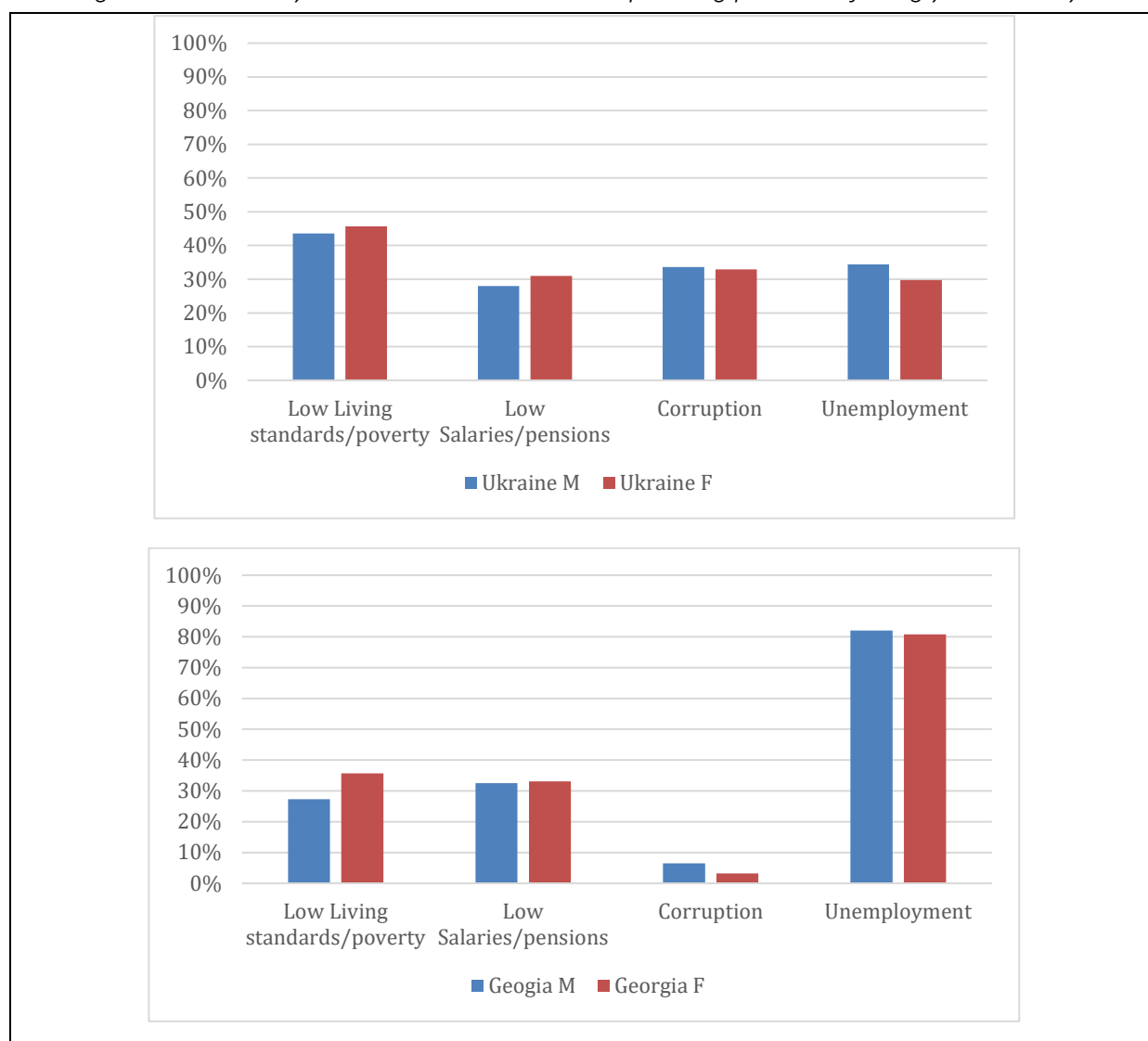
¹ For example, the event 'Gender Equality in Georgia', organized by the Mission of Georgia to the EU on 26/02/2019, outlined that key challenges remain in Georgia in the realm of political representation, the gender pay gap, education and gender-based violence and discrimination.

² We have collected additional data about the gender equality gap in formal politics, education and the labour force in Sweden, Germany and Italy. These comparator states have been selected on the basis of the fact that they to a certain extent reflect the differences between EU member states. While Sweden is a leading example in gender equality in Europe, Germany counts as the EU's largest economy and Italy reflects South European dynamics.

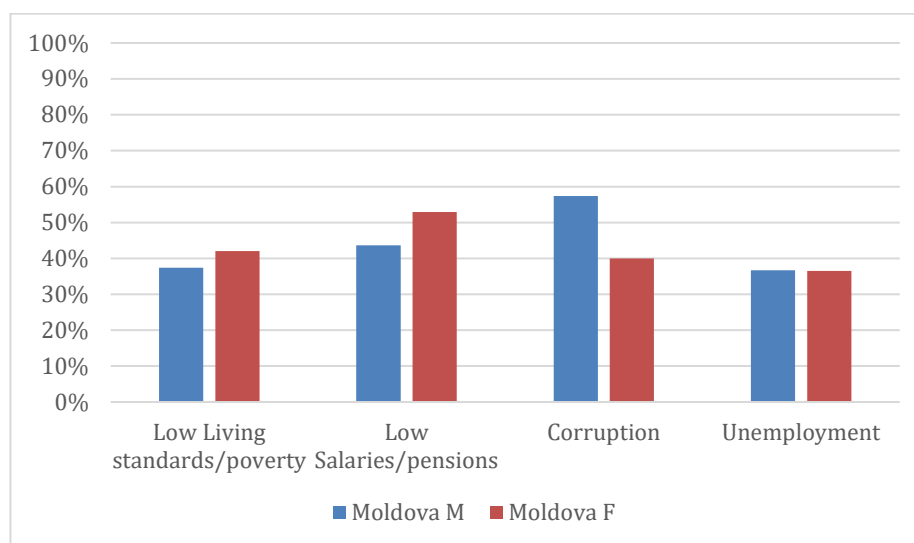
³ The last Gender Equality Index by IEGE dates from 2017. The Index can be accessed online on the following link: <https://eige.europa.eu/gender-equality-index>

population sees as most pressing (figure 1).⁴ In general, unemployment ranks highest for all Georgians (men and women alike), while Ukrainian women and men are most concerned about poverty and a low living standard. Moldova presents a more mixed gendered picture: Moldovan men identify corruption as most pressing issue, while women rank low salaries and pensions and a low living standard as most problematic.

Figure 1. What do you consider to be the most pressing problems facing your country?



⁴ While the source gives results for all six Eastern Partnership countries – Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine – this study concerns only the three AA states.



Source: EU Neighbours East, 2018.

In general, for all three countries, women identify low living standards, poverty and low salaries and pensions as more pressing than their male counterparts, but mostly only marginally so. A big difference is seen regarding corruption. While both men and women in Moldova and Ukraine view this as a very pressing problem, in Georgia it has become a minor concern, which confirms other evidence that this country has made uniquely big progress among post-Soviet states in eradicating corruption.

The 2018 IRI dataset similarly looks into which problems are perceived as most important for the country (Tables 6, 7, and 8). Parallel to the EU Neighbours East dataset, this IRI dataset found that unemployment figures as a key challenge in all three countries, particularly in Georgia. Other perceived key problems were corruption (for Moldova and Ukraine) and military conflict or lost territory (for Ukraine and Georgia). In the IRI dataset, gender differences were not particularly significant when identifying pressing issues at a country-level.

However, interestingly, the IRI dataset also studied the micro-level, investigating how respondents felt about certain key problems impacting their personal lives. Overall, in all three countries, women tend to worry most about issues directly related to the household and private sphere, for example the growth of prices, low salaries, health care, low pensions and expensive housing. Conversely, men perceive unemployment as a more pressing personal issue compared to women, which is in line with the finding that men are more often unemployed than women (cf. section 6.3.1).

3. Gendered perception of a country's achievement of political values and objectives

The 2018 EU Neighbours East dataset also looked into which objectives or values (e.g. equality and social justice, freedom of expression, protection of minorities, gender equality) are perceived as applying satisfactorily in each country (figure 2). Generally speaking, the data show that the people of all three AA countries are more satisfied about the levels of gender equality in their country than about any other political value or objective. This is a major finding for the purpose of the present study. It no doubt in part reflects the historical fact that in the ideology of the Communist Soviet Union gender equality was highly ranked as a political priority. While the most basic aspects of the Communist regime, notably the centrally controlled economy and the repressive police state, have been comprehensively overthrown, an attachment to gender equality has remained as an enduring legacy.

When satisfaction about gender equality is broken down according to gender, men in all three countries are a bit more satisfied than women, with Moldovan men displaying the highest levels of satisfaction (67,3%) and Ukrainian women the lowest (48,9%). However, even in the opinion of women in all three countries, gender equality remains at a higher level of satisfaction than all other values and objectives (except in Georgia, where it still comes in second place).

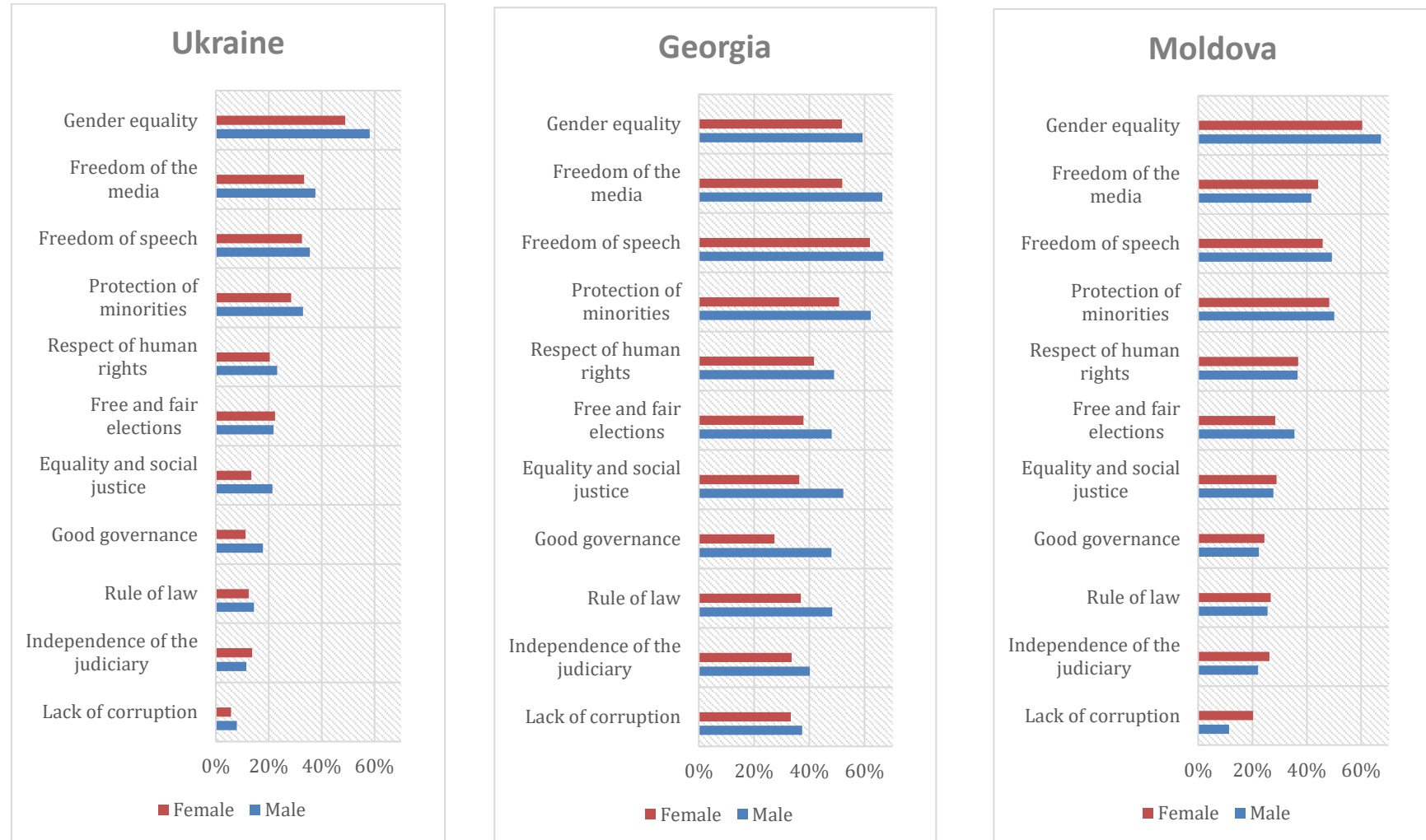
When looking at the other values and objectives, corruption is perceived as the most unsatisfactory factor in all three countries, with no marked gender differences, although again here Georgia's record is seen less negatively than in Moldova and Ukraine. However, concerning the presence of certain other democratic objectives and values, men are somewhat more satisfied in all three countries than women. This is particularly true for levels of 'free and fair elections', 'protection of the rights of minorities' or 'equality and social justice'.

