

# 欧洲和中亚经济发展以妇女 为核心



Ana Pashalishvili

联合国妇女署欧洲和  
中亚区域办事处

妇女经济赋权





## | 内容

- 欧洲和中亚地区的妇女经济赋权（WEE）的要点速览
- 联合国妇女署妇女经济赋权的标志性干预措施
  - ✓ 变革护理经济
  - ✓ 体面的就业和创业
  - ✓ 性别敏感的宏观经济学

# 要点速览

- 妇女劳动力参与率——中亚次区域平均率为 70%。东欧——平均水平 84%，摩尔多瓦共和国最低，为 54%。
- 女性花在无偿工作上的时间是男性的 1.5 到 4 倍，各国具体情况有别。
- 在新冠病毒疫情期间，所有国家/地区的妇女有偿工作时间都有所下降，格鲁吉亚降幅最低为 31%，科索沃最高为 65%。
- 被称为“玻璃墙”的高度职业隔离导致某些专业和部门的女性从业人员占比很高。该地区所有国家的劳动力市场的隔离程度高于欧盟的平均水平。
- 两性薪酬差距水平各国有所不同。工资差距最低（不到 10%）的国家是阿尔巴尼亚（6.9%）和前南斯拉夫的马其顿共和国（8.8%）。相比之下，塔吉克斯坦和阿塞拜疆的男性收入比女性收入分别高出近 51% 和 46.1%。





• 仅在东欧和中亚地区，如果女性劳动力的参与率达到与男性相同水平，国内生产总值（GDP）可增加多达1.1万亿美元，相当于区域年度GDP的23%。

# 妇女的经济赋权：联合国妇女署的标志性干预措施

妇女有收入保障，有体面的工作，有经济自主权



变革护理经济



体面的工作和创业



性别敏感的宏观经济学

# 综合施策—三个层次的干预措施

政策层面

在不同国家进行政策层面的干预工作

机构层面

努力加强国家机构、私营部门和其他关键机构的性别主流化能力

对妇女的直接支持

直接与女企业家、基层妇女接触，加强能力建设

# 变革护理经济的标志性干预措施

## 有偿和无偿劳动的两性分工不平等

1. 无偿护理和家务工作的负担过重
2. 纵向和横向劳动力市场隔离和性别薪酬差距
3. 非正规性—获得正规就业和经商的机会不平等

通过在私营和公共部门加强和实施5Rs来变革护理经济

### 组成部分：

#### 研究与创新

1. 与国家统计局进行时间使用调查 [与研发部门/妇女统计部门合作]
2. 确定和发展创新的服务提供模式

#### 政策对话和建议

1. 改革歧视性的法律、政策；建立有利的监管框架
2. 重视无偿护理的价值：国民账户体系中的附属账户
3. 关于优质护理服务成本计算和融资的技术指导/EDCs
4. 投资于节省时间的基础设施和技术
5. 倡导批准、通过并实施C189法案

#### 能力建设、技术援助和咨询服务

1. 对政府、私营部门、女性员工和企业家等而言—鼓励对优质护理的投资和增加供应
2. 对移民女工的培训 [与国内流离失所者和难民问题相关的PS&H]

#### 提高认识/宣传

1. 倡导享受护理权
2. 提高对国内生产总值中无偿护理价值的认识
3. 挑战各行各业关于两性职能的社会规范
4. 让男人和男孩参与进来
5. 活动和其他创新方法 (Unstereotype Alliance、Care Alliance (EJR / FACJ AC)、Care Compact (ROAP))

# 变革护理经济

产妇保护政策(国际劳工组织第183号公约)

社会保护底线

性别薪酬差距政策

关于家政工人的政策(国际劳工组织第189号公约)

关于有家庭责任的工人的政策(国际劳工组织第156号公约)

劳动力市场政策的性别主流化

# 关于体面就业和创业的标志性干预措施

## 公共和私人部门的歧视性法律、规范和做法

4. 公平的工作场所和供应链有限
5. 体面就业缺乏问题首当其冲影响移民妇女
6. 接受教育和培训的机会不平等
7. 获得技术、融资、市场和创业机会的机会不均等

通过采取性别敏感的公共和私人采购战略，为女性员工和女性领导的企业创造机会，从而促进体面就业和创业

### 组成部分：

#### 研究与创新

1. 强调私营部门推动性别平等和妇女赋权 (GEWE) 的商业价值/推广《商业与人权指导原则》使用

#### 政策对话和建议

1. 关于体面就业的政策和法律审查
2. 具有性别敏感性的采购政策和监管改革

#### 能力建设、技术援助和咨询服务

1. 培养公共和私营部门对劳动市场性别平等和妇女赋权 (GEWE) 的意识
2. 与女性所有企业合作（帮助它们获得生产资源、市场/公共和私人供应链准入以及融资）
3. 促进金融机构提供为女性所有企业量身定制的金融产品和服务

