

**STATISTICAL COMMISSION and
ECONOMIC COMMISSION FOR EUROPE**

CONFERENCE OF EUROPEAN STATISTICIANS

WORKING PAPER No. 1

**ORIGINAL RUSSIAN
ENGLISH**

(Country translation, as received)

**Joint ECE/UNDP Workshop on
Gender Statistics for Policy Monitoring and Benchmarking
(Orvieto, Italy, 9-10 October 2000)**

BELARUS

COUNTRY REPORT - USERS

Paper submitted by Belarus¹

Introduction

In Belarus women represent the biggest social and demographic group (5431.9 thousand people or 53% of the total population). On top of the existing problems, reflecting actual inequality of women in major spheres of life new problems arose in conditions of fundamental transformation of political and economic system of the Belarusian society. Amongst such problems there are: excessive work load, both in the sphere of production and at home; women's unemployment; feminization of poverty; worsening of working conditions; insignificant representation of women in bodies of legislative and executive power, especially on its higher levels; spreading of asocial forms of behavior and violence in families and society; worsening of health conditions, etc.

Taking into consideration obligations assumed at the World Conference on Situation of Women in June 1996 the Belarusian Government approved the National Action Plan for 1996-2000 in order to find solution to these problems. The National Program "Women of Belarus" was adopted in August 1996. The UNDP project BYE/97/005 "Promotion of Activities of Gender Information and Policy Center of the Ministry of Social Protection" is designed to complement efforts of the Government in this area.

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National Action Plan for the Improvement of Women's Status for 1996-2000 and the National Program "Women of the Republic of Belarus"

In 1995, at the Fourth World Conference on Women, representatives from 189 countries have accepted the Beijing Platform for Action - program, aimed at the advancement of women and increasing their role in the society. The Platform has determined 12 critical areas of concern and has pointed to the necessity of elaboration of strategic actions at the national level. The Platform for action, recognized by the world community as the program of human rights for women, became the basic document, which the Republic of Belarus used to start the development of the national strategy policy on the improvement of women's status.

In the Republic of Belarus **the National Action Plan for the Improvement of Women's Status for 1996-2000** was approved in June, 1996, taking into consideration obligations assumed at the Fourth World Conference on Women. Constructive dialogue with different branch ministries was arranged in the process of drafting the National Action Plan. It has allowed linking their programs with the strategic purposes of the state to improve situation of women, increase their role in life of the society. The measures of the Plan are focused on several areas. A number of them are directly connected with the Beijing Conference, including promotion of its final documents among the population of Belarus and informing the public about measures, taken in accordance with the guidelines of the Platform for Actions.

The whole block of measures envisaged improvement of the legislative base through gender expertise of the existing and drafted legislative acts and regulations.

The Plan also provided for measures on building of awareness of women about their rights and mechanisms of their protection; on introduction of educational courses on gender problems to the programs of higher educational institutions; on organization of scientific research on different aspects of women's life, etc.

The activities of the Plan were developed and concretized in the National Program "Women of the Republic of Belarus", adopted in August 1996. The Program, aimed at softening the most acute problems of women in the transition period, and consists of 4 sections. The first section stipulates measures on improvement of situation of women on labor market, including the increase of competitive strength of female labor, prevention of female unemployment and support of their entrepreneurship activity. The second reflects ways of the extension of women's participation in the decision-making process and activity of governance bodies, the third section contains measures on protection of motherhood and childhood, strengthening of family, including material support to socially vulnerable categories of families, and the fourth - on the solution of social - psychological problems of women and their adaptation to the new social and economic conditions.

Existence of such documents, as the National Action Plan for the Improvement of Women's status for 1996-2000 and the National Program "Women of the Republic of Belarus", does not mean, that gender and women's issues do not find reflection in other national programs and projects.

The additional efforts to change the current situation in the Republic of Belarus will be taken by the Government and within the framework of such conceptual documents, as Main Guidelines of the State Family Policy, The Concept of the State Demographic Policy, The Guidelines for the Implementation of Demographic Policy, and The National Program. “Children of Belarus”

In general the analysis of the situation demonstrates, that though in a transition period the legal fundamentals of equality are provided for, it is necessary to do a lot to make sure that the spirit of the law turns in the reality at workplace, in family, in society. The efforts to maintain equal rights and equal opportunities of women should be part and parcel of the process of changes in the transition period. The achievement of equality is a process of constant action, aimed at the development both individual personality and human resources as a whole. It is live dynamic process requiring constant attention.