In general in all three AA countries the fundamental freedoms (of speech and the media, and human rights) are viewed relatively favourably, whereas the quality of governance (including the rule of law, independence of the judiciary and corruption) are viewed unfavourably. On the whole women are more dissatisfied than men.

The 2018 EU Neighbours East dataset also registered levels of satisfaction with democracy and optimism about the future. Overall, on average, three quarters of the population in all three countries are not satisfied with democracy in their country. Gendered differences were only noticeable in the Georgian responses to the question, with Georgian women (19%) significantly less satisfied than men (31%) about the quality of democracy in their country.

When it comes to optimism about the future of one's country, the 2018 EU Neighbours East dataset registered that Georgians (approx. 60%) are overall more optimistic than Moldovans (approx. 50%) and Ukrainians (approx. 41%). In terms of gendered differences, Ukrainian women are significantly less optimistic than Ukrainian men about the country's future, with a gender gap of 10%. For Moldova and Georgia, no marked gendered differences exist.

Figure 2. To what extent do you think that the following elements apply in Ukraine/Georgia/Moldova?

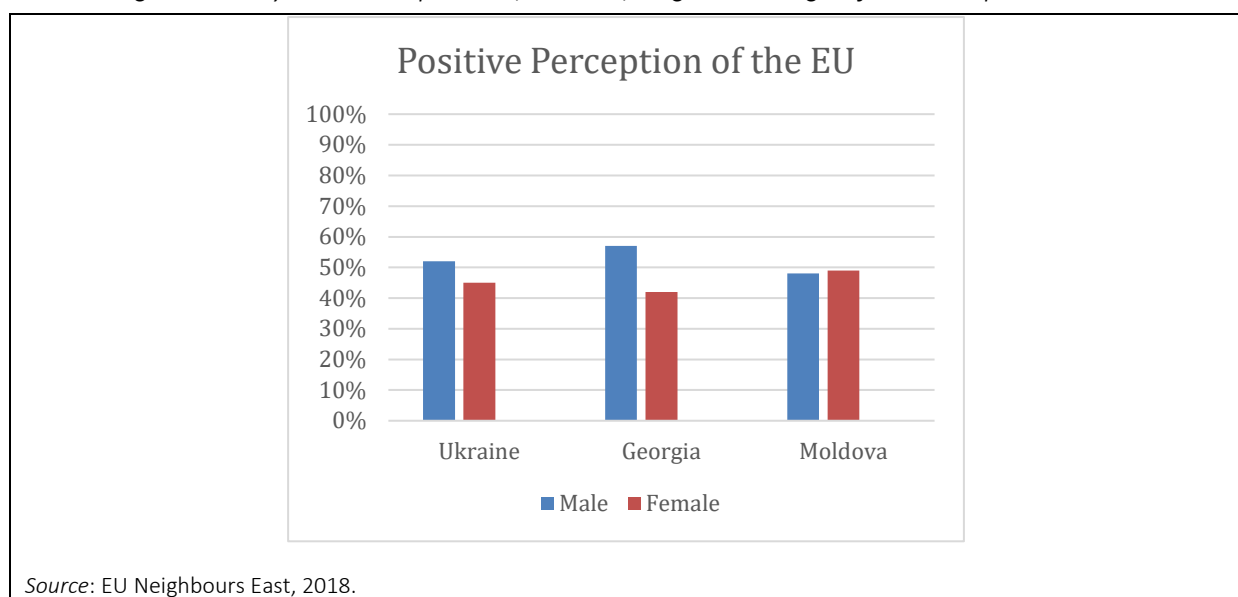


Source: EU Neighbours East, 2018.

4. Gendered perception of the EU

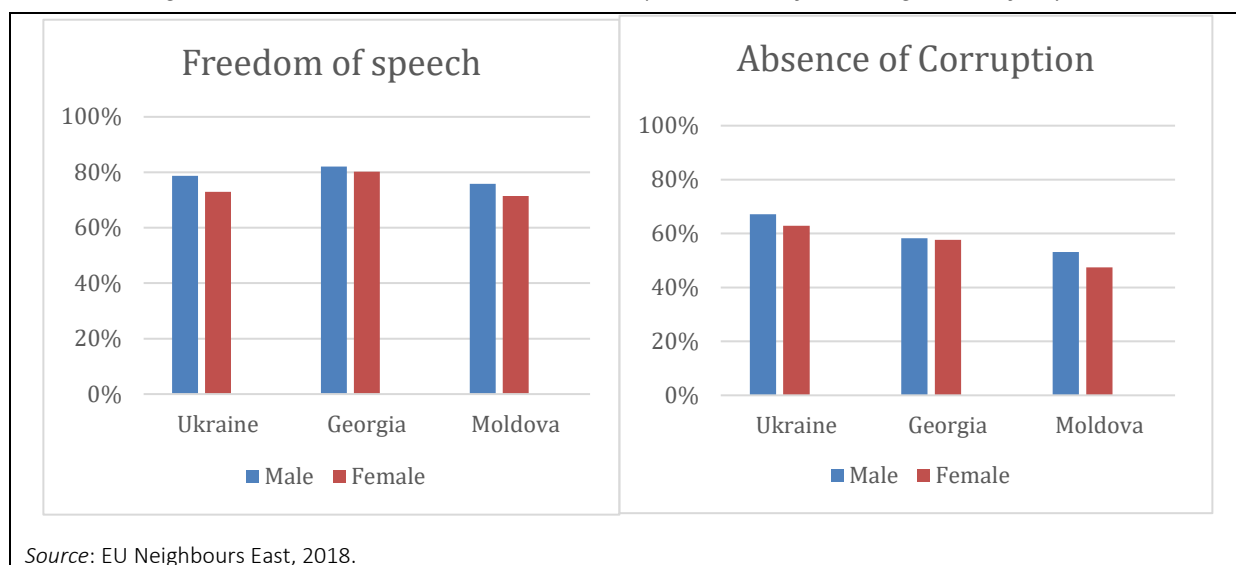
The 2018 EU Neighbours East dataset finds that few Ukrainians (approx. 12%), Moldovans (approx. 12%) and Georgians (approx. 5%) hold negative opinions about the EU. On the contrary, almost half of the citizens in the three countries perceive the EU in a positive way (figure 3). Yet, women are less optimistic, with especially Georgian and Ukrainian women significantly less positive compared to their male counterparts. In Moldova, positive perceptions are quasi gender balanced.

Figure 3. Do you have a positive, neutral, negative image of the European Union?



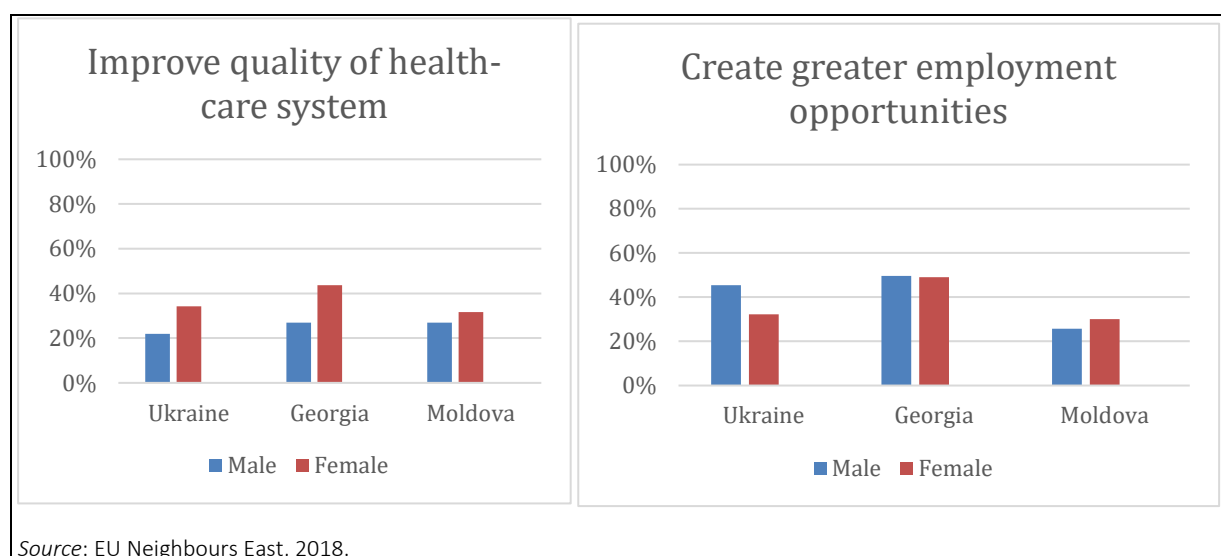
To what extent do the three countries associate the EU with freedom of speech, absence of corruption, equality/social justice or peace/security/stability (figure 4)? Following the 2018 EU Neighbours East dataset, on average three in four citizens in these countries (men and women alike) equate the EU with the value of freedom of speech. In contrast, the lack of corruption figures at the bottom of the list of values associated with the EU. In general, when looking at all the four values identified, men are slightly more positive that the EU embodies the four virtues than women, although the differences between the genders are not substantial.

Figure 4. To what extent does the EU represent the following values for you?



The 2018 EU Neighbours East dataset also provides insights into those issues that Georgians, Moldovans and Ukrainians wish the EU would play a more significant role in (figure 5). The four most identified issues where the EU could play a greater role were the promotion of economic development, the creation of greater employment opportunities, the reduction of corruption and the improvement of the health-care system. The most significant gendered differences were found concerning the latter issue, i.e. improving the quality of the health-care system, with women in all three countries identifying this issue as more in need of EU support than men. Another significant gender difference was found in Ukraine, where men are significantly more (13% difference) in favour of a greater EU role in creating employment opportunities than were women.

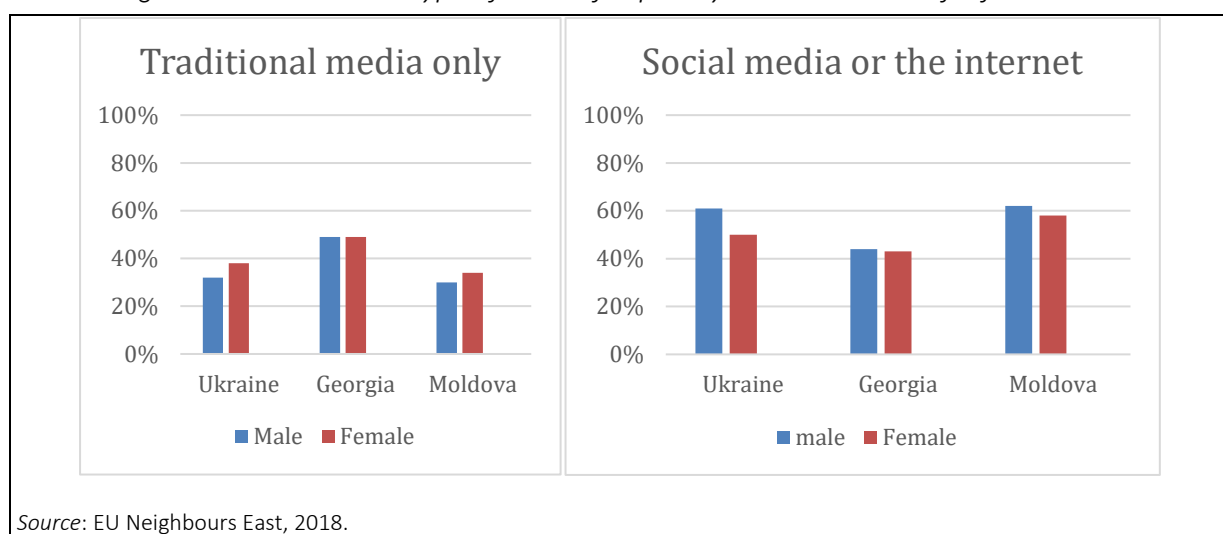
Figure 5. Please tell us in which sectors you think the European Union should play a greater role?