#### 提高认识/宣传

1. 与工会、雇主协会接触，倡导集体谈判（与国际劳工组织合作）

1. 更多公司使用《赋权予妇女原则》的工具箱
2. 更多的公共和私营部门的采购系统具有性别敏感性
3. 妇女企业进入市场和改善经营业绩的能力得到提高
4. 更多的金融机构提供具有性别敏感性的金融产品和服务
5. 制定和实施更多促进体面就业的政策和倡议
6. 促进和保护移民女工的权利并加强其能力建设

# 《赋权予妇女原则》：私营部门促进性别平等的框架



**WOMEN'S EMPOWERMENT PRINCIPLES**



**United Nations**  
Global Compact





**Equality  
Means Business**

# Becoming a WEPs signatory

**WOMEN'S EMPOWERMENT PRINCIPLES**

**CEO Statement of Support for the Women's Empowerment Principles**

We, business leaders from across the globe, express support for advancing equality between women and men to:

- Bring the broadest pool of talent to our endeavours;
- Further our companies' competitiveness;
- Meet our corporate responsibility and sustainability commitments;
- Model behaviour within our companies that reflects the society we would like for our employees, fellow citizens and families;
- Encourage economic and social conditions that provide opportunities for women and men;
- Gift and foster; and
- Foster sustainable development in the countries in which we operate.

Therefore, we welcome the provisions of the Women's Empowerment Principles - Equality Means Business, produced and disseminated by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and the United Nations Global Compact. The Principles present seven steps that business and other sectors can take to advance and empower women.

Equal treatment of women and men is not just the right thing to do - it is also good for business. The full participation of women in our enterprises and in the larger community makes sound business sense now and in the future. A broad concept of sustainability and corporate responsibility that embraces women's empowerment as a key goal will benefit us all. The seven steps of the Women's Empowerment Principles will help us realize these opportunities.

We encourage business leaders to join us and use the Principles as guidance for actions that we can all take in the workplace, marketplace and community to empower women and benefit our companies and societies. We will strive to use sex-disaggregated data in our sustainability reporting to communicate our progress to our own stakeholders.

Please join us.

CEO Name: \_\_\_\_\_ CEO Signature: \_\_\_\_\_  
 Name of the company: \_\_\_\_\_  
 Date: \_\_\_\_\_

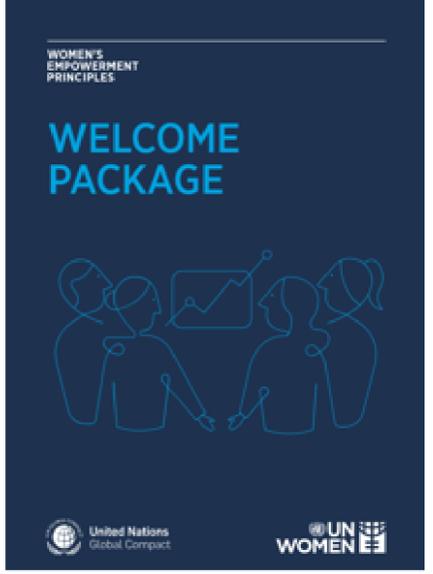
**Chief Executive Officer**

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_  
 Gender: \_\_\_\_\_ Email: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_  
 Country: \_\_\_\_\_  
 Phone: \_\_\_\_\_  
 LinkedIn: \_\_\_\_\_

Sign your CEO Statement of Support

I agree to the Terms and Conditions

CEO Name: \_\_\_\_\_  
 CEO Title: \_\_\_\_\_  
 Company Name: \_\_\_\_\_



**INTRODUCTION**

This step-by-step guide is designed to help Women's Empowerment Principles (WEPs) signatories create an account on the WEPs website and create a company profile page.

The company profile page establishes each signatory as a member of the WEPs community. It provides an opportunity to share what your company is doing to advance gender equality and women's empowerment in the workplace, marketplace and community.

