

Women at the core of the economic development in Europe and Central Asia



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Quick facts

- Labour Force Participation - Central Asia subregional average rate of 70 per cent. Eastern Europe - average of 84 per cent, with the lowest level in the Republic of Moldova at 54 per cent.
- Depending on the country, women spend between 1.5 and 4 times as much time as men do on unpaid work.
- During Covid-19 pandemic, women's paid working hours have declined across all countries/territories ranging from 31 per cent in Georgia to 65 per cent in Kosovo
- High levels of occupational segregation, known as 'glass walls', result in high concentrations of women in certain professions and sectors. Labour markets in all countries in the region were more segregated than the average rate for the European Union.
- The size of the gender pay gap varies. The countries that account for the lowest wage gap, less than 10 per cent, are Albania (6.9 per cent), and the Former Yugoslav Republic of Macedonia (8.8 per cent). By contrast, men in Tajikistan and Azerbaijan earn almost 51 per cent and 46.1 per cent more than what women earn. to have a mother that does not work





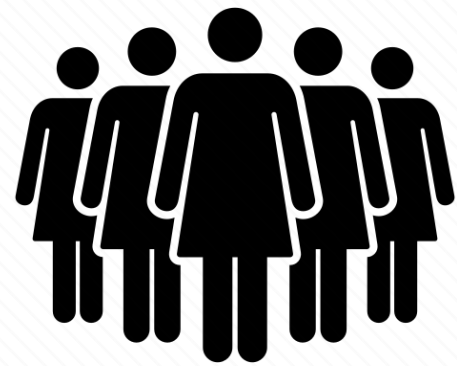
• In Eastern Europe and Central Asia alone, female labour force participation to the same extent as men could boost gross domestic product (GDP) by as much as US\$ 1.1 trillion or 23 per cent of annual regional GDP.

Women's Economic Empowerment: UN Women's SIGNATURE INTERVENTIONS

Women have income security, decent work, and economic autonomy



Transforming Care Economy



Decent Work and Entrepreneurship



Gender-Responsive Macroeconomics

Holistic approach- Three levels of interventions

Policy level

Working on policy level interventions across different countries

Institutional Level

Working on strengthening gender mainstreaming capacities of state agencies, private sector and other key institutions

Direct support to women

Engaging directly with women entrepreneurs, grassroots women to build their capacities

Signature Intervention on Transforming Care Economy

Unequal gender division of labour, paid and unpaid

1. Disproportionate burden of unpaid care and domestic work
2. Vertical and horizontal labour market segregation and gender pay gap
3. Informality - unequal access to formal employment and business

Transforming the care economy by strengthening and implementing the 5Rs in the private and public sectors

Components:

Research and Innovation

1. Time-use surveys with NSOs [Collaborate with R&D/Women Count]
2. Identify and develop innovative models of service provision

Policy dialogue and advice

1. Reform discriminatory laws, policies; create enabling regulatory framework
2. Value unpaid care: satellite accounts in Systems of National Accounts
3. Technical guidance on costing and financing quality care services / EDCs
4. Investment in time-saving infrastructure and technologies
5. Advocate for ratification, adoption, implementation of C189

Capacity building, technical assistance and advisory services

1. For government, private sector, women workers and entrepreneurs, etc. - to encourage investments in and increased availability of quality care
2. Training for migrant women workers [w/ PS&H on IDPs and refugees]

Awareness raising / Advocacy

1. Advocate for the right to care
2. Create awareness on the value of unpaid care in GDP
3. Challenging social norms / roles of women and men around UPCDW
4. Engaging men and boys
5. Campaigns and other innovative approaches (Unstereotype Alliance, Care Alliance (EJR / FACJ AC), Care Compact (ROAP))

Transforming Care Economy

Maternity Protection Policies (ILO C 183)

Social Protection Floors

Gender Pay Gap Policies

Policies on Domestic Workers (ILO C 189)

Policies on Workers with Family Responsibilities (ILO C 156)