5. Gendered use of media

The 2018 EU Neighbours East dataset also questioned which type of media the populations of the three countries generally use (figure 6). Based on a gendered reading of the data, traditional media are more often used as a source of information by women compared to men, especially in Ukraine and Moldova. Conversely, again for Ukraine and Moldova, social media and the internet are more popular with men as a source of information. In Georgia, the dataset did not detect significant gendered differences in traditional or online media usage.

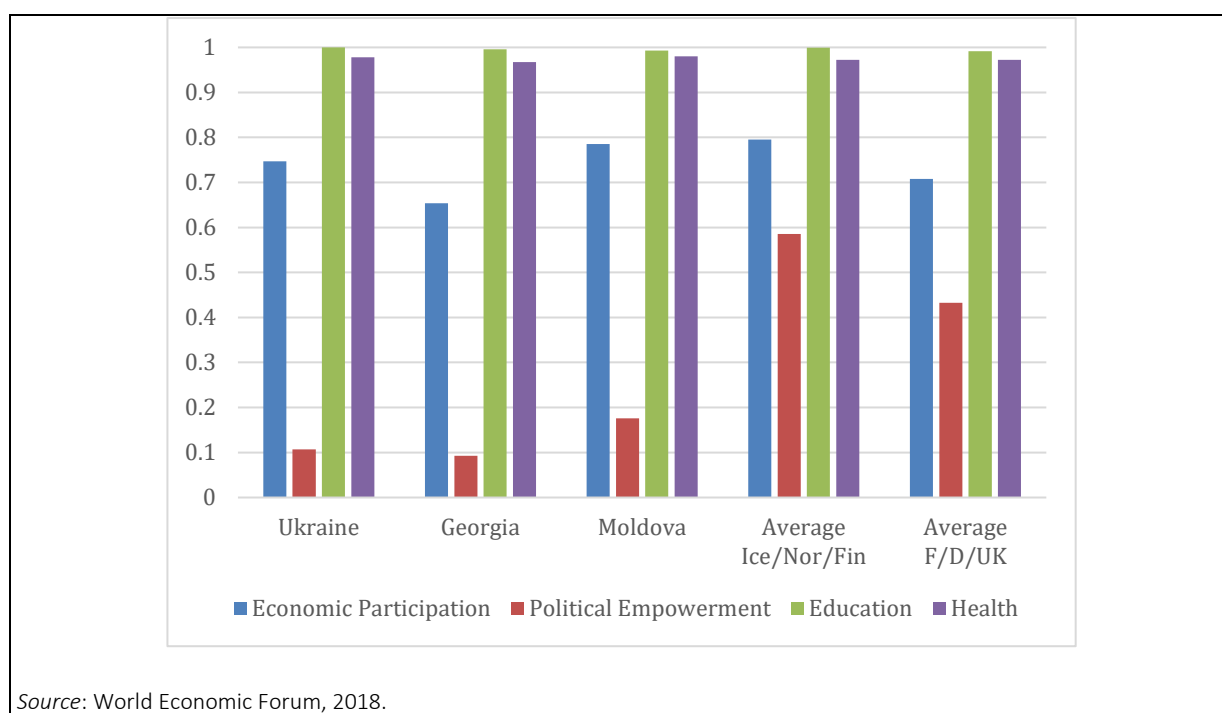
Figure 6. What are the type of media frequently used as source of information?



6. General gender equality gap

The 2017 Global Gender Gap Index of the World Economic Forum provides insights into varying levels of gender equality per country in terms of economic empowerment, political participation, education and health (figure 7). The data allow for comparison between the three AA countries and two comparator groups of, on the one hand, women-friendly Nordic countries (Norway, Iceland and Finland) and, on the other hand, the most populous European states (Germany, France, UK).

A first finding drawn from this dataset is that all three AA countries achieve quasi-equality in terms of access to education and health, similar to all EU member states. However, the levels of economic participation and especially the levels of political empowerment are a lot more unbalanced. In fact, Moldova, Georgia and Ukraine score particularly low in terms of political empowerment, compared to the two comparator groups; within the two European comparator groups, the Nordics score higher than the France-Germany-UK group. Levels of economic participation in the three AA countries are more in line with the situation in the EU member states.

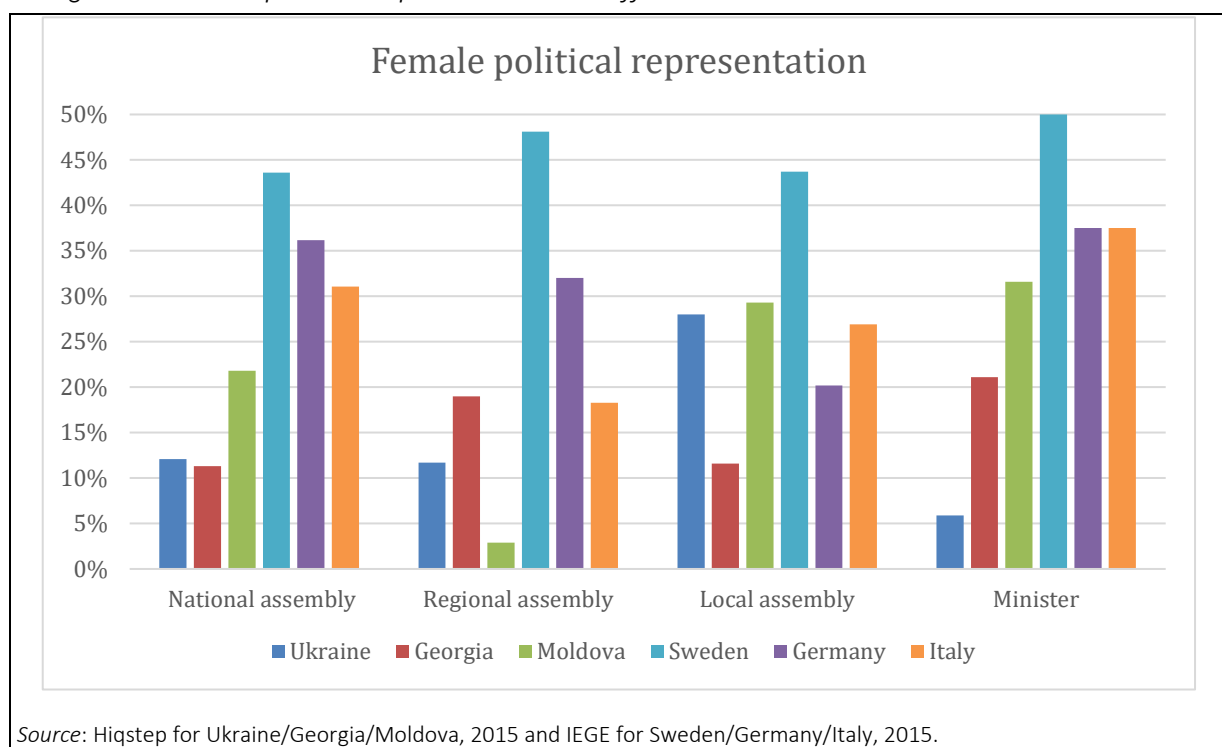
Figure 7. Gender equality measures, with 1 = equality

6.1 Female political representation

More detailed findings on formal political representation can be found in the Hiqstep database of 2015, which provides data on the number of female ministers and women present in all elected assemblies. Overall the scores are low in all three AA countries. Concerning female ministerial representation, Ukraine scores particularly badly with only 6% female ministers compared to 32% in Moldova and 21% in Georgia. In terms of representation in elected assemblies at local, regional and national (lower-chamber) level, all countries perform poorly with only around 15% women elected on average in the three countries.

When comparing the indicators on political empowerment of the three AA countries with data collected for EU member states by the 2015 EIGE database, it not only confirmed that political empowerment varies significantly between EU member states (for example between Sweden, Italy and Germany), but also that the AA countries generally perform less well in comparison to the three EU member states (figure 8).

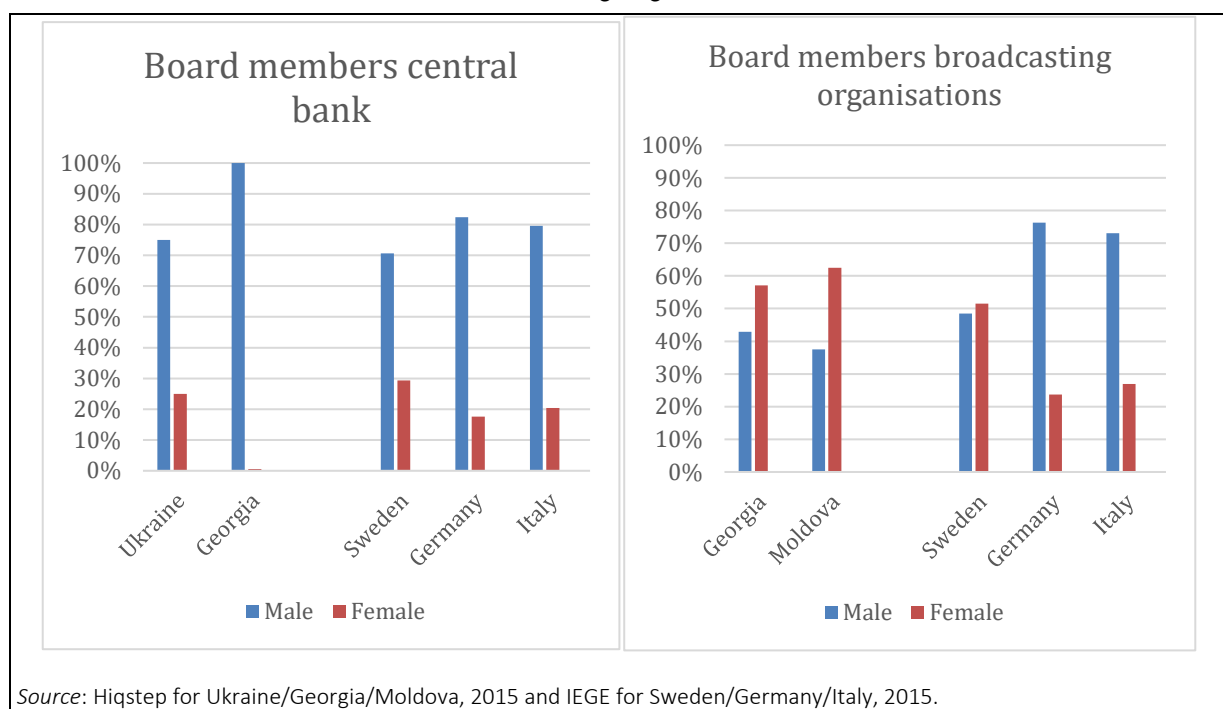
Figure 8. Female political representation in different elected bodies and at ministerial level



Sweden outperforms all other countries, including Germany and Italy, with gendered political representation nearing a 50/50 balance at all levels. Moreover, all three EU member states have a better record in terms of female ministerial and national-level parliamentary representation than Georgia, Moldova and Ukraine in almost all instances. Only in terms of political representation at the local level do Ukraine and Moldova have similar or better female representation than Italy and Germany.

