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BASELINE STUDY

ON GENDER NORMS AND STEREOTYPES
IN THE COUNTRIES OF THE EASTERN PARTNERSHIP



**TOGETHER AGAINST
GENDER STEREOTYPES AND
GENDER-BASED VIOLENCE**

#eu4genderequality

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UN Women Regional Office for Europe and Central Asia

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Acronyms and Abbreviations

Acronym	Full Form
CATI	Computer-assisted telephone interviewing
CAWI	Computer-assisted web interviewing
CSO	Civil society organisation
EaP	Eastern Partnership
FGD	Focus group discussion
GBV	Gender-based violence
GDP	Gross domestic product
GEMS	Gender Equitable Men Scale
ICC / ESOMAR	International Code on Market, Opinion and Social Research and Data Analytics
IDI	In-depth interview
IMAGES	International Men and Gender Equality Survey
LGBTIQ	Lesbian, gay, bisexual, transgender/transsexual, intersex and queer/questioning
LBTI	Lesbian, bisexual, transgender, intersex
RDD	Random digit dialling
SDG	Sustainable Development Goal
SPSS	Statistical Package for the Social Sciences
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UN Women	The United Nations Entity for Gender Equality and the Empowerment of Women



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Foreword

To measure where we want to be, we have to look at where we are and what has lingered from the past. It is widely accepted that some social norms, passed across generations, continue to restrict the roles of women and men — from obvious barriers to subtle, unspoken expectations, women face particular challenges that restrict the achievement of gender equality.

The EU 4 Gender Equality programme, launched jointly by UN Women and UNFPA in spring 2020, with funding from the European Union, focuses on confronting harmful gender stereotypes in six Eastern European countries: Armenia, Azerbaijan, Belarus, Georgia, Moldova, and Ukraine. To better understand these stereotypes — stereotypes that negatively impact men as well as women — the EU 4 Gender Equality programme conducted a survey among women and men in these countries and the results paint a picture of societies in transition.

While women often work outside the home, their careers are seen as secondary to raising a family, and they are expected to juggle both roles seamlessly. The study shows that among both men and women, about 40% believe that a career is more important for men than for women. Few men in the region take paternity leave even when it is offered — leaving women to shoulder the burden of round-the-clock childcare and in some countries sex-selective abortions are even skewing male-female ratios.

These and many other deeply rooted, harmful norms call for a targeted collective response. Women suffer when they are relegated to only a few of the many roles they can excel at. Men suffer when they are seen only as breadwinners, remote from daily family life. The situation has been impacted further by the COVID-19 pandemic, which has on the one hand revealed underlying inequalities and on the other, exacerbated them.

UN Women and UNFPA have joined forces to work on these challenging issues, to achieve positive change and support societies to be more resilient today and far into the future. We are proud to do this through the support and cooperation of the European Union and are thankful to the EU for championing gender equality and women's empowerment in the region and across the globe. We are committed to foster change in partnership, not only with each other, but with all stakeholders in the six countries, so that we can, together, develop community-based approaches. This study for us is an instrument to open up a conversation about harmful gender norms and stereotypes and push further work towards shifting them. We hope that you will join the conversation!

1. INTRODUCTION

Introduction

This report is the output of a Baseline Study on gender norms and stereotypes which was developed within the scope of “EU4Gender Equality: Together against gender stereotypes and gender-based violence” programme, funded by the European Union, implemented jointly by UN Women and UNFPA. It covers six Eastern Partnership countries (EaP), i.e., Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine. The study aims to identify and understand the prevalence of gender stereotypes among both women and men in the EaP across a range of thematic areas, including employment and leadership, household dynamics, gender-based violence (GBV), sexual relationships and reproductive health. Based on the data found, the study presents a number of insights into existing gender norms and stereotypes and provides recommendations for each of the six countries, which can inform future programme design.

The study methodology involves primary and secondary data collection. It builds on the work done by a number of previous surveys, including, but not limited to, the International Men and Gender Equality Surveys (IMAGES)¹ carried out between 2015 and 2019 in five

of the six EaP countries. The latter cannot be used as a baseline for comparison, given they were undertaken in different points in time and were not consistent in terms of methodology and sampling; however, they provide useful reference points for this study.

The primary data collection consists of quantitative and qualitative elements. The major tool of the quantitative study is a structured questionnaire. The sample size and the questionnaire of the quantitative study are consistent across all six EaP countries. This allows for meaningful comparison of the prevalence and extent of gender perceptions and norms within and between the countries and can thus serve as a useful baseline, with progress being assessed by future surveys using the existing questionnaire and data collection methodology. The qualitative component was conducted using focus group discussions (FGDs) and, for Belarus, in-depth interviews (IDIs) and FGDs. The FGDs and IDIs were conducted with specific social groups (e.g., ethnic minorities, single mothers, etc.) to understand how they perceived selected issues featured in the survey and to explore specific stereotypes or any experience of double discrimination.

Methodology

Both the quantitative and qualitative parts of the primary data collection are based on a number of different tools and principles which blend international

good practice with sensitivity to the local context of the target countries and which were informed by secondary data sources.

SECONDARY DATA COLLECTION

The study took the IMAGES work developed by Promundo and the International Centre for Research on Women as a starting point. IMAGES is a comprehensive study of attitudes and behaviour of women and men towards gender equality. IMAGES includes topics from different survey methodologies, including the Gender Equitable Men Scale (GEMS). The latter is

a standardised instrument which employs a range of statements to assess attitudes towards gender norms and practices within households and intimate relationships.² In addition to IMAGES and GEMS, for the purposes of the current questionnaire, some other internationally recognised gender tools were also considered, including:

1 <https://promundoglobal.org/programs/international-men-and-gender-equality-survey-images/>
2 <https://www.indikit.net/indicator/78-gender-equality/325-gender-equitable-men-gem-scale>

- ▶ Women's Empowerment Scale: this scale aims to assess the level of female empowerment, i.e. their ability to exercise agency and amass resources against a backdrop of gender inequality³;
- ▶ Gender Norms Attitudes Scale: this scale focuses on male and female views on statements relating to a number of topics, including the household, family, economic and political spheres⁴.

The secondary data also included substantive desk research. The research focused both on regional trends

and specific country findings, analysing existing survey/study methodologies in the target countries and reviewing relevant materials and literature. A full bibliography can be found in **Annex IV**. In addition, 29 interviews with gender experts and activists recommended by the UN Women and UNFPA country offices were conducted to strengthen and add nuance to the desk review findings. A full list of the experts interviewed can be found in **Annex III**.

PRIMARY DATA COLLECTION

Quantitative research methods and tools

The primary data collection consists of quantitative and qualitative studies. The major tool of the quantitative study is a survey conducted by means of a structured questionnaire (see Annex I) with 1,000 respondents in each of the six participating countries. The survey was conducted using the Computer-Assisted Telephone Interview (CATI)⁵ method, with an average duration of 25 minutes for each interview. The total number of respondents covered by the

quantitative research comprised 6,108 persons (not less than 1 000 interviews per country) aged 18 years old and above (no upper ceiling imposed). The CATI method, with calls to mobile numbers, facilitates nationally representative samples in each country as more than 90 per cent of the population of each target country uses mobile telephones.⁶

The sample distribution by sex across the 6 targeted countries is summarised in Table 1.1.

TABLE 1.1:
Sample structure by sex and country

Country	Number of female respondents	Number of male respondents	Total number of respondents
Armenia	550	450	1,000
Azerbaijan	563	545	1,108
Belarus	546	454	1,000
Georgia	536	464	1,000
Moldova	533	467	1,000
Ukraine	547	453	1,000
Total	3 275	2 833	6 108

³ <https://www.indikit.net/document/86-compendium-of-gender-scales>

⁴ Ibid

⁵ A telephone research interview supported by digital software. During the call with the interviewee, the interviewer reads the questionnaire from the computer and enters all interview data into the online database

⁶ In Azerbaijan where women's access to mobile phones appeared to be more limited, 30 per cent of all interviews were conducted by landline phones. The local fieldwork implementer applied RDD approach to landline phones similarly to RDD with mobile phones in order to get a random sampling of respondents.

The sample in every country is representative of sex and age at the national level, with a maximum sample error of 3.1 per cent and a confidence level of 95 per cent for the indicators (distribution of answers from the questionnaire) on the total sample per country, with a maximum error of 4.2 per cent for women and 4.6 per cent for men.⁷ The sample also covers the population in each settlement type (urban and rural) and each macro region (nationwide).

The sampling was done as a simple random sample without stratification. Therefore, post-stratification weights were built, using the most recent official population data for each country on age/ sex, settlement type and regions to bring the sample into conformity with the demographic profile of the population for each country. Phone interviews with random digit dialling were used. This means that phone numbers are generated automatically and, when the number is valid, the interviewers start with an invitation to the respondent that they participate in the survey. Such approach ensures that any person with mobile phone access has an equal chance to become a respondent in the survey.

Post stratification weights were constructed using four variables – sex and age, and settlement type and region – as two cross tabulated distributions. The reason for using two two-dimensional distributions of the statistical data for weighting instead of one four-dimensional distribution (which is an alternative approach in weighting the survey data) is twofold: a) limited sample size; b) the specific circumstances of the fieldwork in Azerbaijan, which resulted in a higher number of urban/Baku-based respondents being reached than would normally be the case (see the limitations section below for more details).

Detailed distributions of the weighted sample respondents by sex/ age and region/ settlement type for every country can be found in the country profiles (Section 3) and **Annex II**.

The survey questionnaire was consistent in terms of structure for all six participating countries and

contained a comprehensive set of questions, grouped into five principal topics:

- Overall perceptions of male and female roles in society
- Employment and leadership
- Household and family
- Gender based violence (GBV)
- Sexual relationships and reproductive health

The study had a particular focus on childhood experiences. For some questions, respondents were asked about the same scenario now and in their childhood. Although this is not a longitudinal study, this allowed for both straightforward comparison of trends and also cross-tabulation to assess if any correlations could be identified between an individual's childhood experience and their current views or situation.

The questionnaire placed the 'do no harm' principle at the centre of its approach. In the questionnaire, interview questions were written in such a way as to avoid promoting further stereotypes or harmful gender norms, with respondents often proposed to comment on a positive statement rather than a statement which confirmed a negative view of women or men. Where a more positive statement was not feasible, the study aimed to find a balance by asking the same question in relation to both women and men.

Special attention was given to the use of terminology in the questionnaire. For instance, respondents may have different definitions of what constitutes GBV, which may lead to variances in response rates.⁸ Therefore, particular attention was focused on ensuring that the language used was clear and consistent across the survey (e.g. referring to 'slapping or hitting' rather than 'physical violence').

The survey questionnaire was written in English and was translated into six languages (Armenian, Azerbaijani, Georgian, Romanian, Russian and Ukrainian). Data collection in the field was conducted during the period of 23 October to 16 November 2020, using CATI which provides for automatic data

7 Where we comment on statistically significant findings or trends in the study,

8 See, inter alia, Mirrieves-Black, 1999.

input. Answers to open-end questions were analysed, grouped into categories and coded for input into the system.

The survey data was input into a series of databases and was analysed both at a regional and at country levels (see **Annex II**). Comparison was carried out between responses by women and men, and where questions were linked together, such as those dealing with a respondent's childhood and adult experiences, in order to identify any interesting trends. The analysis was conducted using both Statistical Package for the Social Sciences (SPSS) and Excel software for statistical analysis and cross tabulated distributions of answers by demographic categories.

The findings set out in Section 3 for each country are based primarily on the quantitative survey. Where relevant, these have been supported by insights from the focus groups, expanding on how a particular issue or norm impacts a specific sub-group of society.

The recommendations for each country are largely based on the findings of the quantitative survey; they have also been informed by the desk review and expert interviews mentioned above.

Interviewer training

Local interviewers were used in each of the six countries covered by the survey. Interviewers were selected on the basis of their language skills (i.e., knowledge of the local language/dialect in the country where they were operating) and their experience in conducting similar survey work.

The ethical principles of conducting this survey are based on the ICC/ESOMAR International Code on Market, Opinion and Social Research and Data Analytics (ESOMAR code)⁹. The ESOMAR code sets out the general provisions on conducting quantitative and qualitative data collection: considering the variety of views, opinions and experiences when elaborating the survey tools; avoiding judgements in the field data collection; keeping all specific answers

of respondents confidential and anonymous, and analysing them in the aggregated format only; ensuring data quality control and verification. In addition, the survey-specific materials on gender-sensitive topics, gender stereotypes, GBV etc., were prepared and studied with the local interviewers and the moderators of FGDs/IDIs prior to the survey launch to ensure that they were familiar with the overall topic, key concepts and objectives of the survey.

Once the first draft of the questionnaire was ready, field supervisors from all six countries participated in briefing sessions (held in Russian or in English) to discuss the specifics of the questionnaire. Supervisors then arranged in-person or remote trainings for the interviewers in each country.

Prior to the start of the full-scale fieldwork, the draft questionnaire was put on a web platform and tested. 30 pre-test interviews per country were conducted, split by sex/age/region/settlement type and by language versions. Based on the feedback from these pre-tests, the questionnaire was further amended and finalised.

Training materials were developed for interviewers to acquaint them with basic concepts related to gender equality; to teach them how to put sensitive questions; and to explain the finalised questionnaire in detail, as well as setting out the interview procedure, and the potential risks and mitigation measures. These training materials also taught interviewers how to conduct interviews in line with the principle of 'do no harm', i.e., how to make the interview less transactional and more of a dialogue, to avoid any perception on the part of the respondent that they have been exploited. Interviewers were instructed to establish respectful relationships, addressing the participants politely and to demonstrate the attentive listening of respondent's answers by "echo" technique when necessary (when interviewer repeats the respondent's words) and clarification phrases (when interviewer asks the respondent to specify the answer if it is unclear). The materials also ensured that interviewers enquired whether participants felt comfortable to complete

9 <https://esomar.org/uploads/attachments/ckqtawvj00ouukdtrhst5sk9u-icesomar-international-code-english.pdf>

the survey (i.e., not embarrassed to discuss certain topics in front of third parties), there was, however, no way to verify this (see the limitations section for more details).

Training materials also covered technical issues, including:

- Filling in the questionnaire e.g., when to accept answers like ‘don’t know’ instead of pushing for an answer;
- Repeating the question and capturing verbatim responses for open-ended questions;
- Communication and interviewing process e.g. introductions, explanation of research goals, politeness, avoiding aggression.

Qualitative research methods and tools

Data collected through the quantitative survey were supplemented with the data collected through FGDs and IDIs. The FGDs and IDIs were semi-structured. Moderators and participants discussed certain aspects of the quantitative study to explore in more detail the rationale, factors and perspectives behind people’s actions and attitudes.

The target population groups for FGDs and IDIs were selected from the vulnerable groups specific for each country. A breakdown is presented in the table 1.2 below, while a more detailed composition by age range and number of participants can be found in **Annex V**.

TABLE 1.2:
Target population groups of the qualitative research

	Armenia	Azerbaijan	Belarus	Georgia	Moldova	Ukraine
1	FGD: Single mothers (female)	FGD: Single mothers (female)	FGD: Single mothers (female)	FGD: Single mothers (female)	FGD: Single mothers (female)	FGD: Single mothers (female)
2	FGD: Displaced people (male)	FGD: Displaced people (male)	FGD: Mothers returning to the labour market after maternity leave (female)	FGD: Ethnic minority -Armenians (male)	FGD: Displaced people (male)	FGD: Single fathers (male)
3	FGD: Displaced people (female)	FGD: Displaced people (female)	IDI: Sex workers (female)	FGD: Ethnic minority -Armenians (female)	FGD: Displaced people (female)	FGD: Displaced people (male/ female)
4	FGD: Ethnic minority -Yazidis (male)	FGD: Older persons (male)	FGD: Older persons (male)	FGD: Ethnic minority -Azerbaijanis (male)	FGD: Ethnic minority – Roma (male)	FGD: Ethnic minority – Roma (male)
5	FGD: Ethnic minority -Yazidis (female)	FGD: Older persons (female)	FGD: Older persons (female)	FGD: Ethnic minority -Azerbaijanis (female)	FGD: Ethnic minority -Roma (female)	FGD: Ethnic minority – Roma (female)
6	FGD: Persons with disabilities (male)	FGD: Persons with disabilities (male)	FGD: Persons with disabilities (male)	FGD: Persons with disabilities (male)	FGD: Persons with disabilities (male)	FGD: Persons with disabilities (male)
7	FGD: Persons with disabilities (female)	FGD: Persons with disabilities (female)	FGD: Persons with disabilities (female)	FGD: Persons with disabilities (female)	FGD: Persons with disabilities (female)	FGD: Persons with disabilities (female)

Seven FGDs (six in Belarus) were held in each country with different vulnerable groups. The groups contained up to eight participants per group, selected based on sex, age range and vulnerability characteristics. In Belarus, moderators also conducted four IDIs with female sex workers, who were identified by a representative of an international organisation. Not all informants were active commercial sex workers at the moment of interview, but all confirmed that they had had such experience in the recent past.

All FGDs and IDIs were conducted online by experienced moderators in local languages. Where feasible, male moderators conducted the focus groups with men and female moderators with women.

The duration of each FGD and IDI was about 1.5 hours. The participants discussed similar topics, although the set of questions asked varied, taking into account the specifics of each focus group. The main objective of the discussion was to uncover stereotypes and discrimination practices the participants face throughout their life in the country in which the study took place.

Each FGD or IDI included 4 main topics for discussion:

- **Family composition and living conditions:** during this part, participants described typical families in their areas and their living conditions as well as those in their community; and their thoughts on the right age for getting married and having a first child.
- **Income sources and employment:** in this part the participants revealed the main earners in the families and how the level of income influenced decision-making in their families. They also described the level of access to the labour market in their community and their view on how their professional background/skills correspond to the job they have now.
- **Unpaid domestic and care work:** the participants pictured how domestic and care responsibilities are arranged in their families, and their satisfaction with the existing division of labour in the family.
- **Health:** the participants were asked how they feel about their health, if/ why they visit doctors and how they educate their children in terms of sexual and reproductive health.

Limitations

The section below sets out the key limitations in designing and executing the study. The mitigation mechanisms that were undertaken at various phases of the study are also presented:

- **Representativeness:** as noted above, random digit dialling was used for respondent selection; this is considered to allow for a representative sample of the population. However, there is a risk that results do not represent the overall demographics of a country if, for exogenous reasons, response rates are lower in specific areas or among specific demographic groups. Weighting and, in the case of Azerbaijan (see below), an enlargement of the sample, were used to ensure the representativeness of the final results.
- **Coverage:** the CATI method used for the quantitative survey is based on the use of mobile phone numbers. Therefore, those segments of the population which do not have access to mobile phones were not covered by the survey.
- **Weighting:** weighting results helps to ensure that the percentage of urban/rural or female/male respondents broadly corresponds to the national statistical data. However, because of the limited sample size, four-way tabulation was not possible. As a result, the percentage of urban men or rural women might differ slightly from the national average as this cross section was not included in the weighting coefficients. In the case of the Azerbaijan results, due to overrepresentation of respondents from Baku area, discussed below, the percentage of rural female and male respondents does not correlate with the national average.
- **Covid-19 pandemic:** given the limitations on travel and interpersonal contact imposed by the Covid-19 pandemic, all questionnaire respondents and focus group participants were contacted using telephone or digital means. This increased the difficulty of covering all demographic groups, as certain groups (e.g. older persons) are less likely to have access to mobile phones.
- **GBV:** it is important to bear in mind that many factors may contribute to the underreporting of GBV in surveys and that numbers most likely represent

an underestimation of the prevalence. Reasons for underreporting include:

- Privacy: as the survey was conducted over the phone, there was no way to verify that respondents were alone and were free to give honest answers about their experiences or perception of GBV without fear of reprisals. In order to ensure the lowest possible risk for respondents in reporting about their experience of GBV, the questions in the respective section mainly contained the answer options “Yes/No” which would allow giving the answer and avoid disclosing the subject of the interview.
- Structural bias: surveys which include GBV as one topic among many tend, on average, to find a lower prevalence of GBV than standalone surveys which focus exclusively on GBV.
- **Political situation in the EaP region:** the timing of this study coincided with a sensitive political situation in several project countries. In Belarus, there were ongoing political protests and unrest around the August 2020 elections. Regional tensions erupted into conflict between Armenia and Azerbaijan. These had a number of consequences for this study, including:
 - In Armenia, a slower response rate was experienced. This meant making more calls than anticipated to achieve the desired sample size.
 - For Azerbaijan, the sample size is higher than for the other countries. Due to military activity in the region at the time, and subsequent limitations in phone connection during fieldwork, the accessibility of respondents was noticeably reduced. The problems with telephone connections were uneven across Azerbaijan during the period of the fieldwork, but were particularly marked in settlements closer to the conflict zone (including a number of major urban settlements). This led to a discrepancy between the sample structure captured using the random digit dialling method and the official population data by regions. In particular, it meant that Baku was significantly over-represented in the completed sample and there was a statistically higher proportion

of urban women and rural men than that reflected in official population statistics. To rectify this imbalance, an additional sub-sample of respondents outside Baku was required. This allowed for meaningful analysis of results using statistical weighting to correct the imbalance of the initial sample. In addition, a higher share of ‘don’t know’ and ‘neither agree nor disagree’ answers was observed in Azerbaijan than in the other survey countries – again, possibly as a result of the military activity which meant that respondents’ focus was on other matters. The results for Azerbaijan should thus be treated with caution and should be analysed with these limitations in mind.

- In Belarus, a slower response rate was experienced, and a combined interviewing method was applied – Computer-assisted web interviewing (CAWI) and CATI. The social tensions in the country after the presidential elections appears to have led to a corresponding high ‘decline to respond’ rate in the phone surveys. 85 per cent of all interviews in Belarus were collected using CAWI (using an online panel of the local fieldwork implementer), 15 per cent with CATI. The CATI method was used mainly with older populations and rural residents. In addition, some politically sensitive questions were omitted from the questionnaire when carrying out the interviews.
- **Focus group limitations:** the timescale and budget of this study allowed for a limited number of FGDs (seven per country) and a limited time for each (maximum 90 minutes per group). As a result, not all topics from the survey questionnaire were covered as part of the qualitative study (areas that were not covered included political participation, GBV, and intimate relationships). The focus of FGDs was on household responsibilities and childcare roles in the family. Separate discussions (in the format of IDIs) were conducted with participants who faced problems with internet connection to ensure the necessary number of representatives of each focus group. When the disconnection of the participant(s) occurred during an FGD, she/he was contacted after the FGD and the moderator posed

the remaining questions. In some cases, participants who had been recruited did not show up, IDIs were subsequently conducted with other participants to reach the minimum number of informants from the target population. In Belarus, such cases were quite frequent and occurred in 5 FGDs (the exception being the FGD with mothers returning to the labour market after maternity leave where all 6 participants were present throughout the discussion). In the other cases, the disconnected or absent participants were contacted after FGD and interviewed either as a single informant (IDI) or two informants from the same target population. Overall, three additional IDIs and four double interviews were conducted in Belarus in addition to the planned FGDs and IDIs.

- **Time limitation:** the study was conducted within a short period of time and is extensive in scope. This resulted in a longer period needed to finalise the study. The project team has been in contact with the project team regularly to update them on the progress, align expectations and agree on deadlines for completion of the final report.

This methodological approach contrasts with the one followed by International Men and Gender Equality Surveys (IMAGES) surveys conducted before the COVID-19 pandemic in Eastern Partnership countries. IMAGES surveys implemented a multi-stage stratified cluster sampling approach, face-to-face interviews and assumed a smaller margin of error. Such differences in survey design, coupled with differences in questionnaire design, demand the exercise of caution when comparing data from both sources.

2. SUMMARY

Empowering women and girls helps economic growth and development. Gender equality and women's empowerment is one of the 17 Sustainable Development Goals (SDG)¹⁰, and is integral to all dimensions of inclusive and sustainable development. It is both a stand-alone goal and an accelerator to achieving all SDGs. Women's increased access to and progression in the labour market is a strong driver of economic growth and can have a noticeably positive effect on a country's Gross Domestic Product (GDP).¹¹ Gender equality and egalitarian gender roles are more likely to lead to safer and healthier societies, where individuals are free to make their own choices and live to achieve their full potential.

Gender norms and stereotypes represent significant barriers to realising gender equality and the benefits it brings. By influencing and defining the way that a society perceives women and men, they can impose limits on an individual's ability to reach their full potential. For example, patriarchal stereotypes about men as breadwinners and women as wives and homemakers can influence a society's view about education and participation in the labour force, prioritising the education and career progression of men over women and limiting women's opportunities. These stereotypes can also actively undermine the safety and wellbeing of individuals – gender stereotypes driven by patriarchal social norms are an acknowledged root cause of gender-based violence.¹²

OVERARCHING GENDER PERCEPTIONS

Overall, most women and men in all six countries believe that gender equality has improved since their own childhood (see Annex II Table 2). In Armenia, Azerbaijan, Belarus, Georgia and Moldova, more women than men believe that gender equality has improved, although, in Ukraine, women are slightly less positive. In Armenia, Belarus and Georgia, more than 50 per cent of respondents perceive an improvement in the gender equality situation. However, in Azerbaijan, Belarus, Moldova and Ukraine, 30 per cent

There has been visible progress in various aspects of gender equality across the EaP countries, i.e. Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine. There are legislative frameworks for gender equality in place, and, in all six countries, action plans for reducing inequality have been developed and approved. However, the EaP countries still sit no higher than the middle rankings of the UN Human Development report GII.¹³

In March 2020, the European Union jointly with UN Women and UNFPA launched a three-year regional programme “EU4Gender Equality: Together against gender stereotypes and gender-based violence”, that aims to improve gender equality across the six EaP countries by shifting social perceptions, harmful gender stereotypes, and increasing men's participation in unpaid domestic and care work. The Baseline Study on gender norms and stereotypes was conducted to gather new data and insights about harmful gender stereotypes and perceptions which continue to exist in the EaP countries, thus providing greater understanding of the barriers which hinder the achievement of gender equality and further informing interventions under the joint programme.

This report presents key findings and observations about harmful gender norms and stereotypes in each of the six countries, grouped into five thematic areas: overarching gender perceptions; employment and leadership; household and family; gender-based violence; and sexual relationships and reproductive health.

or more of respondents believe there has been no change in terms of gender equality.

Respondents in Armenia, Belarus, Georgia, Moldova and Ukraine generally disagree that women's empowerment deprives men of their rights and opportunities (see Annex II Tables 6-7). About two in three respondents feel that greater equality for women does not mean a reduction in opportunities for men. Respondents aged 18-29 are generally more likely to agree with these statements. Similarly, more

10 <https://www.un.org/sustainabledevelopment/gender-equality/>

11 <https://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures>

12 <https://www.ohchr.org/en/issues/women/wrgs/pages/genderstereotypes.aspx>

13 <http://hdr.undp.org/sites/default/files/hdr2020.pdf>

than 70 per cent of respondents in Armenia, Belarus, Georgia, Moldova and Ukraine believe that gender equality has the chance to contribute to increased economic development at the national level, with no significant differences between views of female and male respondents. In Azerbaijan, respondents

hold somewhat contrasting views on the impact of gender equality in society. A significantly higher share of women (69 per cent) view gender equality as beneficial for the economic development of the country than men (34 per cent).

EMPLOYMENT AND LEADERSHIP

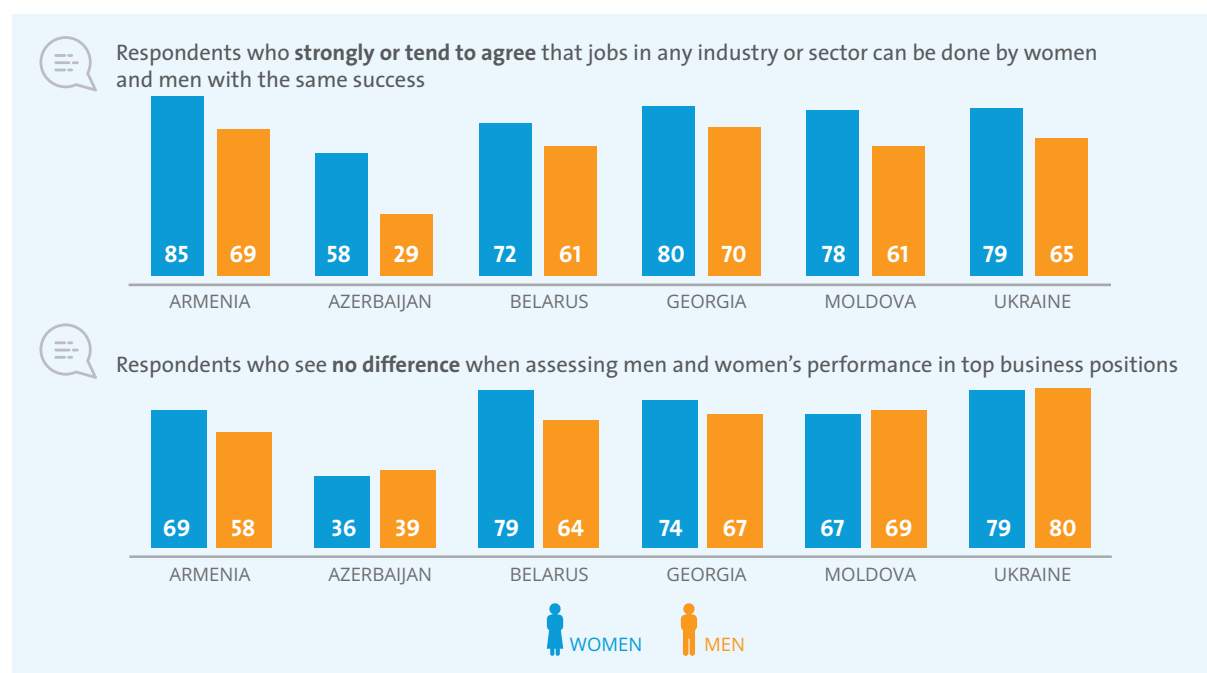
Across the region, having a job is perceived to be very important for women and men. Most respondents in Georgia (88 per cent of respondents), Armenia (96 per cent of respondents) and Moldova (94 per cent of respondents) believe that it is a key part of their identity to have a job. Women are less likely than men to highlight their economic roles in Azerbaijan, where only 64 per cent of female respondents, but 81 per cent of male respondents believe that having a job is a key part of their identity as a woman or a man. Women in Belarus (76 per cent of female respondents) and Ukraine (83 per cent of female respondents) are

less likely than men (97 and 95 per cent of male respondents, respectively) to see having a job as an important part of their identity.

In terms of performance in the labour market, respondents generally feel that women and men could do the same job equally well, including top positions in business. In all countries, female respondents were more likely than male respondents to state that women and men can do jobs in any industry or sector with the same success (see chart 2.1. below).

CHART 2.1.
Perceptions of women and men in the labour market

Respondent answers, expressed as percentage



However, the findings of the study suggest that stereotypes around women's role in the home and family continue to exist. In particular:

- Most respondents believe that it is better for pre-school children if her or his mother does not work. Respondents from Armenia, Belarus and Ukraine feel this most strongly. Most women and men in Armenia (66 per cent of female and 75 per cent of male respondents), Belarus (46 per cent of female and 58 per cent of male respondents) and Ukraine (55 per cent of female and 65 per cent of male respondents) believe that it is better for a pre-school child if her or his mother does not work.
- About 40 per cent of respondents in Belarus (43 per cent), Georgia (43 per cent), Moldova (42 per cent) and Ukraine (41 per cent) believe that career advancement is more important for men than for women, with this share rising to about 50 per cent in Armenia (50 per cent) and Azerbaijan (54 per cent).
- Only between 25 and 45 per cent of respondents would feel comfortable working for a female boss in Armenia (45 per cent), Azerbaijan (43 per cent), Belarus (26 per cent), Georgia (32 per cent) and Ukraine (37 per cent). In Moldova, 61 per cent of respondents (64 per cent women, 57 per cent men) would feel comfortable with a female boss. In Armenia and Azerbaijan, female respondents are much more likely than male respondents to be comfortable with a female boss. 54 per cent of female respondents in Armenia and 68 per cent of female respondents in Azerbaijan versus 35 per cent (Armenia) and 17 per cent (Azerbaijan) of men responded positively to the question: "I personally would be comfortable working for a female boss."

Across all six countries, respondents aged 18-29 are less likely to hold patriarchal views about working mothers and career advancement than older persons. However, the opposite tendency was observed in terms of female bosses, with respondents aged 18-29 on average less likely to be comfortable with this than respondents from older age groups.

Across all six countries, an individual's gender is more likely to be perceived as a performance indicator in politics than in business. Women are more often perceived to perform well in top business positions than in top political roles. However, a majority of female and male respondents in Belarus (56 per cent), Georgia (62 per cent), Moldova (51 per cent) and Ukraine (65 per cent) do not consider gender to be a factor when it comes to a politician's performance.

Most women and men in Georgia (69 per cent of female and 53 per cent of male respondents) and Moldova (65 per cent of female and 54 per cent of male respondents), and most women in Ukraine (55 per cent) would like to see more women in national politics. Respondents from Armenia and Azerbaijan expressed more polarised views, with female respondents tending to feel more positive about women's participation in national politics than male respondents (about 45 per cent of female respondents want to see more women in national politics in both Armenia and Azerbaijan, compared to 34 per cent and 15 per cent of male respondents, respectively). In Moldova and Ukraine, however, there was a statistically significant difference between responses to this question across different age groups of respondents, with respondents aged 18-29 noticeably less in favour of increased female political participation. 55 per cent of this age group in Moldova and 37 per cent in Ukraine want to see more women politicians at the national level, compared to 68 per cent (Moldova) and 64 per cent (Ukraine) of respondents aged 60 years and older.

One in three respondents across the region did not have a female role model growing up. Of those who did, only a small number of survey respondents mentioned women in leadership positions (e.g. politicians and businesswomen) as their role models when growing up. Respondents were more likely to mention politicians (about 10 per cent on average across all six countries) than businesswomen (about 7 per cent on average across all six countries). Overall, they were much more likely to mention other role models (e.g. family members or teachers) than female public figures.

HOUSEHOLD AND FAMILY

Most women and men in all six countries believe that women are primarily responsible for unpaid domestic work (see chart 2.2.). When it comes to care work responsibilities, responses are less homogenous. Most respondents in Armenia (51 per cent), Azerbaijan (69 per cent) and Belarus (59 per cent) believe that women bear primary responsibility, while in Moldova and Ukraine, views are split evenly between women having primary responsibility over care work (43 per cent of Moldovan and 45 per cent of Ukrainian respondents) and this task being shared equally between women and men (41 per cent of Moldovan and 44 per cent of Ukrainian respondents). In Georgia, 56 per cent of female and 66 per cent of male respondents believe that care work responsibilities are shared equally between women and men.

Overall, respondents tend to believe that the division of both unpaid domestic and care work is more equitable now than in their childhood, although men are significantly more likely than women to think that

these tasks are shared now compared to their own childhood (see Annex II Tables 21-24).

Across the region, women and men both believe that they have a role in raising children. Over 80 per cent of women and men in Georgia, Moldova and Ukraine believe that their involvement in all aspects of childcare is important. In Armenia, Azerbaijan and Belarus, over 80 per cent of female respondents stated that it is important for them to be involved in all childcare and developmental activities. Men are more likely to believe that they should be involved in developmental aspects of care work. 96 per cent of men in Armenia, 42 per cent of men in Azerbaijan and 95 per cent of men in Belarus feel that they should be involved in their children's education and development (e.g. leisure activities, educational development) compared to 68 per cent of men in Armenia, 21 per cent of men in Azerbaijan and 78 per cent of men in Belarus who feel they should be involved in day-to-day care (changing clothes/diapers, feeding children, cooking, cleaning) of their children.

