



MDG3, MDGs and GENDER EQUALITY:

***A Contribution to the Regional MDG Review
in Europe and the CIS***

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MDGs and Gender Equality

MDG Goal 3

Promote gender equality and empower women

Target [3.A]:

Eliminate gender disparity in primary & secondary **education**, preferably by 2005, and in all levels of **education** no later than 2015

Indicators:

- [3.1] Ratios of girls to boys in primary, secondary and tertiary **education**
- [3.2] Share of women in wage **employment** in the non-agricultural sector
- [3.3] Proportion of seats held by women in national **parliament**

**CHALLENGE TO MOBILIZE
GE ADVOCATES ON MDGs,
which they viewed as :**

- sidelining key gains made in Beijing, Cairo, Vienna & other UN Conferences
- Setting a minimalist agenda
- Failing to integrate gender into all 8 goals
- Numerical goals achievement may mask continued inequalities
- Not using human rights framework of Millennium Declaration [targets when possible vs. inherent rights]
- Emphasize implementation in global South without accountability mechanisms for countries in North

Millennium Project MDG3 Task force RECOMMENDATIONS

7 Priority Areas as “the minimum necessary”

1. Strengthen opportunities for **post-primary education**
2. Guarantee **sexual and reproductive health and rights**.
3. Invest in infrastructure to reduce women’s and girls’ **time burdens**.
4. Guarantee women’s and girls’ **property and inheritance rights**.
5. Decreasing women’s reliance on informal employment, closing gender gaps in earnings and reducing occupational segregation.
6. Increase **women’s share of seats** in national parliaments and local governmental bodies.
7. Combat **violence** against girls & women.

Core Recommendation: restructure PRSPs within 10-year MDG framework w/gender considerations as integral components of each step:

- Sex-disaggregated data to diagnose nature dynamics of poverty
- Participatory, Gender-responsive, systematic needs assessments to evaluate policies, governance structures and public investments
- Gender analysis of public expenditure & revenue for the financing strategy
- Spending plan w/sex-disaggregated, gender-responsive measures for inputs, outputs & outcomes and gender equality as an explicit performance indicator
- Processes to enable meaningful participation of women’s organizations in a public sector management strategy focused on transparency, accountability and results-based management

New Indicators

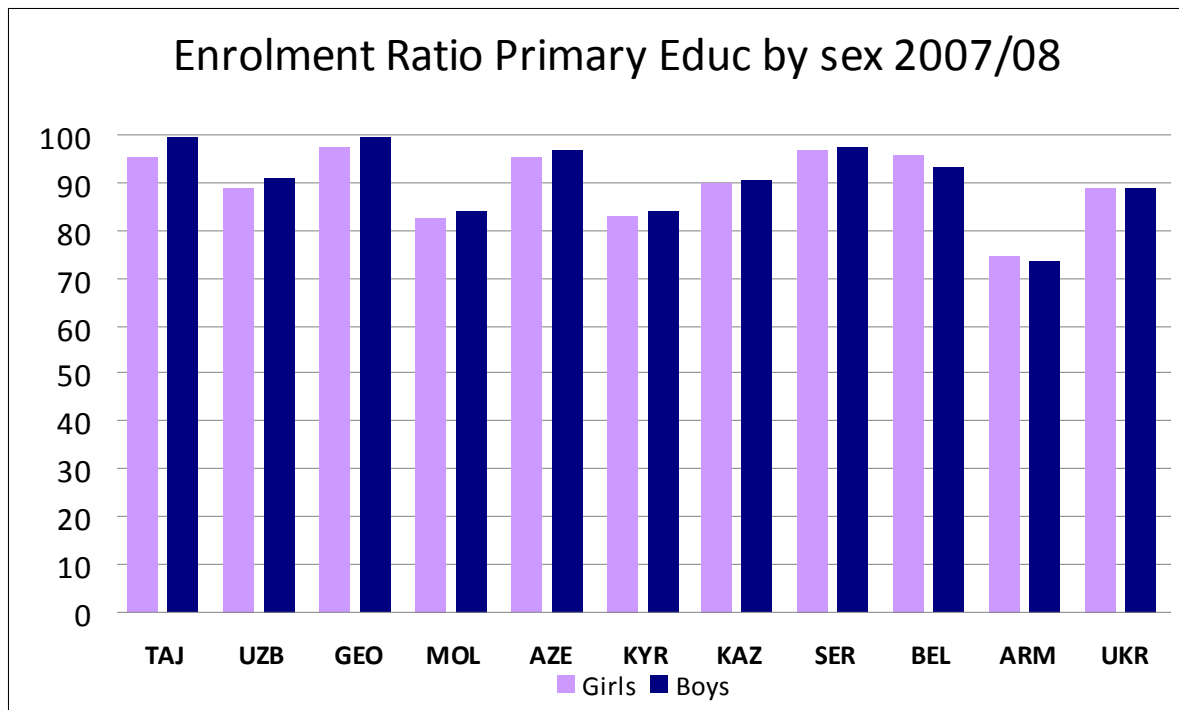
[some of which were picked up in new Indicators Framework]

STATUS OF MDG3 in CEE/CIS :TRENDS

EDUCATION - Primary

Indicator 3.1.a.