Proceeding from this, the Government has made a decision to elaborate a new action plan, aimed at the implementation of the equal rights policy and equal opportunities by the end of 2000. Thus there is a clear comprehension that it will be elaborated, as a system of objectives, ensuring gender equality, which is one of the prerequisites of fair and effective development of the society.

Institutional mechanism for the improvement of women’s status

The implementation of the state policy, aimed at removal of gender inequality, in many respects depends on acting capacity of the national mechanism. It has been formed within the last years in difficult conditions – lack of material means and well-prepared staff. Now this mechanism is basically framed.

Its elements, without any doubt, include the structures of the National Assembly of the Republic of Belarus such as: the Commission on Social Problems of the Council of the Republic and the Commission on Labor, Social Problems, Protection of Health, Physical Culture and Sports of the House of Representatives which are in charge of drafting the legislative base in social sphere, including the situation of women. The Department of Social and Cultural Policy operates in the Council of Ministers of the Republic of Belarus. The Department of Targeted Social Support and Gender Issues – a structural subdivision of the Ministry of Social Security- deals with the problems of women.

Main objectives of this Department are: systematic analysis of women’s situation; participation in designing and implementation of policy, aimed at improvement of women’s status, ensuring equal rights and equal opportunities of men and women; improvement of the legislative base taking into consideration gender aspect; participation in formation of the national mechanism to ensure equal rights and equal opportunities for men and women; analysis of the implementation of the relevant international conventions, treaties and agreements in the country; promotion of gender sensitivity of the society and decision-takers.

Regionally, local social security bodies implement the policy of the Ministry of Social Security. They are invoked to contribute to the elaboration and subsequent implementation of the

state policy to ensure equality of rights and opportunities for men and women. Now 89 specialists (or 56 % of what is require) work on family and gender issues in sub-national and sub-regional bodies of social security (see scheme 1).

Serious attention is paid to the improvement of professional skills and knowledge of these specialists through educational and training seminars, publication of methodical brochures etc. The UNDP project “Strengthening of the Gender Information and Policy Center” makes a considerable contribution to it.

The fact that the key element of the National Mechanism - Department of the Targeted Social Support and Gender Issues - is within the framework of the Ministry of Social Security of the Republic of Belarus, on the one hand, testifies to the positive approach of Government to women’s issues. They are considered as a vulnerable part of the population requiring targeted social protection in the transition period. On the other hand, it often appears so uneasy to protect interests of women, when it concerns the programs developed by the other executive bodies. That is why it is expedient to gender equality issues beyond one body and to arrange an interdepartmental structure that is to be the National Council on Gender Policy.

The necessity of the creation of the National Council having higher status and greater power is as well conditioned by the fact that today the world community more and more often recognizes the improvement of women’s status as a necessary, but only the first step in the achievement of gender equality. The policy pursued in relation to women should step-by-step be transformed in gender policy based on the activities and interests, both women and men.

A gradual realization of gender issues is going on in the Republic of Belarus. The existing national mechanism passes from the solution of problems of women, which were characteristic for the initial stage, to the solution of actual gender problems, based on the egalitarian ideas of the achievement of equal rights and equal opportunities for both sexes.

Thus, the strategic objective of establishing the specific unit within the national mechanism is the promotion and implementation of the idea of achieving gender equality. It implies, as an essential component, the methodology of gender analysis, prediction and lobbying in the process of elaboration, fulfillment, monitoring and evaluation of the policies and programs so that women and men have equal opportunities to benefit from their results.

The creation of the National Council will also allow to involve non-governmental organizations to the implementation of a series of measures, ensure cooperation with mass media in order to raise gender sensitivity of the society and transform the existing gender stereotypes. In the long term female NGOs should become an integral part of the National Mechanism for the Improvement of women’s status.

Legislation and women's rights

On the threshold of the XXI century the problem of equality of men and women acquires increasing significance. Despite apparent progress in this area, the world community is compelled to state: in “none of the societies women dispose of the same opportunities, as men”.

During long historical period women achieved legal equality with men. And, having achieved it they understood, that between legal and actual equality of rights that is between equality of rights and opportunities there is a long distance. One of the primary goals for the development of modern society is to overcome this distance, to reach equal participation in all spheres of social life as compared to men.