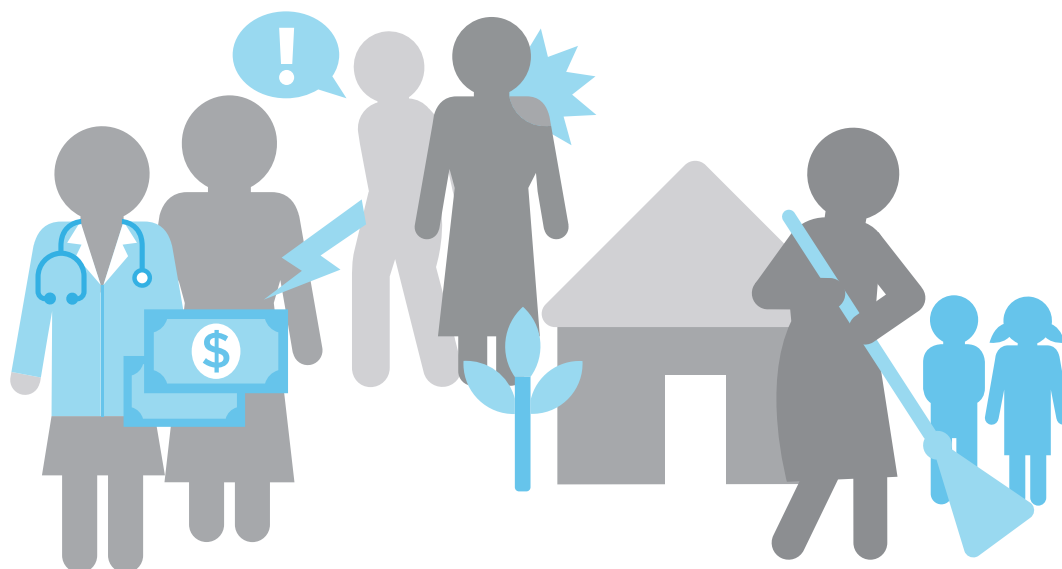
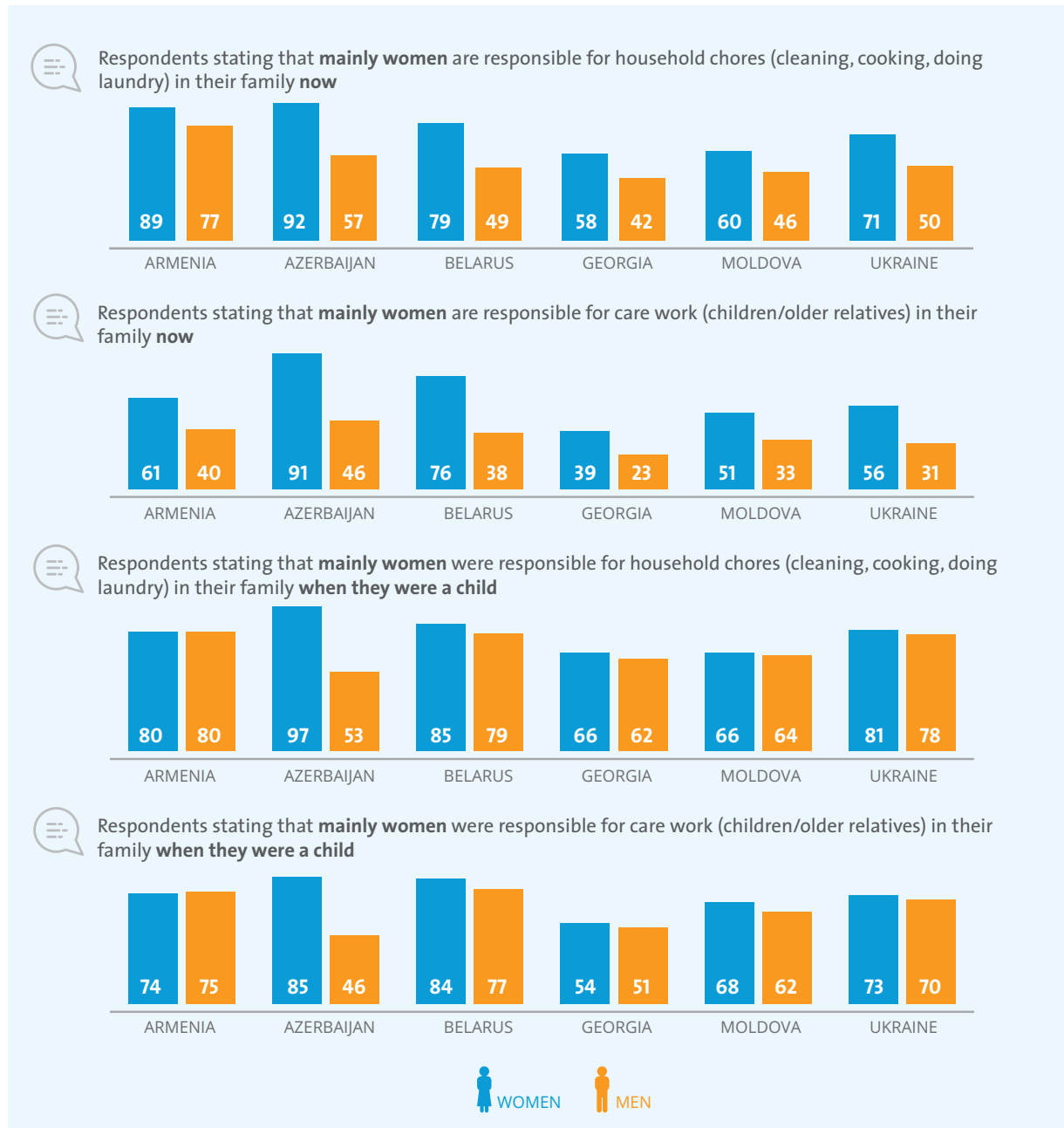


CHART 2.2.
Primary responsibility for unpaid domestic and care work

Respondent answers, expressed as percentage



Most respondents in Armenia (72 per cent) and Azerbaijan (52 per cent) agree that having at least one son is very important for the family (see chart 2.3). This view is shared by most male respondents in Georgia

(52 per cent), Moldova (55 per cent) and Ukraine (53 per cent), with men seeming to attach more importance than women to having a son. The importance attached to sons does not, however, appear to be

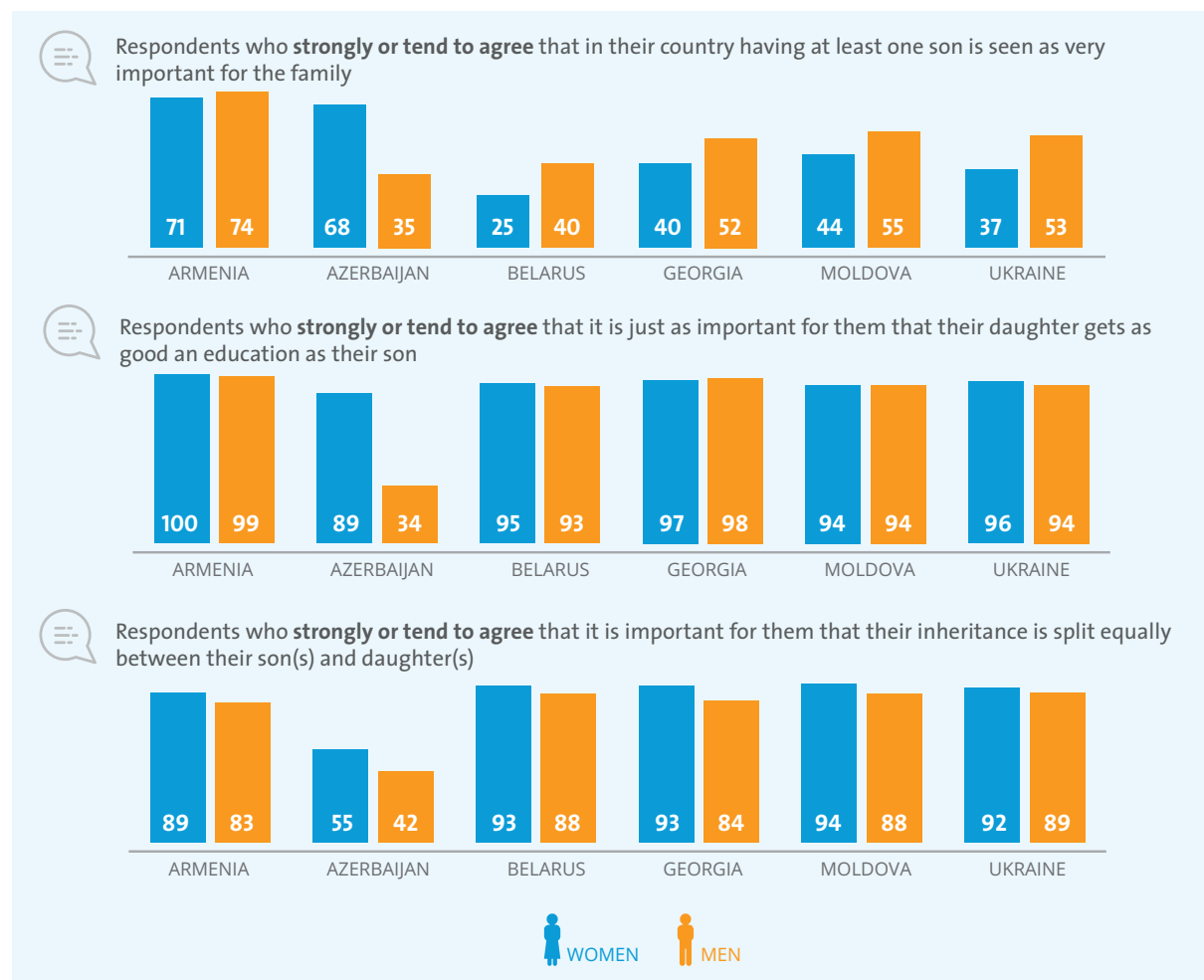
reflected in respondents' attitudes towards the education and inheritance of their children. A majority of respondents in each country believe that the education of daughters and sons is of equal importance, and

a majority of respondents in most countries believe it is important that any inheritance be equally shared between daughters and sons.

CHART 2.3.

Son and daughter preference

Respondent answers, expressed as percentage



In general, few men stated that they had taken paternity leave across all six countries. However, male respondents aged 39 or under were more likely to state

that they had taken paternity leave¹⁴ for the birth of their most recent child than older male respondents.

14 The survey questions “Whether your child’s father took paternal leave when your most recent child was born?” and “Whether you took paternal leave when your most recent child was born?” were asked to women and men respectively. Results should be interpreted with caution as neither question anchored the concept of “paternal leave” to existing domestic legislation and policies. This concept therefore remained ambiguous and subject to the respondent’s interpretation. For instance, the Ministry of Labour and Social Protection of Belarus estimates that 1 percent of fathers take paternity leave based on data from the social protection fund that distributes children’s allowances, which contrasts with the 11 percent of male survey respondents that report doing so.

Decision-making on day-to-day expenditure is perceived by over 70 per cent of all respondents across the region to be a shared responsibility. Respondents in Azerbaijan have more polarised views, with 28 per cent of female and 40 per cent of male respondents seeing this as a shared responsibility. When it comes to larger expenditures or investments, most respondents in each country (70 per cent in Armenia, 50 per cent in Azerbaijan, 86 per cent in Belarus, 90 per cent in Georgia, 80 per cent in Moldova and 91 per cent in Ukraine) view this as a shared responsibility. Opinions differ regarding the final say in the home – a majority of respondents in Belarus (61 per cent), Georgia (68 per cent), Moldova (54 per cent) and Ukraine (58 per cent) express the view that this should belong to women

and men equally, while respondents in Armenia (53 per cent) and Azerbaijan (55 per cent) tend to believe that the final say should rest with men.

Most respondents in Armenia (67 per cent), Azerbaijan (57 per cent), Georgia (55 per cent) and Moldova (52 per cent) believe that a good wife should never question her husband's decisions or opinions, even if she disagrees with him. This view was shared by 40 per cent of respondents in Belarus and 42 per cent of respondents in Ukraine. However, over two in three respondents in each country feel that a good husband should consult his wife on important issues and take her opinion into account.

GENDER-BASED VIOLENCE

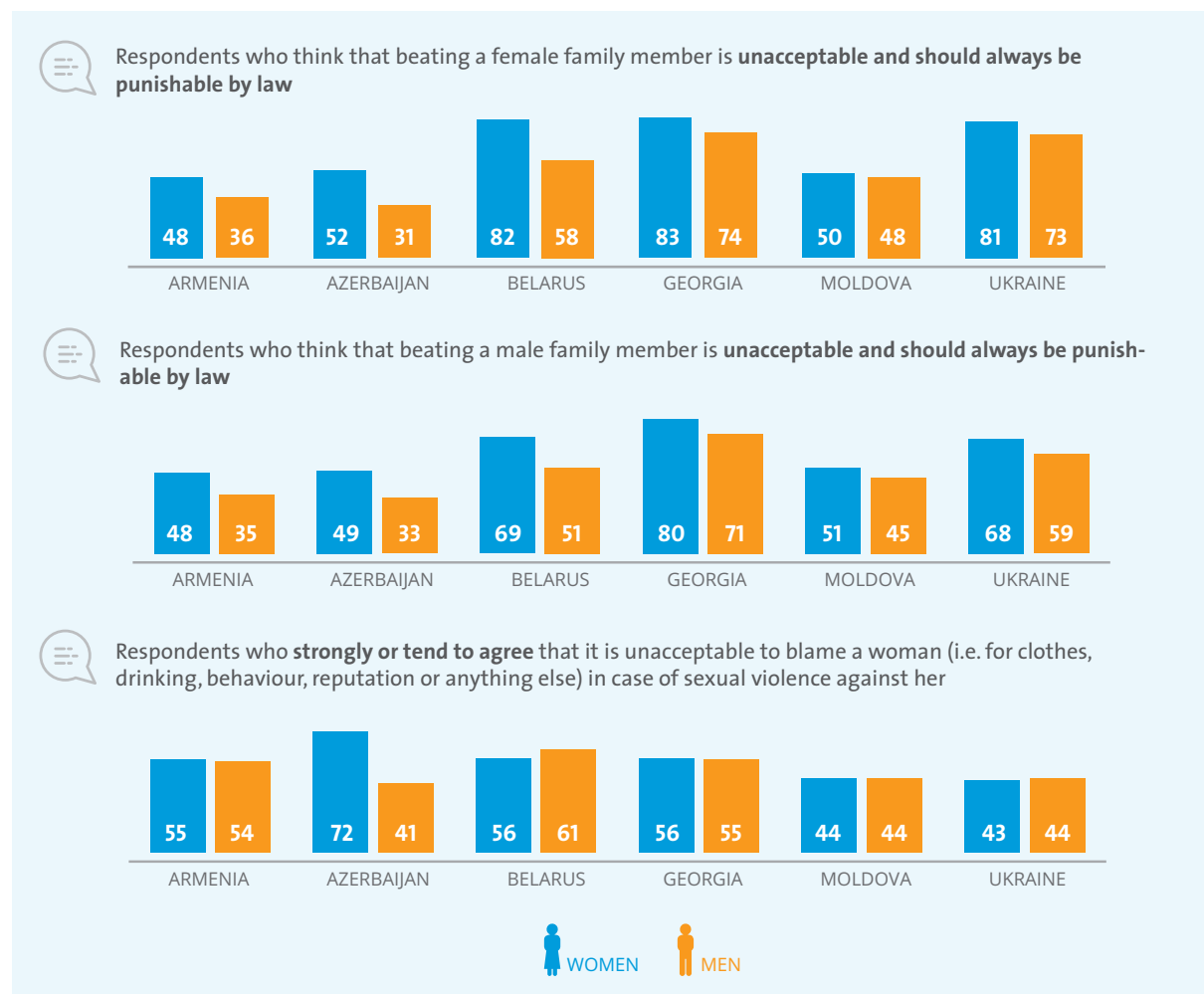
A majority of respondents in each country believe that violence towards male or female family members is unacceptable (see chart 2.4). In Belarus, Georgia and Ukraine, over 60 per cent of respondents feel that violence against either a male or female family member should always be punished by the law.

A majority of respondents in Armenia, Azerbaijan, Belarus and Georgia agree that a woman should not be blamed (e.g. for her clothes, drinking, behaviour, reputation or anything else) in the case of being subjected to sexual violence. In Moldova and Ukraine, respondents have polarised views on this topic, with very similar shares of respondents agreeing and disagreeing with this statement.

Between 7 and 28 per cent of respondents in each country report having experienced physical violence during their childhood: Armenia (7 per cent), Azerbaijan (15 per cent), Belarus (28 per cent), Georgia (17 per cent), Moldova (16 per cent) and Ukraine (22 per cent). On average, almost one in five respondents in Belarus (17 per cent), Moldova (15 per cent) and Ukraine (17 per cent) report having seen their mother hit during their childhood. Fewer than one in ten respondents report having experienced sexual violence in all of the six countries.

CHART 2.4. Attitudes and experience on gender-based violence

Respondent answers, expressed as percentage

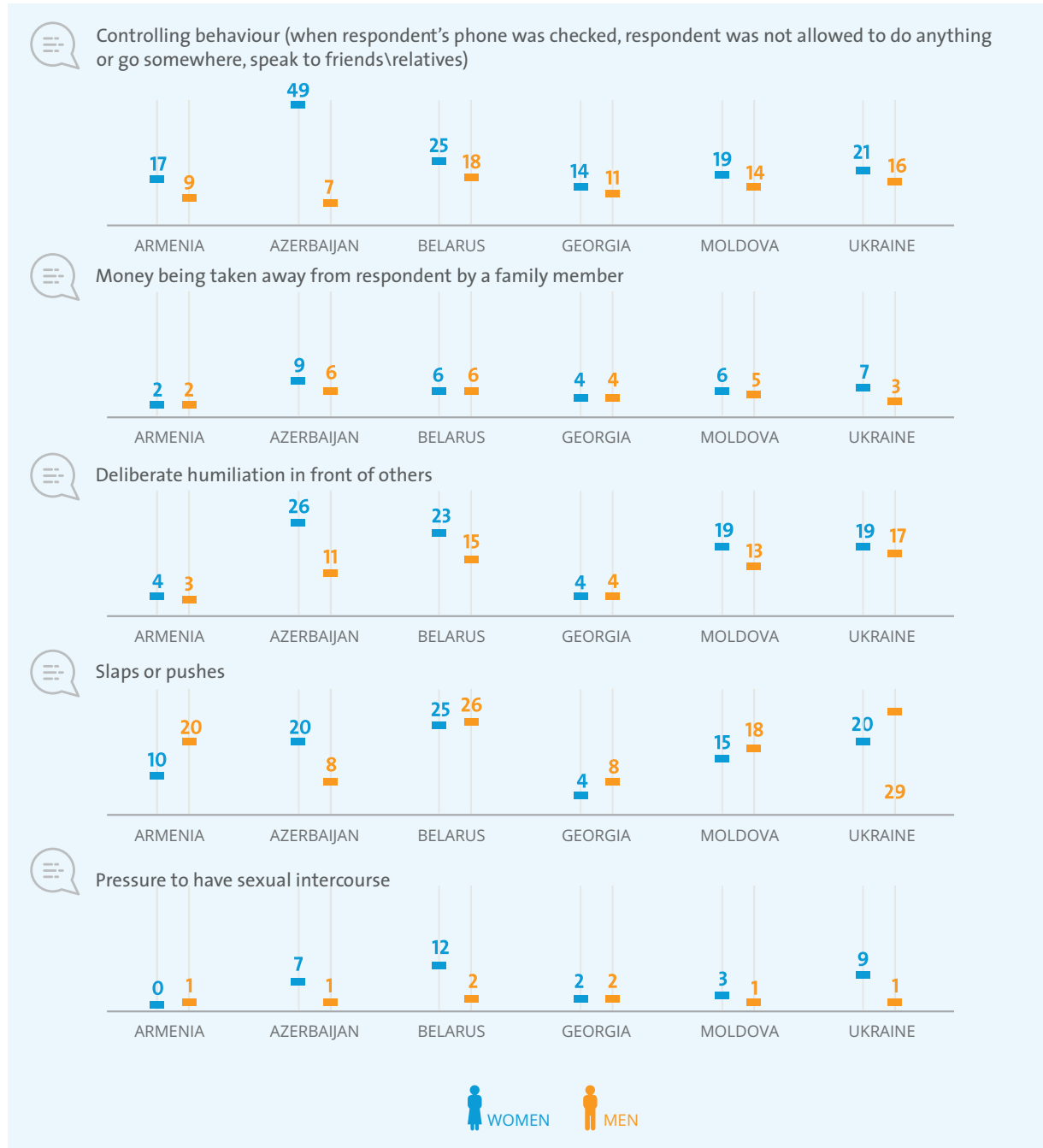


As adults (18 years old and above), respondents report experiencing physical (slaps or pushing) and psychological (controlling behaviour and/or deliberate humiliation in front of others) violence more than other types. This finding is consistent across all six

countries (see chart 2.5). In general, men were slightly more likely to report experiencing physical violence in adulthood than women, while the opposite trend was observed for psychological violence.

CHART 2.5.
Experience of GBV in adulthood

Percentage of respondents who reported experiencing the following types of violence at least once since turning 18



In terms of responses to GBV, a majority of male respondents in Armenia (71 per cent), Azerbaijan (50 per cent), Georgia (58 per cent) and Moldova (54 per cent) feel that conflicts between a husband and wife, even

if involving violence, should remain private. A majority of female respondents in Armenia (72 per cent) and Azerbaijan (63 per cent) share this view, as do 48 per cent of female respondents in Georgia and 46 per

cent of female respondents in Moldova. Respondents in the other two countries are less likely to agree with this, with only 29 per cent of Belarusian (21 per cent of women, 39 per cent of men) and 34 per cent of Ukrainian respondents (30 per cent of women and 39 per cent of men) holding this view.

If a woman is subjected to violence, an overall majority of survey respondents from Armenia (66 per cent), Belarus (86 per cent), Georgia (84 per cent), Moldova (86 per cent) and Ukraine (94 per cent) stated that she should not tolerate it and should seek to stop the perpetrator at any cost. About one in five respondents in Armenia and one in two respondents in Azerbaijan,

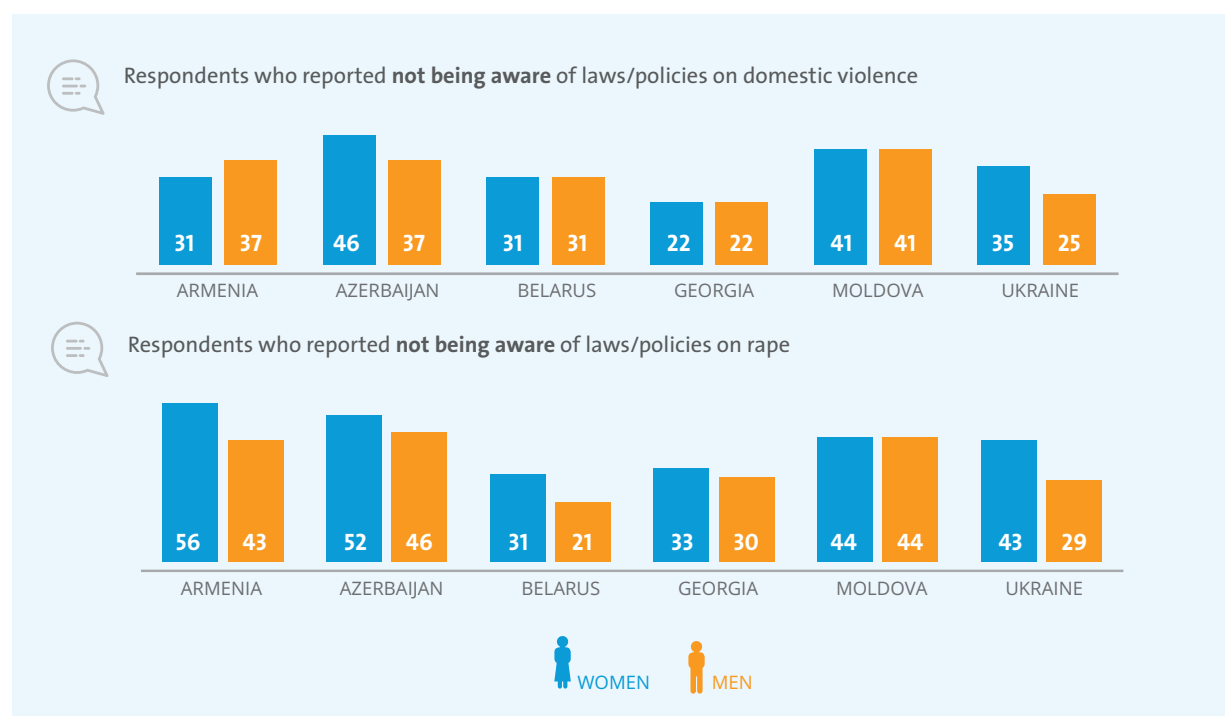
however, believe that women should tolerate violence for the sake of keeping the family together.

Overall, reported awareness of laws on GBV and rape is not high across the region. Respondents were asked to what extent they were aware of laws/policies on domestic violence or rape. The highest rate of reported awareness was observed among Georgian respondents, of whom about one in five reported full awareness. The numbers of those who stated that they were not aware of the respective laws or policies at all were significantly higher in all countries (see table 2.6).

CHART 2.6.

Reported awareness of GBV laws

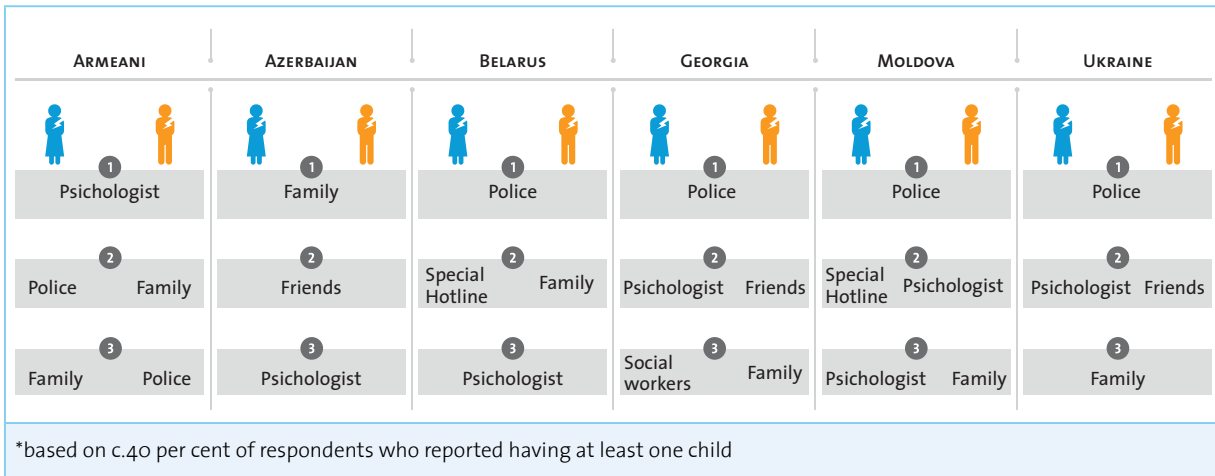
Respondent answers, expressed as percentage



In Belarus, Georgia, Moldova and Ukraine, women and men consider the local police to be the most effective source of help when confronted with GBV, while, in Azerbaijan, most respondents would seek help from family members. In Armenia, psychologists

are considered a primary source of support (see Chart 2.7). Female respondents are generally less likely than male to approach friends or family members, often preferring to seek more professional support.

CHART 2.7.
Most effective sources of support when faced with GBV



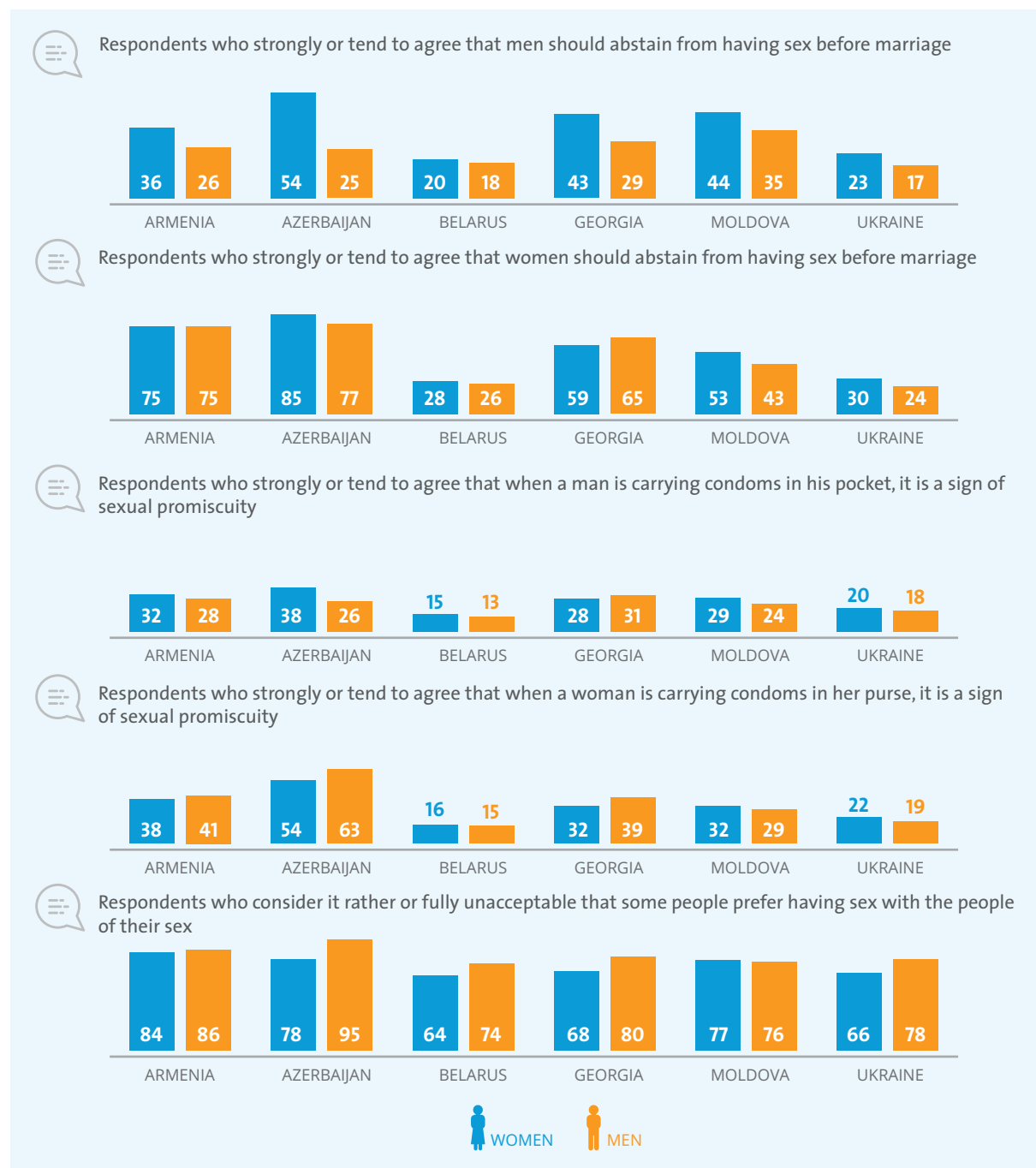
SEXUAL RELATIONSHIPS AND REPRODUCTIVE HEALTH

Respondents across the region are more likely to believe that a woman should abstain from having sex before marriage than a man. A majority of respondents in Armenia, Azerbaijan and Georgia stated that they strongly agreed with the statement that women should abstain from sex before marriage, but a much smaller share of respondents believed that a man should abstain from sex before marriage (see chart 2.8 below). In general, women who carry condoms are more likely to be seen as promiscuous than men. For

both questions, a tendency to judge women and men differently for the same act was particularly noticeable among older respondents.

Over two in three respondents across all countries stated that they were opposed to same sex relations, with men more likely than women to hold this view (see chart 2.8 below). Respondents aged 18-29 are, on the whole, less likely to be opposed than respondents from older age groups.

CHART 2.8.

Attitudes towards sexual relationships*Respondent answers, expressed as percentage*

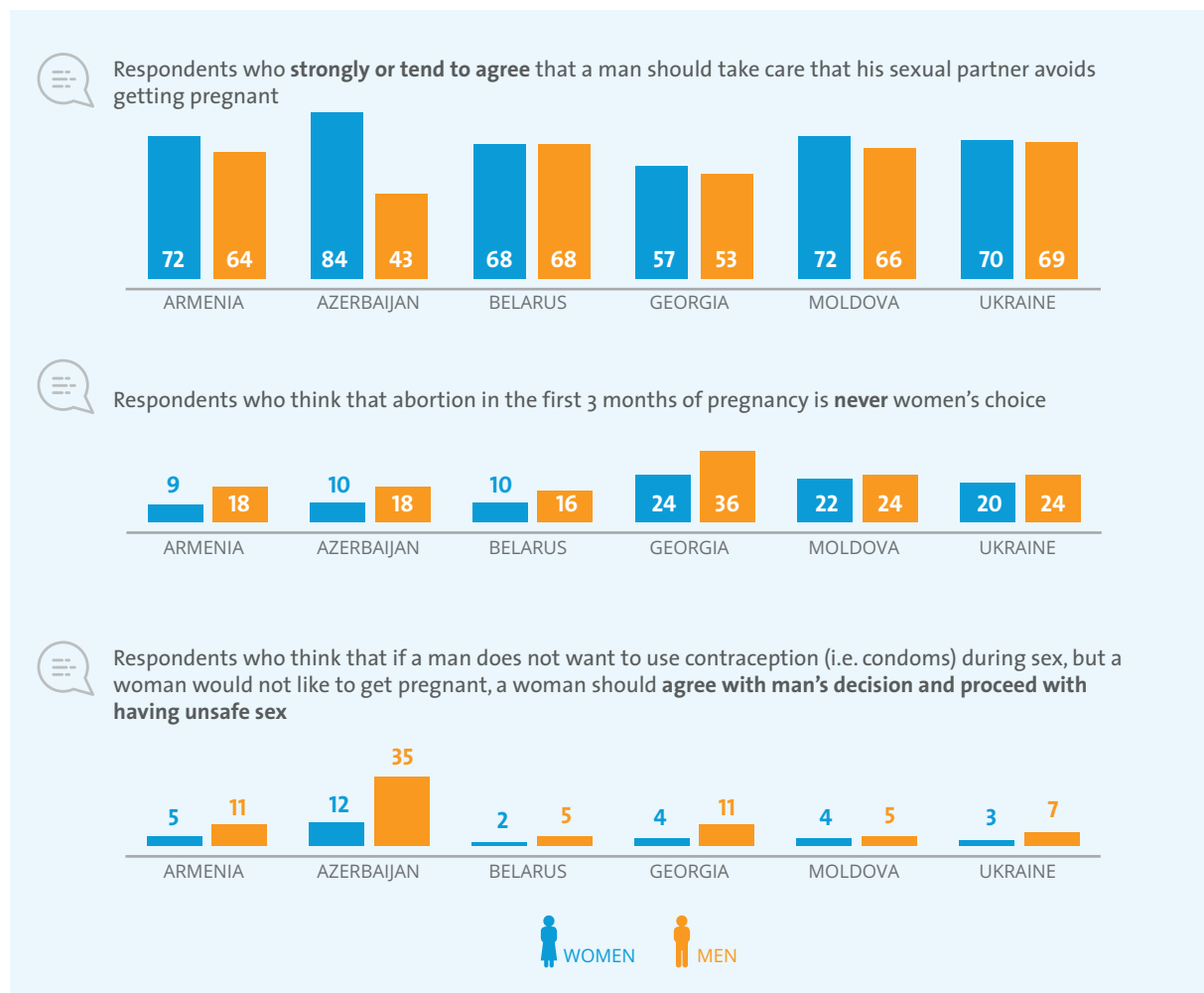
At least two in three respondents in each country agree that using contraception is a shared responsibility between partners. A similar share of respondents in each country also see avoiding unwanted pregnancy as a shared responsibility. A majority of respondents also believe that women should have some agency in terms of using contraception during sex. In a scenario where the man does not want to use a condom, a

majority of respondents in each country believe that the woman should either refuse to have sex or use an alternative form of contraception herself, rather than simply agreeing to have unsafe sex (see chart 2.9).