Net Enrolment Ratio of girls to boys in primary educ.



SHORT OF TARGET IN PRIMARY EDUC:

Out of data available for 11 CEE/CIS cttries in terms of net enrolment rates in primary education:

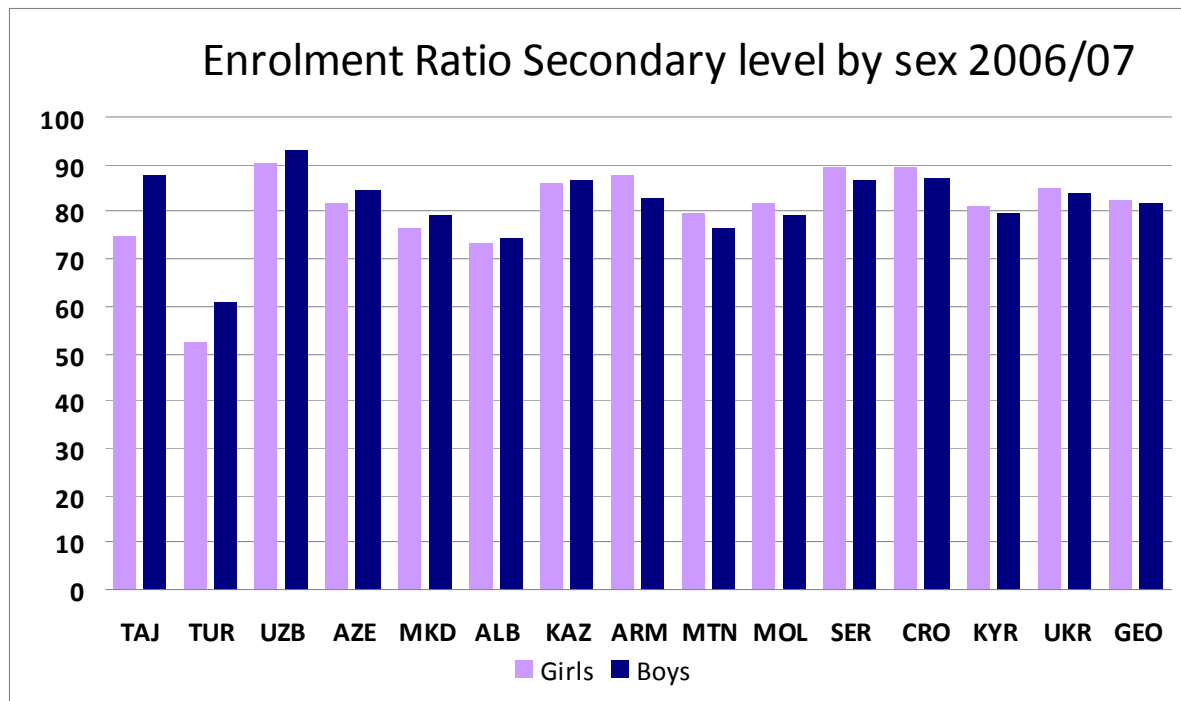
- boys' enrollment still outnumber girls' in 8 cttries, w/widest gap at 3.8% [TAJ], and
- girls' enrollment outnumber boys in 3 countries w/widest gap at 2.3% [BEL]

STATUS OF MDG3 in CEE/CIS :TRENDS

EDUCATION - Secondary

Indicator 3.1.a.

Net Enrolment Ratio of girls to boys in secondary educ.



MIXED RESULTS:

Out of data available [15 cties] in terms of net enrolment rates in secondary educ.

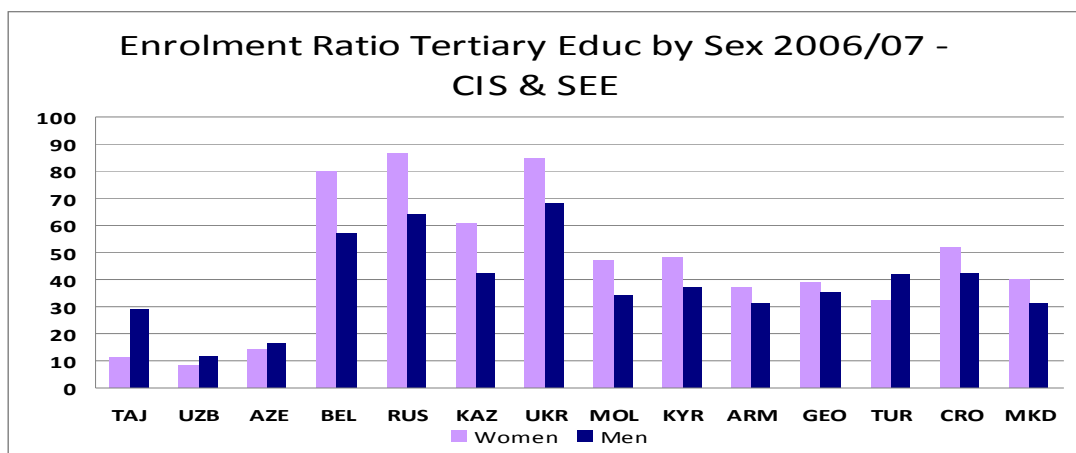
- boys' enrollment outnumber girls in 7 cties, w/widest gap at 12.5% [TAJ], and
- girls' enrollment outnumber boys in 8 cties w/widest gap at 4.8% [ARM]