The Hiqstep database of 2015 also provides data on the representation of women as board members of central banks and publicly owned broadcasting organisations for the AA countries (figure 9). When compared with similar data of the EIGE database of 2015 on Sweden, Germany and Italy, two interesting findings can be detected. First, women are very underrepresented on the boards of the central banks in all six countries under study. However, secondly, female representation on the boards of publicly owned broadcasting organisations is significantly better in Moldova and Georgia (there are no data available on Ukraine) than in the three EU member states.

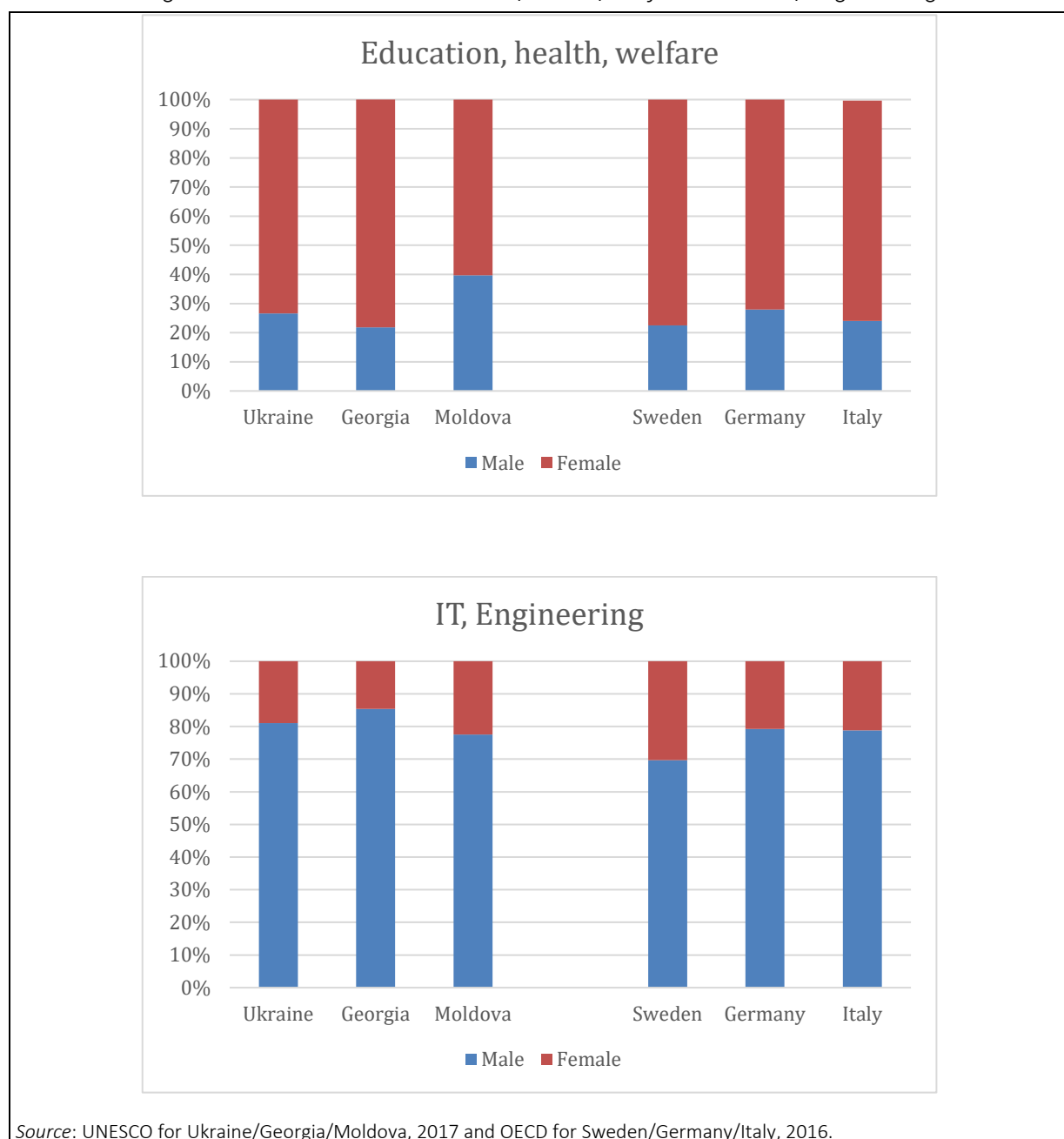
Figure 9. Female board member representation in central banks and publicly owned broadcasting organisations



6.2 Gendered enrolment in higher education

The 2017 dataset of UNESCO shows that the three AA countries display gender-stereotypical patterns in the type of university education that women and men pursue (figure 10). While women are overrepresented in study domains relating to education, health and welfare (around 70% female enrolment on average), they severely lag behind in engineering and IT (around 18% female enrolment on average). However, following 2016 OECD data collected for Sweden, Germany and Italy, similar patterns can be found in these three EU member states.

Figure 10. Enrolment in education/health/welfare versus IT/engineering



Even Sweden, as one of the most gender-equal countries in the world, does not achieve anything like gender-balance in different types of studies. Female dominance is overwhelming in education, health and welfare programmes in Sweden (77,5%), with only Georgia performing similarly (78%). Gender equality in the labour market

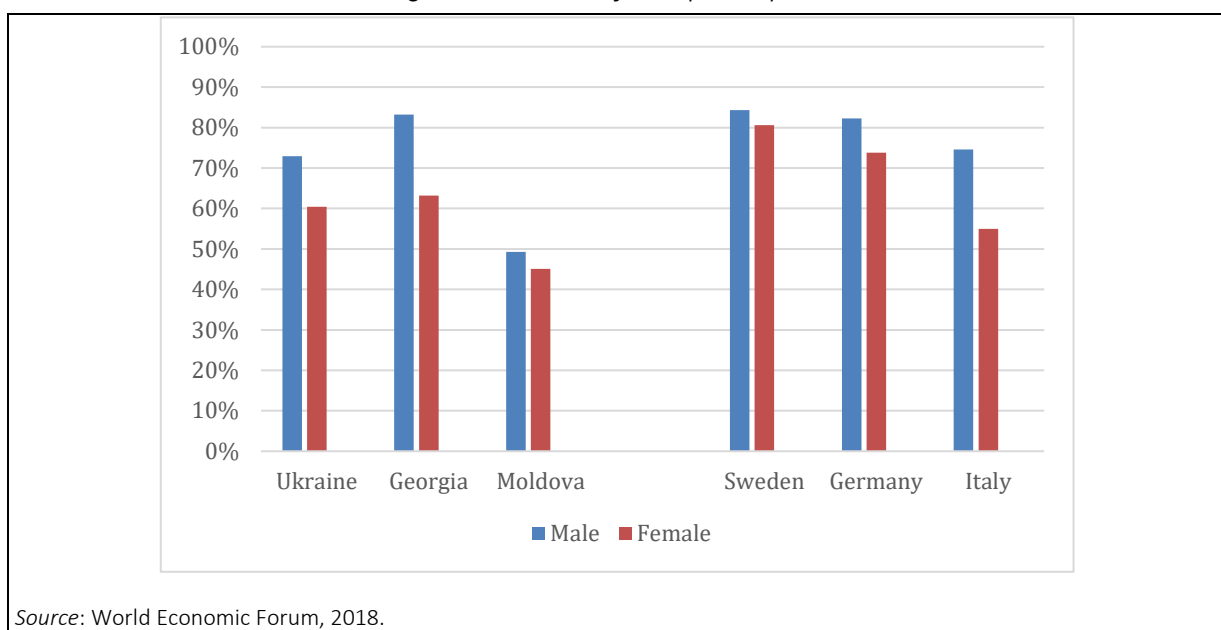
6.2.1 Labour force participation

The 2018 World Economic Forum database provides insights into the gendered nature of the labour force (figure 11). In general, women in the three AA countries are less active in the

labour force than men, with especially marked gendered differences in Ukraine (+10% gap) and Georgia (+15% gap). Moldova scores overall low in terms of labour force activity, with less than half of the population working due to high numbers of people emigrating the country.

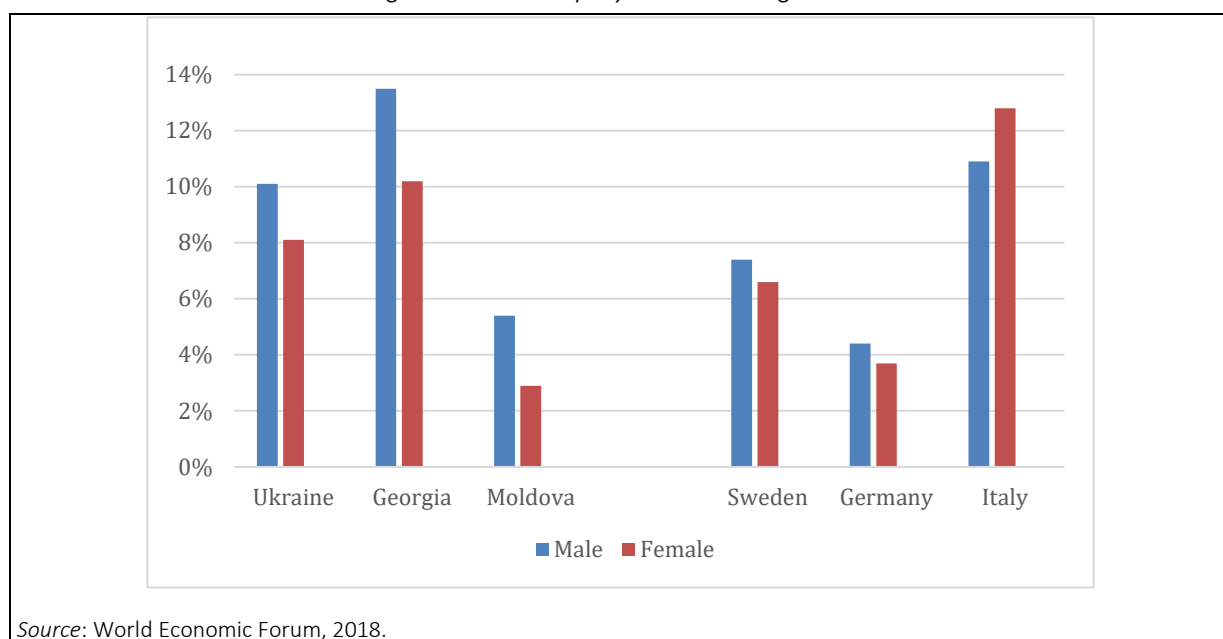
When compared with EU member states, the gender gaps in labour force participation in Ukraine and Georgia are in line with that for Italy (+15% gap). Germany and Sweden have a more balanced gendered representation in the labour force, with women in these countries also significantly more active in the labour force than their female counterparts in the AA countries.