Opinions on abortion tended to be controversial in all six countries, but with a tendency towards women having more freedom of choice rather than less.

CHART 2.9.
Decision-making in reproductive health

Respondent answers, expressed as percentage



CONCLUSIONS AND RECOMMENDATIONS

The study has identified some positive perceptions relating to gender equality among respondents in the EaP region. Respondents in each country were more likely than not to feel that there has been progress in gender equality since their own childhood. Respondents also tended not to feel that a person's gender was a factor when it came to professional performance or succeeding in a political role. However, the survey also showed that non-egalitarian perceptions and norms remained pervasive across the EaP countries, with women still perceived to bear most of the burden for unpaid domestic and care work and being held to a higher standard than men when it came to issues like sex before marriage.

This study contains a number of recommendations which aim to build on existing initiatives in the region to increase gender equality. These differ slightly from country to country, and are therefore provided in greater detail at the end of each country profile. Key recommendations common to all countries are set out below:

1. Strengthen gender mainstreaming and gender equality principles within national education systems. Education shapes the way individuals see and understand the world that surrounds us, and as such it is a key driver of positive societal change. It is therefore central to the formation, as well as the perpetuation of stereotypes. By investing efforts in designing school curriculums that incorporate gender equality principles in a crosscutting manner, a trickle effect can occur whereas gender attitudes can be altered, individuals may be better prepared to challenge conservative perceptions and support progressive, non-violent, gender-equal actions. The education system can also have a key role in promoting specific subjects to specific genders, which would help address gender imbalances in representation in certain professions and in managerial roles, such as in the STEM field.

2. Build the capacity of key actors across all media platforms to ensure messages and communication do not reproduce nor promote gender stereotypes but rather encourage diversity and equality. Media

platforms play a key role in disseminating information and as such in shaping and perpetuating stereotypes. By educating professionals in this sector on the importance of using correct language and guaranteeing representation and inclusivity, the information broadcasted, including entertainment such as TV soap operas, can help promote gender equality and be a driver of societal change. Trainings for media professionals, or public campaigns highlighting the difference between a biased vs. an impartial news headline, may help the general population to identify subjective interpretations as well as negative stereotypes. Social media influencers across all age groups remain an important group to engage with, in addition to traditional media platforms such as newspapers and TV stations.

3. Conduct national communication campaigns promoting more egalitarian gender norms, including giving visibility to positive and egalitarian images of marriage, highlighting the value of male involvement in childcare, and raising awareness to prevent gender-based violence. This includes the identification of female and male positive role models, female and male, that speak up against pervasive gender stereotypes and promote more equitable relationships in different environments, including in employment and leadership, in household and family environments, around sexual relationships and on gender-based violence. Campaigns can also help address misconceptions, such as about what constitutes gender-based violence, rape, harassment, and sexual misconduct, and raise awareness about prevention measures as well as services available to survivors.

4. Engage the private sector to identify ways in which gender equality can be promoted in the workplace, and negative stereotypes related to employment and leadership reversed. The private sector is an important ally in promoting gender equality in the workplace, as recruitment and human resource policies can both perpetuate or promote change in behaviours and perceptions around the roles and capabilities of women and men. Governments and the private sector can build on the high value placed by women and men in participation in the labour market and accessing

decent work, by developing policies and services that support women and men to reconcile their family and work life, including paternity and parental leave schemes, flexible working arrangements for mothers, fathers and those caring for the elderly, and affordable, quality child and elder care services.

5. Undertake further research, exploring the relationship between perceptions identified throughout this survey and existing norms and practices. For example, gaining a better understanding on the services made available to survivors of violence, may help inform further policies and strategies to strengthen institutions providing care to survivors of violence- such as the police, judiciary and others. Exploring further whether the perceived bottlenecks to the progression of women into leadership roles in the workplace are true, would help governments and companies design

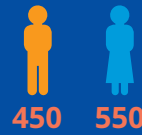
measures to further promote the inclusion of women in decision making roles.

6. Work with key actors in the health sector, including governments, civil society, educational bodies, and medical professionals, to promote non-discriminatory and equal use of services among all women and girls. By addressing specific gender-stereotypes present in relation to health, health services will be able to provide better and equal access to women and girls who might be facing double or triple discrimination due to their age, place of residence, disability or HIV status, income, ethnic or religious background, sexual orientation and gender identity. This includes providing and promoting access to factual and impartial information on sexual and reproductive health and contraception.

3. COUNTRY FINDINGS

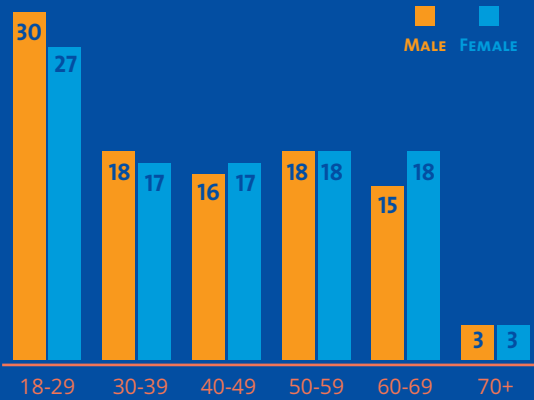
A. ARMENIA

NUMBER OF RESPONDENTS



- ▶ The survey reached 1,000 people living in different parts of Armenia, with more female respondents (55 per cent) than male (45 per cent)

RESPONDENTS BY AGE %

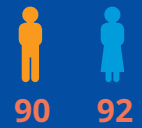


MAIN ETHNIC GROUP AND RELIGION %



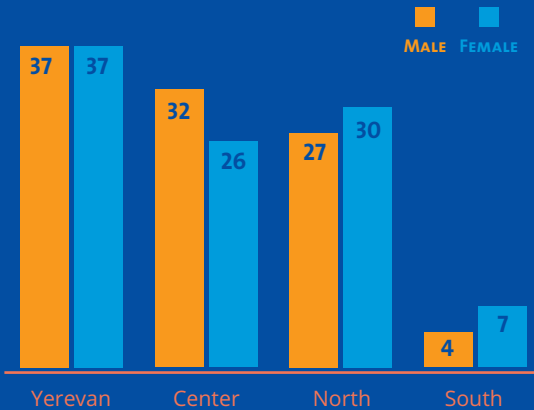
- ▶ 80 per cent of the respondents are in the 18-59 age group and could be considered as part of the economically active population

ARMENIAN APOSTOLIC CHURCH

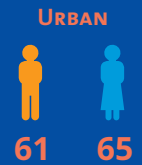


- ▶ 99 per cent of surveyed respondents identified themselves as Armenian
- ▶ 91 per cent of those interviewed associated themselves with the Armenian Apostolic Church.

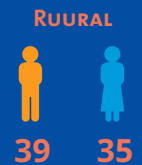
RESPONDENTS BY REGION %



RESPONDENTS BY AREA %

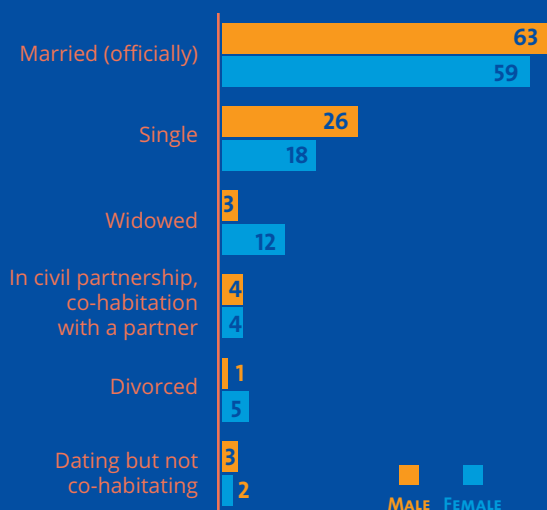


- ▶ Respondents were spread across the main regions of Armenia, including Ararat, Armavir, and the country's capital Yerevan



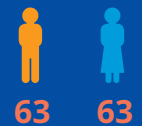
- ▶ The proportion of the respondents representing urban areas was significantly higher than the proportion representing rural areas: 63 per cent and 37 per cent respectively

RESPONDENTS BY RELATIONSHIP STATUS %



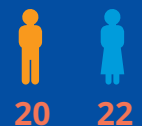
RESPONDENTS BY AGE OF THEIR CHILDREN %

NO CHILDREN UNDER 17

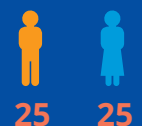


- ▶ 65 per cent of respondents were either married or had a long-term partner
- ▶ Approximately two thirds of respondents (63 per cent) had no children under 17 years old

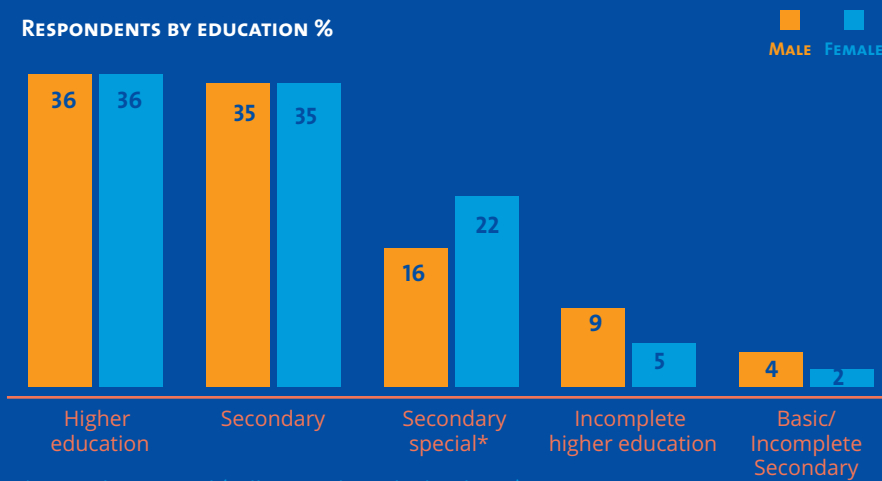
WITH CHILDREN UP TO 6



WITH CHILDREN AGED 7-17

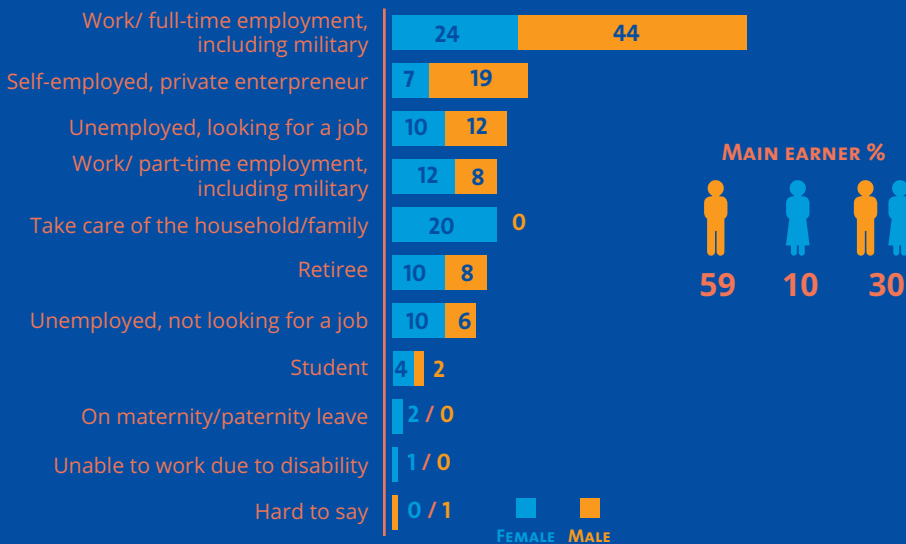


RESPONDENTS BY EDUCATION %

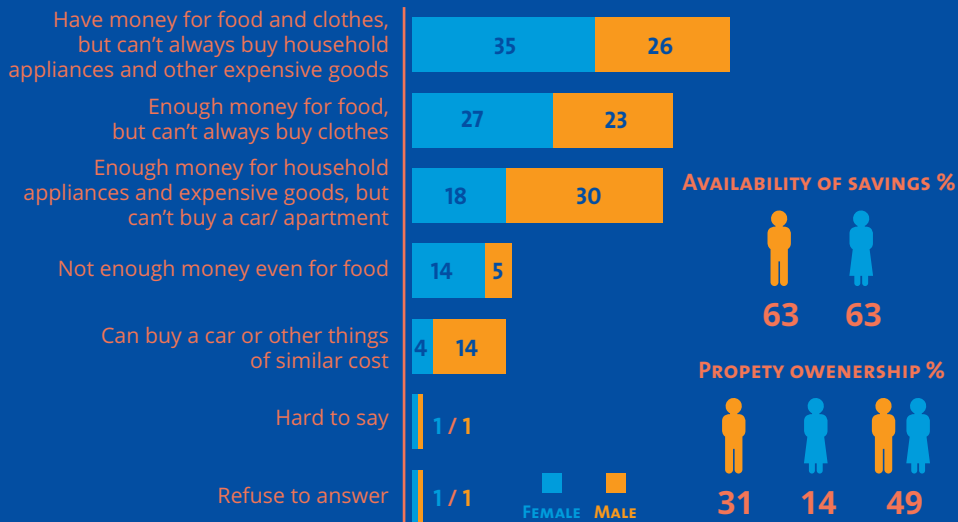


* Secondary special (college, technical school, etc.)

RESPONDENTS BY EMPLOYMENT STATUS %



RESPONDENTS BY HOUSEHOLD INCOME %



▶ 836 per cent of respondents indicated that they had a higher education and 54 per cent indicated that they had a secondary education (including colleges and technical schools). The share of survey respondents with a higher education was slightly higher (42 per cent) than average among the younger generation of Armenians (18-29 age group). 76 per cent of those with higher education resided in urban areas, compared to only 24 per cent from rural regions

▶ Over half of respondents (59 percent) reported to be employed, specifically 48 per cent of women and 73 per cent of men surveyed. Women were more likely than men to report taking care of the household and family (20 per cent of respondents) as an occupation. 10 per cent of female and 12 per cent of male respondents were looking for a job

▶ 59 per cent of respondents indicated a man as the main earner in the family. 30 per cent of respondents reported that men and women contributed equally to the household income

▶ A majority of respondents (80 per cent) indicated that their income level was enough for the essentials (food etc). Only 8 per cent of those interviewed claimed that they could afford to buy a car or similarly expensive goods

▶ A majority of respondents (61 per cent) indicated that they had no personal savings. The share of women respondents who claimed to have personal savings was lower than for men: 33 per cent and 44 per cent respectively. The savings rate was higher among younger respondents (18-29 age group): 53 per cent compared to the average of 38 per cent across all respondents

Summary of key findings

Overarching gender perceptions

- **Respondents perceive that there is a positive trend in terms of gender equality in Armenia.** 67 per cent of female and 55 per cent of male respondents believe that women and men are more equal now, compared to when they were children. However, 14 per cent of female and 17 per cent of male respondents believe that women and men are less equal now.
- **68 per cent of respondents disagree that more rights for women means fewer rights for men, and 66 per cent disagree that more jobs for women means fewer jobs for men.** There is little difference between male and female respondents, but younger people are more likely to disagree (75 per cent of respondents aged 18-29).
- **92 per cent of female and 79 per cent of male respondents believe that gender equality can be beneficial for Armenia's economic development.**

Employment and leadership

- **Participating in the labour market is important for both women and men. However, patriarchal perceptions about women's access to and growth within the labour market continue to exist.** 94 per cent of female and 99 per cent of male respondents agree that having a job is a key part of their identity. However, 66 per cent of female and 75 per cent of male respondents believe that it is better for a child if her/his mother does not work. 49 per cent of female and 53 per cent of male respondents agree that it is more important for a man to advance in his career than for a woman to advance in hers.
- **A person's gender is not perceived by most respondents as an indicator of their performance in business.** 69 per cent of female and 58 per cent of male respondents believe that there is no difference in terms of women and men's performance in a top business role. Similarly, most respondents believe that jobs in any sector/industry can be done by women and men with the same success, although women are more likely to believe this than men (85 per cent of female and 69 per cent of male respondents).
- **Male respondents are less comfortable working for women and less likely to believe that women should be better represented in politics.** Only 35 per cent of male respondents stated that they would feel comfortable working for a female boss, compared to 54 per cent of female respondents. Over half of male respondents also believe that men perform better in top political positions and 56 per cent of male respondents stated that they do not want to see more women in national politics. Female respondents are more positive – 47 per cent believe that there is no difference between the genders in terms of political performance at the highest level. Still 45 per cent of female respondents stated that they do not want to see more women in national politics.

Household and family

- **Respondents confirm that in the family setting, clear gender roles remain, particularly in relation to unpaid domestic and care work.** Most respondents (89 per cent of women and 77 per cent of men) answered that women in their family were mainly responsible for unpaid domestic work (such as cleaning, cooking and laundry). 61 per cent of female and 40 per cent of male respondents answered the same regarding care work.
- **When it comes to expenditures, respondents generally perceive that decision-making in the family is shared. However, female and male respondents' views differ regarding the final say in the household.** 74 per cent of female and 66 per cent of male respondents agree that they are jointly responsible for taking decisions on day-to-day expenditures.

A similar percentage of respondents feels the same about larger decisions, such as investments. However, while 50 per cent of female respondents believe that the final say in the home should be shared, only 29 per cent of male respondents agree with this and 68 per cent believes that the final say belongs to the man.

- **Most respondents believe that a good wife should not question her husband.** 64 per cent of female and 71 per cent of male respondents feel that a good wife should never question her husband's opinions and decisions, regardless of her own views. However, over 90 per cent of respondents (both women and men) also believe that a good husband should take his wife's views into account when making decisions.

GBV

- **Physical and psychological violence were the most common types of violence experienced by respondents:** 15 per cent of respondents reported having experienced physical violence in adulthood, and 13 per cent reported having experienced psychological violence. Women were more likely to report that they had experienced psychological violence, while men were more likely to report that they had experienced physical violence.
- **7 per cent of female respondents and 10 per cent of male respondents had witnessed their mother being hit in childhood.**
- **A majority of both female (72 per cent) and male (71 per cent) respondents stated that conflicts**

between a husband and wife should remain private, even when conflicts involve violence.

- **Reported awareness of laws on GBV and rape is low:** about one in ten respondents reported being fully aware of legal provisions on domestic violence and rape. This compares to 34 per cent who stated that they were not aware of legal provisions on domestic violence and 50 per cent of respondents who stated that they were not aware of legal provisions on rape. Female respondents were slightly more likely than male respondents to state that they were aware of legislation on domestic violence but less likely to state that they were aware of legislation on rape.

Sexual relationships and reproductive health

- **Respondents are more likely to agree that a woman should abstain from sex before marriage (75 per cent) than a man (32 per cent).** Female respondents are just as likely as male respondents to agree that women should abstain from sex before marriage, although they are slightly more likely than male respondents to agree that men should abstain. Women carrying condoms are more likely to be perceived as promiscuous than men – around 40 per cent of female and male respondents believe that a woman carrying a condom is promiscuous, compared to about 30 per cent of respondents perceiving a man carrying a condom to be promiscuous.
- **85 per cent of female and male respondents are opposed to sex between same sex partners.**
- **Most respondents believe that the use of contraception is a shared responsibility between both sexual partners.** 69 per cent of respondents believe that use of contraception is a shared responsibility, with women slightly more likely to believe this than men (72 per cent versus 65 per cent).

Employment and leadership



Women's economic empowerment

Participating in the labour market is important for both male and female respondents. However, women are more likely to face constraints in terms of their access to and growth within the labour market. As shown in Figure A.1, 94 per cent of female respondents and 99 per cent of male respondents agree that having a job is a key part of their identity. Similarly, 97 per cent of respondents consider it is just as important for their daughters to get good jobs as it is for their sons. 85 per cent of female and 69 per cent of male respondents believe that jobs in any sector/industry can be done by women and men with the same success.

However, 70 per cent of respondents strongly agree or tend to agree that it is better for a pre-school child if their mother does not work, with male respondents more likely to support this statement (75 per cent of men compared to 66 per cent of women). This finding

is broadly consistent across the different respondent age groups.

Career progression within the labour market is often perceived as more important for men than for women. 50 per cent of respondents agree that it was more important for a man to advance in his career than for a woman, while 40 per cent disagree and 10 per cent do not have a view or are neutral. Male respondents are slightly more likely to believe that career progression is more important for men than female respondents – 53 per cent versus 49 per cent. The youngest group of respondents is less likely to agree with this statement – only 33 per cent of those aged 18-29 believe that career advancement is more important for men.

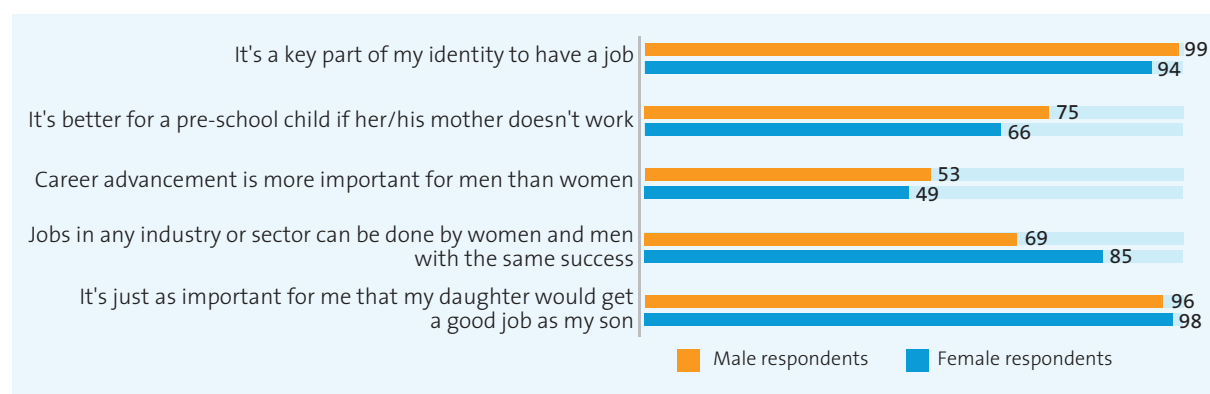
FGD participants were open about some of the difficulties faced by women trying to advance in their careers:

“There is a difference (between women and men), and there is a difference in education. In this case, the man will go forward. And women have fewer similar opportunities. The husband does not allow certain [opportunities]. And a woman must be very strong in order to work despite this and climb the career ladder” (a group of displaced people, Yerevan, female, 46 years old).

“If a woman has a child, the employers believe that you cannot work full time and they don’t like it. They want you to devote all your time to them” (a group of single mothers, Yerevan, female, 35 years old).

FIGURE A.1
Gender perceptions of the labour market

‘Strongly agree’ and ‘tend to agree’ responses only



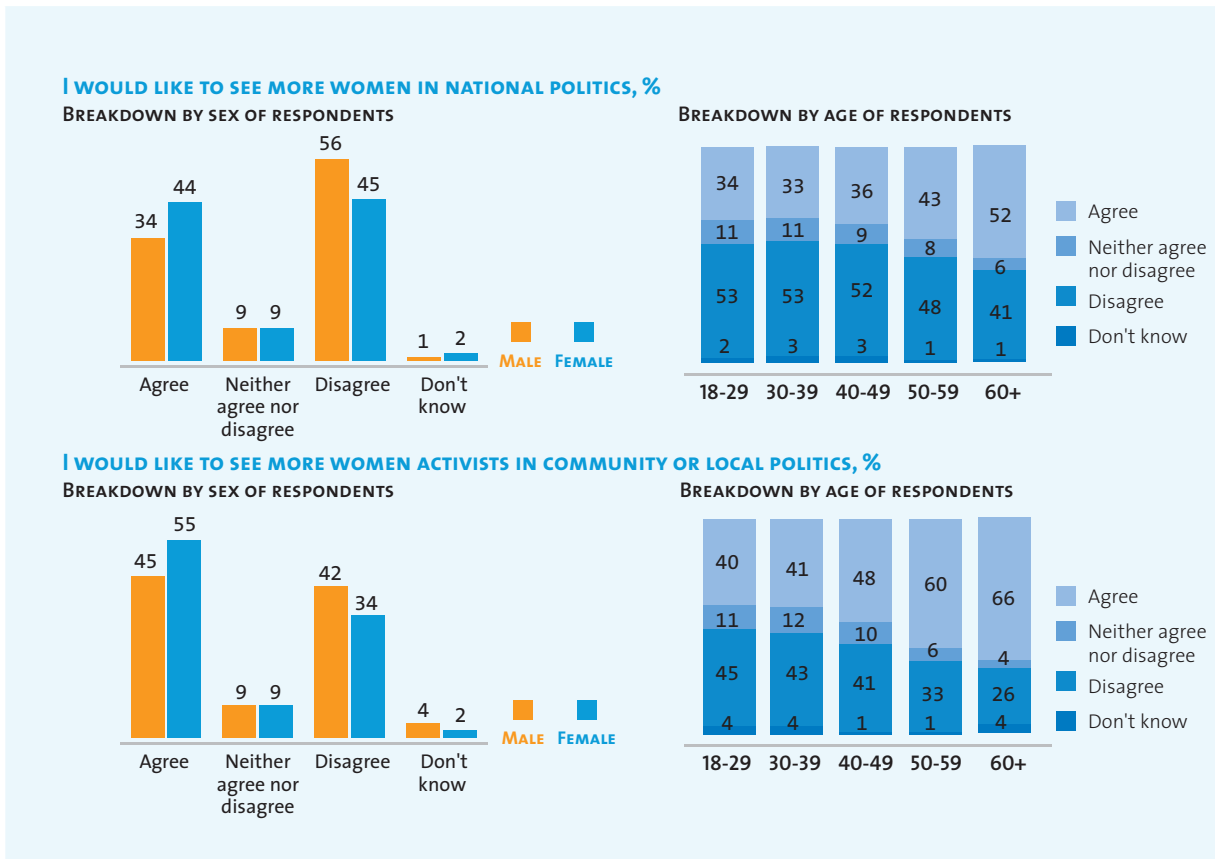
Women in leadership

Most respondents think that women are equally capable as men in terms of their performance in top business jobs, but male respondents are much less comfortable working for a female boss than female respondents. 69 per cent of female and 58 per cent of male respondents believe that a person’s gender makes no difference in terms of their performance in a top business role. However, female respondents are much more likely to feel comfortable with a female boss: 54 per cent of female respondents stated that they would feel comfortable (strongly agreed or tended to agree) working for a female boss, compared to 35 per cent of male respondents. 31 per cent of female and 42 per cent of male respondents do not feel comfortable (strongly disagreed or tended to disagree) about working for a female boss, with the remainder of the

respondents undecided or neutral in their views. This result is consistent across all age groups.

Over half of male respondents think that men make better political leaders, while female respondents are more likely to think that there is no difference between male and female political leaders. 53 per cent of male respondents believe that men perform better in top political positions, with 37 per cent believing that there is no difference between male and female politicians in terms of performance. Female respondents are less likely to believe that men make better political leaders: 44 per cent agree with this statement, as opposed to 47 per cent who believe that there is no difference between women and men in terms of their performance.

FIGURE A.2
Perceptions of women in politics

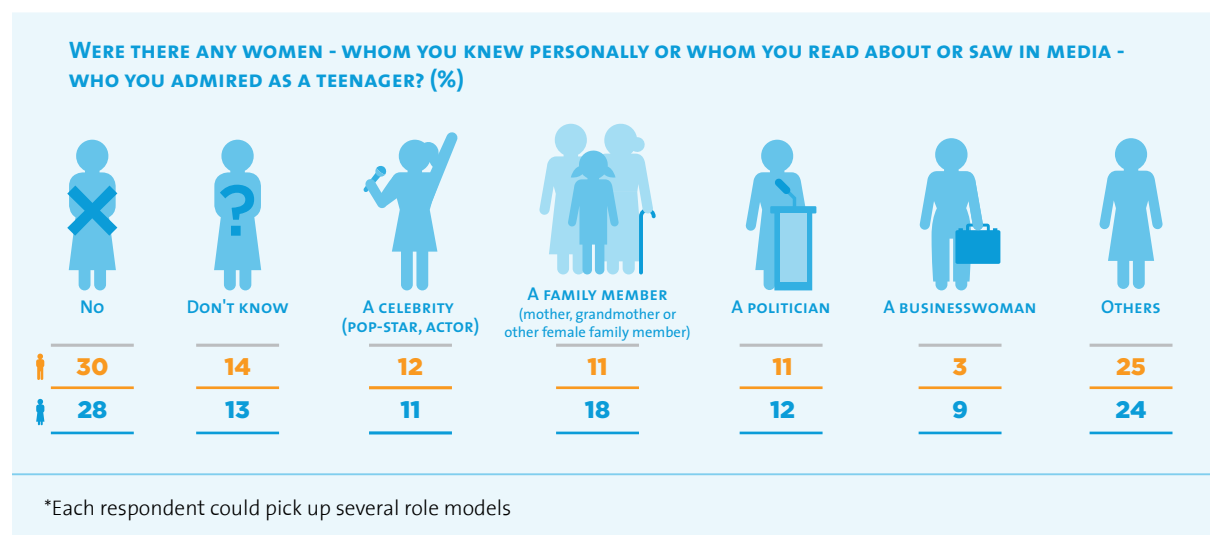


Half of all respondents would not like to see more women in national politics. Respondents aged 18-29 are more likely to share this view than older respondents. 45 per cent of female and 56 per cent of male respondents stated that they would not like to see more women in national politics. A statistically significant trend was noted in terms of responses across different age groups: younger people are less likely than older respondents to support the idea of more women in national politics – 53 per cent of those aged 18-39 are opposed to seeing more women in national politics, compared to 48 per cent of those aged 50-59 and 41 per cent of those aged 60+. Views on women in local or community politics are more positive. Half of respondents want to see more women in politics at these levels, while 38 per cent disagree. However,

as with national politics, there is a statistically significant divide among views of respondents belonging to different age groups, with younger respondents tending to be less supportive than older respondents. Over 40 per cent of respondents aged 18-39 do not want to see more women in local or community politics, compared to 33 per cent of those aged 50-59 and 26 per cent of those aged 60+.

Many respondents did not grow up with positive female role models but one in ten respondents mentioned politicians as a role model. 29 per cent of respondents did not recall having a woman whom they admired when growing up (see Table A.3 below). Of those who did have a female role model, a school-teacher, a celebrity (actor, pop-star) or a politician were mentioned among the most frequent responses.

FIGURE A.3
Female role models¹



Household and family



Unpaid domestic and care work

Women are perceived to have more responsibility than men for unpaid domestic and care work. As shown in Figure A.4, 88 per cent of female and 77 per cent of male respondents answered that women in their family were mainly responsible for unpaid domestic work (such as cleaning, cooking and laundry). 61 per cent of female and 40 per cent of male respondents answered the same regarding caregiving. Men are slightly more likely to believe that they contribute to these tasks, with 19 per cent of male respondents (compared to 12 per cent of female respondents) thinking of domestic work as a shared responsibility and 41 per cent of male respondents (compared to 30 per cent of female respondents) thinking of care work as a shared responsibility. Male respondents are less likely than female respondents to believe it is a key part of their role as a man/woman to be actively

involved in day-to-day childcare – 68 per cent of male respondents stated that this was a key part of the role, compared to 98 per cent of female respondents. Although over 95 per cent of both male and female respondents agreed that it was a key part of their role as a man/woman to be involved in developmental activities for their children (leisure activities and educational development).

During FGDs, many participants validated the perception that women continued to bear the primary responsibility for unpaid domestic and care work

“For example, in my father’s house, when my mother was at work, my father always rushed her to come back as soon as possible. Even if the dinner was ready, he did not heat it up,

because he is a man. Or even press a button to turn on the washing machine” (a group of displaced people, Goris, female, 25 years old).

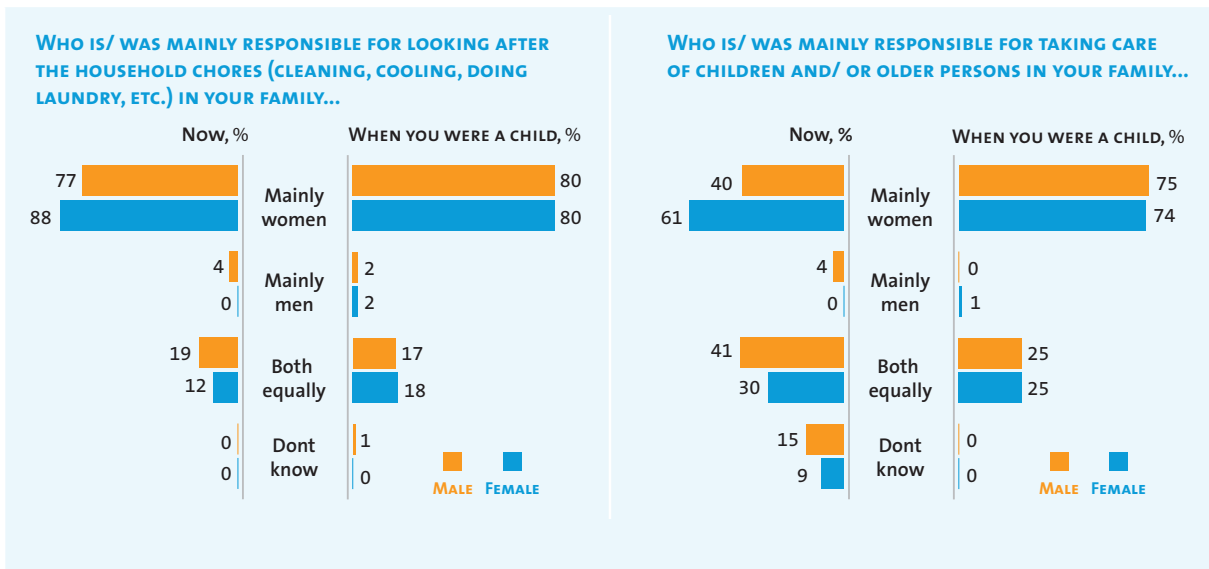
The current views of female and male respondents on unpaid domestic work do not differ significantly from their childhood experiences, however, both women and men are more likely to say that care work is a shared task in the families now compared to when they were a child. 30 per cent of female and 41 per cent of male respondents answered that care work duties were shared responsibilities in their family now, compared to 25 per cent of both women and men who perceived care work to be a shared responsibility during their childhood. On the other hand, for domestic work, 18 per cent of women and 17 per cent

of men believe that this task was shared when they were children compared to 12 per cent of women and 19 per cent of men who perceive it as shared now.

In FGDs, some female participants acknowledged that they would like their partners to be more proactive in taking care of the children:

“It is common for [my husband’s] family that the mother should take care of the child and take care of his upbringing, and the father is so-so. He saw this in his family. This has been passed down to him through generations. I would like him to be more involved in the upbringing of the child” (a group of displaced people, Yerevan, female, 46 years old).

FIGURE A.4
Unpaid domestic and care work responsibilities: trends of female and male engagement over time



Female and male respondents overall consider it important to have at least one son in the family, but they believe that both boy and girl children should be treated the same. Survey results suggest that having a son is important for both female and male

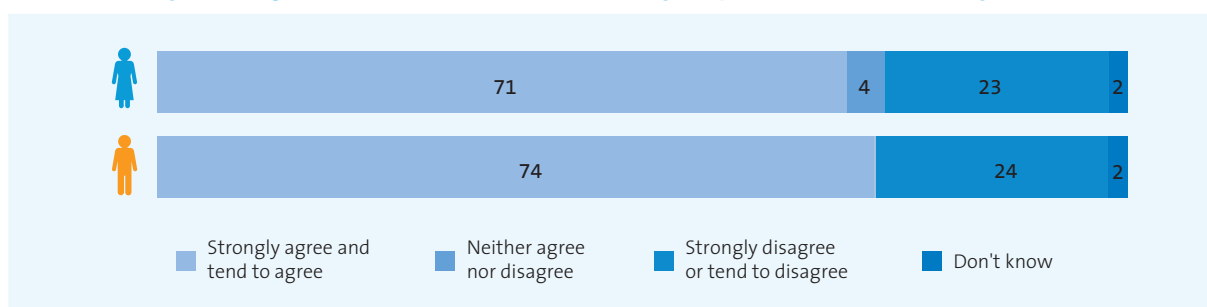
respondents, with 71 per cent of female respondents and 74 per cent of male respondents strongly agreeing or tending to agree with this (see Figure A.5). This view is consistent across all age groups.