STATUS OF MDG3 in CEE/CIS :TRENDS

EDUCATION - Tertiary

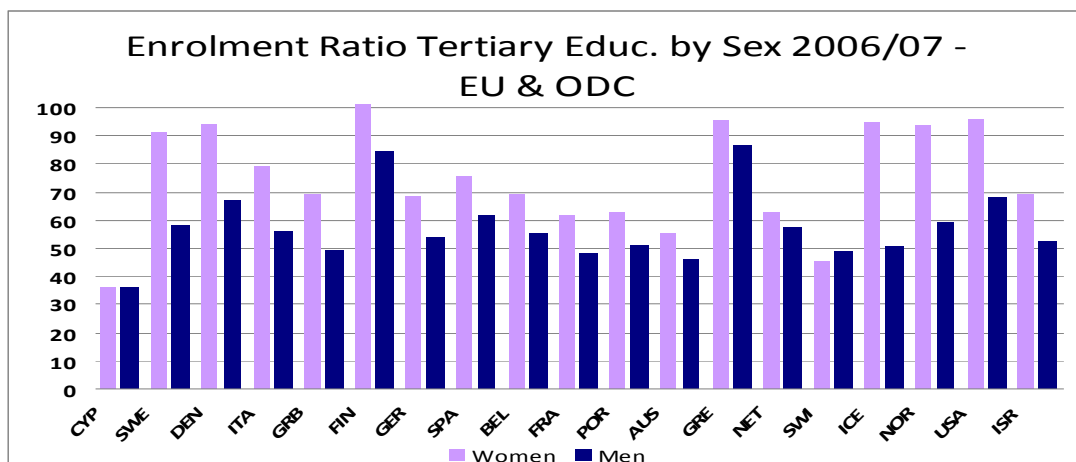
Indicator 3.1.c.

Net Enrolment Ratio of girls to boys in tertiary education **REVERSE GENDER GAP:**



women vastly outnumber men in 37 out of 43 ctries, w/largest numbers:

- BEL [23.2%] for CIS & SEE
- LAT [41.5%] for new EU Members States
- ICE [44%] for old EU M/S & ODCs



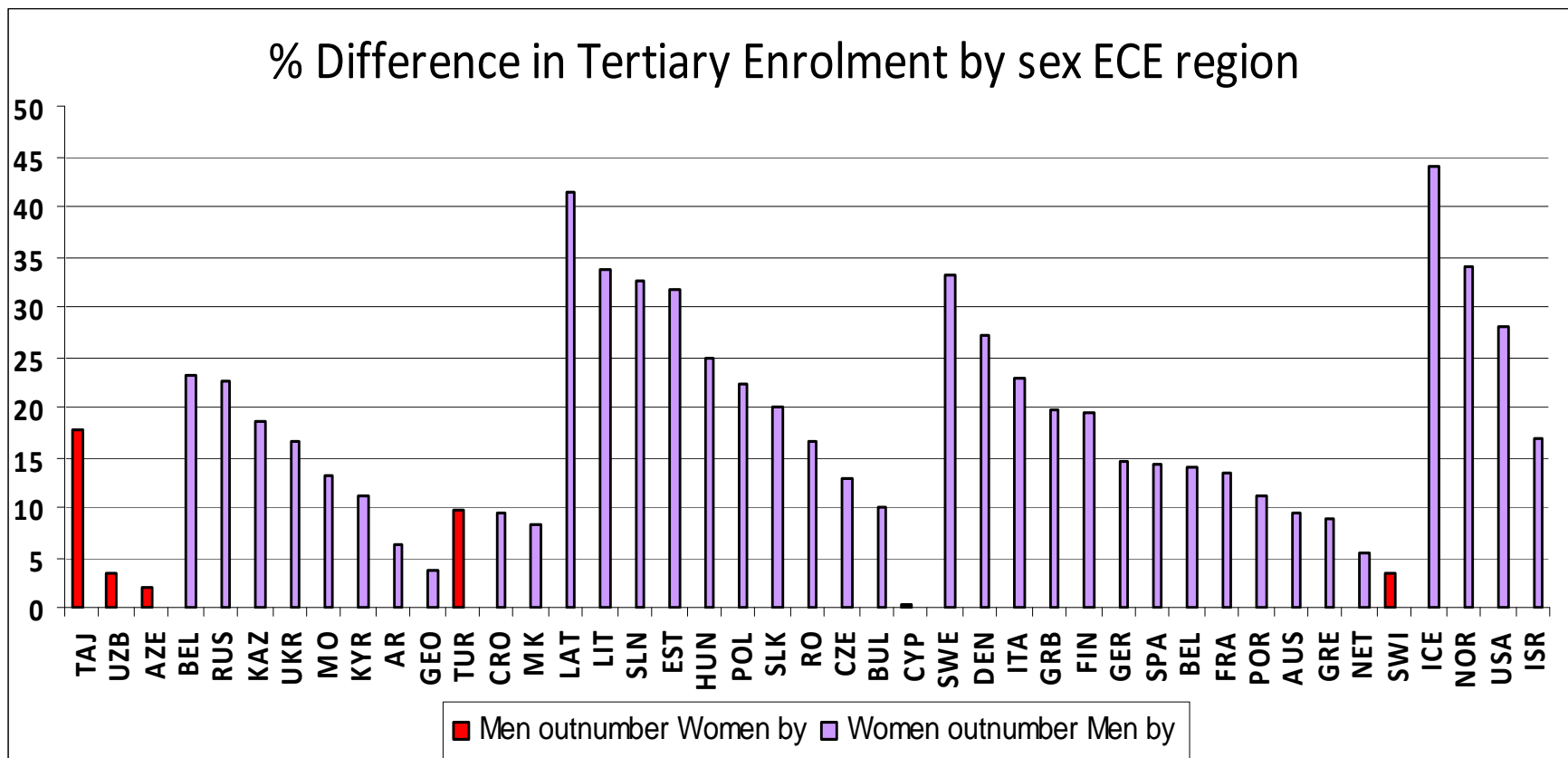
men outnumber women only in 6 ctries:

- TAJ [17.8%] TUR [9.8%],
- UZB, AZE, CYP & SWI [under 3%]

STATUS OF MDG3 in CEE/CIS :TRENDS

EDUCATION - Tertiary

how “dramatic” is this **reverse gender gap** is best captured in a graph that shows percentage difference between women & men’s enrolment in tertiary education:



ISSUES WITH EDUCATION INDICATORS IN CEE/CIS REGION

*Indicators fail to track/capture
key dimensions of importance in CEE/CIS:*

Primary and Secondary Enrolment Ratio not a major concern in CEE/CIS – but of increasing concern are:

- **Quality of education** [steadily decreasing in CIS]
- **Attendance & Completion rate**

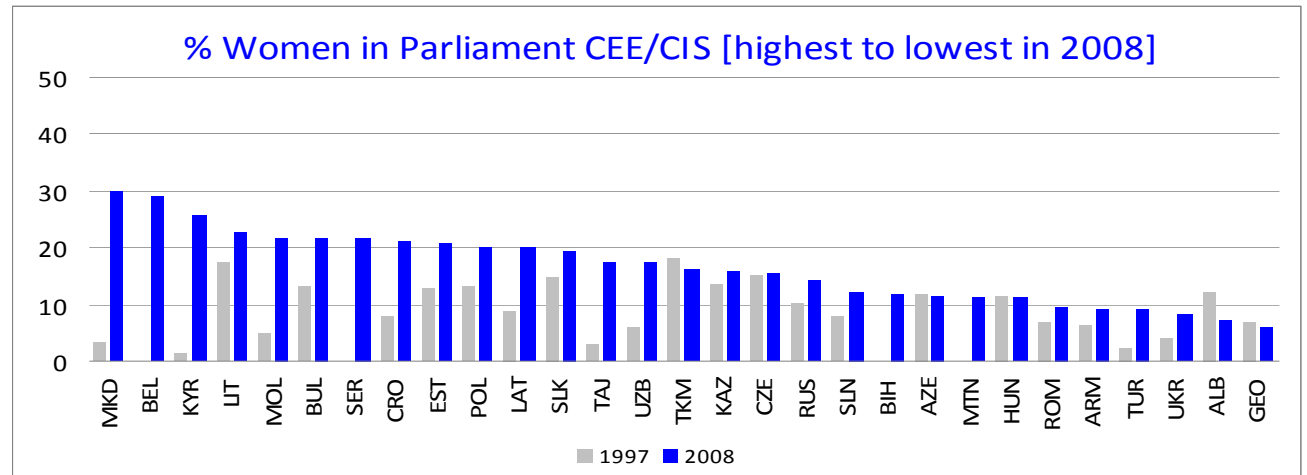
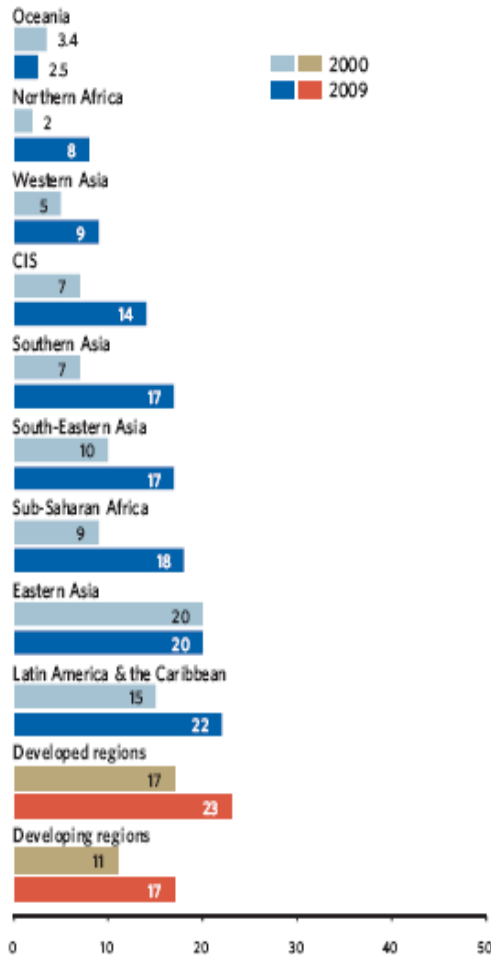
for Tertiary Education:

- reverse gender gap likely to be linked to **diminished access to decent & productive employment** opportunities for women

STATUS OF MDG3 in CEE/CIS :TRENDS

Political Participation

Proportion of seats held by women in single or lower houses of national parliaments, 2000 and 2009 (Percentage)



FAR SHORT OF TARGET OF PARITY

approx 40 years to reach target of gender parity in at the current rate of progress

CIS still lowest worldwide after Oceania & Arab States

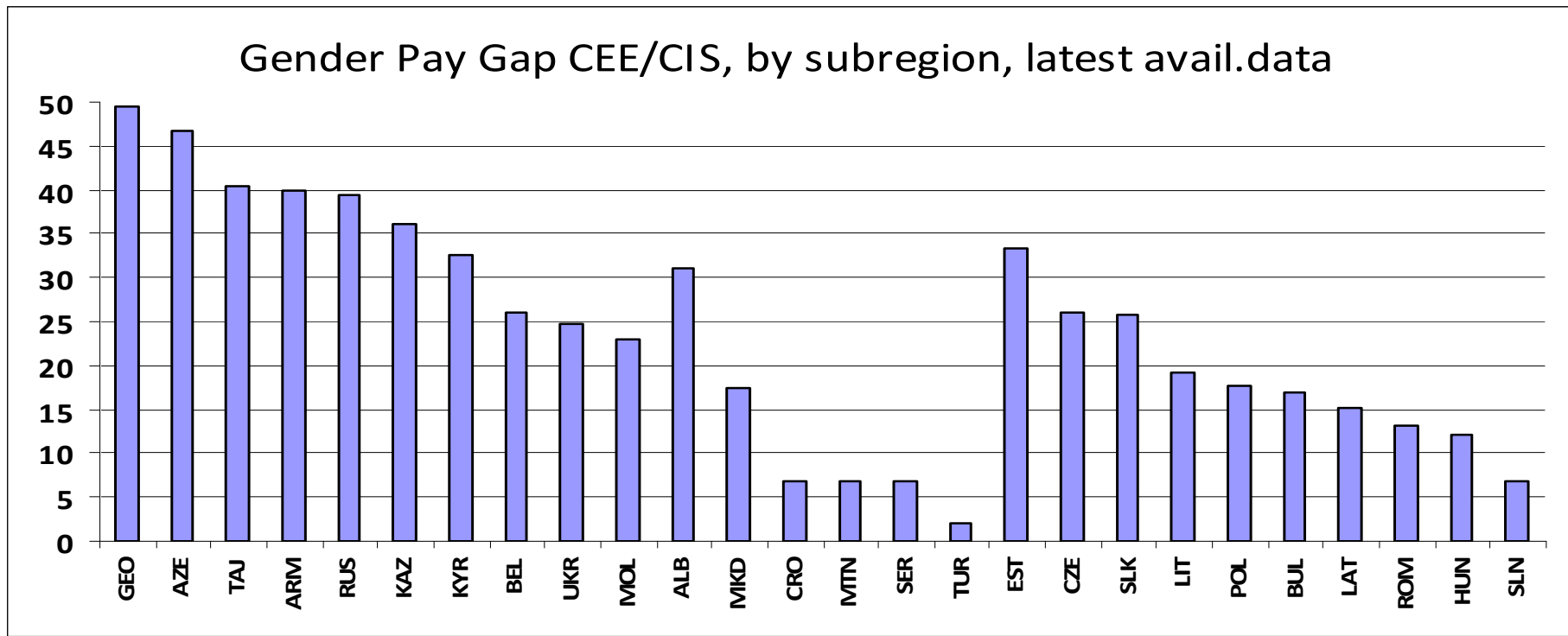
RECOMMENDATIONS TO IMPROVE POLITICAL PARTICIPATION

- Support to constitutional or electoral laws mandating quotas or special temporary measures
- Stronger investments in women's participation in local governance
- Capacity development pre- and post election for new candidates
- Tracking candidates' accountability