Figure 11. Labour force participation

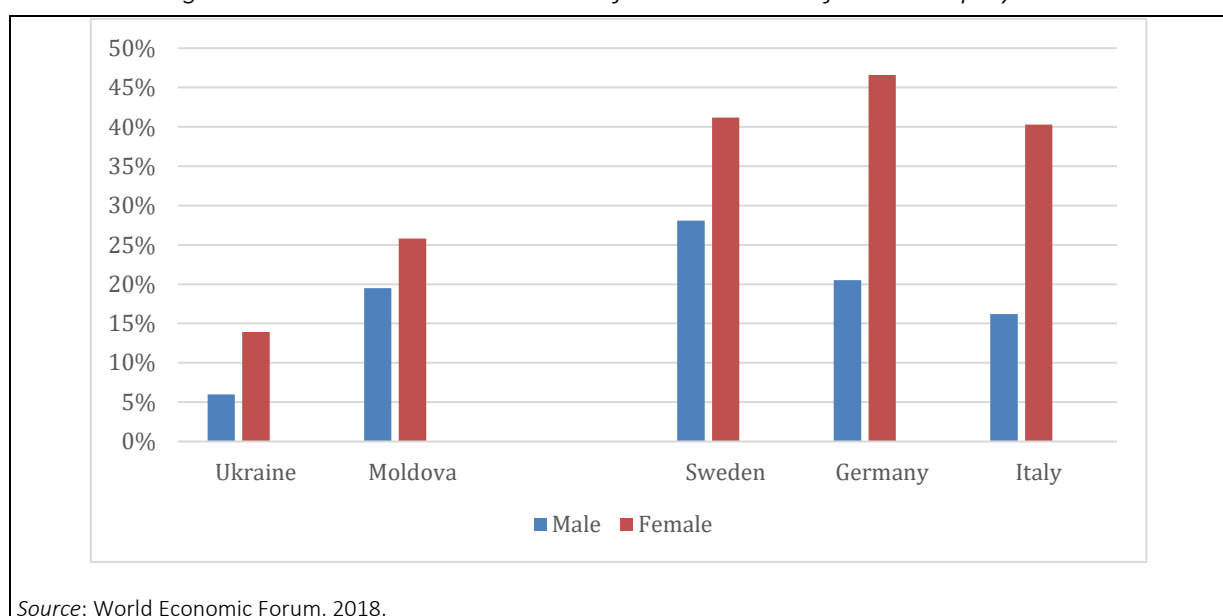


When looking at the figures for unemployment in Moldova, Georgia and Ukraine, again based on the 2018 WEF database, men face a higher rate of unemployment than women (figure 12). Taking into account that women are overall less active in the labour force and also less often unemployed, this means that a higher number of women do not participate in the formal economy and often engage in unpaid labour at home as housewives.

When comparing the unemployment figures in the AA countries with the comparator group of EU member states, gendered differences are less marked in the latter group. Italy stands out as the only country where more women than men are unemployed.

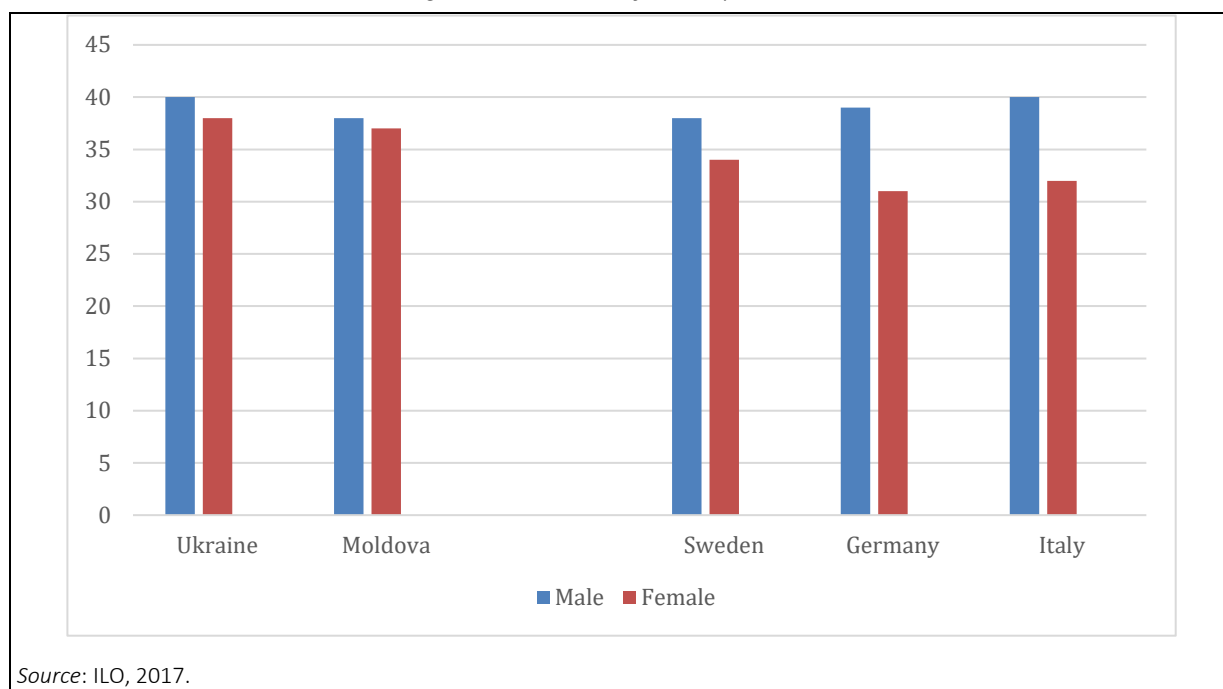
Figure 12. Unemployment among adults

While less active in the labour force in general, the 2018 WEF database also indicates how women are more often engaged in part-time work than men. While this finding is valid for both the AA and EU member state countries, the number of female part-time workers is much higher in the latter comparator group of EU member states (figure 13). In fact, in the EU member states under study, between 40 and 45% of working women work part-time.

Figure 13. Part-time workers as % of total male and female employment

The 2017 ILO dataset further shows that, despite part-time work by a part of the female population, Ukrainian and Moldovan women on average do not work significantly less hours per week than their male counterparts (figure 14). Here again, gendered differences are more marked in the comparator group of EU member states, where women work significantly less hours per week than men.

Figure 14. Hours of work per week

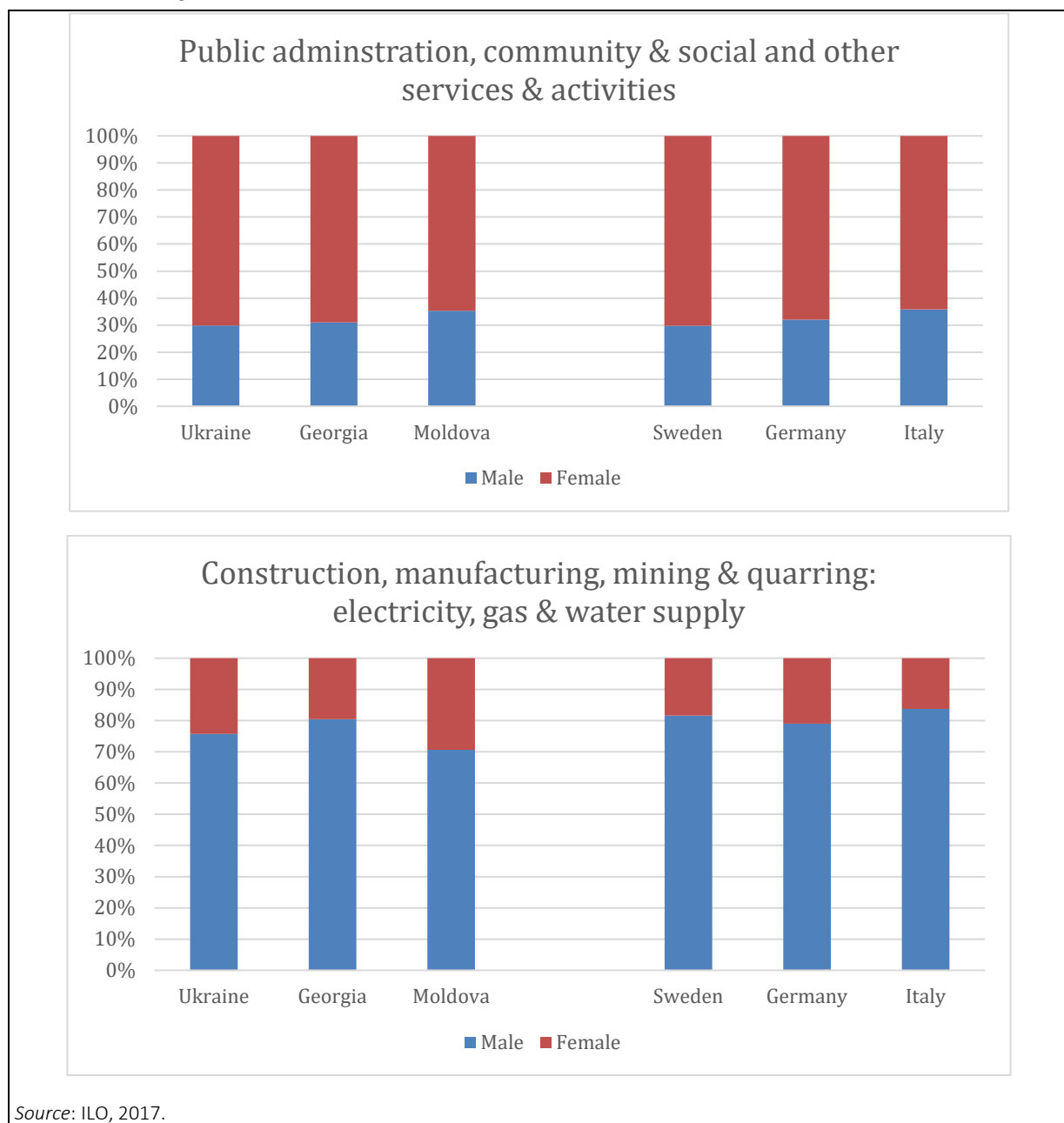


6.2.2 Sectoral employment

The 2017 ILO Labour force survey identifies the gender balance in different professional sectors. Much in line with the findings for higher education enrolment, gender stereotypical patterns can be detected in the labour force of all three AA states. Overall, women dominate in public administration and in the social sector, with around 70% women active in these sectors compared to 30% men. Sectors characterized by more physical labour, like construction (over 90% men) or mining (over 70% men), are male-dominated in Moldova, Georgia and Ukraine.

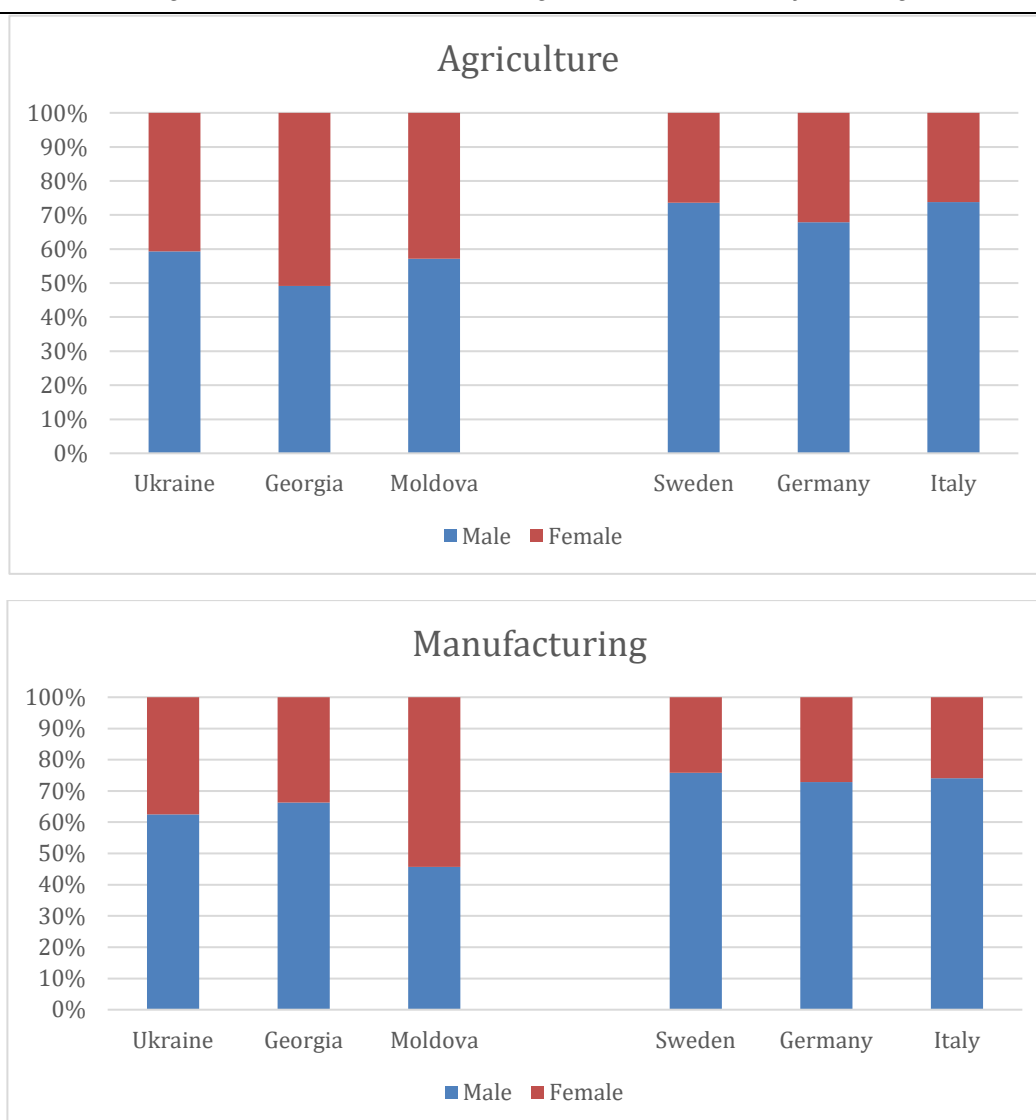
These findings for the three AA countries are similar to the gender imbalanced labour situation in the comparator group of Sweden, Germany and Italy. Indeed, in these EU member states, 'industrial' jobs are male-dominated while 'social' jobs are female-dominated. Sweden does not perform better than the other countries (figure 15).