At the international level Belarus not only declares support for this principle, but also assumes certain obligations. The signature of our country is affixed under the UN Conventions and other international documents, aimed at the achievement of equal opportunities of men and women.

At the legislative level there are no discriminatory rules or provisions in relation to women in our country. All fundamental human rights are fixed in the Constitution of the Republic of Belarus adopted in 1994 (with changes and amendments adopted by the national referendum of November 24, 1996). In the main document of the state alongside with article 21 which says that “the state guarantees the rights and freedom to the citizens of Belarus, provided for in the Constitution, laws and international obligations assumed by the state », there is a principle of equality of all in relation to law (article 22 of the Constitution of Republic of Belarus. According to the same article everybody “has the right to equal protection of his rights and legitimate interests without any discrimination ”.

Part five of article 32 of the Constitution provides for women “granting opportunities in obtaining education and vocational training equal with men, in work and promotion, in socio-political, cultural and other spheres of activity, and also creating conditions for protection of their labor and health”. The equal opportunities in obtaining education are stipulated in the article 5 of the Law of the Republic of Belarus “On Education in The Republic of Belarus”, according to which all residents of the Republic of Belarus (including the foreigners and stateless persons permanently living on the territory of the republic) have equal access to the national education system.

Besides, the Constitution of the Republic of Belarus guarantees to women and men equal right on freedom of associations, right to participate in the solution of state affairs both directly, and through the freely selected representatives. The direct participation of the citizens in management of social and state issues is provided by referendums, discussion of draft laws and issues of national and local concern, in other ways defined by the law. In accordance with the procedure established by the law, citizens of the Republic of Belarus take part in negotiating the issues of state and public life at national and local meetings (articles 36 and 37 of the Constitution).

According to article 38 of the Constitution citizens of the Republic of Belarus have the right to elect and to be elected freely to the state bodies on the basis of the universal, equal, direct and indirect suffrage by secret ballot. These provisions are also reflected in the Electoral Code of the Republic of Belarus (articles 3-7).

In accordance with their abilities, vocational training citizens have the right of equal access to any positions in state bodies (article 39 of the Constitution). The right to become civil servants is given to citizens of the Republic of Belarus irrespective of social and property status, race and nationality, sex, attitude to religion, political views according to article 7 of the Law of the Republic of Belarus "On the Basic Principles of Civil Service".

As to the civil rights and duties, the Civil Code of the Republic of Belarus consolidates equal rights of women and men in the sphere of relations regulated by the civil law. In Belarus women have capability and legal capability identical with men (articles 16, 20).

Article 30 of the Civil Code establishes limitations of capability, which are irrelevant of sex of citizens. So, in particular, citizen, who abuses alcohol, drugs or psychotropic substances thus putting the family into difficult material status, can be limited in capacity by decisions of court according to the procedure established by the civil law. In this case trusteeship is established for such an individual.

According to the Constitution women and men in the country have the right to choose an occupation, kind of work and activity pursuant to vocation, capacities, education, vocational training and according to public needs, and also on healthy and secure conditions of work (article 41), right on equal reward for equal work (article 42), right to health protection (article 45), right to education (article 49) and to social protection in old age (article 47).

As for family relations the spouses also are completely equal. Marriage, family, motherhood, paternity and childhood are under the protection of state (article 32).

Provisions of the Constitution are concretized in the provisions of different branches of law.

The Belarusian legislation is permanently improving. Most considerable changes are related to the adoption of new Family and Marriage Code and Labor Code. Till now the Family and Marriage Code of Republic of Belarus, adopted in 1969, regulated marital and family relations. In connection with development of market relations in the country this code required adequate adjustment. For example, the development of private property institute raised the necessity to introduce marital contract for the protection of property rights of spouses. Aspects of joint property, mutual liability of spouses for education and support of children also requested modern interpretation. The reformed law should have found apparent reflection of issues related to rights, including property, of children born in and without marriage, legal effects of the so-called civil marriage, which is not registered officially.

The new Family and Marriage Code of the Republic of Belarus, which has come into force since September 1, 1999, has defined the following objectives of legislation on Family and Marriage:

- family relations should be built on voluntary matrimony of woman and man, equality of rights of spouses, on mutual love, respect and mutual aid to all members of the family;
- stipulation of the rights and duties of spouses, parents and other members of the family, pursuant to the Constitution of Republic of Belarus, provisions of international law;
- protection of motherhood and paternity, legitimate rights and interests of children, creation of favorable conditions for development and spiritual growth of each child (article 1 of the Code).