Gender mainstreaming of Labour Market Policies

Signature Intervention on Decent Work and Entrepreneurship

Discriminatory laws, norms and practices in public and private sectors

4. Limited equitable workplaces and supply chains
5. Lack of decent work particularly affecting migrant women
6. Unequal access to education and training
7. Unequal access to technology, financing, markets and entrepreneurship opportunities

Stimulating decent work and entrepreneurship by adopting gender-responsive public and private procurement strategies to expand opportunities for women workers and enterprises

Components:

Research and Innovation

1. Strengthening the 'business case' for advancing GEWE in private sector / using the Guiding Principles on Business and Human Rights

Policy dialogue and advice

1. Policy and legal reviews on decent work
2. Gender-responsive procurement policy and regulatory reform

Capacity building, technical assistance and advisory services

1. Building capacity of public and private sector on GEWE in the world of work
2. Working with women's enterprises (access to productive resources, access to markets/public and private supply chains, including financing)
3. Promoting provision by financial institutions of financial products and services tailored to women's enterprises

Awareness raising / Advocacy

1. Engage with trade unions, employer associations and advocate for collective bargaining (in partnership with ILO)

1. More companies implement WEPs toolkit
2. More public and private sector procurement systems are gender responsive
3. Capacities of women's enterprises to access markets and improve business performance increased
4. More financial institutions provide gender-responsive financial products and services
5. More decent work policies and initiatives are developed and implemented
6. Migrant women workers rights promoted and protected and capacities strengthened

WEPs: Framework for Private Sector to Advance Gender Equality



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, girls and boys; 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: _____
 Job Title: _____
 Yes _____ No _____

Support CEO Statement of Support
 I agree I do not agree

CEO Email: _____
 I agree I do not agree



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. membership, 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 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 help@weps.org.

Complete online form

Receive Welcome Package

Complete company profile page

Sign CEO Statement of Support

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

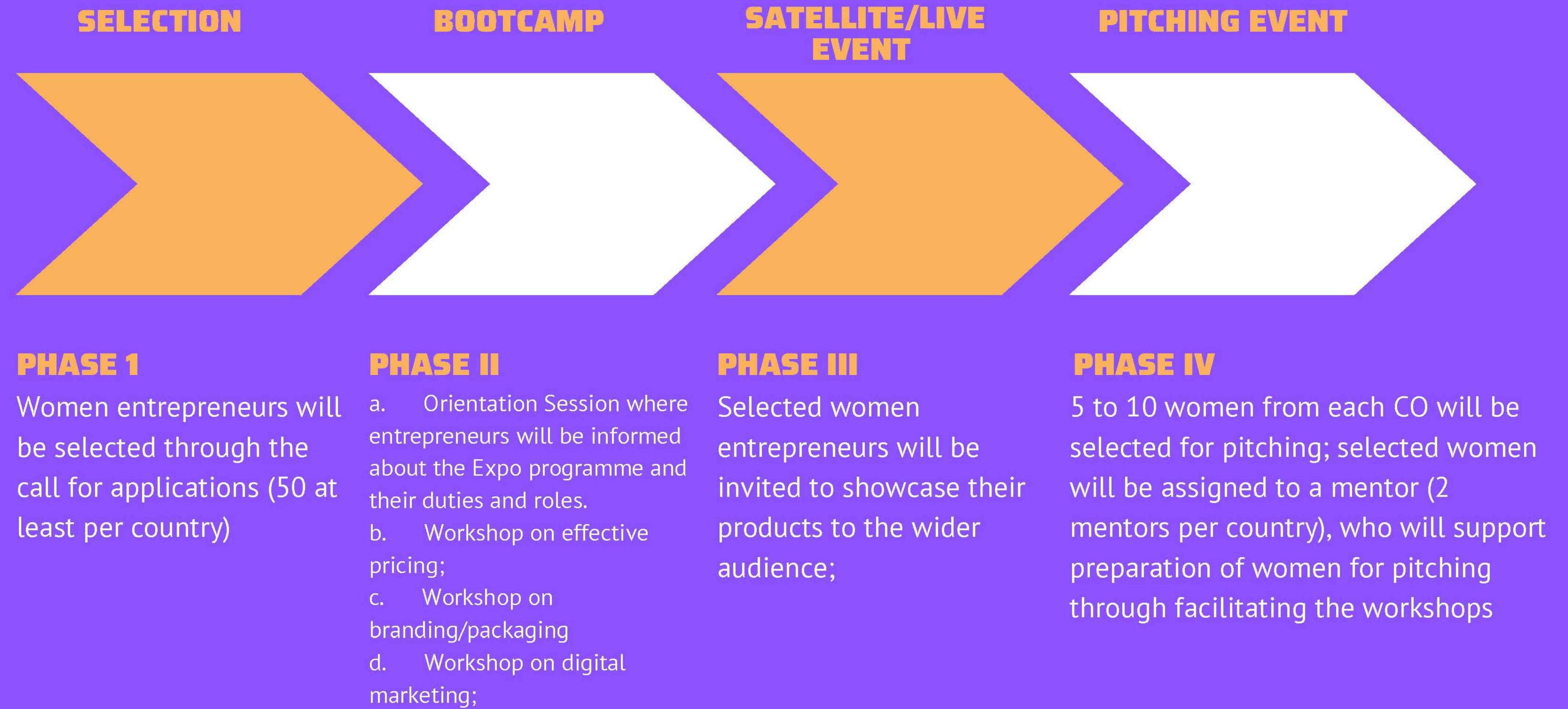
- Russian Federation, Europe and Central Asia