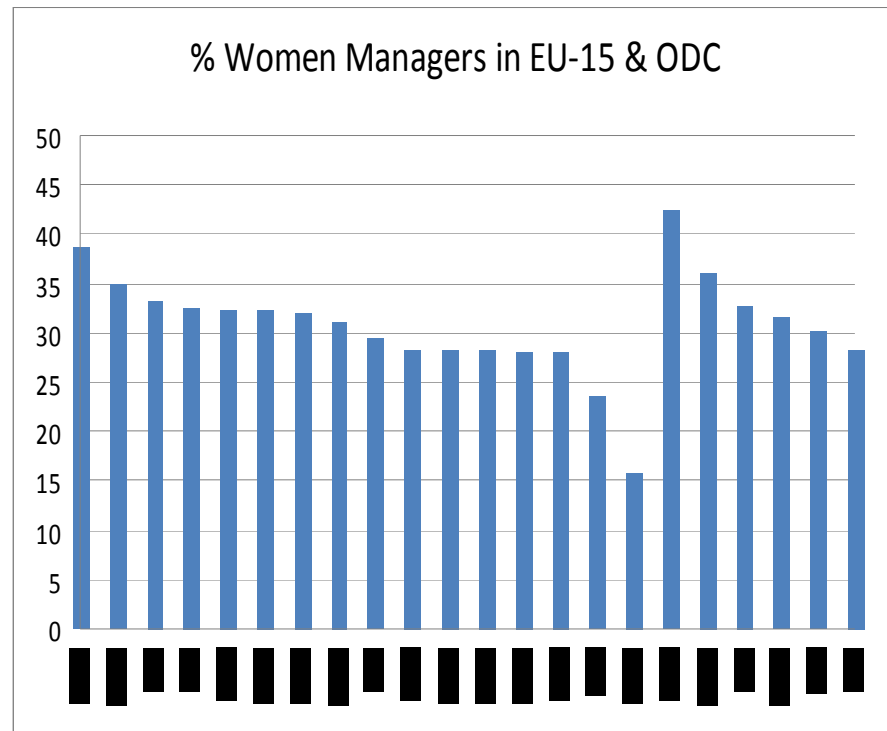
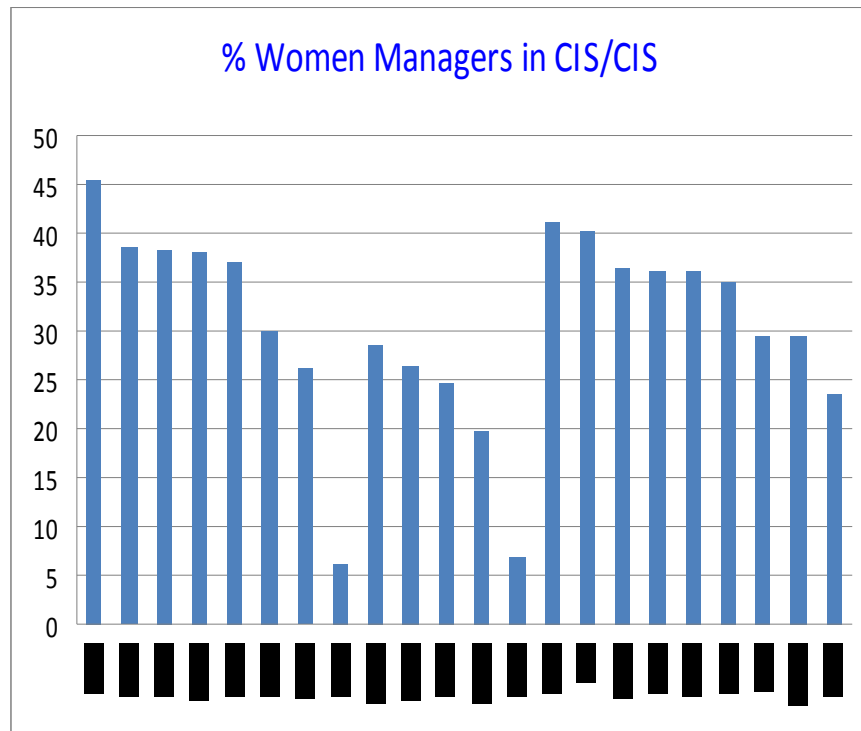
STATUS OF MDG3 in CEE/CIS :TRENDS EMPLOYMENT

GENDER PAY GAP remains very wide

- as much as 25-50% in 13/26 countries [all CIS and 3 SEE]
- between 10-24% in 8/26 countries [3 new EU m/s & 5 SEE]
- between 2-7% in 5/26 countries [5 new EU m/s]