Figure 15. Gender balance in 'social' versus 'industrial' labour sectors



Some differences between the EU and the AA countries stand out, however (figure 16). The levels of women working in manufacturing jobs are a lot higher for the three AA countries (around 40% women) compared to the three EU member states (around 25% women). Moreover, another key difference can be found in agriculture. In Moldova, Ukraine and especially Georgia (where women even outnumber men), the number of female farmers and agricultural labourers is higher than in the European member states under study. This is due to the fact that a higher number of small-scale and often family-run farms still exist in the AA countries.

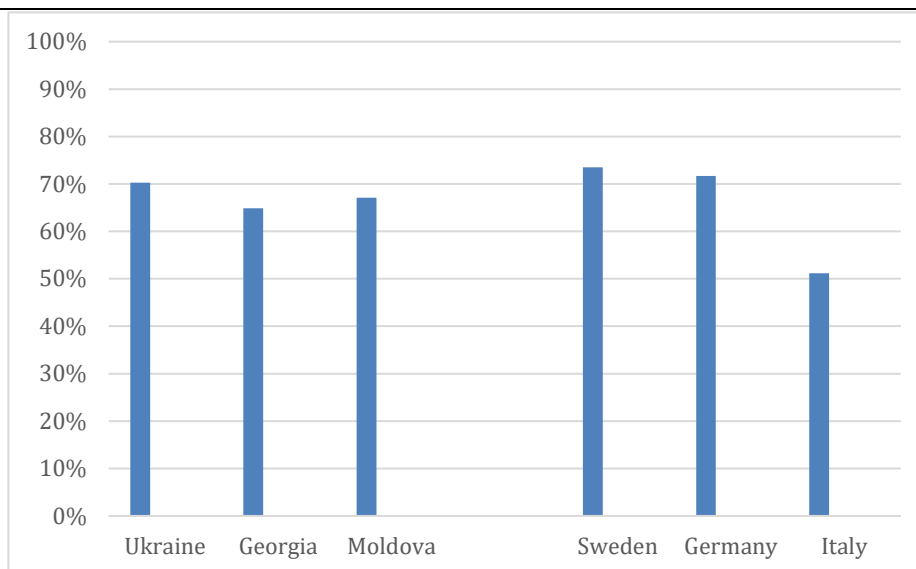
Figure 16. Gender balance in agriculture and manufacturing



Source: ILO, 2017.

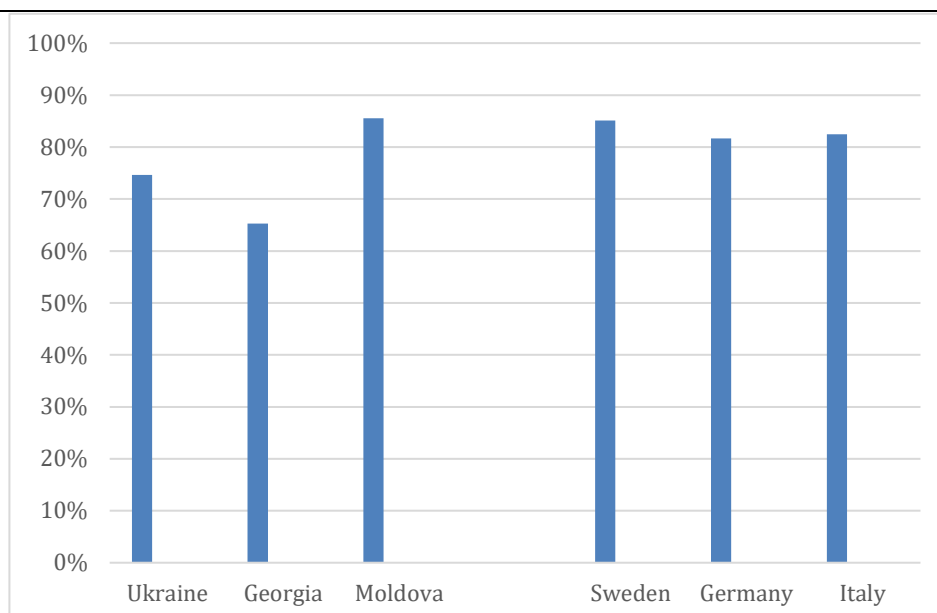
6.2.3 Gendered wage gaps

Based on a 2018 dataset of the World Economic Forum, the level of wage equality for similar work can be compared between Moldova, Georgia and Ukraine on the one hand, with Sweden, Germany and Italy on the other hand (figure 17). This dataset shows that the three AA countries perform in line with European member states in terms of equal remuneration for equal work. While Sweden has the most limited gender gap in terms of equal pay, it does not perform much better than the three AA countries. Italy comes bottom of the class with the most substantial gap: Italian women earn only half of what Italian men earn for similar work.

Figure 17. Wage equality for similar work

Source: World Economic Forum, 2018.

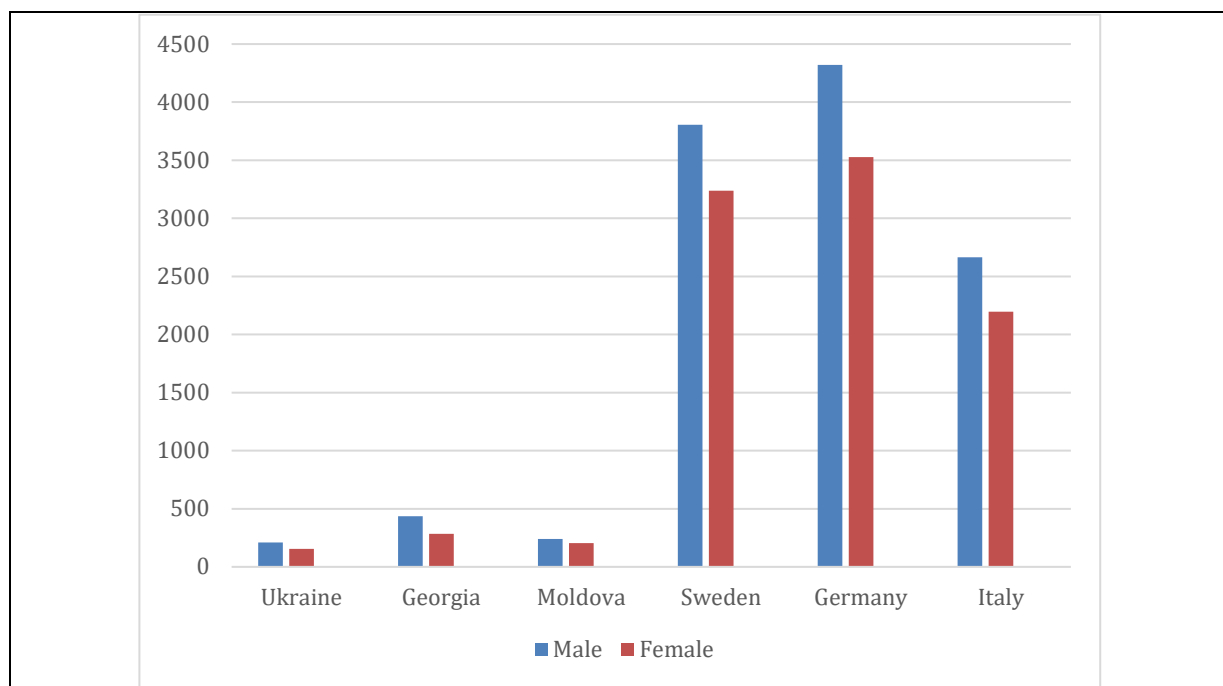
While slightly less significant than the wage gap for similar work, the 2018 World Economic Forum dataset illustrates that the gender wage gap, which looks into the difference between men's and women's average earnings across the labour market, is still very present in both AA and European countries (figure 18). With the exception of Moldova, the gender pay gap in the AA countries is more significant than in the EU member states.

Figure 18. Gender wage gap in average earnings (1=equal)

Source: ILO, 2014/2016.

The gendered wage gaps, both for similar work and in terms of overall earnings, are also reflected in the fact that women earn less on a monthly basis. The ILO database of 2014 and 2016 illustrates how women's monthly income is lower compared to men's in the AA countries and, even more so, in the EU member states. At the same time, it shows how monthly incomes (in euro) are on average up to ten times higher in the EU countries under study compared to the AA countries (figure 19).

Figure 19. Monthly Mean Income, in euro⁵



Source: ILO, 2014/2016.

6.2.4 Retirement age

Finally, the 2018 Trading Economics dataset sheds light on the retirement age in both the AA countries and the comparator group of EU member states (figure 20). While retirement ages are gender equal in Sweden, Germany and Italy, this is not the case in the AA countries, where men generally work a number of years longer than women. On average, men and women have a longer professional career in Germany and Italy than in Ukraine, Georgia and Moldova.

Life expectancy is significantly higher in the EU countries under study (approx. 80 years) compared to the AA countries (approx. 70 years), as the 2016 World Bank and the 2015 EIGE dataset illustrate. In line with life expectancy across the world, women in both the EU and AA

⁵ The historical currency converter has been used for Ukraine, Georgia, Moldova and Sweden for the exchange rate to Euro, 4th May 2016. Retrieved from <https://fxtop.com/en/historical-currency-converter.php?A=30002&C1=SEK&C2=EUR&DD=04&MM=05&YYYY=2016&B=1&P=&I=1&btnOK=Go%21>

countries live longer than their male counterparts, with gendered differences more marked in the latter.