For now, the company profile page is based on the information you provided while completing the WEPs online application form, including:

- Full CEO name, photo and title
- General company information, e.g. ownership, number of employees, percent of women employees, UN Global Compact membership
- Industry and location

In the future we will also be adding a new section where you can upload your WEPs action plan, WEPs case study and your company's annual report covering gender equality and women's empowerment.

**CREATE AN ACCOUNT**

**Conditions**

WEPs online application | **Approved** | Creation of Account | Creation of Profile Page

- Only approved WEPs signatories featured on the [global WEPs page](https://www.weps.org) can create a company profile page.
- You will need to create an account at [weps.org](https://weps.org) before you can create a company profile page.

The contact details provided during the WEPs application process are the only emails associated with the company profile page. This includes the email of the CEO or president, and the primary and secondary contacts. If you need to update these details, please email us at [info@weps.org](mailto:info@weps.org).

Complete online form

Receive Welcome Package

Complete company profile page

Sign CEO Statement of Support

[www.weps.org/join](https://www.weps.org/join)



Russian Venture Company JSC



**Mikhail Antonov (M)**  
 Deputy General Director - Director for Innovative Infrastructure Development at RVC JSC

Innovations and entrepreneurship walk side by side for many years. And we live in time to see how one gender dominated fields are shifting towards gender equality. This is an important milestone for the whole women community. It's only the beginning of the "equality journey" but step by step together we can achieve amazing results that will really make a difference. When we talk about well-developed society, we mean it being free from any stigma and stereotypes, where your gender won't define your skills and opportunities. It sounds like a long term goal, but thanks to organizations like WEP we are on a path to reach this goal faster.

**General Information** WEPs signatory since 03 March 2021

State: \_\_\_\_\_

201-500 employees

**Baseline**

Between 51% and 80% women employees.  
 Less than 30% women at management level.  
 Less than 30% women on boards/executive team/partners.

**Industry**

Investment Banking

**Location**

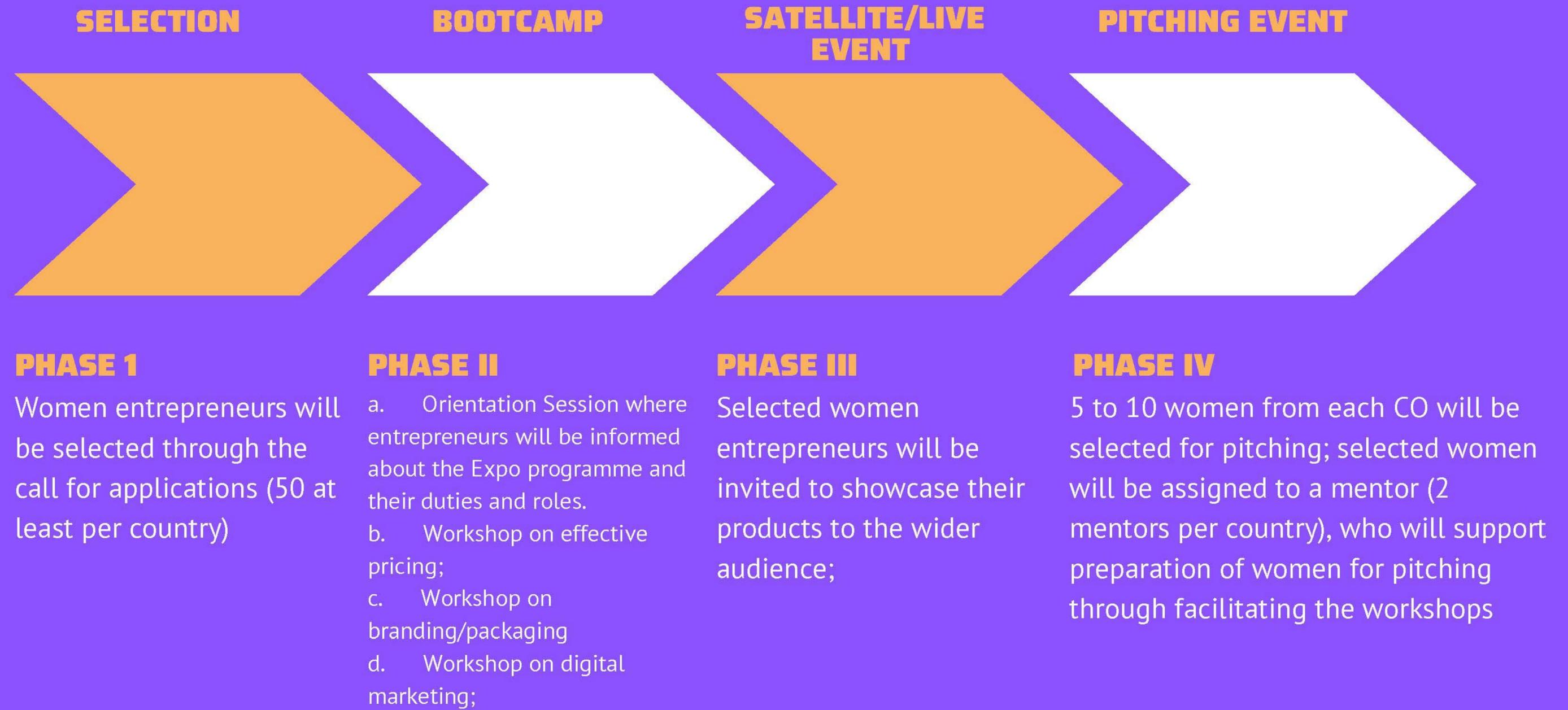
Russian Federation, Europe and Central Asia