At the same time, both female and male respondents overwhelmingly rejected the idea of treating sons and daughters differently – 100 per cent of female and 99 per cent of male respondents strongly believe or tend to believe that the education of daughters and sons

is equally important, and 89 per cent of female and 83 per cent of male respondents strongly believe or tend to believe that any inheritance should be shared equally between daughters and sons.

FIGURE A.5

In our country, having at least one son is seen as very important for the family, %



Male parental leave rates remain low. Only 14 per cent of male respondents confirmed that they took parental leave for the birth of their last child, and 21 per

cent of female respondents reported that their child's father took leave when the child was born.

Decision-making in the family

Respondents largely perceive that decision-making in the family about expenditure is shared but female and male respondents have different views regarding who has the final say in the household. 74 per cent of female and 66 per cent of male respondents agree that they should jointly be responsible for taking decisions on day-to-day expenditures. A similar percentage of respondents (76 per cent of women and 64 per cent of men) feel the same about larger decisions,

such as investments. However, while 50 per cent of female respondents believe that the final say in the home should be shared, only 29 per cent of male respondents agree, with 68 per cent believing that the final say belongs to the man.

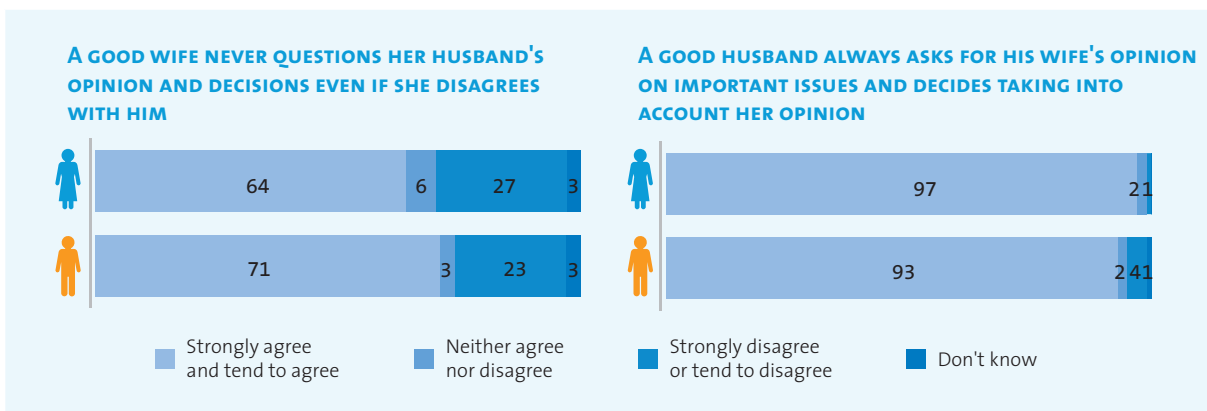
In FGDs, some participants endorse the view that both women and men have agency when it comes to decision-making on expenditure:

"It depends whether these are decisions on day-to-day expenditures, or something big. If it is something big, then the decision is joint, and if it is day-to-day expenditures, then the decision is made by the one who is closer to the store" (a group of ethnic minorities, Armavir, male, 35 years old).

Most female (64 per cent) and male (71 per cent) respondents believe that a good wife should not question her husband, even if she disagrees with him. However, a more egalitarian trend was observed among younger respondents: 18-29 year old respondents are less likely to agree with this statement than

60+ year old respondents (58 per cent versus 77 per cent). Moreover, 95 per cent of respondents (with no noticeable difference between women and men) also believe that a good husband should take his wife's views into account when making decisions (see Figure A.6 below).

FIGURE A.6
Decision making in the family, %



Gender-based violence

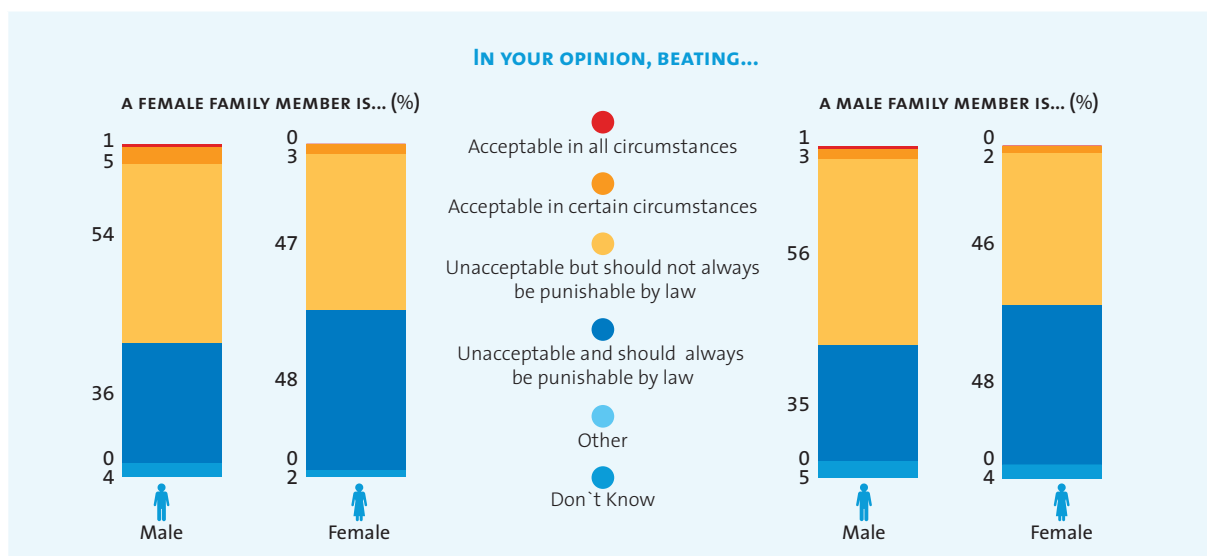


Attitudes to GBV

Most male and female respondents do not believe that physical violence towards a family member is acceptable. As shown in Figure A.7, 48 per cent of female and 36 per cent of male respondents believe that physical violence towards a female family member is unacceptable and should always be punishable

by law, while 47 per cent of female and 54 per cent of male respondents believe that it is unacceptable but should not always be punishable. Similar responses were observed in terms of violence towards a male family member.

FIGURE A.7
Attitudes towards violence in the family



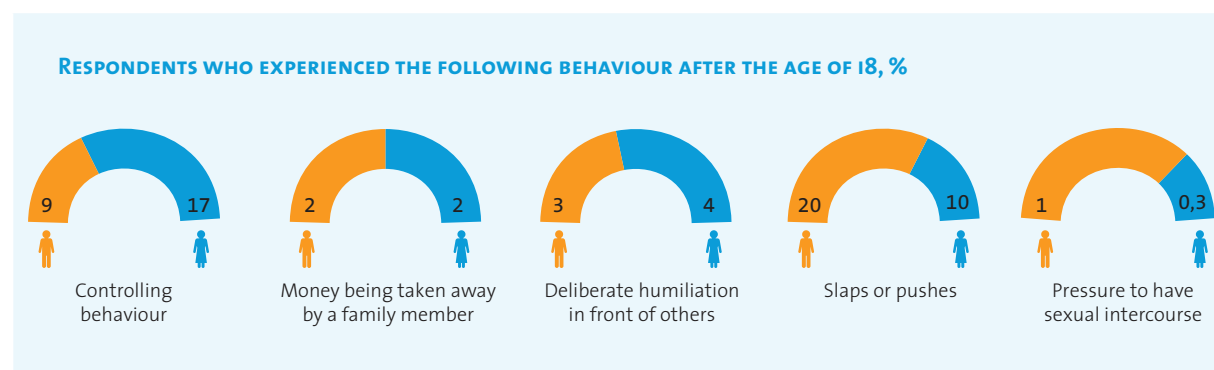
7 per cent of female and 10 per cent of male respondents witnessed their mother being hit in childhood, with around 1 per cent of respondents of either sex witnessing their mother being humiliated. 4 per cent of women and 11 per cent of men responded that they had been punched, kicked or slapped at some point during childhood. Of those who did experience violence in childhood, it occurred within the family in two out of three cases. Those who had experienced physical violence in childhood were more likely than

those who had not experienced violence to believe that physical violence should not always be punishable by law. Only one in four respondents who had experienced physical violence in childhood believe that violence should always be punished by law, compared to almost one in two respondents who had not experienced violence in childhood. A small percentage of respondents reported experiencing sexual violence in childhood – 1 per cent of female respondents and 0.3 per cent of male respondents.

In adulthood, physical and psychological violence were the most common types of violence reported by respondents. However, female respondents were slightly more likely to have experienced psychological violence than male respondents, while the latter were more likely to have experienced physical violence. 10

per cent of female and 20 per cent of male respondents reported experiencing physical violence (slaps or pushes) at some point in their adulthood (see Table A.8), while 17 per cent of female and 9 per cent of male respondents reported experiencing psychological violence in the form of controlling behaviour.

FIGURE A.8
GBV: respondent experiences in adulthood



Over 50 per cent of respondents believe that a woman should not be blamed if sexual violence is committed against her. 54 per cent of respondents (with no noticeable difference between women and men) strongly agree or tend to agree that in a case of sexual violence it is unacceptable to blame a woman for her

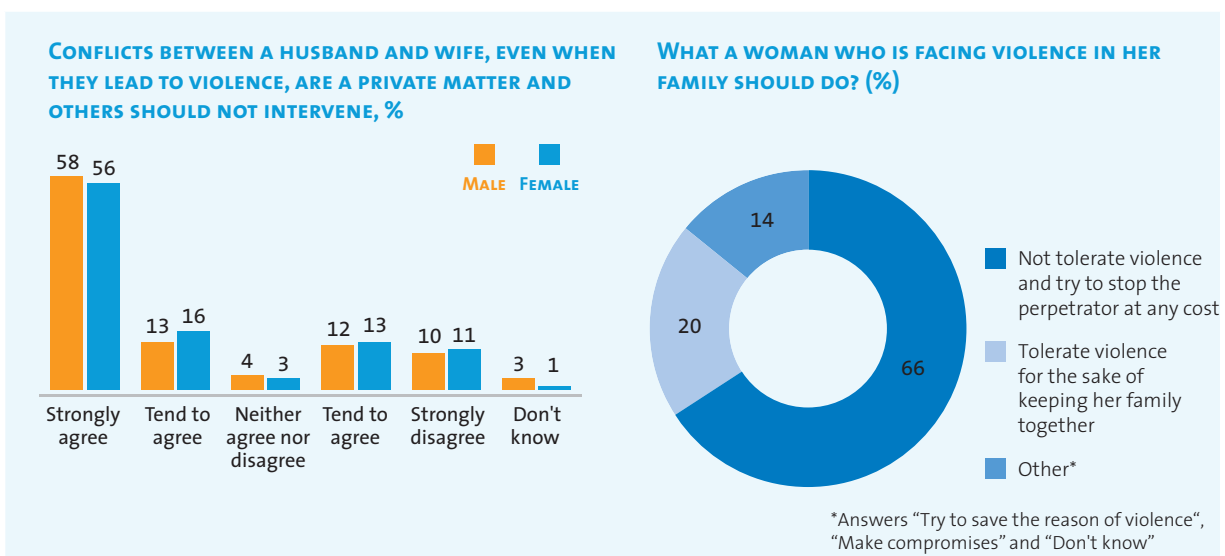
clothes, drinking, behaviour, reputation or anything else. The youngest group of respondents is more likely to agree with this view – 58 per cent of respondents aged 18-29 believe that blaming a woman is unacceptable, compared to 41 per cent of those aged 60+.

Responses to GBV

Almost three in four respondents believe that conflict (even one involving violence) between a husband and wife is a private matter. One in five believes that a woman should tolerate violence in order to keep the family together. 72 per cent of female and 71 per cent of male respondents believe that conflicts between a husband and wife should remain a private matter, even when violence is involved (see Figure A.9). This result was consistent across all age groups. 17 per cent of female and 23 per cent of male respondents

stated that a woman should tolerate violence for the sake of keeping her family together. Younger people are less likely to think this, with only 17 per cent of respondents aged 18-29 agreeing as opposed to 24 per cent of respondents aged 60+. Of the 66 per cent of respondents who say that women should not tolerate violence, two thirds believe that conflicts in a couple (even those which lead to violence) should be a private matter.

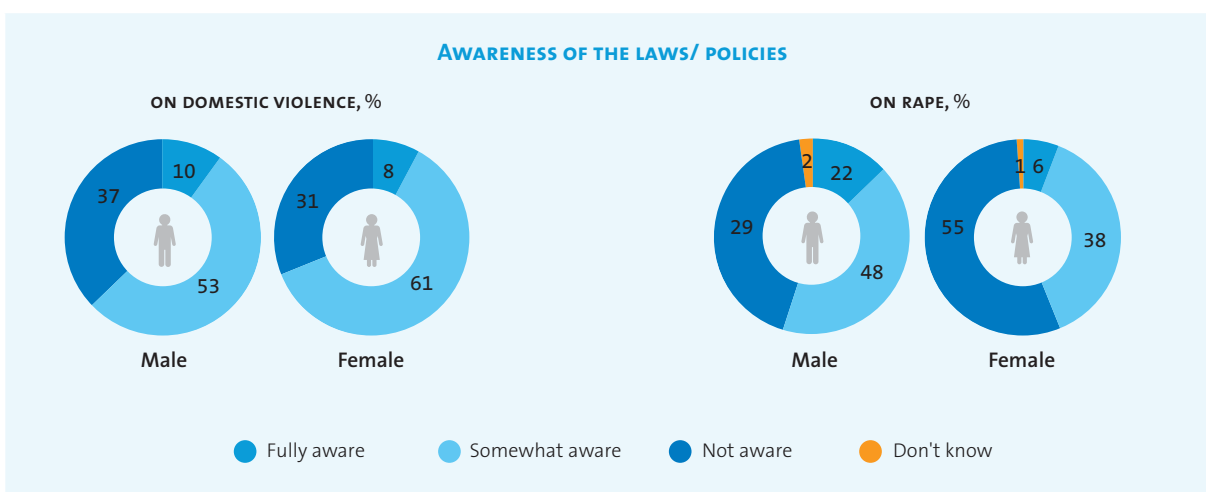
FIGURE A.9
Responses to domestic violence



Respondents reported generally low knowledge about the laws and legal remedies relating to domestic violence and rape. As shown in Figure A.10, about one in ten respondents stated that they were fully aware of legal provisions on domestic violence and rape, compared to 34 per cent and 50 per cent of respondents who stated that they were not aware of the respective legal provisions. Female respondents were slightly

more likely than male to report being aware of legislation on domestic violence (69 per cent stated that they were somewhat or fully aware, compared to 63 per cent of male respondents) but less likely to report being aware of legislation on rape (44 per cent stated that they were somewhat or fully aware compared to 55 per cent of male respondents).

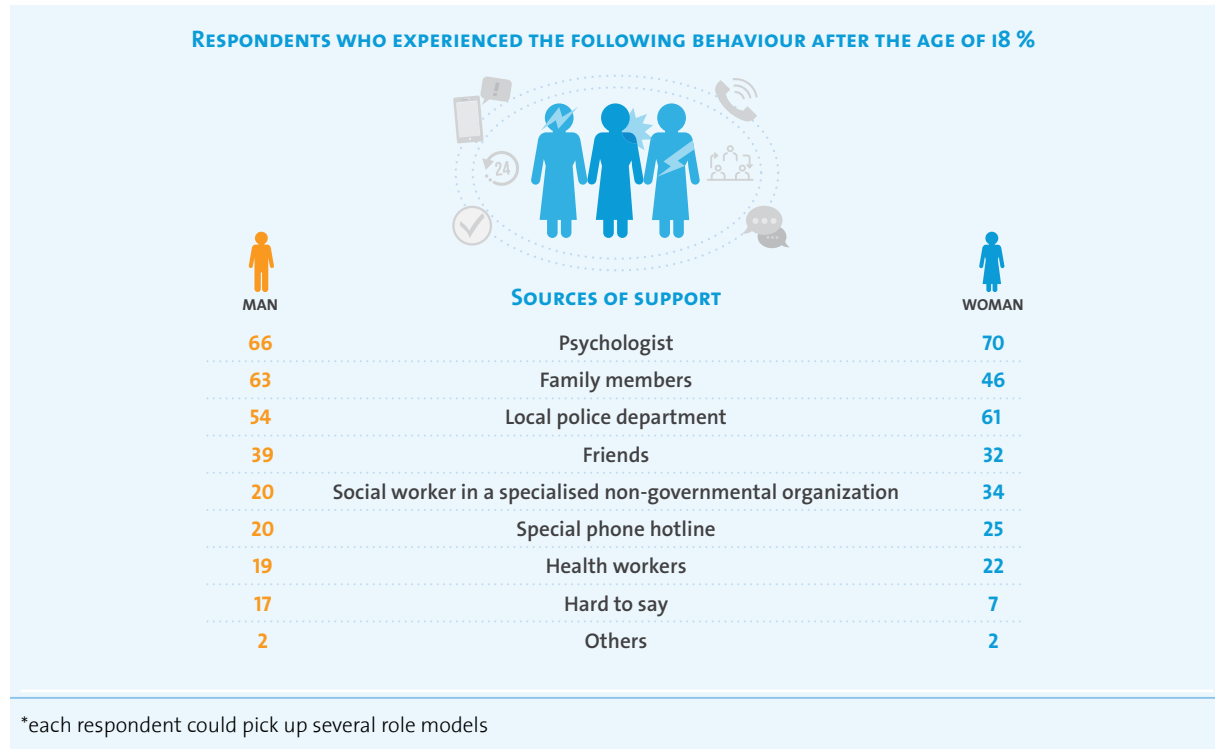
FIGURE A.10
Reported awareness of GBV legislation



Respondents perceive psychologists to be the most effective source of support when combatting GBV: 70 per cent of female and 66 per cent of male respondents named psychologists as an effective source of help (see Table A.11). Apart from psychologists, female

respondents are more likely than male respondents to turn to their local police department (61 per cent of women versus 54 per cent of men), while male respondents are more likely to consult family members (63 of men versus 46 of women).

FIGURE A.11.
GBV: sources of support



Sexual relationships and reproductive health



Attitudes towards sexual relationships

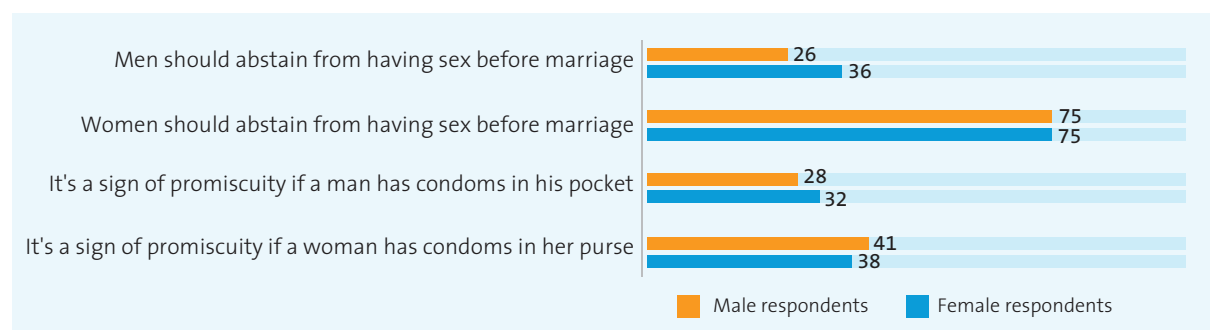
Respondents are more likely to believe that women should abstain from sex before marriage than men. As shown in Figure A.12, respondents are more likely to believe that a woman should abstain from sex before marriage (32 per cent) than a man (75 per cent). Female respondents are just as likely as male respondents to agree that women should abstain from sex before marriage, although they are slightly more likely than male respondents to agree with male abstinence. Respondents aged 29 and under are slightly less likely to agree with either statement but display similar double standards – 26 per cent of respondents aged 18-29 believe that men should abstain, while 70 per cent believe the same about women.

Women carrying condoms are more likely to be seen as promiscuous than men. 38 per cent of female and 41 per cent of male respondents believe that a woman carrying a condom is promiscuous, compared to 32 per cent of female and 28 per cent of male respondents who believe the same for a man. These numbers are slightly lower among the younger generation and significantly lower among those with a higher education. Between 20 and 30 per cent of respondents who had a higher education believe that carrying a condom by a woman or man is a sign of promiscuity, compared to 36-45 per cent of those respondents without a higher education.

FIGURE A.12.

Attitudes towards sexual norms

Strongly agree' and 'tend to agree' responses only, %



The majority of respondents are opposed to sex between same sex partners. 85 per cent of respondents are opposed to same sex sexual relationships, with no noticeable differences between respondents' sex, age group, type of settlement or level of education.

In the FGDs, participants often displayed a reluctance to discuss sexual education or acknowledged that they had not discussed it with their own parents/children:

“My mother did not talk to me on this topic, but I think that I will have such a conversation with my daughter...as for me and many in my environment, nobody talked to us on this topic” (a group of ethnic minorities, Ararat region, female, 35 years old).

“What you are talking about [sexual education], they want to bring it to schools. I hope this does not happen. We are a traditional nation, and this is not necessary. There is a lot of bad things right now, no need to add more” (a group of persons with disabilities, Ararat region, male, 51 years old).

Decision-making in reproductive health

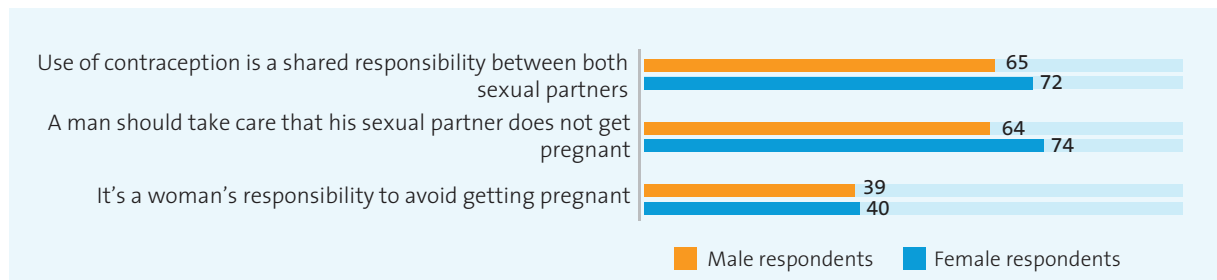
Contraception is generally viewed as a shared responsibility, with men considered to have greater responsibility for preventing unwanted pregnancy of their partner. As shown in Figure A.13, 69 per cent of respondents believe that use of contraception is a shared responsibility, with female respondents slightly more likely to believe this than male respondents (72 per cent versus 65 per cent).

72 per cent of female and 64 per cent of male respondents strongly believe or tend to believe that it is a man’s responsibility for preventing pregnancy of his sexual partner, while about 40 per cent of female and male respondents believe it to be a woman’s responsibility.

FIGURE A.13.

Attitudes towards contraception use

‘Strongly agree’ and ‘tend to agree’ responses only, %



Respondents feel that women should have agency when it comes to using contraception during sex. In the scenario posed (the man does not want to use contraception during sex but the woman does not want to fall pregnant), only 5 per cent of female and 11 per cent of male respondents believe that the woman should simply agree with the man and have sex. 51 per cent of female and 37 per cent of male respondents believe that the woman should use alternative contraception, while 19 per cent of female and 18 per cent of male respondents believe that she should refuse

to have sex if the man continues to refuse to use contraception.

Respondents have controversial views on abortion, but men are twice as likely than women to think that a woman should never have a choice. 18 per cent of male respondents believe that women should never have the choice of abortion, compared to 9 per cent of female respondents. Conversely, 26 per cent of female respondents believe that women should always have the choice – a view shared by only 15 per cent of male respondents.

Recommendations

The study has revealed some positive findings in terms of gender equality norms and perceptions in Armenia but also identified shortcomings and bottlenecks which hold back further progress. Based on the findings of this study, the following recommendations aim to further tackle gender equality norms and perceptions in Armenia:

This study has revealed some positive findings in terms of gender equality norms and perceptions in Armenia but also identified shortcomings and bottlenecks which hold back further progress. Based on the findings, the following recommendations aim to further tackle gender equality norms and perceptions:

Overarching gender perceptions

- ▶ Work with governments, civil society and the private sector to break gender norms and stereotypes in all areas of life, as an essential means to eradicating gender-based discrimination and promoting the economic and social benefits of gender equality in society;
- ▶ Build the capacity of key actors across media platforms to ensure messages do not reproduce or promote gender stereotypes and encourage diversity and equality in society, e.g. in Armenian soap operas;
- ▶ Promote gender equality in the national education system, including by removing gender stereotypes from learning materials, running specific courses on gender equality, sexuality and non-violence, gender-responsive career counselling and training teachers and school staff in gender equality;

Employment and leadership

- ▶ Work with employers and trade unions in the public and private sector to improve work-life balance and promote flexible work arrangements for employees with care responsibilities;

- ▶ Run information and awareness raising campaigns featuring working mothers with a view to strengthening this norm in Armenian society;
- ▶ Implement empowerment tools and programmes (e.g. quotas, leadership programmes) to facilitate women's career advancement and achieve equality in leadership positions;
- ▶ Conduct further analysis into overall attitudes, and those of younger people in particular, towards women in both national and local politics;
- ▶ Raise the profile of women business leaders through communications campaigns;
- ▶ Raise awareness of legal paternity and parental leave provisions and encourage fathers to use them, including renowned politicians, business leaders and civil servants.

Household and family

- ▶ Promote positive and egalitarian images of women and men's roles in the family and society, including by highlighting the value of men's involvement in unpaid domestic work, child care and elder care, in collaboration with government, civil society and media providers;
- ▶ Develop and upgrade early childhood and long-term care programmes and infrastructure to revert the disproportionate domestic and care work burden shouldered by women throughout their productive lives;

Gender-based violence

- ▶ Conduct awareness raising campaigns to break stereotypes about GBV in society, underscoring its criminal nature, with a particular focus on sexual violence;
- ▶ Conduct a gap analysis of existing GBV legal frameworks and implementation processes;
- ▶ Increase awareness and understanding among the population of the relevant Armenian

legislative measures regarding domestic violence, rape, harassment, and sexual misconduct;

- ▶ Undertake further analysis of the work done by institutional sources of support most trusted by respondents (e.g. psychologists, the police) in the area of GBV, with a view to build their capacity in this area;
- ▶ Promote the different sources of support available to survivors and perpetrators of GBV;
- ▶ Engage media providers to improve and expand their coverage of GBV, including by covering GBV cases publicly, to ensure society is aware of the police and justice sector responses;

Sexual relationships and reproductive health

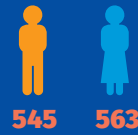
- ▶ Conduct communications and awareness raising campaigns aimed at eradicating anti-LGBTIQ+ attitudes, as well as sexual double standards related to sex before marriage and carrying contraception;

- ▶ Work with the government, civil society and health and education professionals to provide and promote access to factual and impartial information on sexual and reproductive health and contraception, including through comprehensive sexuality education;
- ▶ Implement campaigns aimed at realizing women's agency over their bodies, including by tackling stereotypes on abortion never being a woman's choice.

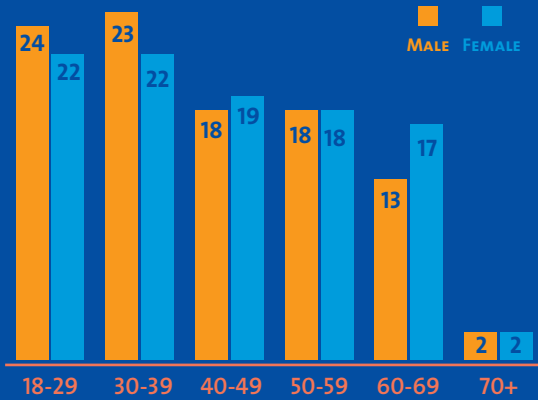
As a general point, when implementing any of the above recommendations, it is important to make sure that these are open to and inclusive of women and girls who might be facing multiple and intersecting forms of discrimination due to their ethnic, religious background, sexual orientation or gender identity, or lack of knowledge of Armenian language.

B. AZERBAIJAN

NUMBER OF RESPONDENTS

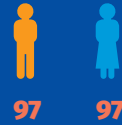


RESPONDENTS BY AGE %

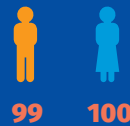


MAIN ETHNIC GROUP AND RELIGION %

AZERBAIJANIS



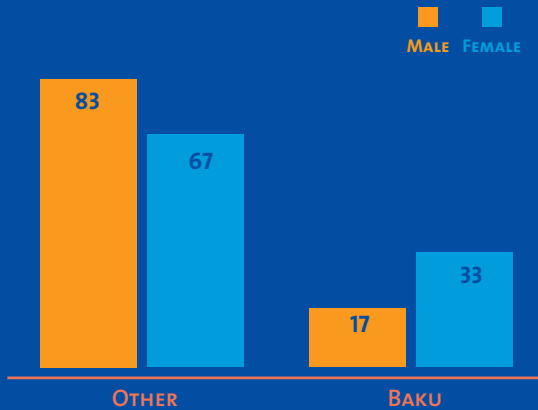
MUSLIM



- ▶ The study reached 4108 people living in different parts of Azerbaijan, with roughly equal representation of men and women (49 and 51 per cent)

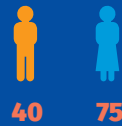
- ▶ 83 per cent of the respondents were in the 18-59 age group and could be considered as part of the economically active population
- ▶ 97 per cent of the survey respondents identified themselves as Azerbaijani
- ▶ 99 per cent of those interviewed identified themselves as Muslim

RESPONDENTS BY REGION %

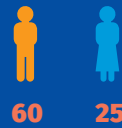


RESPONDENTS BY AREA %

URBAN

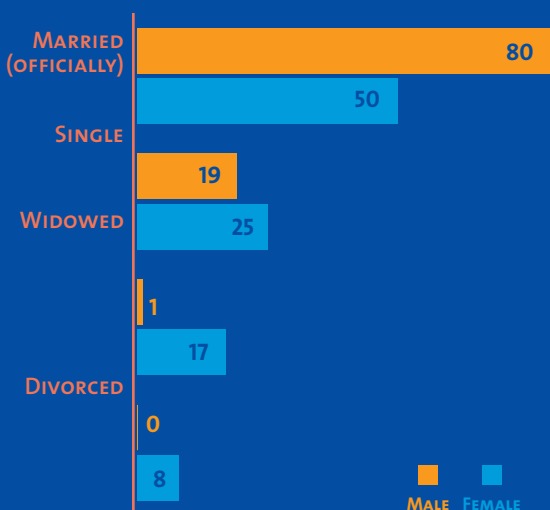


RUURAL



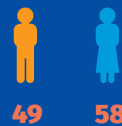
- ▶ Most of the survey respondents resided in urban areas (58 per cent). 25 per cent of respondents were from Baku

RESPONDENTS BY RELATIONSHIP STATUS %

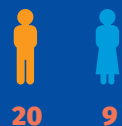


RESPONDENTS BY AGE OF THEIR CHILDREN %

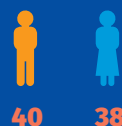
NO CHILDREN UNDER 17



WITH CHILDREN UP TO 6

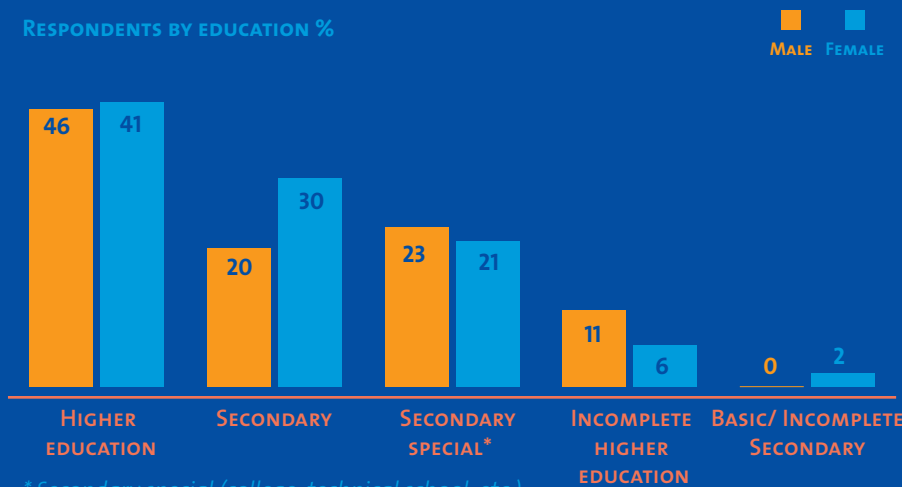


WITH CHILDREN AGED 7-17



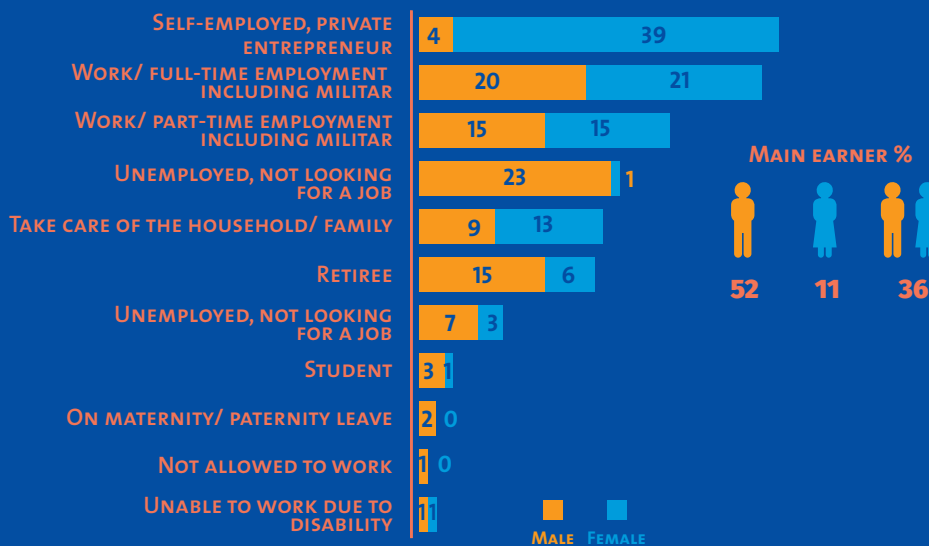
- ▶ The majority of men respondents (80 per cent) were married, as were 50 per cent of women respondents
- ▶ The majority of respondents (54 per cent) indicated that they had no children under 17 years old

RESPONDENTS BY EDUCATION %

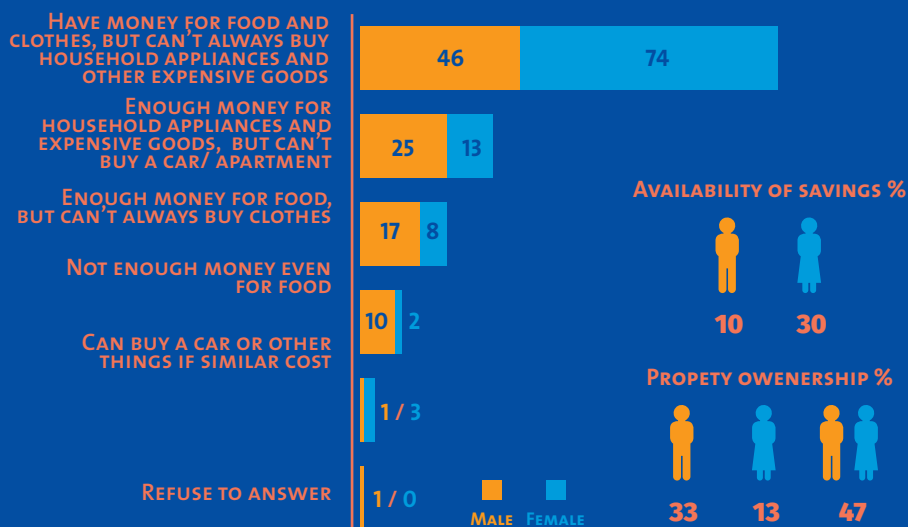


* Secondary special (college, technical school, etc.)