Figure 20. Retirement age

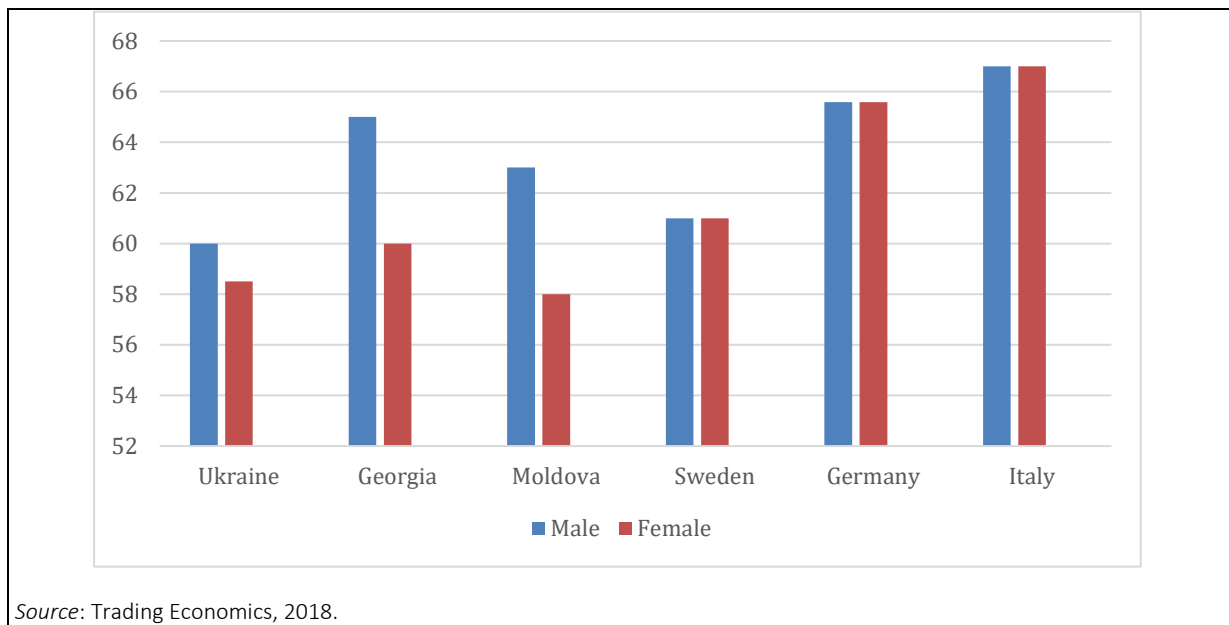
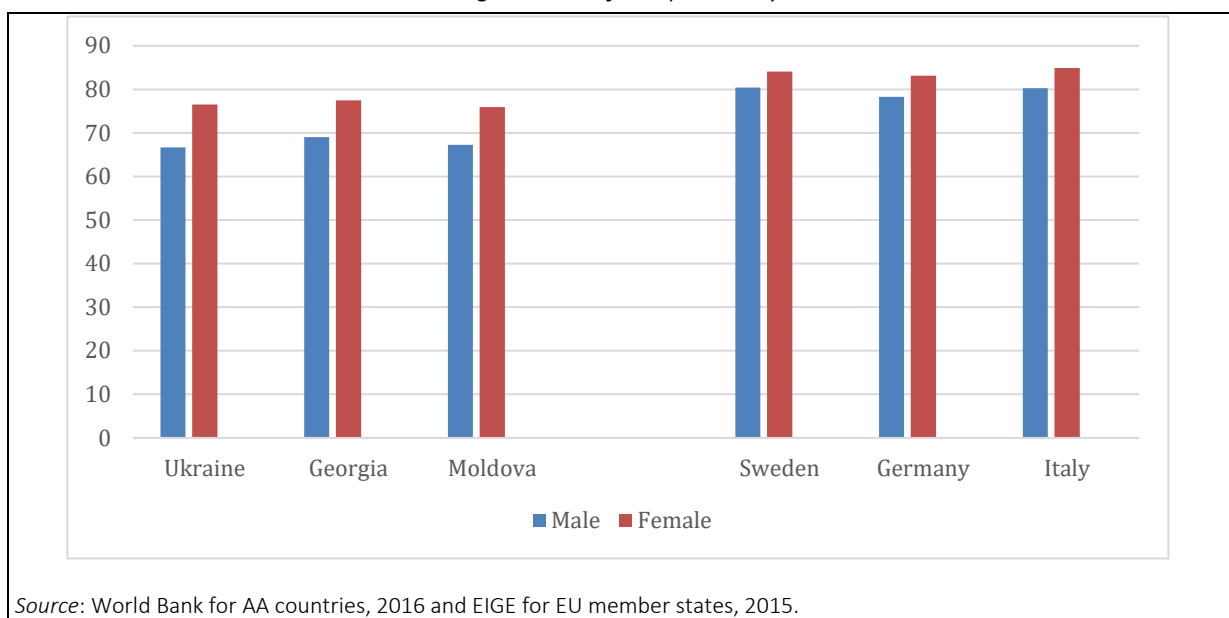


Figure 21. Life expectancy



7. Conclusions

A comparison of the data, both between the AA countries and between these countries and a number of EU member states, provide a number of preliminary findings that could form the basis for further analysis.

First, all citizens in the three AA countries under study are relatively satisfied about levels of gender equality in their country, especially when compared to other pressing issues like corruption or the quality of governance. Women are marginally less content than men, not just in terms of satisfaction about levels of gender equality, but also about other democratic values like free and fair elections, social justice or equal rights.

Second, women in the three AA countries tend to care more than men about issues that directly impact the household, like low living standards, poverty, expensive housing or the provision of health care. These are also the domains or sectors in which they wish the EU would play a greater supportive role.

Third, in terms of access to basic public services, notably education and health care, the three AA states maintain a high level of gender equality, as generally in the EU.

Fourth, a key challenge for Moldova, Ukraine and Georgia is the very substantial gap formal political representation for women. In this respect the AA countries perform significantly less well than EU member states.

Fifth, in terms of participation in the (formal) labour force, women in the AA countries are not only less active than their male counterparts but also than their female colleagues in the EU member states. On the other hand, however, women in the AA countries are significantly less engaged in part-time work compared to women in the EU countries under study.

Sixth, gender pay gaps, both for similar work and in terms of overall average earnings, are notable in the AA countries, but not significantly more so than in the comparator group of EU countries.

Finally, much in line with the EU member states, the three AA states face highly gendered patterns in both education enrolment and in the labour force, with women favouring social sectors while men take up industrial studies and jobs.

Overall, while a number of significant gender gaps can be detected across the three case studies of Georgia, Moldova and Ukraine, these are in most instances not substantially different from those seen in the gender equality performance of EU countries.

Annexes

Table 1. Overview of the databases

Dataset	Year	Country	Link
Hiqstep Project: Women in Power and Decision-Making in the Eastern Partnership Countries	2015	Ukraine Georgia Moldova	https://hiqstep.eu/sites/default/files/hiqstep_final_report_women_in_power_study.pdf
Gender Statistics Database, European Institute for Gender Equality (EIGE)	2015	Sweden Germany Italy	https://eige.europa.eu/gender-statistics/dgs
EU Neighbours East: Open Neighbourhood - Communicating for a stronger partnership: connecting with citizens across the Eastern Neighbourhood - 3 rd wave	Spring 2018	Ukraine Georgia Moldova	https://www.euneighbours.eu/sites/default/files/publications/2018-07/EU%20NEIGHBOURS%20east_AnnualSurvey2018report_GEORGIA.pdf https://www.euneighbours.eu/sites/default/files/publications/2018-07/EU%20NEIGHBOURS%20east_AnnualSurvey2018%20report_UKRAINE.pdf https://www.euneighbours.eu/sites/default/files/publications/2018-07/EU%20NEIGHBOURS%20east_AnnualSurvey2018report_MOLDOVA.pdf
Public Opinion Survey: Residents of Georgia, Ukraine, Moldova, IRI, Center for Insights in Survey Research	2018	Ukraine Georgia Moldova	http://www.iri.org/sites/default/files/2018-5-29_georgia_poll_presentation.pdf https://www.iri.org/sites/default/files/2018-7-16_moldova_poll_presentation.pdf https://www.iri.org/sites/default/files/2018.12.4_ukraine_poll.pdf
Education: Distribution of tertiary graduates by field of study UNESCO	2017 2017 2015	Ukraine Georgia Moldova	http://data.uis.unesco.org/index.aspx?queryid=163#
Enrolment by field, OECD	2016	Sweden Germany Italy	https://stats.oecd.org/Index.aspx?DataSetCode=EAG_ENRL_SHARE_CATEGORY#%20-
Labour Force Survey 2017, International Labour Organization	2017 2016 2014	Ukraine Georgia Moldova Sweden Germany Italy	https://www.ilo.org/ilostat/faces/wcnav_defaultSelection;ILOSTATCOOKIE=pTG5ZK_wdZitZ-rlcEOG4CgOSOtONh1BibKjqn-9WDQle-viQ9_U!1567639201?_afLoop=691710990568038&_afWindowMode=0&_afWindowId=null#!%40%40%3F_afWindowId

			owId%3Dnull%26_afrLoop%3D691710990568038%26_afrWindowMode%3D0%26_adf.ctrl-state%3D16me7elvtp_4
Global Gender Gap Index 2018, World Economic Forum	2018	Ukraine Georgia Moldova Sweden Germany Italy Iceland Norway Finland France United Kingdom	http://www3.weforum.org/docs/WEF_GGGR_2018.pdf
Trading Economics	2018	Ukraine Georgia Moldova Sweden Germany Italy	https://tradingeconomics.com/
Gender data portal World Bank	2016	Ukraine Georgia Moldova Sweden Germany Italy	http://datatopics.worldbank.org/gender/

Annex 2: Statistical annex

Table 2. Perception of political values applicable in Georgia, Moldova and Ukraine, %

	UKRAINE		GEORGIA		MOLDOVA	
	M	F	M	F	M	F
Gender equality	58.2	48.9	59.1	51.8	67.3	60.4
Freedom of the media	37.7	33.4	66.4	51.9	41.7	44.2
Freedom of speech	35.6	32.6	66.8	61.9	49.3	45.9
Protection of minorities	33.0	28.5	62.2	50.8	50.1	48.3
Respect of human rights	23.2	20.4	49.0	41.7	36.6	36.8
Free and fair elections	21.8	22.4	48.1	37.9	35.5	28.4
Equality and social justice	21.4	13.4	52.3	36.4	27.7	28.9
Good governance	17.8	11.2	48.0	27.4	22.4	24.4
Rule of law	14.4	12.4	48.3	36.9	25.6	26.7
Independence of the judiciary	11.5	13.7	40.2	33.6	22.1	26.2
Lack of corruption	7.9	5.8	37.4	33.3	11.4	20.2

Note: percentages of “yes, definitely” and “yes, somewhat” answers.

Source: EU Neighbours, 2018

Table 3. Perceptions of values associated with the EU, applicable, positive, %

	UKRAINE		GEORGIA		MOLDOVA	
	M	F	M	F	M	F
Democracy	79.2	71.9	74.9	74.1	71.2	73.5
Freedom of speech	78.7	72.9	82.1	80.2	75.8	71.5
Freedom of media	77.3	70.7	77.5	75.6	69.1	64.9
Human rights	76.2	71.7	78.9	76.8	77.5	79.0
Rule of law	75.5	65.6	76.9	70.1	72.3	71.0
Individual freedom	75.0	76.0	71.5	77.0	76.0	73.0

Economic prosperity	74.2	72.5	79.3	73.1	74.0	78.5
Peace, security and stability	73.1	66.2	80.4	76.7	70.5	66.1
Freedom of religion	69.4	76.2	76.6	76.3	66.7	71.4
Equality and social justice	68.3	70.3	74.5	74.7	71.3	66.9
Honesty and transparency	67.8	65.0	69.9	70.9	69.0	65.4
Absence of corruption	67.2	62.9	58.2	57.7	52.2	47.5
Respect for minorities	66.8	69.7	75.2	76.5	72.7	65.6
Average	73.0	70.1	75.0	73.8	70.6	68.8

Note: percentages of “yes, definitely” and “yes, somewhat” answers.

Source: EU Neighbours, 2018.

Table 4. What do you consider to be the most pressing problems facing your country, %

	UKRAINE		GEORGIA		MOLDOVA	
	M	F	M	F	M	F
Unemployment	34.4	29.7	82.0	80.8	36.7	36.5
Economic crisis	36.1	32.4	44.4	43.7	31.1	28.5
Corruption	33.6	32.9	6.5	3.2	57.4	40.0
Low living standard, poverty	43.6	45.7	27.3	35.7	37.4	42.0
Territorial conflicts	9.2	5.5	23.9	19.0	5.0	1.7
Security issues / war	40.8	33.8	5.5	5.8	2.3	2.3
Low salaries / pensions	28.0	31.0	32.5	33.1	43.6	52.9
High prices and taxes	25.4	24.1	27.9	27.9	16.4	24.9
Unaffordability of healthcare	6.2	16.0	15.7	20.1	8.6	10.3
Education quality	6.9	7.6	7.8	10.4	5.7	10.5
Absence of rule of law	6.1	3.7	7.1	6.0	10.1	4.5
Migration	3.7	1.5	7.2	6.4	27.0	33.5

Source: EU Neighbours, 2018.