STATUS OF MDG3 in CEE/CIS :TRENDS EMPLOYMENT – Women Managers

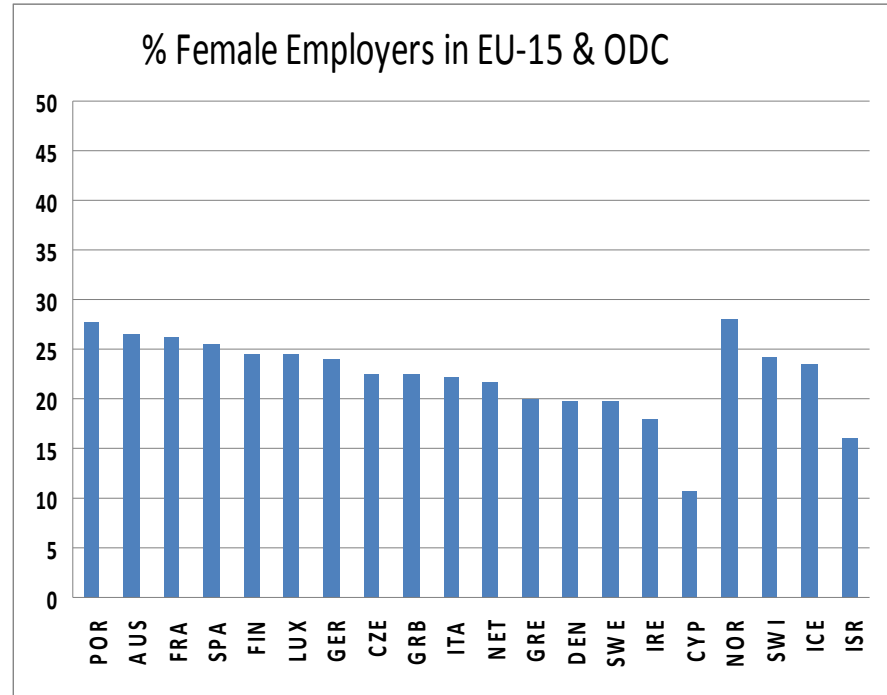
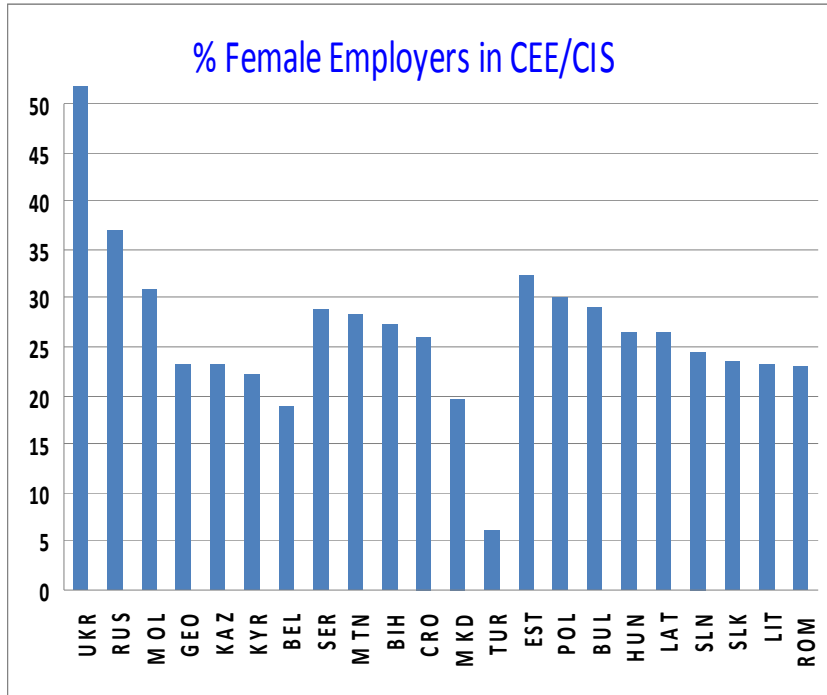


GOOD PROGRESS

but more needed to reach gender parity,

esp. for countries below 25%: AZE, TUR, BUL & MLT

STATUS OF MDG3 in CEE/CIS :TRENDS EMPLOYMENT : Women Employers



GOOD PROGRESS

but more needed to reach gender parity,

CEE & CIS countries generally doing better than EU-15 ?

STATUS OF MDG3 in CEE/CIS :TRENDS EMPLOYMENT

NOTES:

- **No comparable regional data** available on MDG Indicator 3.2 share of women in wage employment in non-agric. Sector
- Indicators on Ratio of women managers & employers:
 - while useful to track change [generally showing good progress in ECE], these indicators **do not reflect the situation of women living in poverty**
 - trends & figures are similar in both developed & transition countries of ECE region, highlighting **continued gender inequalities**
- **Gender Wage Gap still very serious issue** in most countries

RECOMMENDATIONS:

Support to gender-responsive policies & programmes on **decent work** that tackle :

- **vulnerable employment**
- **employability & occupational segregation**
- **social & legal protection of migrant workers**

EXAMPLES of UNIFEM's work:

- **MOL Employability** [SIDA US\$3 million]
- **MOL Local Development** [JP w/UNDP, SIDA US\$1.3 million for Gender Comp.]
- **SER Economic Rights** [Norway US\$2.2 million]
- **KYR Land Property & Inheritance Rights** [Norway Euro 2.5 million]
- **CIS Migration** [DFID, JP w/IOM, under finalization]

Policies and Model for Scaling Up

In **KYR**, UNIFEM developed a model for gender responsive indicators to monitor progress towards achieving gender equality **across all MDG goals** by harmonizing nat'l commitments to WHR

This model was **replicated in 7 CIS countries, Albania & Pakistan.**

What makes it **attractive to partners** is:

- ☑ Lower transaction costs related to multiple reporting requirements
- ☑ Increased coherence through a unified Gender Monitoring Mechanism framework which could also be used to devise baseline indicators for MDG-based PRSPs and other nat'l dev strategies & plans

MDGs Harmonized Indicators and National Development Strategies

process stages	CEDAW	BPFA	MDGs	NDS
Assessment /analysis	USING a Human Rights based approach	ASSESSING based on BPFA	TARGETTING MDGs as Road map	TO IDENTIFY gender issues incl. by sector
Policy making	SUPPORT setting up national gender priorities	LEGITIMIZE integration of gender issues into policies	HARNESS political will ENABLE Platform for participation	TO MAINSTREAM gender into policies
Implemen- tation	FRAMES stakeholders' accountability	CLARIFIES practical actions and responsibilities	GLOBAL TRACKING OF PROGRESS	TO TRANSLATE gender priorities into programmes and/or actions AND COMMIT FUNDING
Monitoring	Harmonization of monitoring mechanism/indicators; Upscaled mandate, capacities & leading role of Nat'l Women's Machineries Informed participation of civil society & gender advocates			