RESPONDENTS BY EMPLOYMENT STATUS %



RESPONDENTS BY HOUSEHOLD INCOME %



▶ 30 per cent of respondents indicated that they had a higher education (including incomplete higher education). Overall, 41 per cent of female respondents had a secondary education, while 30 per cent had a secondary-special education. The distribution of men was slightly different: more men had a secondary education (46 per cent) and fewer men had a secondary-special education (20 per cent)

▶ The employment rate was 60 per cent among those who were surveyed and the majority of them (60 per cent) were men. 24 per cent of women claimed to be unemployed but not looking for a job. 13 per cent of men and 9 per cent of women were occupied in taking care of the household and family

▶ More than half (52 per cent) of surveyed respondents claimed that men's earnings were the largest component of family income, although women were slightly less likely to agree than men. 36 per cent of respondents reported that men and women contributed equally to the household income.

▶ Over half of respondents (60 per cent) said that they always had money for food and clothes, but that they could not always buy household appliances and other expensive goods. Around 13 per cent of respondents in Azerbaijan indicated that their total household income was enough for buying food, but not always enough to buy clothes. A small number of respondents (below 2 per cent) claimed that they could afford to buy a car or similarly expensive goods.

▶ The majority of respondents (66 per cent) had no personal savings. 14 per cent refused to answer. Women were more likely to have savings than men (30 per cent versus 10 per cent).

Summary of key findings

Overarching gender perceptions

- ▶ **Female respondents (49 per cent) are more likely than male respondents (38 per cent) to think that women and men are more equal in Azerbaijan than when they were children.** One in three respondents (both women and men) think that the situation has not changed and only 17 per cent of female and 19 per cent of male respondents believe that women and men are now less equal than in their own childhood.
- ▶ **Respondents expressed controversial views regarding the social impact of gender equality.**

About one in three respondents believe that more rights and jobs for women mean fewer rights and jobs for men, while one in three disagree with this view. There is no significant difference between male and female responses.

- ▶ **69 per cent of female respondents believe that gender equality can benefit the country's economy, a view shared by only 34 per cent of male respondents.**

Employment and leadership

- ▶ **Participating in the labour market is important for both male and female respondents in Azerbaijan; however, women are more likely to face constraints in terms of perceptions of their access to and growth within the labour market.** 65 per cent of women and 81 per cent of men agree that having a job is a key part of their identity. However, 52 per cent of male respondents also believe that it is better for a pre-school child if her/his mother does not work, a view shared by 41 per cent of female respondents. 68 per cent of female and 39 per cent of male respondents agree that it is more important for a man to advance in his career than for a woman.
- ▶ **Men tend to be perceived as more capable in terms of their performance in business roles, and male respondents are more likely to disagree that women and men can do any job with the same level of success.** 45 per cent of all respondents (women and men) believe that men are more likely to perform better in a top business role. At the same time, 37 per cent of respondents (36 per cent

of women and 39 per cent of men) believe that a person's gender makes no difference in terms of their performance in a top business role. Only 29 per cent of male respondents (versus 58 per cent of female respondents) believe that women and men could tackle all jobs in any industry or sector with the same degree of success.

- ▶ **Female respondents are over three times more likely than male respondents to be comfortable working for a female boss.** 68 per cent of female and 17 per cent of male respondents stated that they would personally be comfortable working for a female boss, while 7 per cent of female and 45 per cent of male respondents would not feel comfortable.
- ▶ **68 per cent of female and 50 per cent of male respondents believe that men perform better in top political roles.** However, about half of all female respondents wish to see more women represented in national or local politics, a view shared by less than one in five male respondents.

Household and family

- ▶ **Women are still perceived to have more responsibility than men for unpaid domestic and care work – a view shared particularly by female respondents.** Over 90 per cent of female respondents answered that the women in their family were mainly responsible for unpaid domestic work (such as cleaning, cooking and laundry) and care work. Male respondents were less likely to agree – 57 per cent of male respondents believe that women are mainly responsible for domestic work and only 46 per cent of male respondents believe that women are mainly responsible for care work.
- ▶ **Male and female respondents hold different views on decision-making in the home.** 48 per cent of female respondents stated that they were responsible for decision-making on daily expenditure.

Male respondents, on the other hand, are more likely to think that this decision-making is shared (40 per cent) or is the man's responsibility (37 per cent). In terms of who should have the final say in the family, 47 per cent of female and 64 per cent of male respondents believe that it should be taken by men, with 33 per cent of female and 26 per cent of male respondents believing that it is a shared responsibility.

- ▶ **68 per cent of female respondents believe that a good wife should not question her husband, even if she disagrees with him.** This view is shared by 45 per cent of male respondents. However, 80 per cent of female and 48 per cent of male respondents believe that a good husband should take his wife's views into account when making decisions.

GBV

- ▶ **Physical and psychological violence were the most common types of violence experienced by respondents.** Female respondents were more likely to report experiencing both types of violence than male respondents.
- ▶ **One in ten respondents witnessed their mother being hit, and one in six respondents witnessed their mother being humiliated in childhood. Female respondents were more likely to report this than male.** 16 per cent of female and 5 per cent of male respondents witnessed their mother being hit, while 24 per cent of female and 8 per cent of male respondents witnessed their mother being humiliated.
- ▶ **63 per cent of female and 50 per cent of male respondents believe that conflict between a husband and wife is always a private matter, even if it leads to violence.**
- ▶ **Reported awareness of laws on GBV and rape is low.** About 5 per cent of female and about 10 per cent of male respondents reported being fully aware of legal provisions on domestic violence and rape, respectively. 46-52 per cent of female respondents and 37-46 per cent of male respondents reported being not at all aware of the relevant legal provisions for domestic violence and rape, respectively.

Sexual relationships and reproductive health

- ▶ **Respondents are more likely to think that women should abstain from sex before marriage than men.** More than three in four respondents believe that women should abstain from sex before marriage, while 54 per cent of female and 25 per cent male respondents believe that men should abstain. 54 per cent of female and 63 per cent of male respondents believe that if a woman is carrying condoms, it is a sign of promiscuity, compared to 38 per cent of female respondents and 25 per cent of male respondents when asked the same question about a man carrying a condom.
- ▶ **Most respondents are opposed to sex between same sex partners, but younger respondents are less likely to be opposed.** 86 per cent of

respondents (78 per cent of women and 95 per cent of men) are opposed to sex between same sex partners. However, younger respondents are more likely to believe that same sex relations are acceptable.

- ▶ **Female respondents are more likely to believe that men bear responsibility for avoiding unwanted pregnancy of their partner.** Most female and male respondents strongly believe or tend to believe that it is a woman's responsibility to avoid getting pregnant. However, 84 per cent of female respondents believe that a man should make sure his partner does not become pregnant, while only 43 per cent of male respondents agree.

Employment and leadership



Women's economic empowerment

Participating in the labour market is important for both male and female respondents in Azerbaijan; however, women are more likely to face constraints in terms of perceptions of their access to and growth within the labour market. As shown in Figure B.1, 65 per cent of female and 81 per cent of male respondents agree that having a job is a key part of their identity. Similarly, 62 per cent of respondents consider it equally important for their daughters and their sons to get good jobs, although women are almost twice as likely to think this than men (79 per cent versus 45 per cent).

However, 52 per cent of male respondents strongly agree or tend to agree that it is better for a pre-school child if their mother does not work, a view supported by 41 per cent of female respondents. Moreover, one in two respondents perceive career progression within the labour market to be more important for men than for women, with female respondents (68 per cent)

more likely to agree with this than male respondents (39 per cent). The youngest group of respondents is less likely to agree with this statement – only 39 per cent of those aged 18-29 believe that career advancement is more important for men compared to 65 per cent of those aged 60+.

Most male respondents do not believe that jobs in any industry or sector can be done by women and men with the same success. Only 29 per cent of male respondents believe that women and men could tackle all jobs with the same degree of success. Female respondents are twice as likely to believe that women and men could do any job equally well, with 58 per cent strongly or tending to agree with this statement. There is no consistent trend across different age groups.

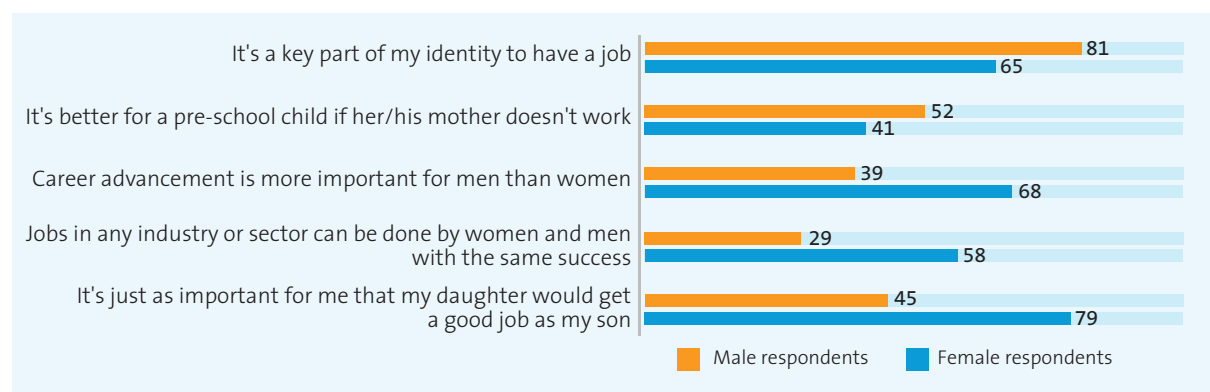
FGD participants were open about the some of the difficulties faced by women trying to advance in their careers:

“It [access to labour market] is more difficult for women as men can work anywhere and in any shift” (a group of single mothers, Aran, female, 32 years old).

FIGURE B.1

Gender perceptions of the labour market

‘Strongly agree’ and ‘tend to agree’ responses only,



Women in leadership

Men tend to be perceived as more capable in terms of their performance in top business and political roles.

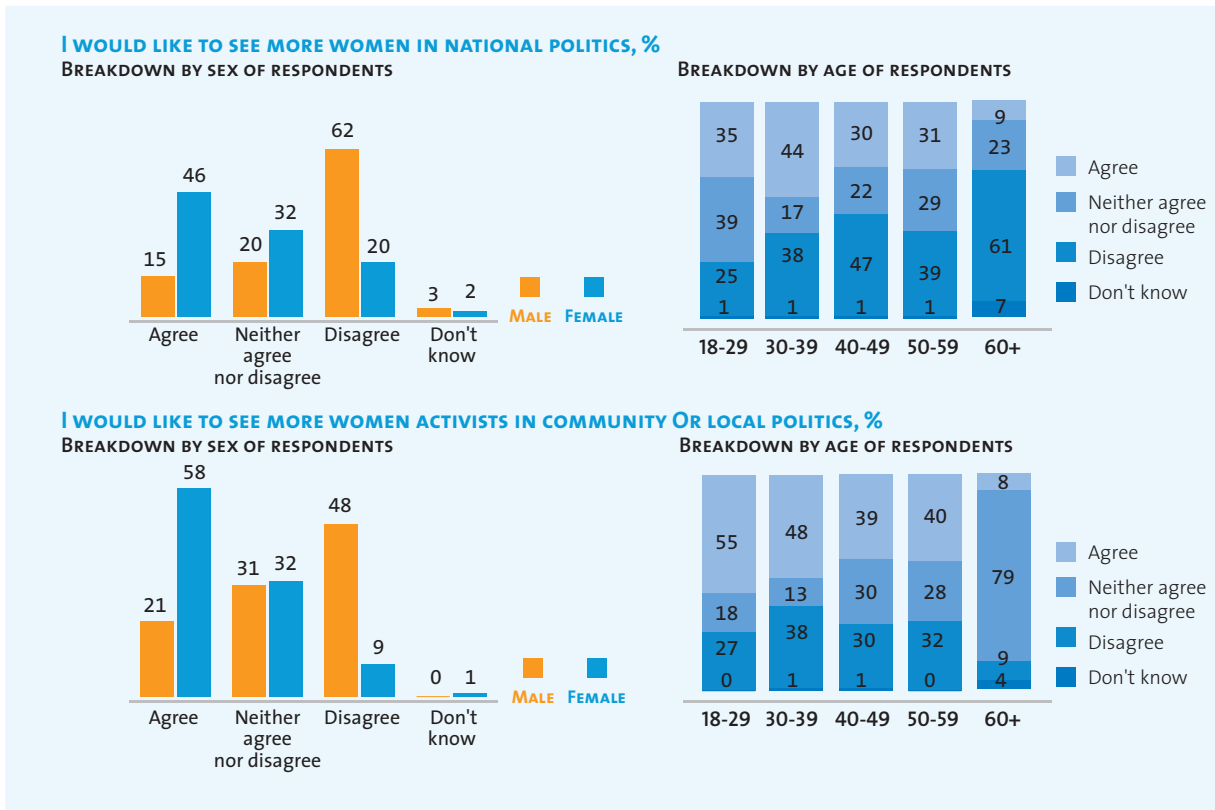
45 per cent of respondents believe that men are more likely to perform better in a top business role, while 37 per cent of respondents believe that a person's gender makes no difference in terms of their performance in a top business role. There was no significant difference between male and female responses. Female respondents are more likely to believe that men perform better in top political roles – 68 per cent of female respondents believe that men perform better, compared to 50 per cent of male respondents.

Female respondents are over three times as likely as male respondents to be comfortable working for a female boss. 68 per cent of female respondents and 17 per cent of male respondents stated that they would personally be comfortable working for a female boss, while 7 per cent of female and 45 per cent of male respondents would not feel comfortable. The youngest

age group of respondents – 18-29 year olds – are statistically more likely to be comfortable working for a woman, with 52 per cent strongly or tending to agree with the statement as opposed to the average of 43 per cent across all age groups.

Female respondents are also three times as likely to want to see more women in politics. 46 per cent of female respondents stated that they would like to see more women in national politics, compared to 15 per cent of male respondents. The same overall trend was observed when it came to community or local politics – 58 per cent of female respondents would like to see more female politicians at this level, a view shared by 21 per cent of male respondents. There is a statistically significant difference in responses to these questions across different age groups of respondents, with younger people more likely to want to see more women in politics (see Figure B.2 below).

FIGURE B.2
Perceptions of women in politics

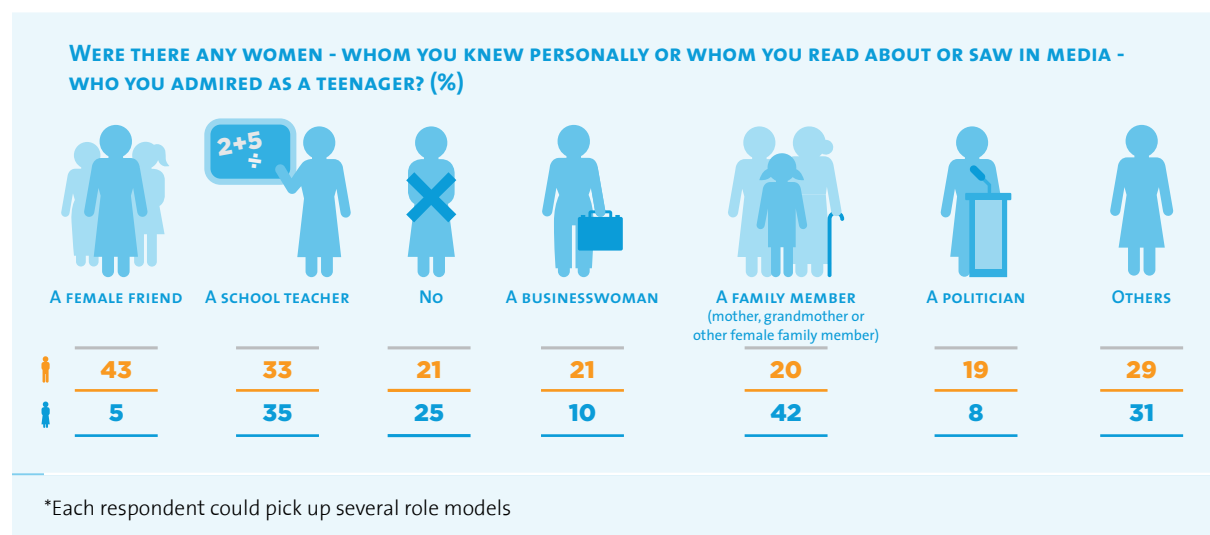


One in three respondents mentioned a family member or schoolteacher as a role model. 23 per cent of respondents did not have a female role model as a teenager. Of those who had a role model growing

up, these were often family members, celebrities or schoolteachers. Men were twice as likely to mention a politician or businesswomen as a role model than women.

FIGURE B.3

Female role models



Household and family



Unpaid domestic and care work

Women are still perceived to have more responsibility than men for unpaid domestic and care work. As shown in Figure B.4, 92 per cent of female respondents answered that the women in their family were mainly responsible for domestic work (such as cleaning, cooking and laundry), with only 8 per cent considering that the tasks were shared equally between women and men. Male respondents are slightly less likely to share this view. 57 per cent of male respondents believe that women are mainly responsible for unpaid domestic work, while 25 per cent believe that these tasks are shared equally. In terms of care work responsibilities, female respondents are twice as likely to believe that women are mainly responsible for these tasks than

male respondents. 91 per cent of female respondents believe that responsibilities for care work in their family lie mainly with women, a view shared by only 46 per cent of male respondents. Younger respondents are more likely to perceive both domestic and care work responsibilities as shared in their family – 30 per cent of respondents aged 18-29 stated that they shared domestic work equally (compared to the respondent average of 16 per cent), while 24 per cent stated that they shared care work responsibilities equally (compared to the respondent average of 17 per cent).

In FDGs participants tended to confirm that domestic work is mainly women's responsibility:

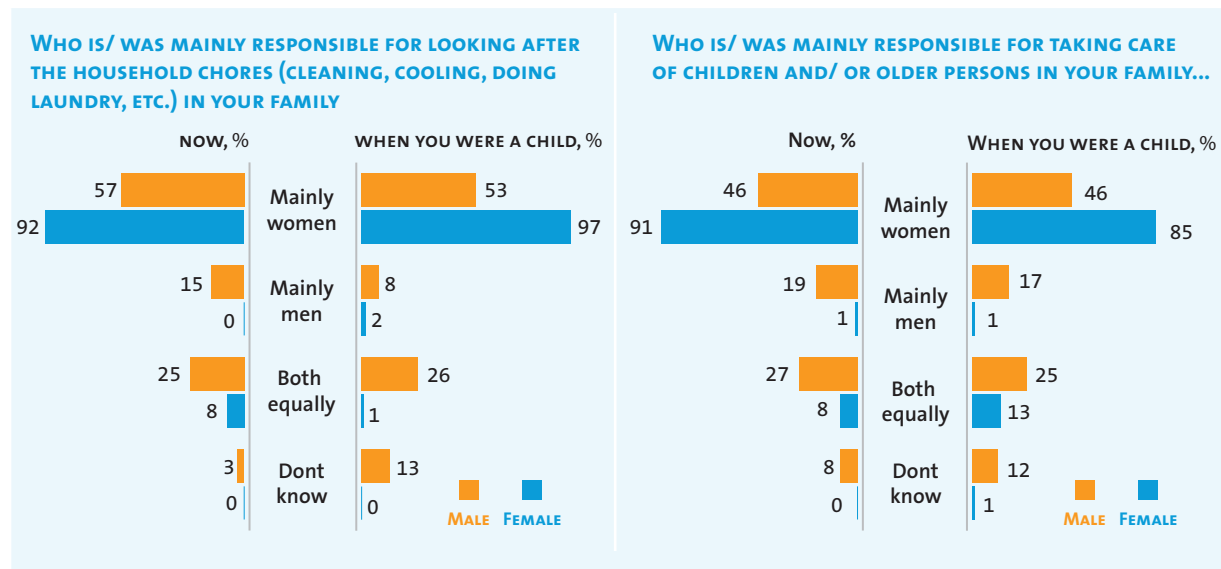
“Hard physical work, repairs around home is for men to deal with. Women should deal with cleaning and cooking. It cannot be any other way” (older persons, Lankaran, male, 56 years old).

“In our home my mother and wife are doing household chores. I can fix something if it gets broken. I think that plumbing, electricity or furniture moving works are only done by men. And women only cook, clean and do the laundry” (a group of internally displaced people, Baku, male, 45 years old).

Respondents aged 18-29 are more likely to believe that unpaid domestic work is shared now compared to their childhood. Overall, male and female respondents gave broadly consistent answers regarding the share of responsibilities now and when they were children. However, the youngest group of respondents

is twice as likely to perceive unpaid domestic work as shared in their family now, compared to their childhood. 17 per cent of respondents aged 18-29 believe that unpaid domestic work was shared in their childhood, compared to 30 per cent who believe that it is now shared.

FIGURE B.4
Unpaid domestic and care work responsibilities: trends of female and male engagement over time

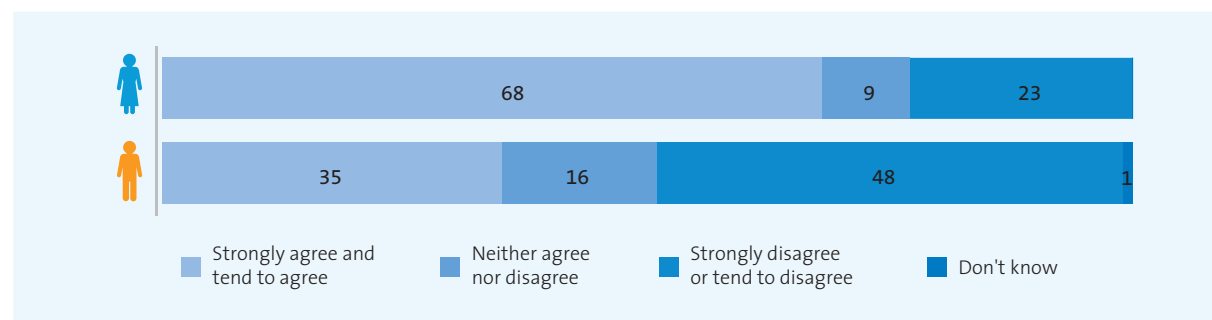


Two in three female and one in three male respondents believe that having at least one son is important. Survey results suggest that having a son is important for female respondents in particular, with 68 per cent of female respondents stating that they strongly agree or tend to agree with the statement (see Figure

B.5), as opposed to 35 per cent of male respondents. The youngest age group in the survey was less likely to believe that having a son was important – 33 per cent of the 18-29 year old respondent group strongly or tended to agree with this statement, compared to 64 per cent of those aged 50+.

FIGURE B.5

In our country, having at least one son is seen as very important for the family



Most female respondents rejected the idea of treating sons and daughters differently.

Female respondents strongly rejected the idea of treating sons and daughters differently – 89 per cent of female respondents believe that it is as important for daughters to get a good education as for sons, and 55 per cent of female respondents believe that any inheritance should be shared equally between daughters and sons. The views of male respondents are more divided – 34 per cent of male respondents strongly or tend to agree that educating daughters and sons equally is important, while 27 per cent disagree. As for inheritance, 42 per cent of male respondents strongly or tend to agree that it should be shared equally between sons and daughters, while 32 per cent disagree. These views are generally consistent across different age groups.

Very few men are taking parental leave, but uptake is a little higher among younger respondents.

Only 14 per cent of respondents (17 per cent of female respondents and 11 per cent of male respondents) said that they or their partners took paternity leave for the birth of their last child – however, this number rises slightly to 18 per cent among those respondents aged 18-29.

In FGDs, participants challenged the ideas of men taking paternity leave, given that men are usually breadwinners in the family:

“Personally, I don’t see it as normal [paternity leave]. Father should work as mother is already at home” (a group of internally displaced people, Aran, male, 41 years old).

Decision-making in the family

Female and male respondents tend to demonstrate different views on decision-making in the home.

48 per cent of female respondents stated that they were responsible for decision-making on daily expenditure, while 28 per cent believe that it is a shared responsibility. Male respondents, on the other hand, are more likely to think that this decision-making is shared (40 per cent) or the man’s responsibility (37 per cent). When it came to decision-making on big purchases or investments, 43 per cent of female respondents

believe that this is a shared responsibility, as do 57 per cent of male respondents. In terms of who should have the final say in the family, 47 per cent of female and 64 per cent of male respondents believe that this responsibility belongs to men, with 33 per cent of female respondents and 26 per cent of male respondents believing that it is a shared responsibility.

In FGDs, some male participants supported the view that men are the main decision-makers in the family:

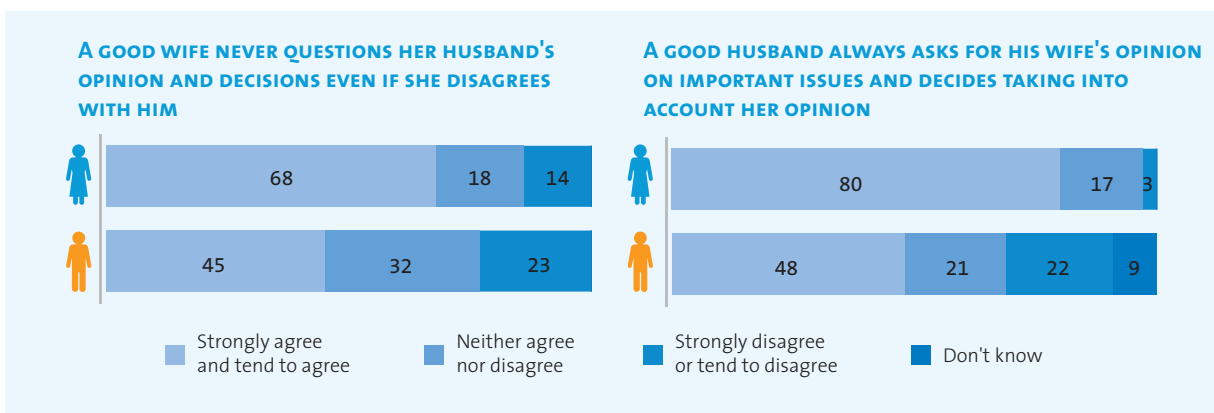
“I decide on large investments, and minor expenditures are controlled by my wife” (older persons, Aran, male, 56 years old)

“In every family a senior member is the decision-maker. As I am senior, I make decisions myself” (a group of internally displaced people, Ganja-Qazakh, male, 42 years old)

Most female respondents believe that a good wife should not question her husband, even if she disagrees with him. 68 per cent of female respondents strongly or tend to agree with the statement that a good wife should never question her husband’s opinions and decisions, regardless of her own views, a view shared by 45 per cent of male respondents. Respondents aged 18-29 are much less likely to agree

with this view, with only 46 per cent of this age group believing that a good wife should not question her husband. In addition, 80 per cent of female respondents and 48 per cent of male respondents believe that a good husband should take his wife’s views into account when making decisions. This number rises to 74 per cent among those aged 18-29.

FIGURE B.6
Decision making in the family



Gender-based violence

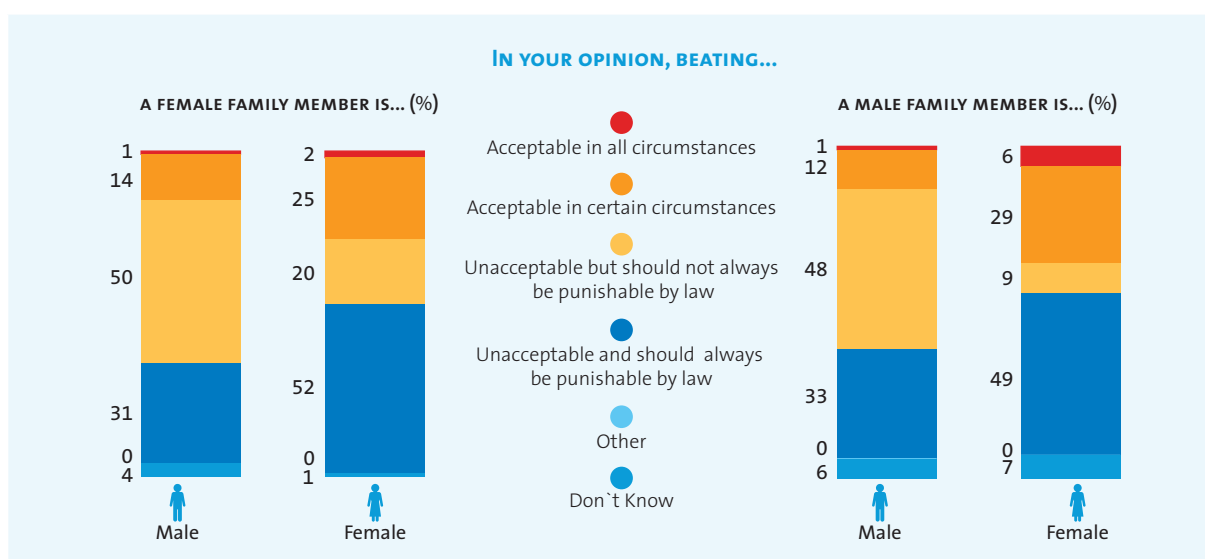


Attitudes to GBV

Most male and female respondents believe that physical violence towards a family member is unacceptable. As shown in Figure B.7, about half of all female and one in three male respondents believe that physical violence towards a family member

of either sex is unacceptable and should always be punishable by law, while between 8 and 20 per cent of female and half of male respondents believe that violence towards a male or female family member, while unacceptable, should not always be punished.

FIGURE B.7
Attitudes towards violence in the family



One in ten respondents witnessed their mother being hit in childhood, with female respondents more likely to report this than male. 16 per cent of female respondents witnessed their mother being hit, with 24 per cent of female respondents witnessing their mother being humiliated. Male respondents were less likely to report witnessing this – 5 per cent of male respondents witnessed their mother being hit, while 8 per cent of them witnessed their mother being humiliated. Among those respondents who believe that beating a female or male family member is acceptable

(in all and certain circumstances), 59 per cent and 61 per cent, respectively, had seen their own mother hit in childhood.

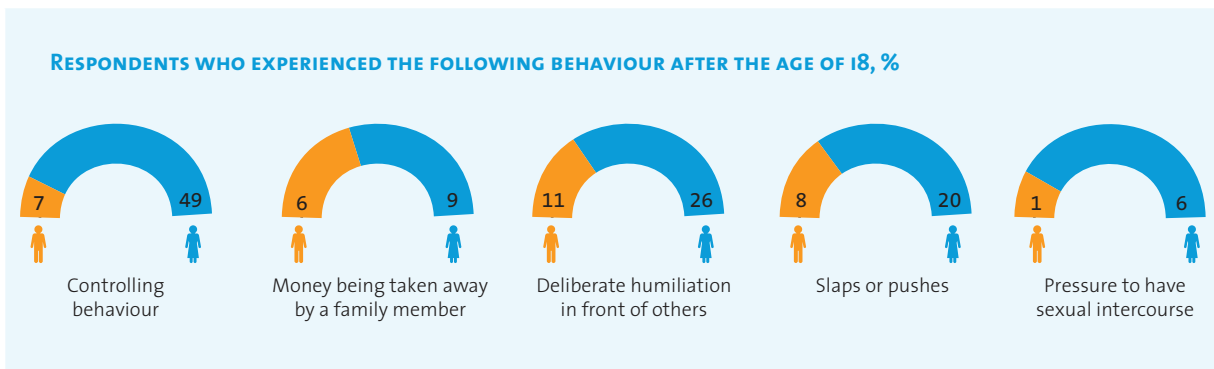
17 per cent of female and 12 per cent of male respondents stated that they themselves had been punched, kicked or slapped at some point during childhood. Of those female respondents who did experience violence, it occurred in the family in almost 100 per cent of cases; for male respondents, the violence tended to be from friends, at school or in the family. A lower percentage of respondents reported experiencing

sexual violence in childhood – 2 per cent of female respondents and 0.4 per cent of male respondents. Those respondents who experienced physical violence in childhood were about 10 per cent more likely than those respondents who did not experience physical violence to believe that violence towards a male or female family member is acceptable in certain circumstances.

In adulthood, physical and psychological violence were the most common types of violence reported by

respondents, and female respondents were more likely to report experiencing both types than male respondents. 20 per cent of female and 8 per cent of male respondents reported experiencing physical violence (slaps or pushes) at some point in their adulthood (see Table B.8), while 26 per cent and 49 of female respondents reported experiencing psychological violence in the form of deliberate humiliation in front of others or controlling behaviour, respectively, compared to 7 per cent and 11 per cent of male respondents.

FIGURE B.8
GBV: respondents' experiences in adulthood



Most female respondents believe that it is unacceptable to blame women (for clothes, drinking, behaviour, etc) if sexual violence is committed against them. 72 per cent of female and 41 per cent of male respondents believe that a woman should

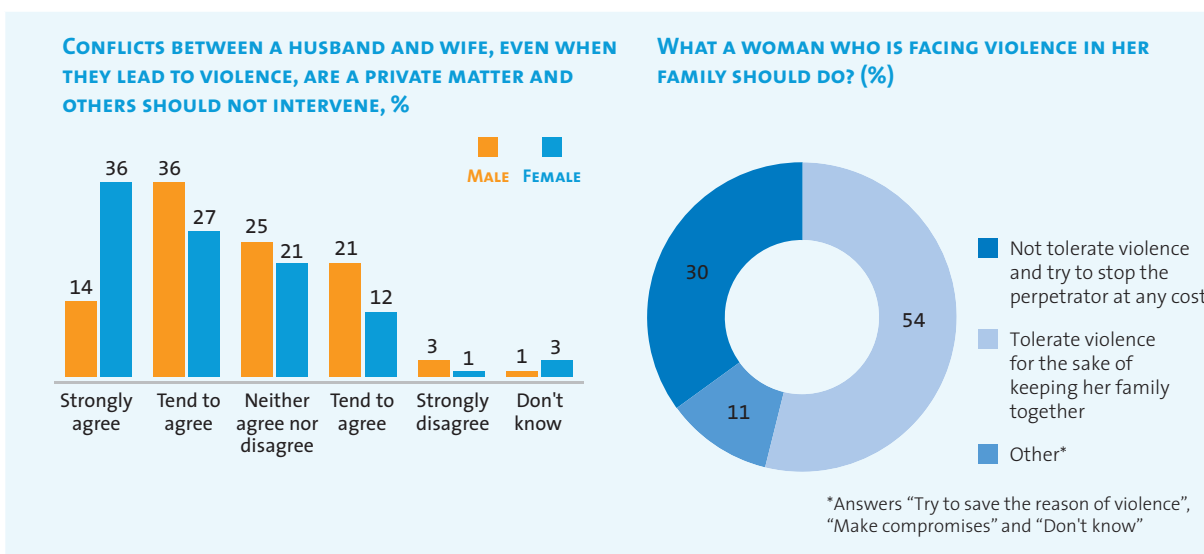
not bear any blame if sexual violence is committed against her for the reasons of her choice of clothes, drinking or behaviour. 65 per cent of respondents aged 18-29 share this view, compared to 43 per cent of respondents aged 50-59.