Table 5. Please tell us in which three sectors you think the European Union should play a greater role, %

	UKRAINE		GEORGIA		MOLDOVA	
	M	F	M	F	M	F
Improve democracy	13.6	18.5	12.2	13.8	18.2	12.4
Promote economic development	61.5	57.8	53.9	47.6	31.7	36.5
Promote access to more products and services	10.5	6.4	2.7	2.5	5.7	7.9
Increase tourism	4.7	8.7	11.7	10.4	10.6	8.9
Improve infrastructure (streets, sewage, water, etc.)	13.6	13.1	9.4	8.0	32.3	27.2
Improve trade	4.0	7.9	12.3	10.1	15.2	16.1
Promote a better education	14.6	18.4	27.4	34.7	18.7	23.9
Create greater employment opportunities	45.4	32.2	49.6	49.1	25.7	30.1
Improve agricultural production	23.7	18.8	23.5	20.0	25.7	16.0
Reduce corruption	46.7	43.0	10.0	11.1	42.4	45.8
Promote better law enforcement	15.7	9.8	7.3	8.1	19.5	20.1
Improve quality of health-care system	21.9	34.3	27.0	43.7	27.0	31.7
Improve quality of the justice system	11.6	10.9	12.0	15.0	15.7	11.3

Source: EU Neighbours, 2018.

Table 6. Which three of the following issues are the most important for Ukraine, %

	UKRAINE		Personally	
	M	F	M	F
Military conflict in the Donbas	58.3	55.3	31.4	26.8
Corruption within the state bodies	51.1	48.0	20.4	14.7
Growth of prices	21.6	26.4	63.0	72.2
Low industry production	27.9	24.1	13.4	8.8
Unemployment	20.9	23.1	26.0	22.7
Government incompetence	24.2	19.1	10.5	9.3
Political Instability	16.4	16.2	7.9	5.6
Social protection for poor	11.0	15.2	16.8	22.5
Healthcare	5.9	11.3	15.6	26.6
Relations with Russia	12.1	10.6	4.6	3.6
Hryvnia devaluation	12.2	10.5	27.8	26.4
Crime	7.4	10.1	8.9	10.1
Russian presence in Crimea	9.7	6.9	3.4	1.7
Delay in salary/pension payments	2.4	4.0	7.0	9.9
Environment	2.7	3.7	4.8	5.9
Lack/possibility of cutting off gas, electricity, water	3.6	2.8	10.0	10.7
Russian language status	1.2	2.2	1.9	1.1
Other	1.7	1.9	5.8	5.7
Rights to land ownership	2.6	1.6	3.5	3.1
Difficult to answer	0.3	0.4	0.2	0.5
No answer	0.6	0.3	1.0	0.2

Source: IRI, 2018.

Table 7. Which of the following issues are the most important for Georgia, %

	GEORGIA		Personally	
	M	F	M	F
Unemployment	43.4	37.3	14.1	18.0
Economy	21.0	25.5	18.6	20.3
Lost territories	11.3	8.9	0.7	1.0
Social problems	1.9	3.5	4.3	2.5
None	2.3	2.5		
Security	1.7	1.7	1.0	0.6
Low salaries	0.3	1.6	2.1	3.0
Crime	2.5	1.5	2.7	2.8
Internal policy	0.9	1.4		
Healthcare	0.9	1.2	1.4	2.7
Injustice	0.4	1.2	1.0	1.0
Unskilled government	3.8	1.1	1.1	1.0
Low pension	0.7	1.0	4.0	3.7
Russian aggression	1.0	1.0	0.7	1.0
Problems in education	1.0	1.0	1.0	1.6
Non-professionalism	0.3	0.7	1.3	0.0
Raising product prices	0.6	0.6	1.0	2.0
Migration	0.6	0.5	1.7	2.8
High communal fees	0.1	0.4	1.7	1.4
Problems in agriculture	0.4	0.4	1.6	1.0
High cost of medicates	0.3	0.1	0.9	1.5
Don't know/no answer	0.1	0.1		

Source: IRI, 2018.

Table 8. Which of the following issues are the most important for Moldova, %

	MOLDOVA		Personally	
	M	F	M	F
Low income/pension	11.4	20.0	39.4	40.1
Jobs, Unemployment	13.5	13.2	9.2	6.6
Corruption/string-pooling, manipulation, smuggling	17.7	10.8		0.1
Emigration	4.8	7.2	2.7	4.1
Poverty	3.8	5.5	2.3	1.4
Don't know	0.6	5.5	14.0	10.2
Bad government	6.1	4.9		
Bad roads	4.4	4.1	0.1	0.6
Poor economy, economic crisis	4.1	3.7	0.2	0.4
High prices, inflation	2.1	3.1	1.1	1.3
Bad politicians	0.9	1.5		
The stolen billion	1.5	1.3		
Political crisis/instability	2.5	1.1		
People's unconcern/indifference	1.2	1.1		
Poor healthcare system	1.0	1.1	0.1	0.2
Social assistance	0.6	1.0	1.4	1.9
Instability/ chaos in the country	2.1	0.8		
No export	1.3	0.6		
Poor education system	0.7	0.6		
Expensive utilities/housing, expensive living space	0.3	0.4		
Refused	0.6	0.2	7.4	4.8
State services do not work well	6.6			
Water supply	0.3		0.9	1.0
No problems	0.1		1.3	1.3
Health problems			5.5	7.5
No firewood			1.5	2.4
Loneliness			1.1	1.3
No place to sell our products			1.2	0.5

Source: IRI, 2018.

Table 9. Gender distribution in working sectors, %

	UKRAINE		GEORGIA		MOLDOVA	
	M	F	M	F	M	F
Agriculture	59.3	40.7	49.2	50.8	57.2	42.8
Construction	92.4	7.6	96.4	3.6	91.2	8.8
Manufacturing	62.5	37.5	66.3	33.7	45.7	54.3
Mining & quarrying: electricity, gas & water supply	72.4	27.6	78.6	21.4	75.0	25.0
Trade, transport, Accommodation & food, Business & administrative services	50.7	49.3	57.9	42.1	51.3	48.7
public administration, community & social and other services & activities	29.9	70.1	35.3	64.7	31.0	69.0

Source: ILO, 2014/2016/2017.

	SWEDEN		GERMANY		ITALY	
	M	F	M	F	M	F
Agriculture	73.6	26.4	67.9	32.1	73.8	26.2
Construction	90.1	9.9	86.3	13.7	93.5	6.5
Manufacturing	75.8	24.2	72.9	27.1	74.1	25.9
Mining & quarrying: electricity, gas & water supply	79.0	21.0	78.0	22.0	83.6	16.4
Trade, transport, Accommodation & food, Business & administrative services	59.8	40.2	54.0	46.0	58.4	41.6
public administration, community & social and other services & activities	29.8	70.2	32.0	68.0	35.8	64.2

Source: ILO, 2014/2016/2017.

Table 10. Gender distribution by enrolment of field of study, %

	UKRAINE		GEORGIA		MOLDOVA	
	M	F	M	F	M	F
Education	28.8	71.2	10.0	90.0	19.6	80.4
Health - welfare	24.4	75.6	33.6	66.4	38.8	61.2
Services	70.7	29.1	60.5	39.5	59.8	40.2
Arts & humanities	25.0	75.0	29.5	70.5	36.6	63.4
Soc sc, journalism, information	43.0	57.0	39.1	60.9	31.0	69.0
Engineering, manufacturing, construction	79.4	20.6	88.1	11.9	77.8	22.2
Information & communication technologies	82.7	17.3	82.7	17.3	77.4	22.6
Natural sciences, mathematics and statistics	40.3	59.7	38.6	61.5	66.0	44.0
Agriculture, forestry, fisheries and veterinary	69.6	30.4	71.1	28.9	81.6	18.4
Business, administration & law	38.1	61.9	58.9	41.1	46.8	53.2

Source: UNESCO, 2015/2017.

	SWEDEN		GERMANY		ITALY	
	M	F	M	F	M	F
Education	22.5	77.5	23.8	76.2	7.8	92.2
Health - welfare	22.6	77.4	32.1	67.9	40.9	59.1
Services	45.0	55.0	48.7	51.3	80.3	19.7
Arts & humanities	38.7	61.3	34.7	65.3	30.9	69.1
Soc sc, journalism, information	34.0	66.0	38.7	61.3	32.4	67.6
Engineering, manufacturing, construction	68.6	31.4	78.6	21.4	70.5	29.5
Information & communication technologies	70.7	29.3	79.8	20.2	87.1	12.9
Natural sciences, mathematics and statistics	49.7	50.3	54.5	45.5	43.2	56.8
Agriculture, forestry, fisheries and veterinary	36.2	63.8	51.6	48.4	51.3	48.7
Business, administration & law	39.5	60.5	48.5	51.5	47.1	52.9

Source: UNESCO, 2015/2017.

Table 11. Labour force participation, %

UKRAINE		GEORGIA		MOLDOVA		SWEDEN		GERMANY		ITALY	
M	F	M	F	M	F	M	F	M	F	M	F
72.9	60.4	83.2	63.2	49.3	45.1	84.3	80.6	82.3	73.8	74.6	55.0

Source: World Economic Forum, 2018.

Table 12. Unemployed adults, %

UKRAINE		GEORGIA		MOLDOVA		SWEDEN		GERMANY		ITALY	
M	F	M	F	M	F	M	F	M	F	M	F
10.1	8.1	13.5	10.2	5.4	2.9	7.4	6.6	4.4	3.7	10.9	12.8

Source: World Economic Forum, 2018

Table 13. Part-time workers, %

UKRAINE		GEORGIA		MOLDOVA		SWEDEN		GERMANY		ITALY	
M	F	M	F	M	F	M	F	M	F	M	F
6.0	13.9			19.5	25.8	28.1	41.2	20.5	46.6	16.2	40.3

Source: World Economic Forum, 2018

Table 14. Retirement age

UKRAINE		GEORGIA		MOLDOVA		SWEDEN		GERMANY		ITALY	
M	F	M	F	M	F	M	F	M	F	M	F
60	58.5	65	60	63	58	61	61	65.6	65.6	67	67

Source: Trading economics, 2018

Table 15. Hours of work per week

UKRAINE		GEORGIA		MOLDOVA		SWEDEN		GERMANY		ITALY	
M	F	M	F	M	F	M	F	M	F	M	F
40	38	38	37	38	37	38	34	39	31	40	32

Source: ILO, 2017

Table 16. Monthly mean income, euro

UKRAINE		GEORGIA		MOLDOVA		SWEDEN		GERMANY		ITALY	
M	F	M	F	M	F	M	F	M	F	M	F
208.6	155.8	436.8	285	239.5	204.8	3805	3238.9	4320	3527	2664	2197

Source: ILO, 2014/2016

Table 17. Gender wage gap in average earning, %

UKRAINE		GEORGIA		MOLDOVA		SWEDEN		GERMANY		ITALY	
M	F	M	F	M	F	M	F	M	F	M	F
	74.7		65.3		85.5		85.1		81.6		82.5

Source: ILO, 2014/2016

Table 18. Board members central bank, %

UKRAINE		GEORGIA		MOLDOVA		SWEDEN		GERMANY		ITALY	
M	F	M	F	M	F	M	F	M	F	M	F
75.0	25.0	100	0			70.6	29.4	82.4	17.6	79.6	20.4

Source: Hiqstep for AA countries, 2015 and IEGE for EU member states, 2015

Table 19. Board members owned broadcasting organisations, %

UKRAINE		GEORGIA		MOLDOVA		SWEDEN		GERMANY		ITALY	
M	F	M	F	M	F	M	F	M	F	M	F
43.0	57.0			37.5	62.5	48.5	51.5	76.3	23.7	73.1	26.9

Source: Hiqstep for AA countries, 2015 and IEGE for EU member states, 2015

Table 20. Life expectancy

UKRAINE		GEORGIA		MOLDOVA		SWEDEN		GERMANY		ITALY	
M	F	M	F	M	F	M	F	M	F	M	F
66.7	76.5	69	77.5	67.3	75.9	80.4	84.1	78.3	83.1	80.3	84.9

Source: World Bank for AA countries, 2016 and IEGE for EU member states, 2015