Protection of marriage, family, protection of motherhood, paternity and childhood is admitted as a priority problem of the state (article 3 of the Code). The state takes care of family, creating conditions for economical independence and improvement of living standards of family. It is preferential fiscal policy, state benefits to families having children, and preferential crediting. The state develops network of children's and medical institutions, infrastructure of consumer services and household activities, thus granting parents an opportunity to combine work responsibilities with family duties. One important thing: rearing children and housekeeping are considered as socially beneficial work.

In the Republic of Belarus legal regulation of marital and family relations is a prerogative of the state. The state recognizes only the marriage registered by its bodies. The religious practices related to the issues of marriage and family have no legal effect (article 4 of the Code).

Article 18 of the Family and Marriage Code establishes age of marriage - eighteen years for both women and men. In cases of birth of the common child or acquisition of certificate of registration on pregnancy, declaration of teenager completely capable (emancipation) and if other conditions of concluding of marriage envisaged by article 17 of the present Code, are observed, the state body which deals with the registration of marital status, can reduce the statutory age of marriage, but no more than for three years.

Peculiar features of labor legal relations with the women are regulated by the Code of Labor Laws of the Republic of Belarus, and since January 1, 2000 by the Labor Code. It directly prohibits discrimination, "that is limitation in labor rights or acquisition of privileges depending on race, sex, national origin, language, religious or political point of view, membership or non-participation in trade unions or other public associations, property or official position, disability of physical or mental nature, which do not prevent an individual from fulfillment of the appropriate labor duties" (article 14 of the Labor Code). Article 16 prohibits groundless refusal to conclude an employment contract with women on motives, related with pregnancy or presence of children under three years, as for single mothers – it is presence of a child under 14 years (in case a child is disabled - till eighteen years). Refusal to employ or dismissal of a woman on motives of her pregnancy, as well as

refusal to employ or dismissal of the breast-feeding mother is a criminal offence, which can result in one-year correctional labor or dismissal from the post (article 136 of the Criminal Code).

In accordance with article 11 of the Labor Code fundamental rights of workers, both women and men are as follows:

- 1) work as the most decent way of self-affirmation of a human being, which means the right to select an occupation, kind of work and activity pursuant to vocation, capacities, education, vocational training and taking into consideration public needs, as well as to healthy and secure conditions of work;
- 2) protection of economic and social rights and interests, including the right to join association in trade unions, concluding of collective agreements, contracts and right to strike;
- 3) participation in meetings;
- 4) participation in management of the organization;
- 5) guaranteed fair share of reward for work according to its quantity, quality and public value, but not lower than the level, which ensures free and decent existence of workers and their families;
- 6) daily and weekly rest, including days off during state holidays and festive days, and leave with the duration not less than established by the present Code;
- 7) social insurance, provision of pensions and guarantees in case of an occupational disease, employment injury, disability and loss of job;
- 8) non-interference to individual's private life and respect of personal dignity;
- 9) judicial and other protection of labor rights.

It is necessary to note, that Chapter 19 "Peculiarities of regulation of work of women and workers with family duties" of the Labor Code of the Republic of Belarus regulates the following relations concerning labor rights of women:

- activities, which prohibit the use of female workers;
- prohibition and limitation for night shifts, overtime work, work during state holidays, festive days and weekends and sending pregnant women and women having children under three years to business trips;
- engaging in night overtime work, in work during state holidays, festive days and weekends and sending women having children under fourteen years to business trips (in case with disabled children under eighteen years old) only with their consent:
- transfer of the pregnant women and women having children under eighteen months to easier work;
- granting of leaves to women in connection with maternity leave;
- granting of breaks to feed a child;
- granting of an additional day off.

The Labor Code establishes guarantees when an employment contract for the pregnant women and women with children is concluded or terminated. According to provisions of article 268 it is prohibited to refuse to conclude employment contract with women and to reduce their wage on

motives, related to pregnancy or availability of children under three years, as for single mothers it is availability of a child under 14 (in case with disabled children under 18).

Refusal to conclude an employment contract the employer is obliged to notify the indicated categories of women about the motives in writing.

Refusal of employer to conclude an employment contract can be appealed against in the court.