Responses to GBV

56 per cent of respondents (63 per cent of women and 50 per cent of men) believe that conflict between a husband and wife should always be a private matter, even if violence is involved. Moreover, 44 per cent of female and 65 per cent of male respondents believe that a woman who is facing violence in the family

should tolerate it for the sake of keeping the family together. This latter view is much less widely shared among respondents aged 18-29. Only 25 per cent of respondents aged 18-29 believe that this is the correct course of action for a woman facing violence as opposed to 76 per cent of respondents aged 50+.

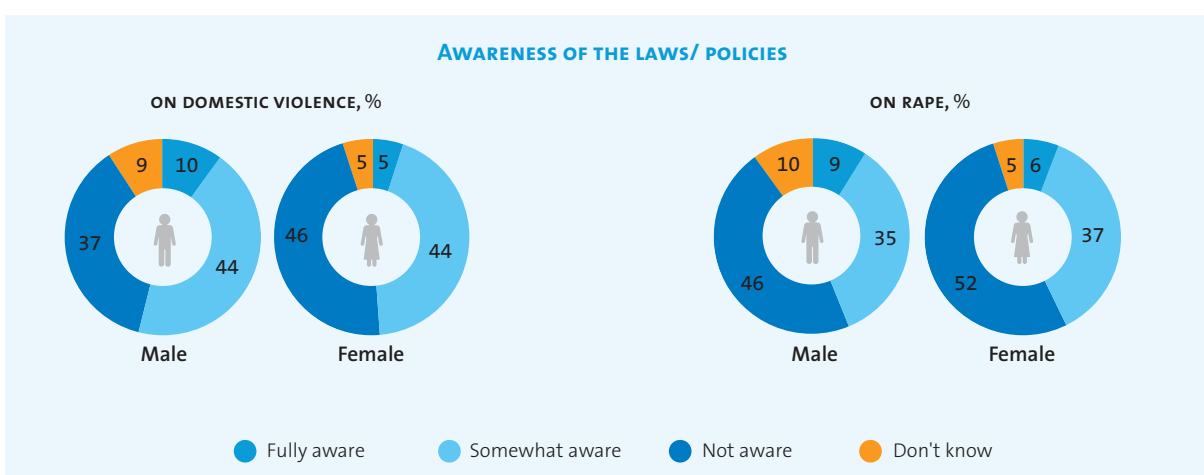
FIGURE B.9
Responses to domestic violence



Respondents reported generally low knowledge about the laws and legal remedies relating to domestic violence and rape. As shown in Figure A.10, about one in ten respondents stated that they were fully aware of legal provisions on domestic violence and rape, compared to 34 per cent and 50 per cent of respondents who stated that they were not aware of the respective legal provisions. Female respondents were slightly

more likely than male to report being aware of legislation on domestic violence (69 per cent stated that they were somewhat or fully aware, compared to 63 per cent of male respondents) but less likely to report being aware of legislation on rape (44 per cent stated that they were somewhat or fully aware compared to 55 per cent of male respondents).

FIGURE B.10
Reported awareness of GBV legislatioy



Both female and male respondents perceive the police to be the most effective source of support when combatting GBV. 80 per cent of female and 67 per cent of male respondents named their local police

department as an effective source of help (see Table B.11). Apart from the police, respondents are most likely to turn to friends or to psychologists.

TABLE B.11.
GBV: sources of support



*each respondent could pick up several role models

Sexual relationships and reproductive health



Attitudes towards sexual relationships

Respondents are more likely to believe that women should abstain from sex before marriage than men.

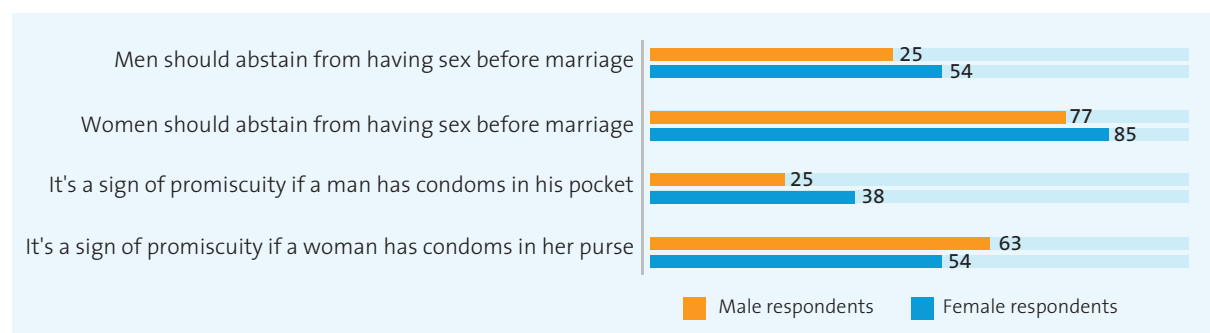
85 per cent of female respondents believe that women should abstain from sex before marriage, a view shared by 77 per cent of male respondents. A lower percentage of respondents believe that men should abstain from sex before marriage – 54 per cent of female and 25 per cent of male respondents. Similar trends were observed among respondents with regard to carrying condoms. 54 per cent of female and 63 per cent of male respondents believe that if a woman is carrying condoms, it is a sign of promiscuity.

When it comes to a man carrying a condom, only 38 per cent of female respondents and 25 per cent of male respondents believe that this is a sign of promiscuity. The youngest group of respondents (18-29) are less likely to believe in the need for abstinence before marriage or that carrying condoms signifies promiscuity but still hold different views about women and men in these scenarios. For example, 56 per cent of respondents aged 18-29 believe that a woman should abstain from sex before marriage, compared to 31 per cent for a man.

FIGURE B.12.

Attitudes towards sexual norms

Strongly agree' and 'tend to agree' responses only,



The majority of respondents are opposed to sex between same sex partners, but respondents aged 18-29 are less likely to be opposed. 86 per cent of respondents (78 per cent of women, 95 per cent of men) are opposed to same sex relations. However,

respondents aged 18-29 are more likely to believe that same sex relations are acceptable. 93 per cent of respondents aged 50+ are opposed, compared to 74 per cent of those aged 18-29.

Decision-making in reproductive health

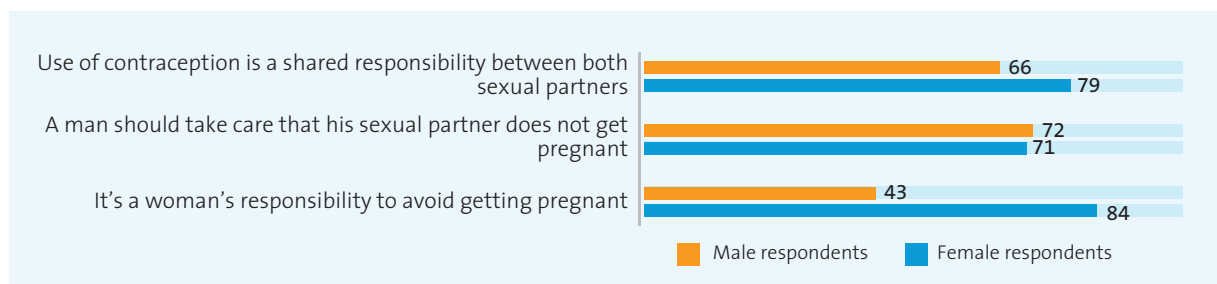
Contraception is generally viewed as a shared responsibility. As shown in Figure B.13, 79 per cent of female and 66 per cent of male respondents believe that use of contraception is a shared responsibility. About 70 per cent of female and male respondents strongly

believe or tend to believe that it is a woman's responsibility to avoid getting pregnant. However, 84 per cent of female respondents believe that a man should make sure his partner does not become pregnant, while only 43 per cent of male respondents agree.

FIGURE B.13.

Attitudes towards contraception use

Strongly agree' and 'tend to agree' responses only



Respondents feel that women should have agency when it comes to using contraception during sex, but male and female respondents had different views.

In the scenario posed (the man does not want to use contraception during sex but the woman does not want to fall pregnant), male and female respondents had different responses. 72 per cent of female respondents believe that the woman should either use an alternative form of contraception or refuse to have sex, with only 12 per cent believing that she should simply agree with the man and have sex. 35 per cent of male respondents believe that the woman should

simply agree with the man's decision and have sex, while 34 per cent believe that she should use alternative contraception or refuse to have sex.

Respondents had controversial views on abortion. 14 per cent of respondents believe that women should never have the choice, 78 per cent believe that women should sometimes have the choice and 5 per cent believe that women should always have the choice. 18 per cent of male respondents believe that women should never have the choice, compared to 10 per cent of female respondents.

Recommendations

This study has revealed some positive findings in terms of gender equality norms and perceptions in Azerbaijan but also identified shortcomings and bottlenecks which hold back further progress. Based on the findings, the following recommendations aim to further tackle gender equality norms and perceptions::

Overarching gender perceptions

- ▶ Work with governments, civil society and the private sector to break gender norms and stereotypes in all areas of life, as an essential means to eradicating gender-based discrimination and promoting the economic and social benefits of gender equality in society;
- ▶ Build the capacity of key actors across all media platforms to ensure messages do not reproduce or promote gender stereotypes and encourage diversity and equality in society e.g. include positive male (looking after children) and female (working role models);
- ▶ Promote gender equality in the national education system, including by removing gender stereotypes from learning materials, running specific courses on gender equality, sexuality and non-violence, gender-responsive career counselling and training of teachers and school staff in gender equality;

Employment and leadership

- ▶ Work with employers and trade unions in the public and private sector to improve work-life balance and promote flexible work arrangements for employees with care responsibilities;
- ▶ Run information and awareness raising campaigns featuring working mothers with a view to strengthening this norm in Azerbaijani society;
- ▶ Implement empowerment tools and programmes (e.g. quotas, leadership programmes) to facilitate women's career advancement and achieve equality in leadership positions;

- ▶ Conduct further analysis into overall attitudes, and those of younger people in particular, towards women in both national and local politics;
- ▶ Raise the profile of women business leaders through communications campaigns;
- ▶ Raise awareness of legal paternity leave provisions and encourage fathers to use them. Highlight the benefits of men taking paternity and parental leave by encouraging politicians, business leaders and civil servants to make use of these provisions;

Household and family

- ▶ Promote positive and egalitarian images of women and men's roles in the family and society, including by highlighting the value of men's involvement in unpaid domestic work, child care and elder care, in collaboration with government, civil society and media providers;
- ▶ Develop and upgrade early childhood and long-term care programmes and infrastructure to revert the disproportionate domestic and care work burden shouldered by women throughout their productive lives;

Gender-based violence

- ▶ Conduct awareness raising campaigns to break stereotypes about GBV in society, underscoring its criminal nature, with a particular focus on sexual violence;
- ▶ Conduct a gap analysis of existing GBV legal frameworks and implementation processes;
- ▶ Increase awareness and understanding among the population of the relevant Azerbaijani legislative measures regarding domestic violence, rape, harassment, and sexual misconduct;
- ▶ Undertake further analysis of the work done by institutional sources of support most trusted by respondents (e.g. the police and psychologists) in the area of GBV, with a view to supporting them build their capacity in this area;

- ▶ Promote the different sources of support available to survivors and perpetrators of GBV;
- ▶ Engage media providers to improve and expand their coverage of GBV, including by covering GBV cases publicly, to ensure society is aware of the police and justice sector responses;

Sexual relationships and reproductive health

- ▶ Conduct awareness raising campaigns aimed at eradicating anti-LGBTIQ+ attitudes, as well as sexual double standards related to sex before marriage and carrying contraception;
- ▶ Work with the government, civil society and health and education professionals to provide and promote access to factual and impartial

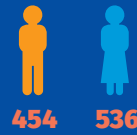
information on sexual and reproductive health and contraception, including through comprehensive sexuality education;

- ▶ Implement campaigns aimed at realizing women's agency over their bodies, including by tackling stereotypes on abortion never being a woman's choice.

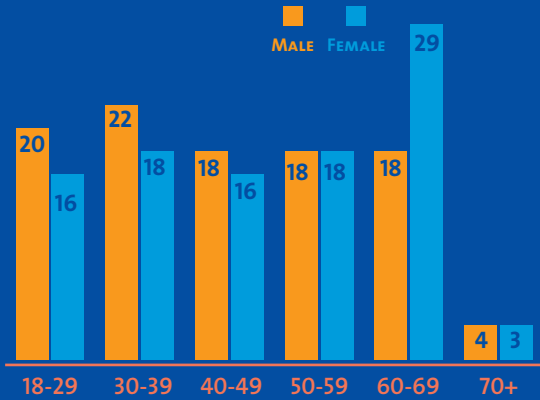
As a general point, when implementing any of the above recommendations, it is important to make sure that these are open to and inclusive of women and girls who might be facing multiple and intersecting forms of discrimination due to their ethnic, religious background, sexual orientation or gender identity, or lack of knowledge of Armenian language.

C. BELARUS

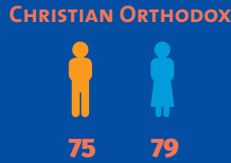
NUMBER OF RESPONDENTS



RESPONDENTS BY AGE %

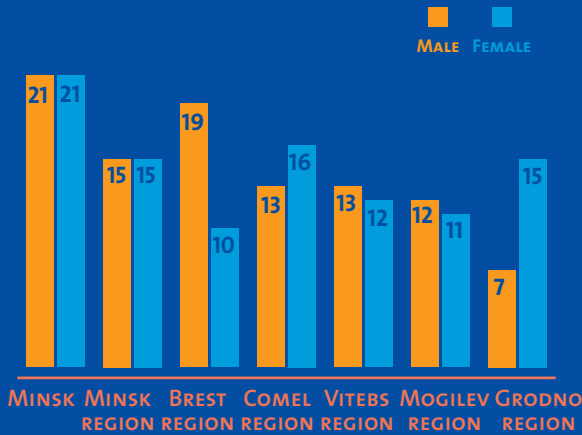


MAIN ETHNIC GROUP AND RELIGION %



- ▶ The study reached 1,000 people living in different parts of Belarus, 45 per cent of whom were men and 55 per cent of whom were women
- ▶ The working age population (18-59) accounted for 73 per cent of those who were surveyed. Younger people (18-29) represented 18 per cent of total respondents, while the group of 60+ represented 28 per cent.
- ▶ 80 per cent of the survey respondents identified themselves as Belarusians, while c. 13 per cent identified themselves as Russians.
- ▶ 77 per cent of those surveyed identified themselves as Christian Orthodox and nine per cent of respondents are atheists

RESPONDENTS BY REGION %

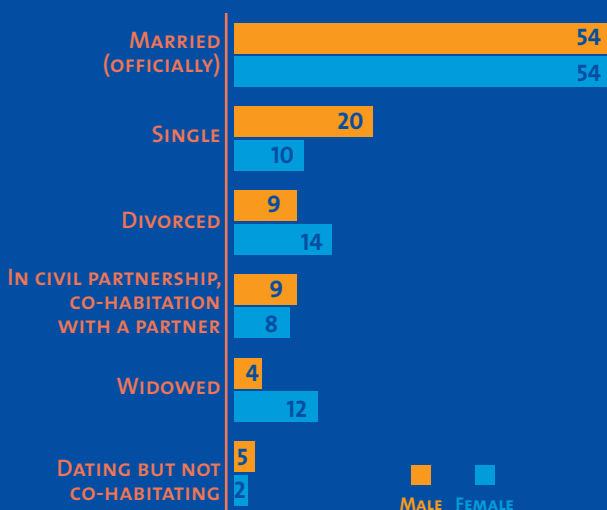


RESPONDENTS BY AREA %

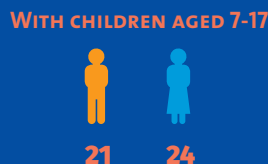
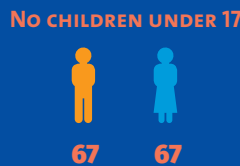


- ▶ 78 per cent of those who were surveyed claimed to live in urban areas. 21 per cent of respondents lived in Minsk and the rest were evenly spread across the country's other regions

RESPONDENTS BY RELATIONSHIP STATUS %

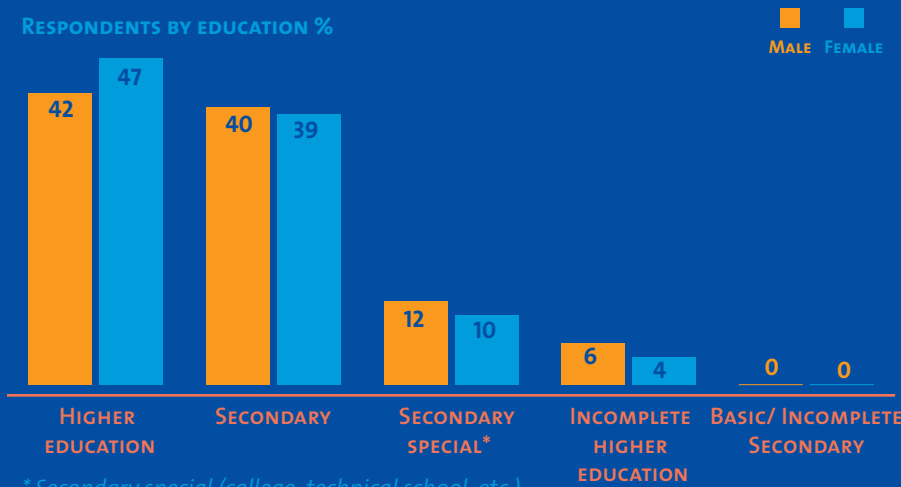


RESPONDENTS BY AGE OF THEIR CHILDREN %



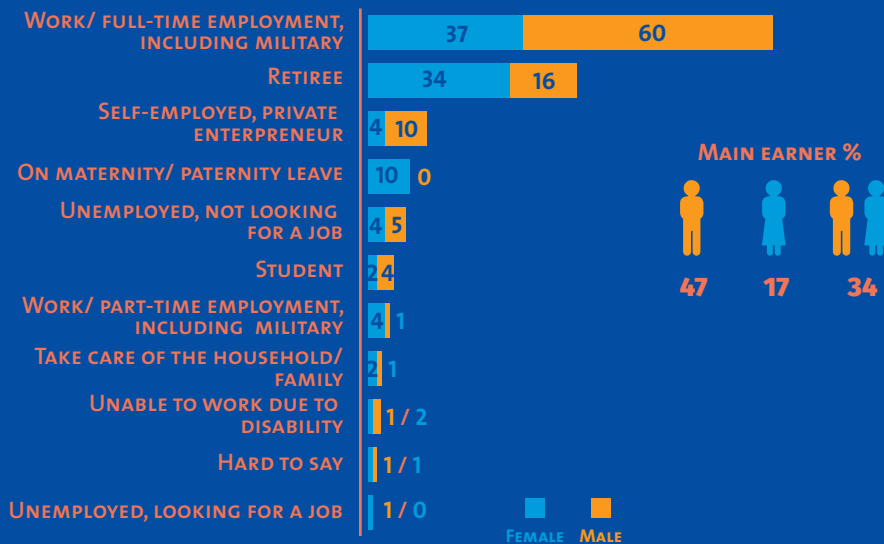
- ▶ 62 per cent of respondents were married or in civil partnerships. Unmarried women and men constituted 10 and 20 per cent of respondents respectively. 14 per cent of women and 9 per cent of men were divorced
- ▶ 33 per cent of respondents had children aged 0-17 years old.

RESPONDENTS BY EDUCATION %



* Secondary special (college, technical school, etc.)

RESPONDENTS BY EMPLOYMENT STATUS %

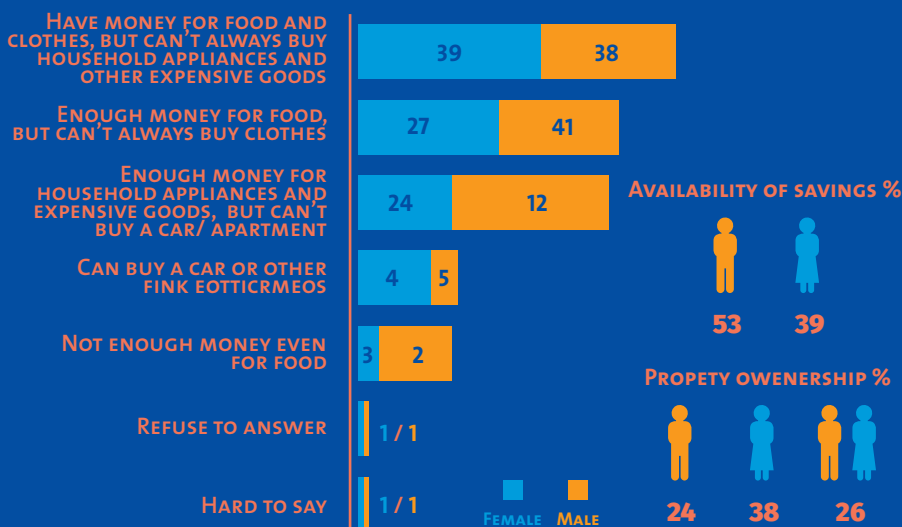


▶ 47 per cent of female respondents had some level of higher education, compared to about 42 per cent of male respondents. Half of the respondents living in urban areas claimed to have higher education (compared to only 21 per cent of those living in rural areas)

▶ 75 per cent of men and 57 per cent of women (including ten per cent of women on maternity leave) were employed. Retired respondents accounted for 26 per cent, with 46 per cent of this group living in rural areas

▶ Almost half of respondents (47 per cent) indicated that men were the main earners of the family. Over one third of respondents (34 per cent) reported that they and their partner contributed equally to the family budget

RESPONDENTS BY HOUSEHOLD INCOME %



▶ One-third of respondents (33 per cent) said they had enough money for household appliances and expensive purchases. 39 per cent of respondents claimed to have enough money to buy food and clothes

▶ Men were more likely to have savings than women: 53 per cent of male respondents reported that they had savings, compared to 39 per cent of female respondents.

Summary of key findings

Overarching gender perceptions

- ▶ **Respondents perceive that there is a positive trend in terms of gender equality in Belarus.** 61 per cent of female and 52 per cent of male respondents believe that women and men are more equal now compared to when they were children, while one in three respondents (both women and men) think that the situation has not changed. Only 4 per cent of female and 9 per cent of male respondents believe that women and men are now less equal than in their own childhood.
- ▶ **Most respondents disagree that women's empowerment deprives men of their rights and opportunities.** 74 per cent of female and 63 per cent of male respondents disagree that more rights for women means fewer rights for men, while 71 per cent of female and 59 per cent of male respondents disagree that more jobs for women means fewer jobs for men.
- ▶ **Three in four respondents believe that gender equality can be beneficial for Belarus' economic development.**

Employment and leadership

- ▶ **Participating in the labour market is important for both male and female respondents in Belarus; however, women are more likely to face constraints in terms of perceptions of their access to and growth within the labour market.** 76 per cent of women and 98 per cent of men agree that having a job is a key part of their identity. However, 58 per cent of male respondents also believe that it is better for a pre-school child if her/his mother does not work, a view shared by 46 per cent of female respondents. 45 per cent of female respondents and 40 per cent of male respondents agreed that it was more important for a man to advance in his career than for a woman.
- ▶ **A person's gender was not perceived by most respondents as an indicator of their performance in business or politics.** 72 per cent of respondents (79 per cent of women and 64 per cent of men) believe that a person's gender makes no difference in terms of their performance in a top business role, while 56 per cent of respondents (54 per cent of women and 57 per cent of men) believe the same about performance in a top political role. Similarly, 72 per cent of female and 61 per cent of male respondents believe that jobs in any industry or sector can be done by women and men with equal degree of success.
- ▶ **One in four respondents would be comfortable working for a female boss.**

Household and family

- ▶ **Female respondents are more likely to report that women remain responsible for unpaid domestic and care work responsibilities than male respondents.** Three in four female respondents answered that the women in their family were mainly responsible for unpaid domestic work (such as cleaning, cooking and laundry) and for care work. Men are less likely to agree – 49 per cent of male respondents believe that women are mainly responsible for domestic work and 38 per cent of male respondents believe that women are mainly responsible for care work.
- ▶ **Shared decision-making in the family is generally perceived to be high.** 72 per cent of respondents (both women and men) agree that they should jointly be responsible for taking decisions on day-to-day expenditures. A higher percentage of

respondents (92 per cent of women, 78 per cent of men) feel the same about larger decisions, such as investments. 64 per cent of female respondents believe that the final say should be taken by women and men equally, a view shared by 58 per cent of male respondents.

- ▶ **Most male respondents believe that a good wife should not question her husband, even if she disagrees with him.** 32 per cent of female and 51 per cent of male respondents believe that a good wife should never question her husband's opinions and decisions, regardless of her own views. However, over 90 per cent of all respondents (women and men) also believe that a good husband should take his wife's views into account when making decisions.

GBV

- ▶ **Physical and psychological violence were the most common types of violence experienced by respondents.** One in four respondents reported experiencing physical violence in adulthood, and one in five reported experiencing psychological violence. Women were slightly more likely to experience the latter, and men the former.
- ▶ **Over half of female respondents believe that conflict between a husband and wife is not a private matter.** 61 per cent of female respondents do not believe that conflicts (including violent ones) between a husband and wife should always be a private matter, a view shared by only one third of male respondents.

- ▶ **Reported awareness of laws on GBV and rape is low.** About one in ten respondents reported being fully aware of legal provisions on domestic violence and about one in five reported being fully aware of legal provisions on rape. There was no noticeable difference between women and men in terms of reported awareness about the law in relation to domestic violence, although for legal recourse on rape, men are more likely to state that they are fully aware (23 per cent) than women (14 per cent).

Sexual relationships and reproductive health

- ▶ **Most respondents do not believe that men or women should abstain from sex before marriage or that carrying condoms is a sign of promiscuity.** Only 19 per cent of respondents believe that men should abstain from having sex before marriage, while 27 per cent of respondents believe that women should abstain, showing evidence of some double standards (and with no major differences in female and male respondents' views). 66 per cent of respondents overall do not see carrying condoms as a sign of promiscuity in women, with 69 per cent agreeing the same for men. Responses were largely consistent for both women and men.
- ▶ **Most respondents are opposed to sex between same sex partners.** 68 per cent of respondents are opposed to same sex relations, with little difference between male and female responses.
- ▶ **Most respondents believe that the use of contraception is a shared responsibility between both sexual partners.** Around 90 per cent of respondents (women and men) believe that both partners are responsible for using contraception.

Employment and leadership



Women's economic empowerment

Participating in the labour market is important for both female and male respondents in Belarus; however, women are more likely to face constraints in terms of perceptions of their access to and growth within the labour market. As shown in Figure C.1, 76 per cent of female and 98 per cent of male respondents agree that having a job is a key part of their identity. Similarly, 97 per cent of respondents (women and men) consider it equally important for their daughters and their sons to get good jobs. 72 per cent of female and 61 per cent of male respondents believe that jobs in any industry or sector can be done by women and men with equal degrees of success.

However, 51 per cent of respondents strongly agree or tend to agree that it is better for a pre-school child if their mother does not work, with men more likely to support this statement (58 per cent of men compared to 46 per cent of women).

Two in five respondents perceive career progression within the labour market to be more important for men than for women, with women slightly more likely to agree with this than men. 45 per cent of female respondents agreed that it was more important for a man to advance in his career than for a woman, a view shared by 40 per cent of male respondents. The youngest group of respondents was less likely to agree with this statement – only 29 per cent of those aged 18-29 believe that career advancement is more important for men.

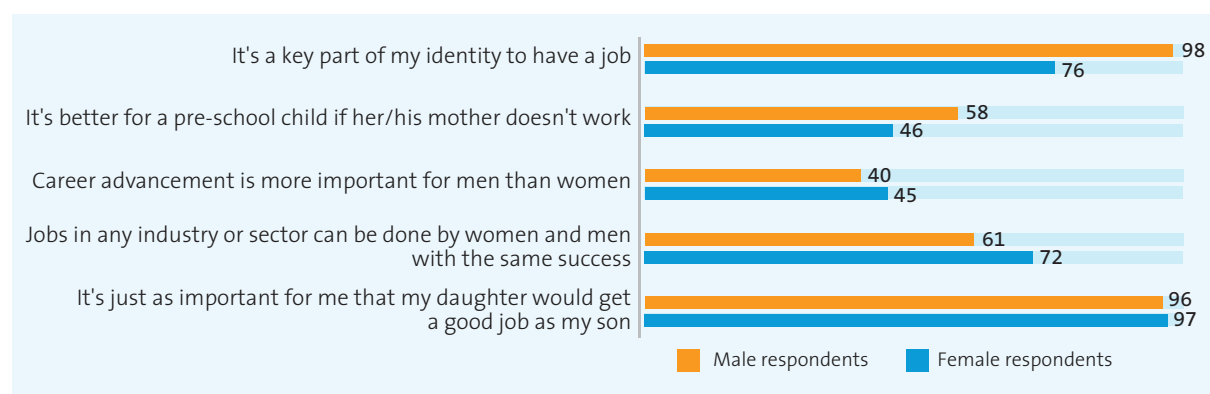
In FGDs and IDIs, participants reflected on some of the gender-specific obstacles which women may face when accessing the labour market, including gender segregation of jobs and the challenges of childcare:

“Take [for example] cleaners or shop assistants or cashiers. It is a completely different income. Men in construction and tyre services can earn very good money. My sister’s husband has a job, he earns very well, despite being a tyre service worker. A girl will not do such a job. I think it’s easier for a man after all” (IDI with a female sex worker).

“Changing jobs is very difficult when you have two children. When you come for an interview, you are already branded. A mother with two children will definitely take sick leave [in their opinion], their mind is made up. Even if you come and say that you will not take sick leave, no one will believe you. Because everyone already knows everything about mothers in advance” (a group of mothers returning to the labour market after maternity leave, Brest region, female, 34 years old).

FIGURE C.1
Gender perceptions of the labour market

‘Strongly agree’ and ‘tend to agree’ responses only



Women in leadership

Most respondents think that women and men are equally capable in terms of their performance in top business and political positions. 72 per cent of respondents believe that a person’s gender makes no difference in terms of their performance in a top business role, while 56 per cent of respondents believe that a person’s gender makes no difference in terms of their performance in a top political role. Female respondents are more likely to believe that women and men are equally capable of performing in top business roles; 79 per cent of women believe that gender is not

a factor in the performance of individuals in top business roles, compared to 64 per cent of men. However, women are slightly less likely than male respondents to believe that women and men are equally capable in top political positions (54 per cent versus 57 per cent).

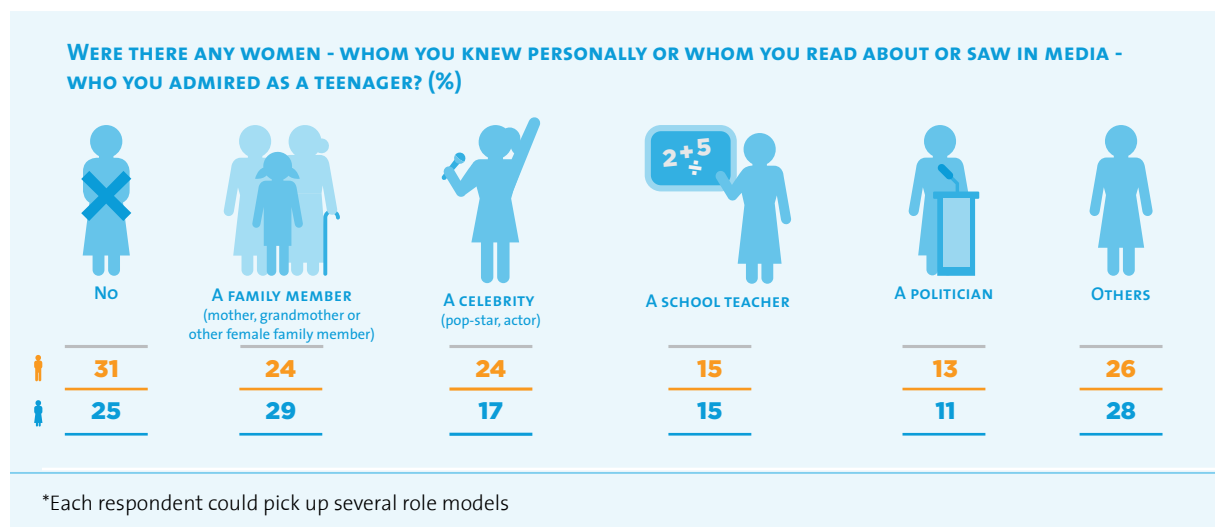
23 per cent of female and 29 per cent of male respondents stated that they would personally be comfortable working for a female boss. At the same time, 37 per cent of female and 31 per cent of male respondents would not feel comfortable working for a female boss. The youngest age group of respondents

– 18-29 year olds – are statistically more likely to be comfortable working for a woman, with 36 per cent strongly or tending to agree with the statement compared to respondents aged 60-69 where only 24 per cent of them would feel comfortable working for a woman.

One in four respondents mentioned a family member as a role model. As shown in Table C.2, one in four

female respondents and one in three male respondents did not have a female role model as a teenager. Of those who had a role model growing up, these were often family members, celebrities or school teachers, with similar responses from male and female respondents. About one in ten respondents considered politicians or businesswomen as role models growing up.

TABLE C.3
Female role models



Household and family



Unpaid domestic and care work

Female respondents are almost twice as likely to report that women remain responsible for unpaid domestic and care work responsibilities than male respondents. As shown in Figure C.3, 79 per cent of female respondents answered that the women in their family were mainly responsible for unpaid domestic work (such as cleaning, cooking and laundry), with only 20 per cent of them considering that the tasks were shared equally. Men are less likely to share this view. Only 49 per cent of male respondents believe that women are mainly responsible for unpaid domestic work, while 46 per cent of them believe that these tasks are shared equally. In terms of care work, female respondents are twice as likely to believe that women are mainly responsible for these responsibilities than

male respondents. 76 per cent of female respondents believe that responsibilities for care work in their family lie mainly with women, a view shared by only 38 per cent of male respondents. However, both female and male respondents are more likely to say that domestic and care work were shared tasks now, compared to when they were a child. About four in five respondents believe that women were mainly responsible for unpaid domestic and care work when they were younger.

In FGDs and IDIs, female participants in particular tended to corroborate the idea that women were mainly responsible for unpaid domestic and care work.

“Everything – bathing, feeding, exercising, playing, sleeping, daytime sleep, evening sleep – it’s all with mum. He won’t fall asleep with anyone else, only with mum. As far as the child is concerned, I generally devote all my strength to him and invest everything in him, just so that everything is fine. As a mother with the child, I believe, as a mother, I am fully coping” (IDI with a female sex worker).

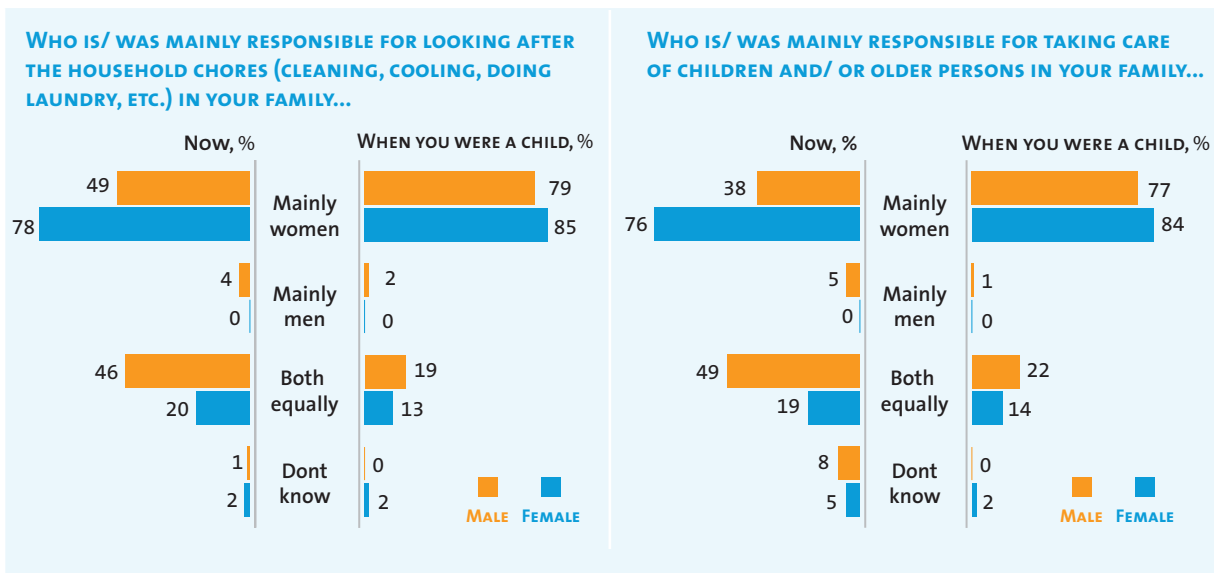
“We got together, loved each other, then it began: I’m a man, the sofa is mine. You are a woman, everything else is yours. Then we had a child. Great, you are on maternity leave, so you have plenty of free time. Come on darling, wash the dishes, clean up, it doesn’t matter if you don’t have time to sleep” (a group of mothers returning to the labour market after maternity leave, Brest region, female, 31 years old).