# WHAT IS UN WOMEN ECARO EXPO

Series of business building and networking activities, allowing businesses, investors, and women entrepreneurs of the region to learn from and network with each other.

# EXPO PHASES



# 欧洲和中亚地区中的“性别敏感性采购”倡议



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**INNOVATIVE PILOT PROGRAMME TO INCREASE THE CAPACITIES OF BOTH WOMEN ENTREPRENEURS AND PRIVATE SECTOR.**

- Building procurement capacities of women entrepreneurs to compete for bidding opportunities with public and private sectors;
- Strengthening capacities of the private sector entities from all the sectors to establish policies and practices and design initiatives on gender responsive procurement and investment.

**LAUNCH: December 2021**

**WOMEN'S  
ENTREPRENEURSHIP  
ACCELERATOR**

# 部分国别案例



- 哈萨克斯坦妇女创业发展中心（CDWE）
- 格鲁吉亚的加速计划-“农业旅游中的妇女”计划
- 摩尔多瓦前期加速器计划
- 100位女企业家的产品数字化
- IT GIRLS BIH
- 格鲁吉亚的“500名科技界女性”（现在是“700名科技界女性”）
- 摩尔多瓦的 STEM 项目

# 性别敏感的宏观经济学领域的标志性干预

## 排斥性、性别不敏感的宏观经济、劳动力市场和社会政策

8. 宏观经济政策中固有的性别偏见
9. 财政和税收政策强化了性别差距和歧视
10. 缺乏性别角度的公共预算编制和财政刺激方案
11. 社会保障体系薄弱尤其影响女性
12. 妇女被排除在经济决策之外

通过影响各部委和国际金融机构，制定和实施性别敏感的宏观经济政策和做法，包括疫后复苏中实施促进性别敏感的减贫和社会保护措施

组成部分：

### 研究与创新

1. 创建符合实情的女权主义经济政策研究和行动计划
2. 为性别平等融资：如何扩大各国政府财政空间以更好投资性别平等；做性别差距的成本计算，包括全民社会保障方面的成本

### 政策对话和建议

1. 与联合国系统合作，在与国际货币基金组织、非洲开发银行、亚洲开发银行、世界银行合作的基础上，让各部委和国际金融机构参与关于促进性别平等的政策和融资的政策对话，包括建立性别敏感的复苏/增长的财政部长网络。

### 能力建设、技术援助和咨询服务

1. 性别敏感的预算编制：技术指导和培训，要求各部委采取性别敏感的预算编制，将性别敏感的预算编制作为规划、监测和问责工具（与G&P相互联系）。

### 提高认识/宣传

1. 与妇女组织、私营部门和工会合作，解决歧视性的社会规范、做法和立法，支持妇女积极参与和领导经济活动，与公共和私营部门、城市和农村地区、正规和非正规经济和工人等广泛接触
2. 宣传普及社会保护最低标准的必要性
3. 与政府和金融部门一起促进基于性别视角的投资

1. 更多政府和国际金融机构制定和实施性别敏感的宏观经济政策
2. 制定和实施了更多性别敏感的社会保护措施
3. 开发和实施了更具性别敏感性的模型，以增加财政空间并对服务和基础设施进行公共投资



United Nations Entity for Gender Equality  
and the Empowerment of Women



非常感谢。