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



Gender Responsive Procurement in ECA



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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**

Selected Country Level Examples



- Centers for the development of women's entrepreneurship (CDWE) in Kazakhstan
- Acceleration programme in Georgia- women in Agritourism
- Pre- Accelerator Programme in Moldova
- Digitalizing products of 100 women entrepreneurs
- IT GIRLS BIH
- 500 Women in Tech (now 700 women in Tech) in Georgia
- STEM Program in Moldova

Signature Intervention on Gender-Responsive Macroeconomics

Exclusionary, gender-blind macroeconomic, labour market and social policies

- 8. Inherent gender bias in macroeconomic policies**
- 9. Fiscal and tax policies reinforce gender gaps and discrimination**
- 10. Public budgets and fiscal stimulus packages without gender perspectives**
- 11. Weakness of social protection systems particularly affecting women**
- 12. Women excluded from economic decision-making**

Developing and implementing gender-responsive macroeconomic policies and practices by influencing Ministries and IFIs, including gender-responsive poverty reduction and social protection measures for the COVID-19 recovery

Components:

Research and Innovation

1. Create contextualized feminist economic policy research and action plans
2. Financing for GE: models for how to generate fiscal space to increase GE; costing the gender gaps, including for universal social protection

Policy dialogue and advice

1. Engage Ministries and IFIs in policy dialogue on gender-responsive policies and financing, in collaboration with UN system, building on work with IMF, AfDB, ADB, World Bank, including creation of Network of Ministers of Finance for Gender Responsive Recovery/Growth

Capacity building, technical assistance and advisory services

1. Gender-responsive budgeting: technical guidance and training, mainstreaming across ministries, GRB as planning and monitoring/accountability tool (interlinkages with G&P)

Awareness raising / Advocacy

1. Engaging with women's organizations, the private sector and trade unions to tackle discriminatory social norms, practices and legislation, and support women's active participation and leadership in the economy, targeting public and private sectors, urban and rural areas, and formal and informal economies and workers
2. Publicize need for universal social protection floors
3. Promote gender-lens investing with government and financial sector

1. More governments and IFIs develop and implement gender-responsive macroeconomic policies
2. More gender-responsive social protection measures developed and implemented
3. More gender-responsive models for increasing fiscal space and public investments in services and infrastructure developed and implemented



United Nations Entity for Gender Equality
and the Empowerment of Women

THANK YOU