Male participants, however, often believed that responsibilities were shared:

“There are general family responsibilities. 100 per cent – 95 per cent are interchangeable. And 2.5 per cent each are male and female responsibilities. Fixing locks, electricity works, light bulb replacement are mine. The wife sews. But I had served in the Navy for three years, I can sew too. It is clear that ironing, cooking are divided in half. Children feel the difference in 100 per cent of cases when mum or dad cooked. Sweeping the floor or mopping up is not a problem for me. For a man, this is not shameful” (a group of older persons, Minsk, male, 55 years old).

“As to cleaning the house – floors, washing and ironing – it’s a wife’s entire life. I’ve never done this. As to going to a store, it’s mostly my responsibility. Sometimes my wife prepares a note with a list of what to buy. But in general, I go myself, I know what is needed there. As to the kitchen – I bake cakes” (a group of older persons, Brest region, male, 62 years old).

FIGURE C.4
Unpaid domestic and care work responsibilities: trends of female and male engagement over time



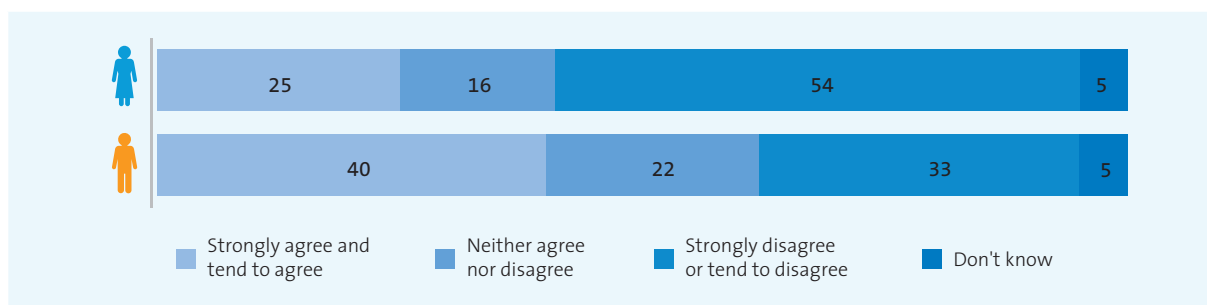
About three in ten respondents believe that having at least one son is important, but this does not necessarily impact on the treatment of children. Survey results suggest that having a son is important for men in particular, with 40 per cent of male respondents stating that they strongly agree or tend to agree with the statement (see Figure C.4), as opposed to 25 per cent of female respondents. The youngest group of respondents is less likely to believe that having a son is important – 26 per cent of the 18-29 year old respondent group strongly or tended to agree with this statement, compared to 40 per cent of those aged

50-69. Rural respondents are more likely to demonstrate son preference (42 per cent) compared to urban respondents (29 per cent).

Women and men, however, overwhelmingly rejected the idea of treating sons and daughters differently. 95 per cent of female and 93 per cent of male respondents believe that the education of daughters and sons is equally important, and 93 per cent of female and 88 per cent of male respondents believe that any inheritance should be shared equally between daughters and sons.

FIGURE C.5

In our country, having at least one son is seen as very important for the family



Male parental leave rates remain low but are higher among respondents aged 30-39. Only 7 per cent of respondents (4 per cent of female and 11 per cent of male respondents) said that they or their partners took paternity leave for the birth of their last child

– however, this number rises slightly to 11 per cent among those respondents aged 30-39.

In FGDs, participants challenged the ideas of men taking paternity leave, given that men are usually the breadwinners in the family:

“No, a man can take paternity leave only if a woman earns a lot” (a group of mothers returning to the labour market after maternity leave, Brest region, female, 34 years old).

“Perhaps [paternity leave is important] to increase the connection with children. In European countries fathers are going on paternity leave. The financial side is there. My husband is the main source of income and if he takes paternity leave we won't be able to live like this, because my salary is several times less” (a group of mothers returning to the labour market after maternity leave, Brest region, female, 38 years old).

Decision-making in the family

Shared decision-making in the family is perceived by respondents to be high overall. 72 per cent of female and male respondents agree that they should jointly be responsible for taking decisions on day-to-day expenditures. A higher percentage of respondents (92 per cent female, 78 per cent male) feel the same about larger decisions, such as investments. In terms of who

should have the final say in the family, 64 per cent of female respondents believe that the final say should be taken by women and men equally, a view shared by 58 per cent of male respondents. However, male respondents are three times more likely than female respondents to think that men should have the final say in the household (31 per cent versus 10 per cent).

FGD participants agreed that decision-making was usually a shared process:

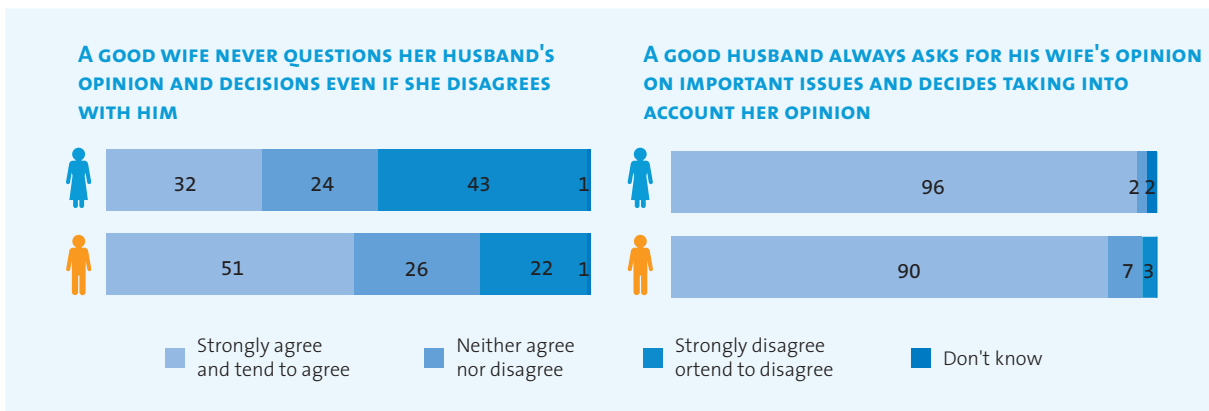
“We make decisions together, my husband, in general, is always supportive, there is no such thing as I will let you buy this, I won’t let you buy that. There is money set aside for spending on the children, but if I want to spend something on myself, he never says no” (a group of mothers returning to the labour market after maternity leave, Brest region, female, 32 years old).

“I believe if a family is good and friendly, it should be decided together. If you decide by yourself, then why to start a family? Live alone and decide by yourself” (a group of persons with disabilities, Minsk, male, 34 years old).

Half of male respondents believe that a good wife should not question her husband, even if she disagrees with him. 51 per cent of male respondents strongly or tended to agree with the statement that a good wife should never question her husband’s opinions and decisions, regardless of her own views,

a view shared by 32 per cent of female respondents (see Figure C.5 below). This view was consistent across age groups. However, 96 per cent of female and 90 per cent of male respondents also believe that a good husband should take his wife’s views into account when making decisions.

FIGURE C.6
Decision making in the family



Gender-based violence

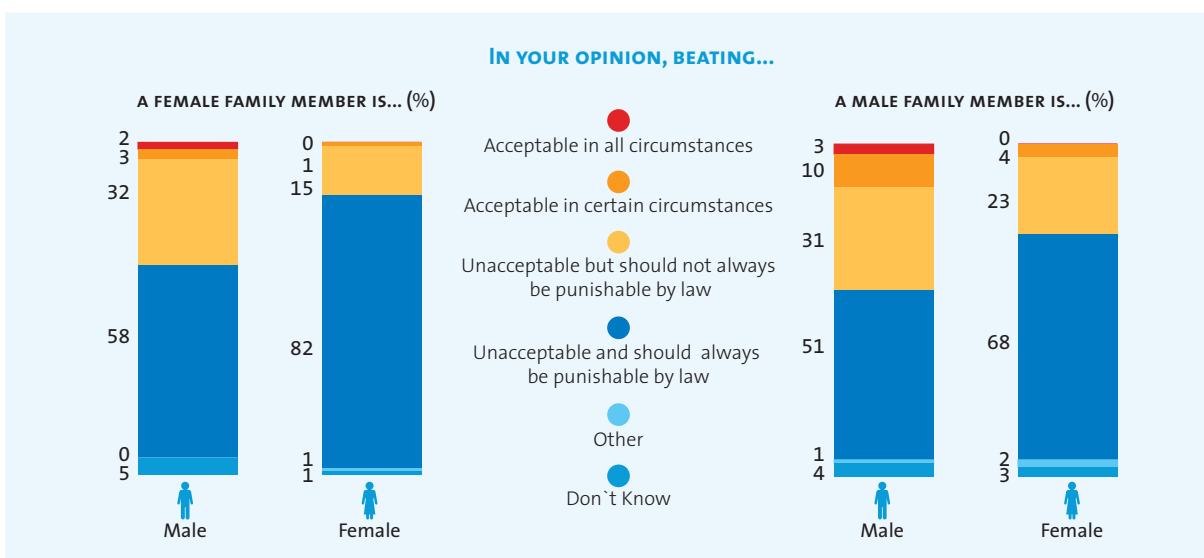


Attitudes to GBV

Most male and female respondents believe that physical violence towards a family member is unacceptable and should always be punished by law. As shown in Figure C.6, 82 per cent of female and 58 per cent of male respondents believe that physical violence towards a female family member is unacceptable and should always be punishable by law, while 68 per cent

of female and 51 per cent of male respondents believe the same in case of violence directed towards a male family member. Men are more likely to believe that violence towards a family member of either sex, while unacceptable, should not always be punished by law –31-32 per cent of male respondents believe this compared to 15-23 per cent of female respondents.

FIGURE C.7
Attitudes towards violence in the family



7 per cent of female and 10 per cent of male respondents witnessed their mother being hit in childhood, with around 1 per cent of respondents of either sex witnessing their mother being humiliated. 4 per cent of women and 11 per cent of men responded that they had been punched, kicked or slapped at some point during childhood. Of those who did experience violence in childhood, it occurred within the family in two out of three cases. Those who had experienced

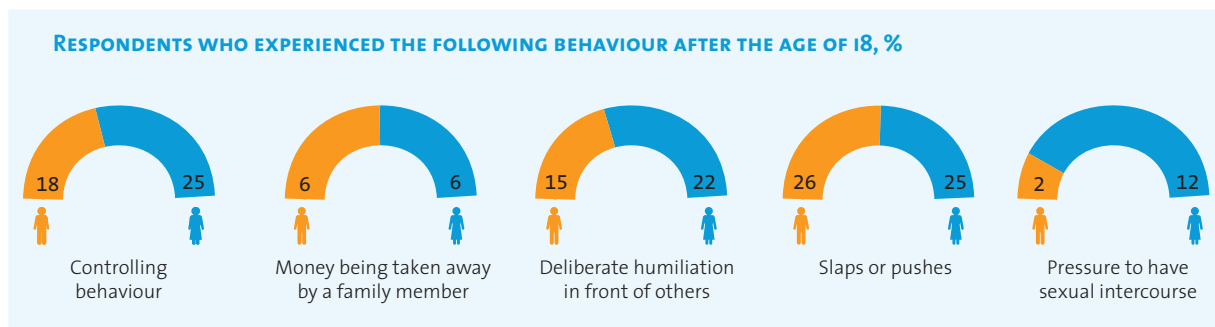
physical violence in childhood were more likely than those who had not experienced violence to believe that physical violence should not always be punishable by law. Only one in four respondents who had experienced physical violence in childhood believe that violence should always be punished by law, compared to almost one in two respondents who had not experienced violence in childhood. A small percentage of respondents reported experiencing sexual violence

in childhood – 1 per cent of female respondents and 0.3 per cent of male respondents.

In adulthood, physical and psychological violence were the most common types of violence reported by respondents. However, female respondents were slightly more likely to have experienced psychological violence than male respondents, while the latter were

more likely to have experienced physical violence. 10 per cent of female and 20 per cent of male respondents reported experiencing physical violence (slaps or pushes) at some point in their adulthood (see Table A.8), while 17 per cent of female and 9 per cent of male respondents reported experiencing psychological violence in the form of controlling behaviour.

FIGURE C.8
GBV: respondent experiences in adulthood



Most respondents believe that it is unacceptable to blame women for sexual violence committed against them. 61 per cent of men and 56 per cent of women believe that a woman should not bear any blame, for

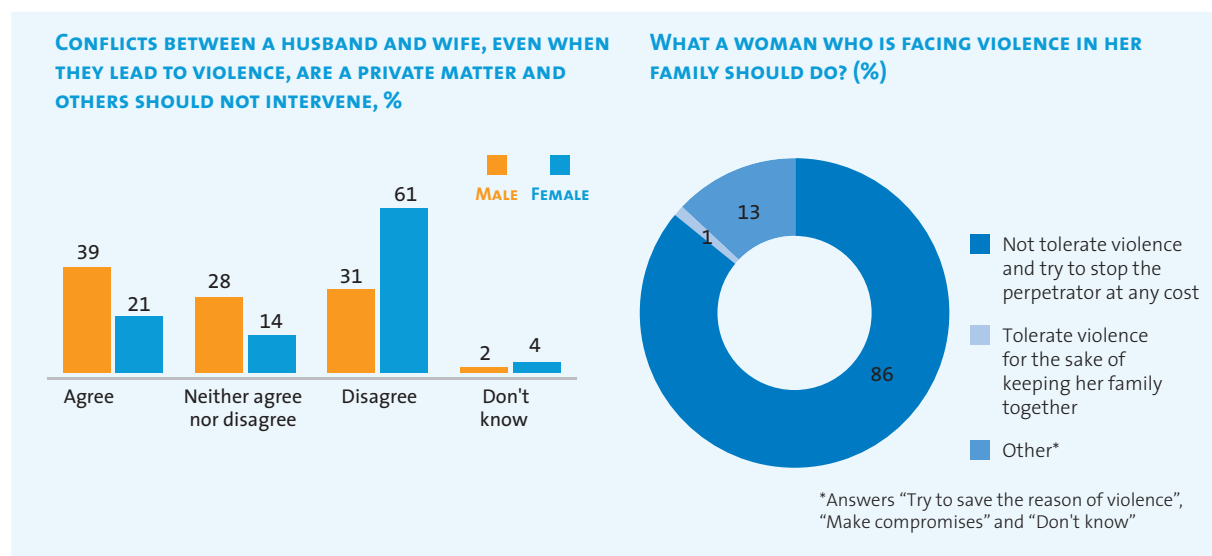
example for her choice of clothes, drinking or behaviour if sexual violence is committed against her. This view was consistent across the different respondent age groups.

Responses to GBV

Female and male respondents have different views on whether conflicts in the family should be public or private. 61 per cent of female respondents believe that conflicts (including violent ones) between a husband and wife should not be a private matter (see Figure C.8), a view shared by only 31 per cent of male

respondents. However, 85 per cent of female and 87 per cent of male respondents believe that a woman who is facing violence in the family should not tolerate this and take measures to stop it.

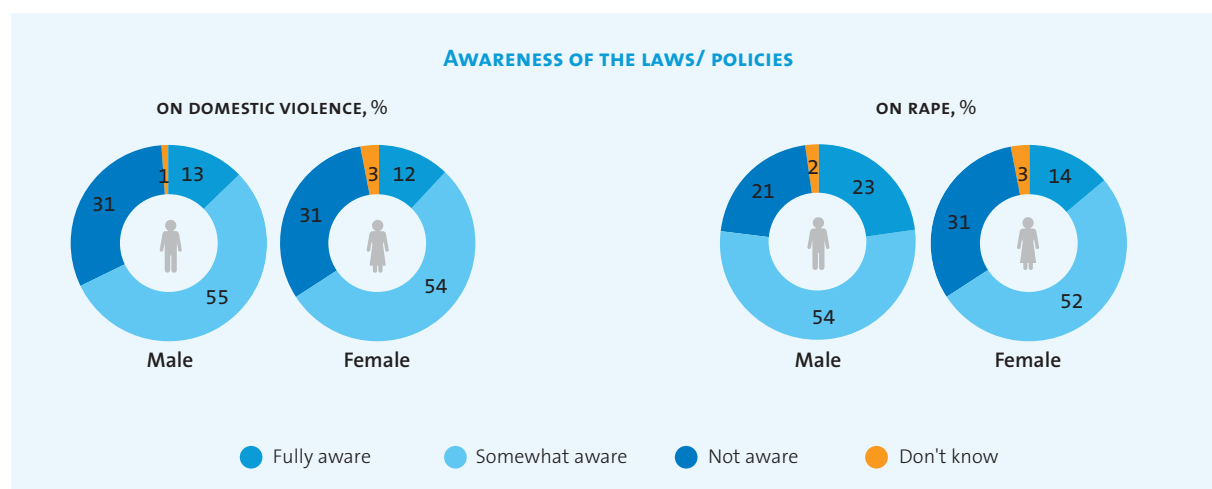
FIGURE C.9
Responses to domestic violence



Reported knowledge about the available legal recourse for domestic violence and rape is generally low among respondents. As shown in Figure C.9, about one in ten respondents reported being fully aware of legal provisions on domestic violence compared to one in three who reported being not at all aware of the relevant legal provisions. Only 18 per cent of respondents stated that they were fully aware of legal

provisions on rape, compared to 26 per cent of respondents who reported not being at all aware of the relevant legal provisions for rape. There was no noticeable difference between male and female responses on domestic violence although for legal recourse on rape, men are more likely to report being fully aware (23 per cent) than women (14 per cent).

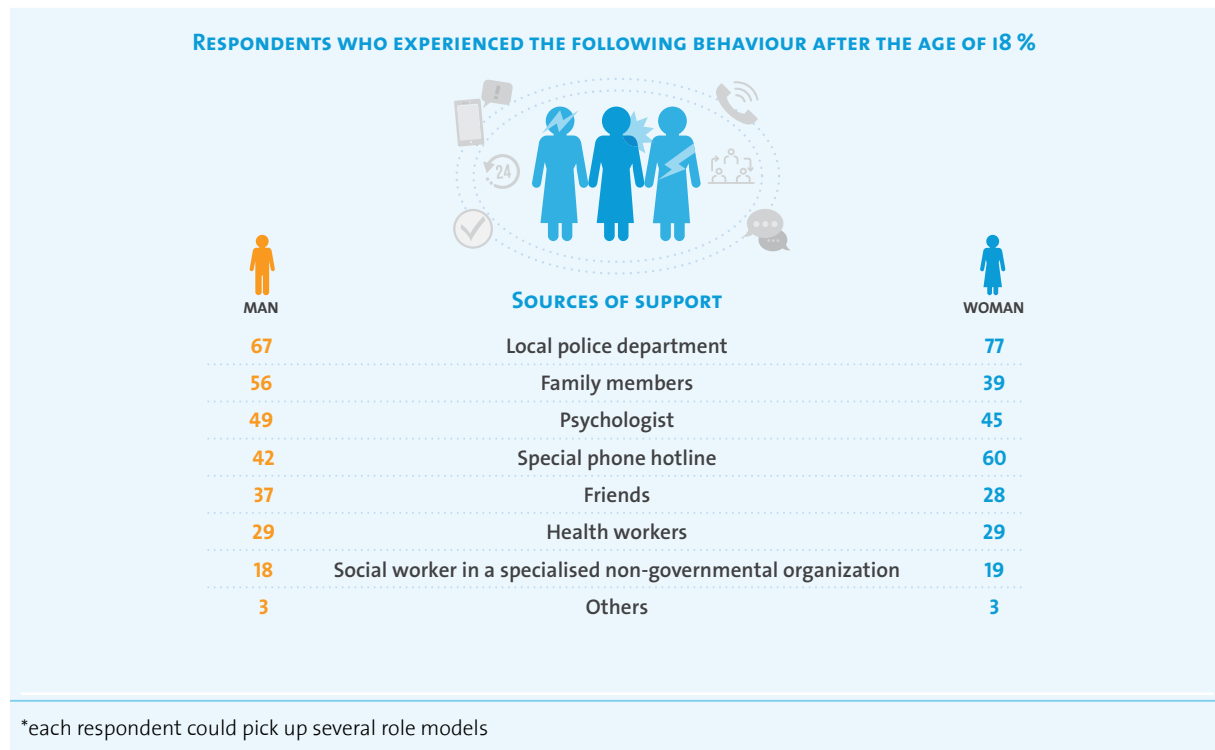
FIGURE C.10
Reported awareness of GBV legislatioy



Both female and male respondents perceive the police to be the most effective source of support when combatting GBV. 77 per cent of female and 67 per cent of male respondents named their local police department as an effective source of help (see Table C.10). Apart from the police, female respondents are

likely to turn to institutional solutions – a special phone hotline (60 per cent) or psychologists (45 per cent). Male respondents are also likely to reach out to a psychologist (49 per cent), but are more likely to reach out to their family (56 per cent).

FIGURE C.11.
GBV: sources of support



Sexual relationships and reproductive health



Attitudes towards sexual relationships

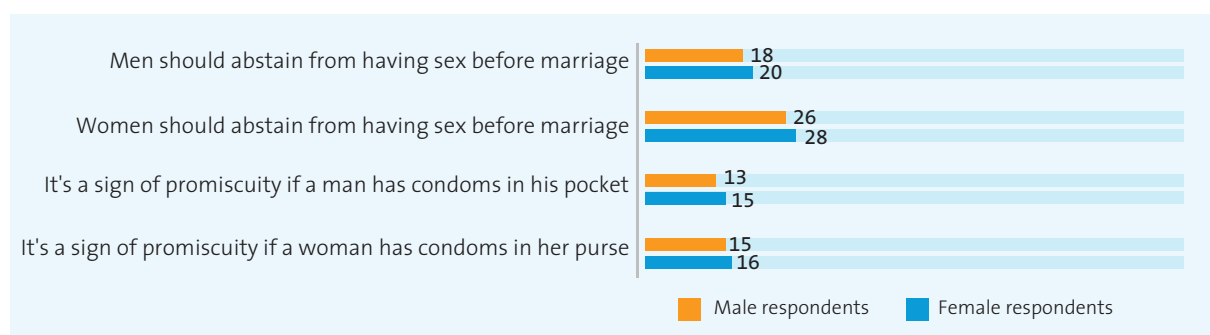
Most respondents do not believe that men or women should abstain from sex before marriage. As shown in Figure C.11 below, only 19 per cent of respondents believe that men should abstain from having sex before marriage, while 27 per cent believe that women should abstain, showing evidence of some double standards. Male and female responses were largely consistent. Respondents aged 29 or younger are more likely to believe that abstention is not necessary. About two in three respondents aged 18-29 believe that women and men should not abstain from sex before marriage, compared to 30 per cent of those aged 60-69 who believe that women should not abstain

from sex before marriage and 45% of them sharing this view in respect of men’s abstention.

Most respondents do not see carrying a condom as a sign of promiscuity. 66 per cent of respondents overall do not see carrying condoms as a sign of promiscuity in women, with 69 per cent agreeing the same thing for men. Male and female responses were largely consistent. Only one in ten respondents aged 18-29 think that carrying a condom is a sign of promiscuity for either sex, compared to almost one in five respondents aged 60-69.

FIGURE C.12.
Attitudes towards sexual norms

Strongly agree’ and ‘tend to agree’ responses only, %



Most respondents are opposed to sex between same sex partners, but younger respondents are less likely to be opposed. 64 per cent of female and 74 per cent of male respondents are opposed to same sex relations. However, respondents aged 18-29 are much less likely

to believe that same sex relations are unacceptable. 78 per cent and 85 per cent of those respondents aged 60+ and 70+, respectively, are opposed, compared to only 40 per cent of those aged 18-29.

Decision-making in reproductive health

Contraception is generally viewed as a shared responsibility, with men considered to have slightly greater responsibility for preventing unwanted pregnancy.

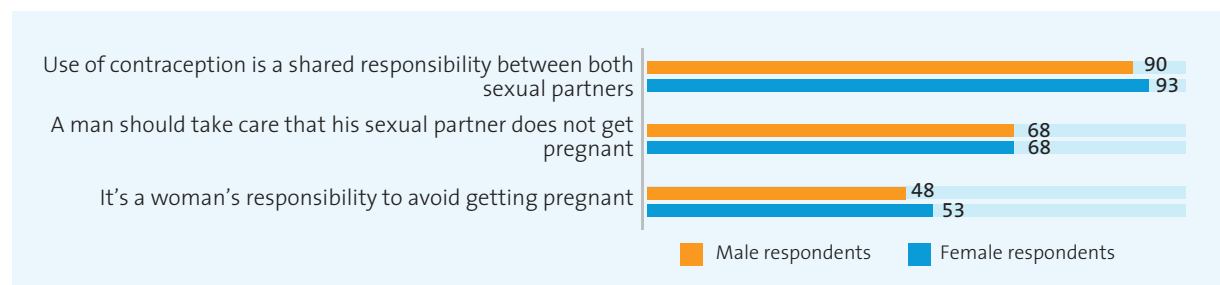
Around 90 per cent of respondents (both women and men) believe that use of contraception is a shared responsibility (see Figure C.12 below). Two in three

respondents (both women and men) strongly believe or tend to believe that it is a man's responsibility to prevent the pregnancy of his sexual partner, while one in two respondents (both women and men) believe it to be a woman's responsibility.

FIGURE C.13.

Attitudes towards contraception use

Strongly agree' and 'tend to agree' responses only,



Respondents feel that women should have agency when it comes to using contraception during sex.

In the scenario posed (the man does not want to use contraception during sex, but the woman does not want to fall pregnant), only 2 per cent of female and 5 per cent of male respondents believe that the woman should simply agree with the man and have sex. 63 per cent of female and 60 per cent of male respondents believe that the woman should use alternative contraception, while 29 per cent of female and 25 per cent of male respondents believe that she should refuse to have sex if the man continued to refuse to use contraception.

Respondents had controversial views on abortion, but female respondents are more likely to think that it should always be a woman's choice.

16 per cent of male respondents believe that women should never have the choice, compared to 10 per cent of female respondents. Conversely, 34 per cent of female respondents believe that women should always have the choice – a view shared by only 19 per cent of male respondents.

Recommendations

This study has revealed some positive findings in terms of gender equality norms and perceptions in Belarus but also identified shortcomings and bottlenecks which hold back further progress. Based on the findings, the following recommendations aim to further tackle gender equality norms and perceptions:

This study has revealed some positive findings in terms of gender equality norms and perceptions in Armenia but also identified shortcomings and bottlenecks which hold back further progress. Based on the findings, the following recommendations aim to further tackle gender equality norms and perceptions:

Overarching gender perceptions

- ▶ Work with governments, civil society and the private sector to break gender norms and stereotypes in all areas of life, as an essential means to eradicating gender-based discrimination and promoting the economic and social benefits of gender equality in society;
- ▶ Build the capacity of key actors across all media platforms to ensure messages do not reproduce or promote gender stereotypes and encourage diversity and equality in society e.g. include positive male (looking after children) and female (working role models);
- ▶ Promote gender equality in the national education system, including by removing gender stereotypes from learning materials, running specific courses on gender equality, sexuality and non-violence, gender-responsive career counselling and training of teachers and school staff in gender equality;

Employment and leadership

- ▶ Work with employers and trade unions in the public and private sector to improve work-life balance and promote flexible work arrangements for employees with care responsibilities;

- ▶ Run information and awareness raising campaigns featuring working mothers with a view to strengthening this norm in Belarusian society;
- ▶ Implement empowerment tools and programmes (e.g. quotas, leadership programmes) to facilitate women's career advancement and achieve equality in leadership positions;
- ▶ Conduct further analysis into overall attitudes, and those of younger people in particular, towards women in both national and local politics;
- ▶ Raise the profile of women business leaders through communications campaigns;
- ▶ Raise awareness of legal paternity leave provisions and encourage fathers to use them. Highlight the benefits of men taking paternity and parental leave by encouraging politicians, business leaders and civil servants to make use of these provisions;

Household and family

- ▶ Promote positive and egalitarian images of women and men's roles in the family and society, including by highlighting the value of men's involvement in unpaid domestic work, child care and elder care, in collaboration with government, civil society and media providers;
- ▶ Develop and upgrade early childhood and long-term care programmes and infrastructure to revert the disproportionate domestic and care work burden shouldered by women throughout their productive lives;

Gender-based violence

- ▶ Conduct awareness raising campaigns to break stereotypes about GBV in society, underscoring its criminal nature, with a particular focus on sexual violence;
- ▶ Conduct a gap analysis of existing GBV legal frameworks and implementation processes;

- ▶ Increase awareness and understanding among the population of the relevant Belarusian legislative measures regarding domestic violence, rape, harassment, and sexual misconduct;
- ▶ Undertake further analysis of the work done by institutional sources of support most trusted by respondents (e.g. the police, special phone hotline) in the area of GBV, with a view to build their capacity in this area;
- ▶ Promote the different sources of support available to survivors and perpetrators of GBV;
- ▶ Engage media providers to improve and expand their coverage of GBV, including by covering GBV cases publicly, to ensure society is aware of the police and justice sector responses;
- ▶ Work with the government, civil society and health and education professionals to provide and promote access to factual and impartial information on sexual and reproductive health and contraception, including through comprehensive sexuality education;
- ▶ Implement campaigns aimed at realizing women's agency over their bodies, including by tackling stereotypes on abortion never being a woman's choice.

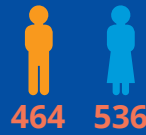
As a general point, when implementing any of the above recommendations, it is important to make sure that these are open to and inclusive of women and girls who might be facing multiple and intersecting forms of discrimination due to their ethnic, religious background, sexual orientation or gender identity, or lack of knowledge of Armenian language.

Sexual relationships and reproductive health

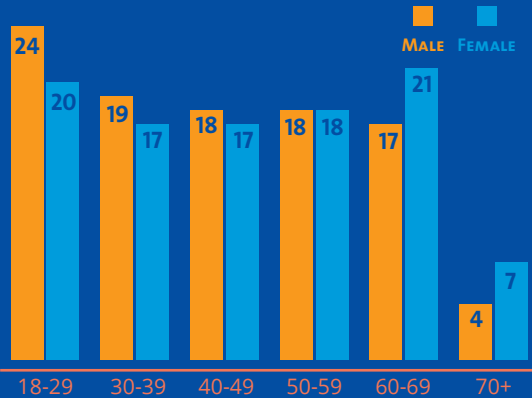
- ▶ Conduct awareness raising campaigns aimed at eradicating anti-LGBTIQ+ attitudes, as well as sexual double standards related to sex before marriage and carrying contraception;

D. GEORGIA

NUMBER OF RESPONDENTS

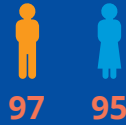


RESPONDENTS BY AGE, %

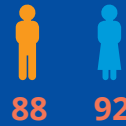


MAIN ETHNIC GROUP AND RELIGION, %

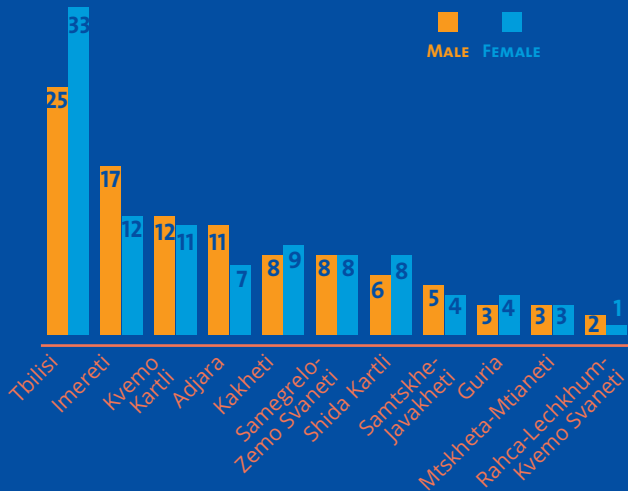
GEORGIAN



CHRISTIAN ORTHODOX

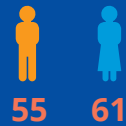


RESPONDENTS BY REGION, %

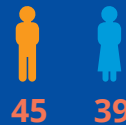


RESPONDENTS BY AREA, %

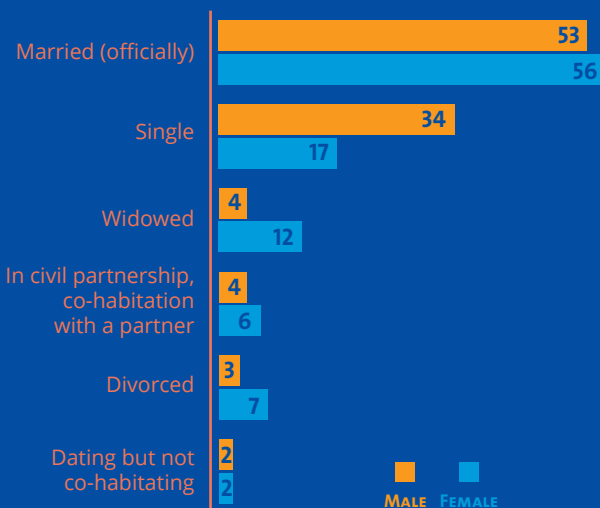
URBAN



RUURAL

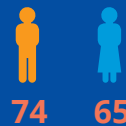


RESPONDENTS BY RELATIONSHIP STATUS, %

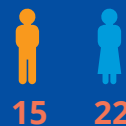


RESPONDENTS BY AGE OF THEIR CHILDREN, %

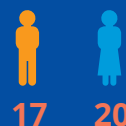
NO CHILDREN UNDER 17



WITH CHILDREN UP TO 6



WITH CHILDREN AGED 7-17



▶ The total number of respondents in Georgia comprised 1,000, with more women respondents (54 percent), compared to men (46 percent)

▶ Three-quarters of respondents (75 percent) were men and women in the 18-59 age group i.e. in the economically active segment of the population

▶ A total of 96 percent of the survey respondents identified themselves as Georgians

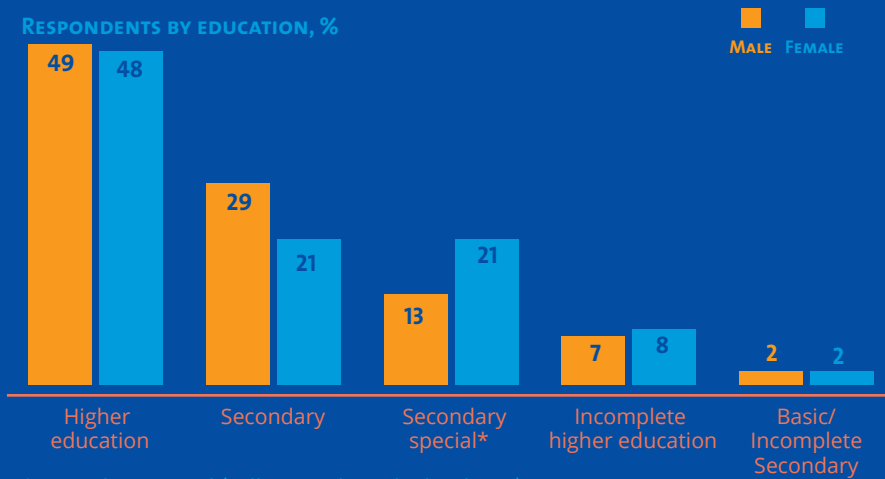
▶ The majority of the survey participants (90 percent) identified themselves as Christian Orthodox

▶ One-third of respondents (30 percent) were from Tbilisi and the rest from other regions of Georgia. The urban population accounted for 58 percent of respondents, compared to 42 percent living in rural areas

▶ 60 percent of respondents claimed to be officially married or in a civil partnership (cohabitation). Single respondents accounted for 25 percent of the total surveyed, 17 percent of women and 34 percent of men

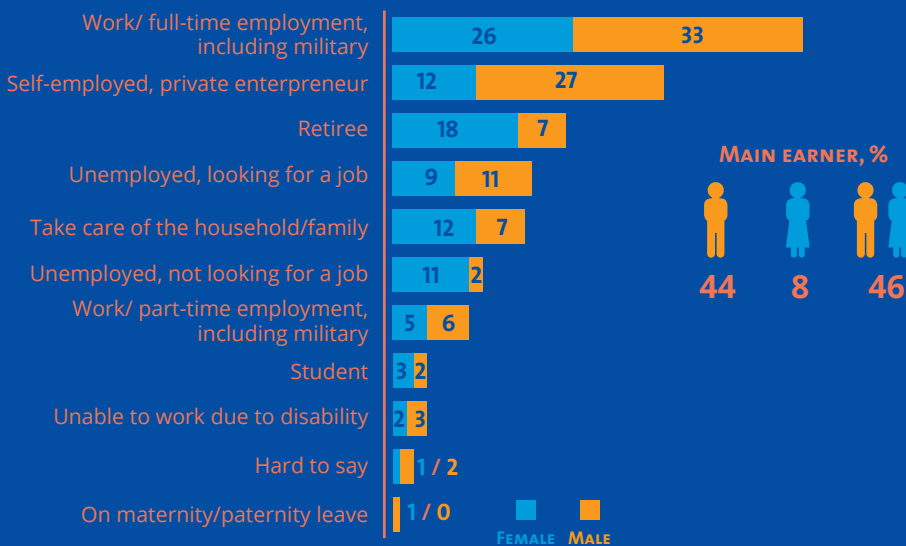
▶ 31 percent of respondents indicated that they had children aged 0-17 years old.