Harmonized Gender-Responsive Indicators across all MDGs

- **Step 1:** Formed an Expert Group drawn from sector ministries, academia, NGOs and the UNCT and developed a participatory workplan.
- **Step 2:** Developed a unified system of harmonized indicators to bring together MDGs, CEDAW, BPfA and PRS. The process involved sectoral workshops on the social, political, and economic dimensions of the MDGs. It also sifted through the MDGs, CEDAW, BPfA and PRS indicators and harmonized them around the MDGs in three categories:
 - mandatory indicators that are technically achievable;
 - important indicators that need initial support in data gathering;
 - important indicators that need substantial inputs for data gathering.
- **Step 3:** Held consultations w/gov statistics committees or offices.
- **Step 4:** Held consultations w/each line ministry for validation & endorsement.
- **Step 5:** Held consultations w/broader stakeholders (UN, Gov, NGOs).
- **Step 6:** Negotiated adoption by gov. and all ministries.
- **Step 7:** Made official launch conditional on government endorsement and validation. The launch was followed by nationwide advocacy to ensure systematic use and inclusion in national statistics system.

Harmonized set of indicators (CEDAW, BPFA, MDGs, NDS)

GOAL I. REDUCTION OF EXTREME POVERTY							
#	Target 1 <i>Halve extreme poverty level</i>	MDG Indicator: <i>1. Proportion of population with consumption below extreme poverty line</i>					
	<i>Indicators</i>	<i>Origin of indicators</i>	<i>Measurement unit Method</i>	<i>Source of data</i>	<i>Data collection Frequency</i>	<i>Notes</i>	<i>Priority</i>
1.1.1	Extreme poverty level of rural and urban population by sex	Nationally owned	Household surveys	NSC National Statistics	Once a year		1
1.1.2	Poverty level by sex of the household head	BPFA A.4	Household surveys	NSC National Statistics	Once a year		1
1.1.3	Ratio of women and men in receipt of state benefits by category: - UMB (unified monthly benefit) - social benefit	Nationally owned	% statistical	MLSP NSC National Statistics	Once a year		1
1.1.4	Ration of unemployed indigent men and women among recipients of: - micro credits - credits	BPFA A.2, A.3, F.1 CEDAW 13.b, 14.2.g	% statistical %	SMEC KR Institutional statistics KAFC	Once a year		1
1.1.5	Extreme poverty level among complete and incomplete families by sex of family head	Nationally owned	% statistical	NSC National Statistics	Once a year		1
1.1.6	Ratio of working men and women by the type of enterprise: -SEs; MEs; Large enterprises.	Nationally owned CEDAW 11 BPFA F.2, F.5	Statistical % %	NSC National Statistics	Once a year		1

Gender Priorities in Nat'l Development Strategies: results to date in 8 CIS countries

- **At sectoral level:**
 - ***Labour & Employment*** (ARM, GEO, AZE, MOL, TAJ, KAZ, RUS;)
 - ***Planning & monitoring of state budget*** (RUS, GEO, MOL);
 - ***Equal access to economic resources*** (land, agro-extension, finance (TAJ);
 - ***Entrepreneurship, public-private partnership*** (TAJ; KAZ)
 - ***health and education*** (all 8 countries);
- **On public administration reforms** (TAJ, KYR, AZE, RUS, MOL);
- **On social protection policies, pension system** (RUS, ARM, KYR, TAJ, AZE, GEO, MOL);
- **On violence against women** (KYR, GEO, RUS, MOL);
- **Monitoring & sex-disaggregated statistics** (RUS, KYR, MOL, TAJ)

SOUTH-SOUTH COOPERATION:

8 CIS countries, plus Albania One UN and PAKISTAN

in ALBANIA

HARMONISED INDICATORS ON GENDER EQUALITY AND THE STATUS OF WOMEN IN ALBANIA

A TOOL FOR MONITORING THE GOVERNMENT OF ALBANIA'S COMMITMENTS TO GENDER EQUALITY AND WOMEN'S HUMAN RIGHTS



Development of harmonized indicators was led by the Inter-Ministerial Working Group (IMWG) for Gender Equality Monitoring in Albania, chaired by the Ministry of Labour, Social Affairs and Equal Opportunities (MOLSAEO).

Developed through the support of the United Nations Development Fund for Women (UNIFEM), under the UN Joint Programme on Gender Equality (2008 – 2010) and through the financial support of UNIFEM and the One UN Coherence Fund

in PAKISTAN

- Model presented at a mtg w/Planning Commission of Pakistan and Ministry of Women Development [both federal and provincial levels]
- Development within the Planning Commission of a gender monitoring framework linked to ongoing nat'l development strategy processes [PRSP II , 10th 5-year Plan & Annual Development Plans.
- Draft Matrix being finalized it w/ Ministry of Finance, Planning, Ministry of Women Development and CSOs at federal and provincial level.