Termination of an employment contract with the pregnant women and women having children under three years old on the initiative of the employer, is not allowed, except for cases of liquidation of a firm, entity, organization, termination of activities of a businessman. As for single mothers with children aged between 3 and 14 years (in case with children - invalids under 18 years), termination of employment contract on initiative of the employer, is allowed in case of liquidation of a firm, entity, organization, termination of activities of a businessman, and also on the basis, envisaged by other provisions of labor legislation.

Pursuant to article 185 of the Labor Code irrespective of employment period if a woman desires she is granted a social childcare leave of up to three years, with monthly state benefit paid during this period, the amount and conditions of payment are established by the legislation.

The childcare leave of up to three years is granted in full or in part to the mother or at discretion of family, to the working father or other relatives, which take care about the child.

During childcare leave the job (position) is secured.

The period of childcare leave is taken into account while calculating employment period as well as the experience of work in trade, occupation or position.

As a matter of fact the present labor legislation is based on protective philosophy in relation to a woman, that is expressed in such concepts as “help to a woman”, “privileges to working women”, etc. The Belarusian feminists urge to cancel some “female privileges” legislatively fixed in the sphere of employment. They really believe that philosophy of help, if it is not seen as a system of provisional measures, promotes reproduction of inequality on a new level rather than overcoming it. However, the society is not yet ready to say goodbye to these privileges. There is a fact to evidence about it. For a number of years men and the women in Belarus have equal right, stipulated in the legislation, to childcare leave of up to three years. And what of it? Very limited number of representatives of “strong sex” took a risk to make use of a childcare leave. There works a stereotype of the existing distribution of social roles, when public consciousness assigns the function of education of children exclusively to women.

Nevertheless efforts are made in the country for gradual transition from privileges for women to the state guarantees, related to birth of children, improvement of legislation to secure rights of working fathers to equal participation in education of children, revocation of some special privileges for the women in the sphere of employment leaving only those, which are directly connected with reproductive function. Adoption of the new Labor Code became the first step in this direction.

Implementation of rights of women and men on judicial protection of their interests both on civil, and on criminal cases goes on the basis of their equality in relation to the law and court irrespective of origin, social, official and property status, race and nationality, political and other beliefs, sex, education, language, attitude to religion, kind and nature of occupations, place of residence and other circumstances (article 6 Civil Practice Code of the Republic of Belarus and article 9 of the Code of Criminal Procedure of the Republic of Belarus).

Criminal Code of the Republic of Belarus contains the following special provisions concerning women:

- women can not be sentenced to capital punishment (article 22), life imprisonment is not applicable to them (article 22-1), pregnant women and women with children under 14 years old or disabled children, can not be arrested (article 23-1);
- there is criminal responsibility for rape of a woman (article 115), for sexual intercourse with a person under 16 years old (article 115), for forcing a woman into sex (article 116), for an illegal abortion (article 114);
- pregnancy of a woman is a circumstance mitigating the criminal responsibility for a crime (article 37), murder of a woman, of whose pregnancy the guilty was aware of, is a circumstance aggravating the fault (article 100).

In contrast to the former norms the grounds for deferring of the sentence women are of more humane nature. Pursuant to article 369 of the Code of Criminal Procedure of the Republic of Belarus the execution of sentence about the conviction of a person to imprisonment, arrest or correctional labor without imprisonment can be deferred if at least one of the following basis is present:

- pregnancy of the convicted to the moment of execution of sentence - for the term of less than one year;
- availability of small children of the convicted woman - before the child achieves the age of three.

Thus provisions stipulating criminal responsibility for crimes against sexual immunity or sexual freedom in the new Criminal Code of Republic of Belarus, adopted by the House of Representatives, approved by the Council of the Republic of the National Assembly of the Republic of Belarus on June 24, 1999 and signed by the President of the Republic of Belarus on July 9, 1999, but yet not put into force are considerably expanded. In particular, the liability for the following crimes is envisaged: violent actions of sexual nature (article 167 of the Criminal Code), sexual intercourse and other actions of sexual nature with a person under sixteen (article 168 of the Criminal Code), molesting actions (article 169 of the Criminal Code), forcing into sex (article 170). For the first time problems of legal regulation of criminal and procedural activity on business, related with the trafficking in Belarusian women abroad have found reflection in the new Criminal Code.

Implementation of the social policy, aimed at removal of gender inequality, monitoring of the women's and men's status requires diverse statistical data and deep analysis. Statistics and indicators on the situation of women and men in all spheres of society are an important tool in promoting equality. Visibility is a prerequisite for change. During last five years a thorough and in-depth analysis of women's status in Belarus was made with active participation of the Gender Information and Policy Center of the Ministry of Social Welfare. The outcomes of this analysis were presented in the National Report «**Women of Belarus**» prepared for the Beijing Conference and

published with the assistance of the UN Office (1995), the National Report «**Children and Women of Belarus: Today and Tomorrow**» prepared and published with the support of UNICEF (1995), the National Report «**Belarusian Women as Seen through an Era**» prepared and published within the UNDP project «Women in the Process of Development» (1997) and the National Report «**Implementation of the Beijing Platform for Action in the Republic of Belarus**» (2000).

Moreover Gender Information and Policy Center monitors the implementation of the National Plan for Action on the Advancement of Women for 1996-2000 and the National Programme «Women of Belarus». Monitoring allows to collect and analyze information on all ministries, regional and Minsk City Executive Committee. The generalized material in the form of a memorandum containing proposals on improvement of the women's status is considered annually by collegial meeting of the ministry of Social Welfare and later is submitted to the Council of Ministers.

The Center was also the focal point in the process of preparation of the Third Periodical Report and answers to the questions of the Committee on the Elimination of Discrimination against Women which contain an objective characteristic of the current situation of women in Belarus as well as the information on legislative, judicial, administrative and other measures taken to implement the provisions of the Convention on the Elimination of All Forms of Discrimination against Women during 1993—1999.

The preparation of the above mentioned publications revealed the difference between needed and available statistics. Taking into consideration the necessity of the gender statistics improvement and broadening of gender analysis opportunities a number of measures and steps were taken jointly by the Ministry of Statistics and Analysis and the Gender Information and Policy Center of the Ministry of Social Welfare. In order to set up a system of integrated statistics, which would have provided for comparative analysis of situation of men and women, they conducted two-day seminar (October 1998) on the issues of framing of statistical indicators system, characterizing position of men and women, improvement of gender disaggregated data collection methodology, their presentation and distribution. The workshop was funded by UNIFEM. Mr. Pehr Sundstrom - Gender statistics expert from Sweden participated in the workshop as a resource person and facilitator. The workshop resulted in drafting of an action plan on improvement of the gender statistics.

The UN European Economic Commission rendered support to the international seminar on gender statistics held in Minsk from 16 till 18 March 1999. The seminar was aimed at popularization of gender approach to collection, analysis and submission of statistical data. Participation of direct producers of statistical information as well as its users provided for consensus of interests of both.

Two years of work on gender statistics improvement resulted in publication of statistical handbook “Women and Men of the Republic of Belarus” (July 1999).

In the nearest future the greatest progress could be achieved in the sphere of broadening of opportunities of the gender analysis because the National Census of Population was held in February 1999. Its data would provide comprehensive statistical material for analysis of various spheres of

life both men and women, including branch and professional employment, marital status, etc. The state statistical reporting on social assistance and social services (statistic form 1-soc), which was introduced on 1 January 1999, would complement this activity. In this respect there is a necessity in popularizing of materials of the census.

Taking into account the growing volume of the household work and demands to the preparation of the next periodical National report on CEDAW implementation it is very important for Belarus to conduct the new Time Use survey. Some data gaps exist in describing women's economic activities, especially in private and informal sectors. At present the data about informal sector activities are exceptionally scarce and frequently characterized as unincorporated and unregistered, have incomplete or no account and thus demands the appropriate reflection in statistics due to the growing importance of it for women's employment and family survival. Gender statistics users need to receive more detailed information concerning women's involvement in the micro and small enterprise sector, including a number of firms created and managed by women, a number of women business owners. There is no data characterizing part-time employment of women.

Belarus has advanced significantly in the providing more equal opportunities to combine family and professional duties by providing parental leave to both women and men. But till now there is no statistical data characterizing how many men use this right (men's participation in child caring). Moreover it is very important to have data measuring the changing of family composition bear in mind consensual unions.

Gender statistics users realized the necessity of more detailed information in the sphere of women health, access to health care both in state health care institutions and in private ones. There is no reliable data characterizing the usage of different methods of contraception, especially contraceptive preferences and men's participation in family planning.

At last it is very important to expand statistical data characterizing violence against women, including physical, sexual and psychological violence occurring in the family and in the general community. These data should include battering, sexual abuse of female children, marital rape, violence related to exploitation, sexual harassment and intimidation at work, trafficking in women and forced prostitution.