RESPONDENTS BY EDUCATION, %

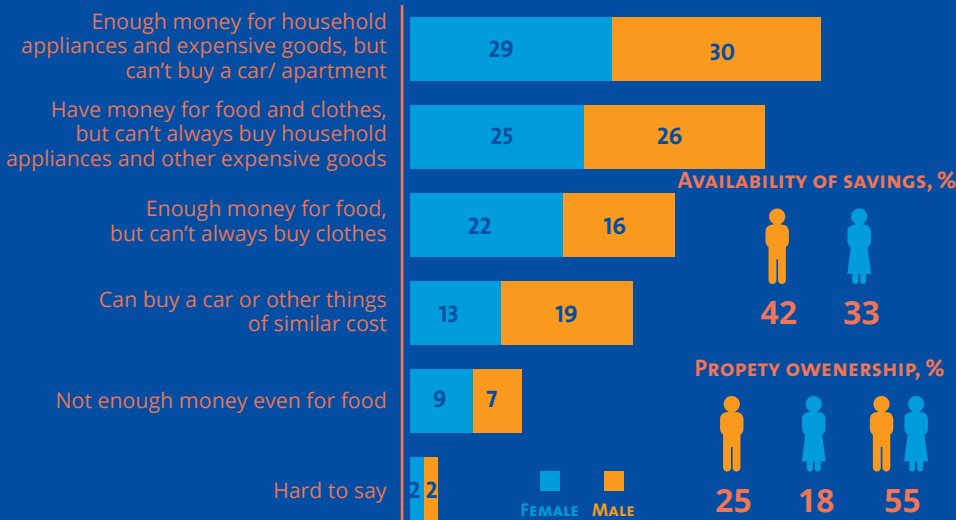


* Secondary special (college, technical school, etc.)

RESPONDENTS BY EMPLOYMENT STATUS, %



RESPONDENTS BY HOUSEHOLD INCOME, %



▶ Over half of respondents (56 percent) claimed that they had a higher education (including incomplete higher education), more or less equally distributed among age groups. Urban respondents were more likely to report a higher Muesli ion (62 per cent, compared to 30 percent of rural). Of the 42 percent who claimed to have some kind of secondary education, more than half of them (60 percent) came from rural areas.

▶ More than half of respondents stated that they were employed (including 56 percent of men and 44 percent of women), and another 13 percent were looking for a job. 13 percent of respondents were retired while the percent of respondents claimed to be taking care of the household and family. Women were more likely than men to be either retired or taking care of the household and family.

▶ More than half of men (54 percent) claimed to be the main earners in the family, while 53 percent of women stated that both partners equally contributed to the family budget

▶ 30 percent of respondents said they had enough money for household appliances and expensive purchases, with the majority of them coming from the urban population (67 percent). Also, 26 percent of respondents claimed to have enough money to buy food and clothes, while the percent of respondents who had money to buy food but not always enough to buy clothes.

▶ The savings rate among younger respondents was higher compared to other age groups. Almost half of the respondents in the age group of 18-29 said they had personal savings, compared to the overall average of 37 percent

Summary of key findings

Overarching gender perceptions

- **About three in four respondents believe that women and men are more equal in Georgia now than during their childhood.** Only 9 per cent of female and 12 per cent of male respondents believe that women and men are now less equal than in their own childhood.
- **Most respondents disagree that women's empowerment deprives men of their rights and opportunities.** 75 per cent of female and 66 per cent of male respondents disagree that more rights for women means fewer rights for men, while 71 per cent of female and 64 per cent of male respondents disagree that more jobs for women means fewer jobs for men.
- **90 per cent of female and 82 per cent of male respondents believe that gender equality can be beneficial for Georgia's economic development.**

Employment and leadership

- **Participating in the labour market is important for both male and female respondents in Georgia; however, women are more likely to face constraints in terms of perceptions of their access to and growth within the labour market.** 87 per cent of women and 89 per cent of men agree that having a job is a key part of their identity. However, 55 per cent of male respondents also believe that it is better for a pre-school child if her/his mother doesn't work, a view shared by 49 per cent of female respondents. 36 per cent of female and 50 per cent of male respondents agree that it is more important for a man to advance in his career than for a woman.
- **A person's gender is not perceived by most respondents as an indicator of their performance in business or politics.** About 70 per cent of respondents (74 per cent of women and 67 per cent of men) believe that a person's gender makes no difference in terms of their performance in a top business role, while about 62 per cent of respondents (68 per cent of women and 55 per cent of men) believe the same about performance in a top political role. Similarly, 80 per cent of female and 70 per cent of male respondents believe that jobs in any sector/industry can be done by women and men with the same level of success.
- **Female respondents tend to be more enthusiastic than male respondents about seeing more women in politics.** 69 per cent of female respondents want to see more women politicians at the national level, compared to 53 per cent of male respondents. There are similar trends for community and local politics where 74 per cent of female and 58 per cent of male respondents want to see more women activists.
- **Two in five respondents (with no significant difference in responses of women and men) would not be comfortable working for a female boss.**

Household and family

- **Female respondents are more likely than male respondents to report that women remain responsible for unpaid domestic work.** 58 per cent of female respondents answered that the women in their family were mainly responsible for unpaid domestic work (such as cleaning, cooking and laundry) compared to 42 per cent of men who agreed with this statement. Male respondents are more likely to think that these responsibilities were shared (49 per cent) than female respondents (40 per cent).
- **Care work is seen by most respondents as a shared responsibility.** 56 per cent of female and 66 per cent of male respondents think that women and men are equally responsible for care work responsibilities in their family.
- **Shared decision-making in the family is generally perceived to be high, particularly when it comes to expenditure.** 88 per cent of female and 83 per cent of male respondents agree that they are jointly responsible for taking decisions on day-to-day expenditures, while a slightly higher percentage of respondents feel the same about larger decisions, such as investments (95 per cent of women and 85 per cent of men). 80 per cent of female respondents believe that the final say should be taken by women and men equally, a view shared only by half of male respondents.
- **65 per cent of male respondents and 48 per cent of female respondents feel that a good wife should never question her husband's opinions and decisions, regardless of her own views.** However, 93 per cent of all respondents (women and men) also believe that a good husband should take his wife's views into account when making decisions.

GBV

- **Physical and psychological violence were the most common types of violence experienced by respondents.** 6 per cent of respondents reported experiencing physical violence in adulthood, and 13 per cent reported experiencing controlling behaviour. Women were more likely to experience the latter, and men the former.
- **58 per cent of male respondents believe that conflicts between a husband and wife should remain private (even when these involve violence) compared to 48 per cent of female respondents.**
- **Reported awareness of laws on GBV and rape is low.** Only one in five respondents reported being fully aware of legal provisions on domestic violence and rape, respectively. One in five respondents reported not being at all aware of the relevant legal provisions for domestic violence, and one in three respondents reported not being at all aware of the relevant legal provisions for rape. There was no noticeable difference between awareness of male and female respondents.

Sexual relationships and reproductive health

- **Respondents are more likely to believe that women should abstain from sex before marriage than men.** 36 per cent of respondents believe that men should abstain from having sex before marriage, as opposed to 62 per cent who believe that women should abstain. Female respondents are more likely than male respondents to think that men should abstain, while male respondents are more likely to think that women should abstain than female respondents. Women carrying condoms are also slightly more likely to be perceived to be promiscuous than men – 32 per cent of female and 39 per cent of male respondents believe that a woman carrying a condom was promiscuous, compared to about 28 per cent of female respondents and 31 per cent of male respondents who think so when the person carrying a condom was a man.
- **Most respondents are opposed to sex between same sex partners.** 68 per cent of female and 80 per cent of male respondents are opposed to same sex relations.
- **Most respondents believe that the use of contraception is a shared responsibility between both sexual partners.** 80 per cent of respondents believe that use of contraception is a shared responsibility, with little difference between responses of women and men.

Employment and leadership



Women's economic empowerment

Participating in the labour market is important for both male and female respondents in Georgia; however, women are more likely to face constraints in terms of perceptions of their access to and growth within the labour market. As shown in Figure D.1, 87 per cent of women and 89 per cent of men agreed that having a job was a key part of their identity. Similarly, 97 per cent of female and 92 per cent of male respondents consider it equally important for their daughters and their sons to get good jobs. 80 per cent of female respondents and 70 per cent of male respondents believe that jobs in any industry or sector can be done by women and men with an equal degree of success.

However, 52 per cent of respondents strongly agree or tend to agree that it is better for a pre-school child if her/his mother does not work, with men more likely to support this statement (55 per cent of men compared

to 49 per cent of women). Younger respondents (aged 18-29) are less likely to agree with this statement – 43 per cent of those aged 18-29 agree that it is better for a pre-school child if their mother does not work, compared to 66 per cent of those aged 60-69.

Male respondents, in particular, perceive career progression within the labour market to be more important for men than for women with 50 per cent of men agreeing it was more important for a man to advance in his career than for a woman, a view shared by only 36 per cent of female respondents. Respondents aged 18-29 are less likely to agree with this statement, with only 25 per cent of this group believing that career advancement is more important for men than for women.

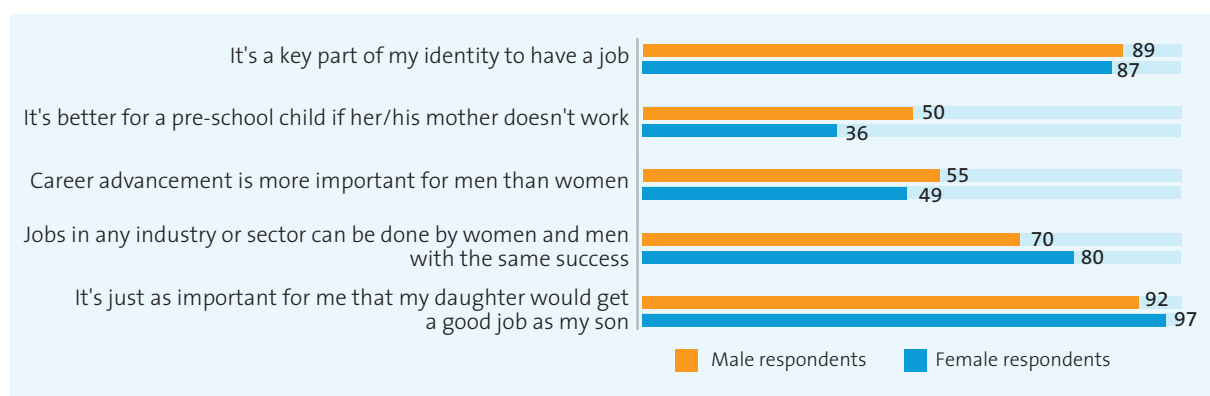
In FGDs, participants discussed some of the gender-specific barriers which face women in the labour market:

“In my opinion, it is more difficult for a woman to get through the interview than to find a job. I was asked whether I was pregnant or not, if I had children, etc. Men are not being asked such questions” (a group of ethnic minorities, Tbilisi, female, 25 years old).

“I take our child to school and then I need 1-2 hours to clean up the house and cook. When the child is back from school, I feed him and that’s it, but I want to work” (a group of ethnic minorities, Akhaltsikhe, female, 26 years old).

FIGURE D.1
Gender perceptions of the labour market

‘Strongly agree’ and ‘tend to agree’ responses only,



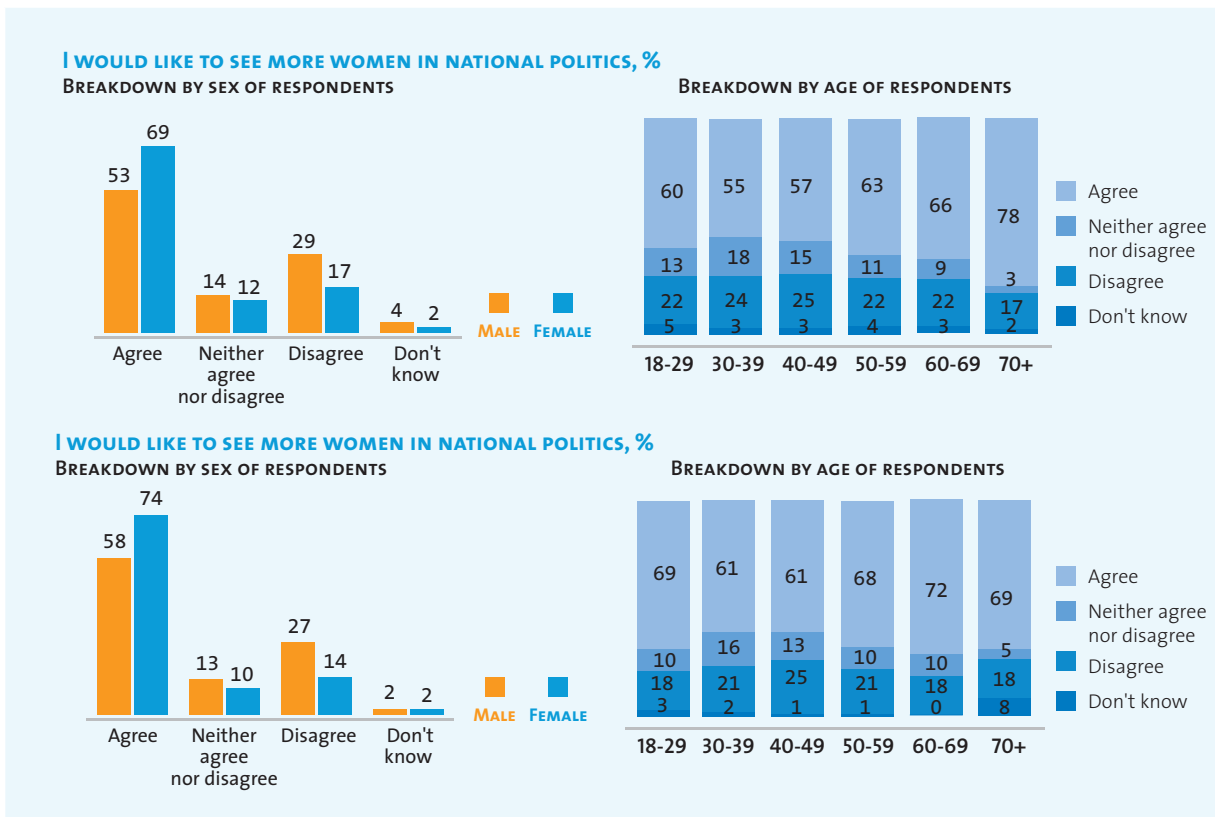
Women in leadership

Most respondents think that women and men are equally capable in terms of their performance in top business and political positions, but about two in five respondents would not be comfortable with a female boss. About 70 per cent of respondents believe that a person’s gender makes no difference in terms of their performance in a top business role, while about 60 per cent of respondents believe that a person’s gender makes no difference in terms of their performance in a top political role. Women are more likely to hold these views than men – 74 per cent and 67 per cent of female respondents believe that gender is not a factor in the performance of individuals in top business and political positions, respectively, compared to 68 per cent and 55 per cent of male respondents.

However, 41 per cent of female and 45 per cent of male respondents stated that they would personally not be comfortable working for a female boss. There was no statistically significant variation in this view by age group.

Female respondents tended to be more enthusiastic about seeing more women in politics. As shown in Figure D.2, 69 per cent of female respondents want to see more women politicians at the national level, compared to 53 per cent of male respondents, while for community or local politics, 74 per cent of female and 58 per cent male respondents want to see more women activists. This finding is consistent across all age groups.

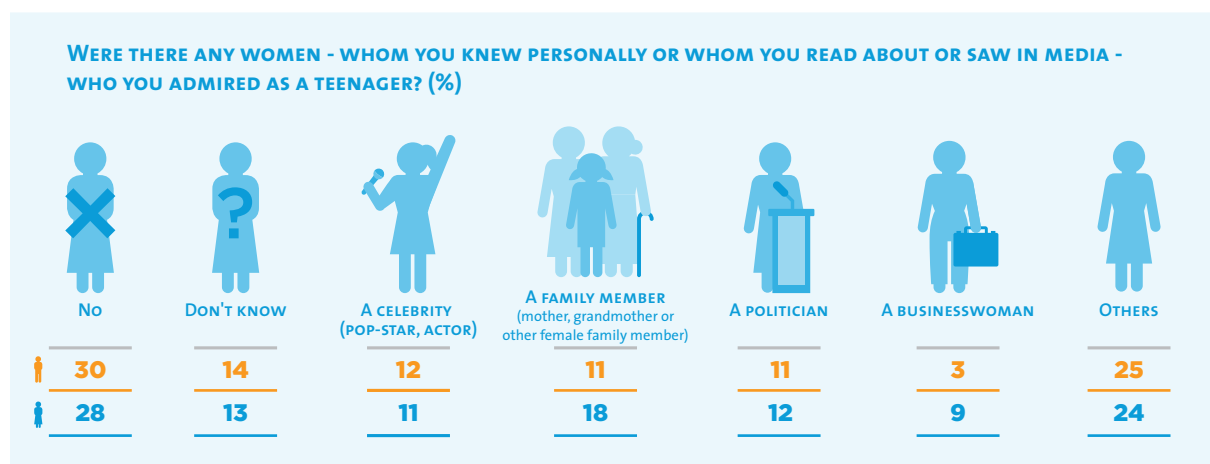
FIGURE D.2
Perceptions of women in politics



One in three respondents did not have a female role model when growing up. As shown in table D.3 below, 35 per cent of respondents did not have a female role model as a teenager, while a further 20 per

cent did not have an answer. Of those who had a role model growing up, these were often family members, politicians, celebrities or school teachers, with similar responses from women and men.

TABLE D.3
Female role models



*Each respondent could pick up several role models

Household and family



Unpaid domestic and care work

Female respondents are more likely than male respondents to say that women remain responsible for unpaid domestic work. As shown in Figure D.4, 58 per cent of female respondents answered that the women in their family were mainly responsible for domestic work (such as cleaning, cooking and laundry), with 40 per cent of them considering that the tasks were shared equally. Male respondents are more likely to think that these tasks are shared. Only 42 per cent of male respondents believe that women are mainly responsible for unpaid domestic work, while 49 per cent of them believe that these tasks are shared equally.

Care work is seen by most respondents as a shared responsibility. 56 per cent of female and 66 per cent of male respondents answered that women and men

were equally responsible for care work responsibilities in their family. Moreover, most respondents agree that childcare is a key part of their role as a man or women. 89 per cent of women and 84 per cent of men believe it is important for them to be actively involved in day-to-day childcare (changing children’s clothes/diapers, feeding children, cooking, cleaning), and 93 per cent of women and 95 per cent of men believe it is important for them to be involved in their children’s upbringing and educational development.

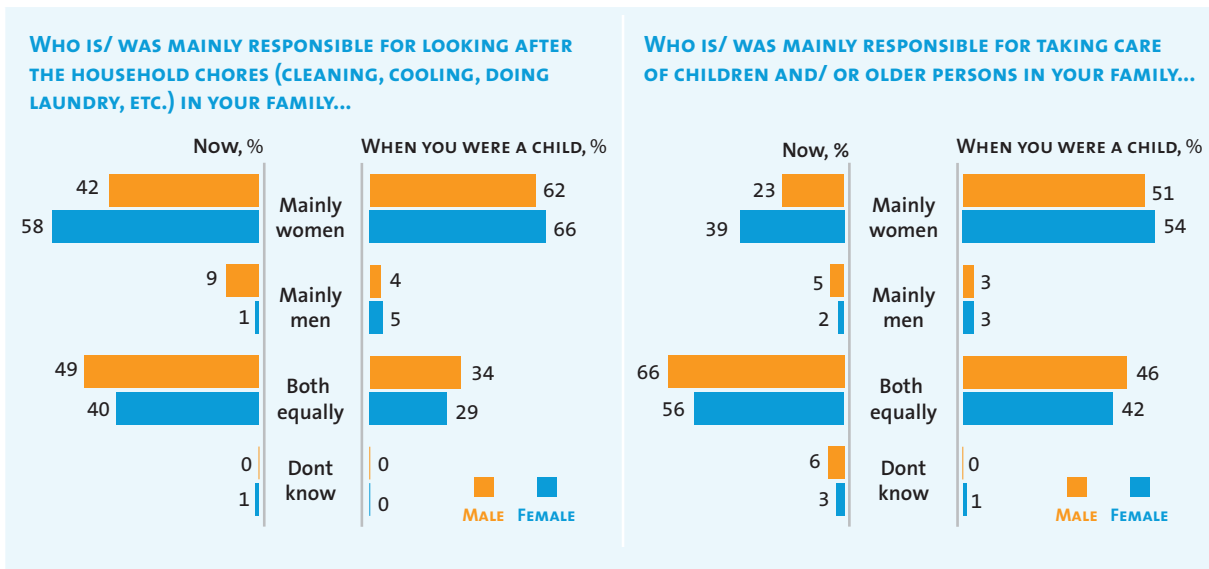
Male and female roles in both unpaid domestic and care work were discussed during FGDs, and tended to corroborate the finding that men are more likely to be involved in care work than in domestic work.

“If my help is needed, like lifting something or hammering in a nail, of course I can help, because I’m a member of the family, but I will do only men’s tasks” (a group of ethnic minorities, Tbilisi, male 52 years old).

“Some people think that men should not be involved in taking care of their kids, but there are men who like doing this and want to be engaged. I was encouraging this and believe that it is important when father participates in his child upbringing and development. I involved him (father) in this process and when this was happening the child was happy. It should be like this” (a group of ethnic minorities, Tbilisi, female 31 years old).

“My wife and I take care of the child; I look after him and am able to do everything for him: feed, bath, etc, there is no problem in that respect” (a group of persons with disabilities, Tskaltubo, male, 31 years old).

FIGURE D.4
Unpaid domestic and care work responsibilities: trends of female and male engagement over time



There have been shifts over time in domestic and care work responsibilities. Almost two in three respondents believe that women were mainly responsible for domestic work when they were younger, while

over half believe that women were mainly responsible for care work. Both women and men are more likely to believe that these tasks are now shared compared to when they were a child.

Son preference was observed among male respondents in particular, but this does not necessarily impact on treatment of children. Survey results suggest that having a son is important for male respondents in particular, with 52 per cent of men stating that they strongly agree or tend to agree with the statement (see Figure D.5), as opposed to 40 per cent of women. These numbers were largely consistent across different age groups, but with the higher share of rural respondents demonstrating son preference (52 per cent) compared to urban respondents (41 per cent).

The existence of a certain level of son preference was supported in FGDs:

“I have a colleague, Georgian, who has two daughters and he says he does not consider himself a real man until he has a son” (a group of ethnic minorities, Tbilisi, female, 32).

At the same time, both female and male respondents overwhelmingly rejected the idea of treating sons and daughters differently – 97 per cent of female and 98 per cent of male respondents believe that the

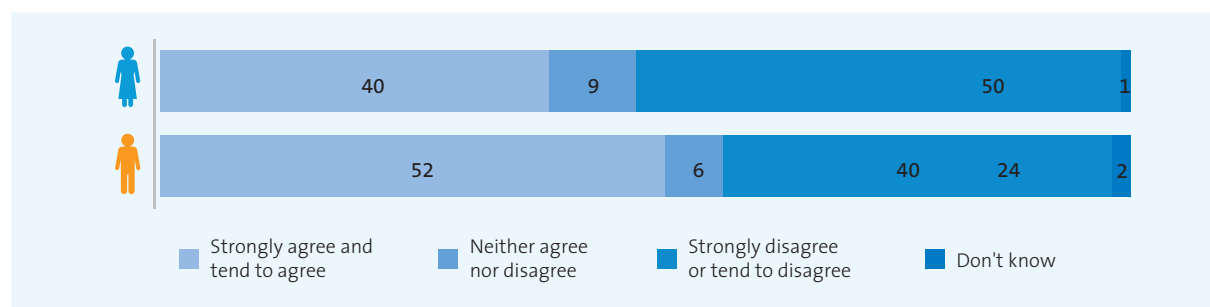
education of daughters and sons is equally important (with no major variances across different age and settlement groups). 93 per cent of female and 84 per cent of male respondents believe that any inheritance should be shared equally between daughters and sons (with higher share of urban respondents sharing this view than rural dwellers: 93 per cent versus 83 per cent).

The level of men taking parental leave rates remain low, but is higher among respondents aged 29 or younger. Only 10 per cent of respondents (11 per cent of female and 8 per cent of male respondents) said that their partners or themselves or took paternity leave for the birth of their last child – however, this number rises to 21 per cent among those respondents aged 18-29.

In FGDs, participants reflected on the increasing trend towards paternal leave among younger men and the fact that this is not yet seen by everyone as a social norm:

“My friend’s husband decided to take paternal leave and it seemed strange. But when I visited them I realised he was coping well” (a group of single mothers, Tbilisi, female, 26 years old).

FIGURE D.5
In our country, having at least one son is seen as very important for the family



Decision-making in the family

Respondents tend to perceive that decision-making in the family is shared when it comes to expenditure, but male and female respondents have different views in terms of who has the final say in the household. 88 per cent of female and 83 per cent of male respondents agree that they should jointly be responsible for taking decisions on day-to-day expenditures. A similarly high percentage of respondents (95 per cent women, 85 per cent men) felt the same about larger decisions, such as investments. Women and

men, however, expressed different views on who should have the final say in the family. 80 per cent of female respondents believe that the final say should be taken by women and men equally, a view shared by 53 per cent of male respondents. 45 per cent of male respondents, however, feel that the final word should belong to the man.

Some FGD participants noted that decision-making is usually a shared process:

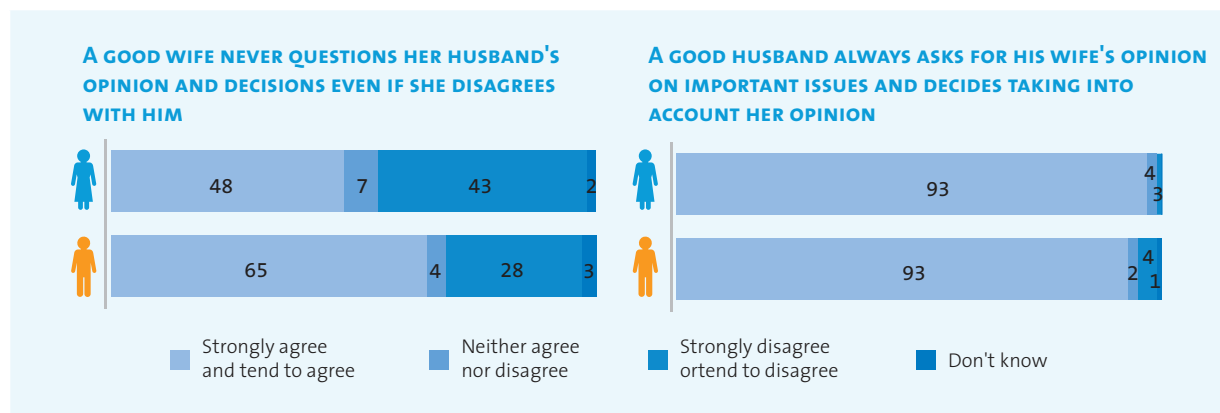
“Both of us participate in the decision-making. Yes, the man is more important, but nevertheless we take decisions jointly” (a group of ethnic minorities, Telavi, female, 51 years old).

“We take decisions jointly. When we want to buy something or invest our savings we take such decisions together” (a group of ethnic minorities, Tbilisi, male, 25 years old).

65 per cent of male respondents believe that a good wife shouldn't question her husband, even if she disagrees with him, a view shared by 48 per cent of female respondents. However, this view was less likely to be expressed by younger respondents: 18-29 year old respondents are less likely to agree with

this statement than 60-69 year old respondents (41 per cent versus 73 per cent). Moreover, 93 per cent of respondents (with no difference between women and men) also believe that a good husband should take his wife's views into account when making decisions (see Figure D.6 below).

FIGURE D.6
Decision making in the family



Gender-based violence

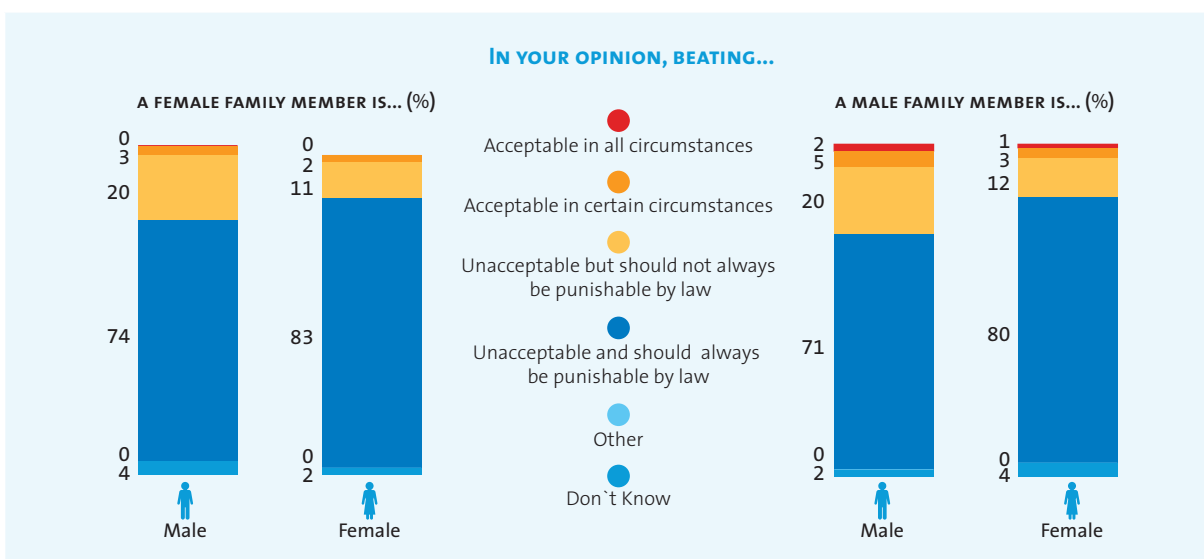


Attitudes to GBV

Most male and female respondents believe that physical violence towards a family member is unacceptable and should always be punished by law. As shown in Figure D.7, over 80 per cent of female and over 70 per cent of male respondents believe that

physical violence towards a family member of either sex is unacceptable and should always be punishable by law. Around 10 per cent of female and 20 per cent of male respondents believe that physical violence is unacceptable but should not always be punished.

FIGURE D.7
Attitudes towards violence in the family



3 per cent of female and 4 per cent of male respondents witnessed their mother being hit in childhood, while 7 per cent of female and 5 per cent of male respondents witnessed their mother being humiliated. Those who witnessed their mother being hit were slightly less likely than other respondents to believe that violence against a male or female family member should always be punished (63-66 per cent of those who witnessed their mother being hit believe that striking a female or male family member, respectively, should always be punishable by law compared

to 76-79 per cent of those who did not witness their mother being hit).

7 per cent of female respondents and 29 per cent of male respondents stated that they themselves had been punched, kicked or slapped at some point during childhood. Of those who did experience violence, it occurred in school in almost three out of five cases. A lower percentage of respondents reported experiencing sexual violence in childhood – 2 per cent of female respondents and 1 per cent of male respondents.

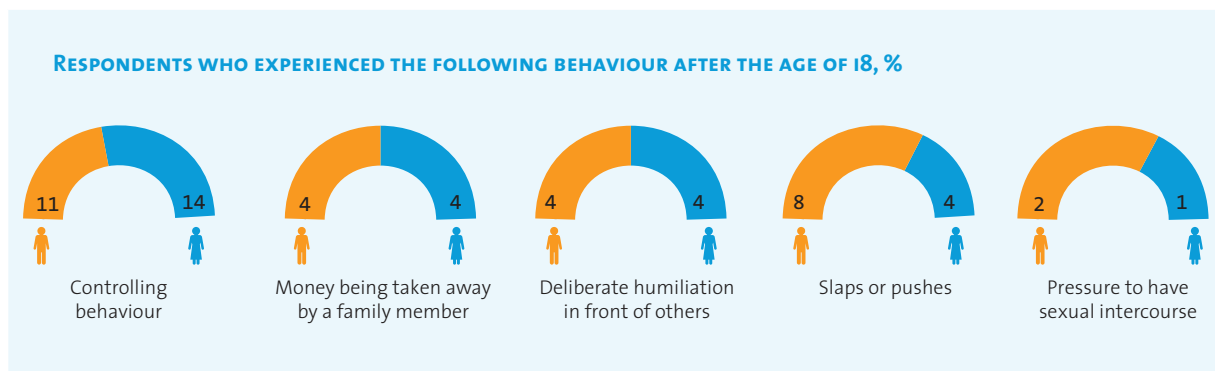
In adulthood, physical and psychological violence were the most common types of violence reported by respondents; however, female respondents were slightly more likely to have experienced psychological violence than male respondents, while the latter were more likely to have experienced physical violence. 4 per cent of female respondents and 8 per cent of male respondents reported experiencing physical violence (slaps or pushes) at some point in their adulthood (see Figure D.8), while 14 per cent of female and 11 per cent of male respondents reported experiencing

psychological violence in the form of controlling behaviour.

Female participants of ethnic minorities focus group noted that a common example of controlling behaviour of a family member was preventing women from working:

“I would like to work, but my husband is against it. I want to be out.” (a group of ethnic minorities, Akhaltsikhe, female, 26 years old).

FIGURE D.8
GBV: respondent experiences in adulthood



Most respondents believe that it is unacceptable to blame women (for clothes, drinking, behaviour, etc) if sexual violence is committed against them. 55 per cent of respondents (with similar percentages for women and men) do not believe that a woman bears

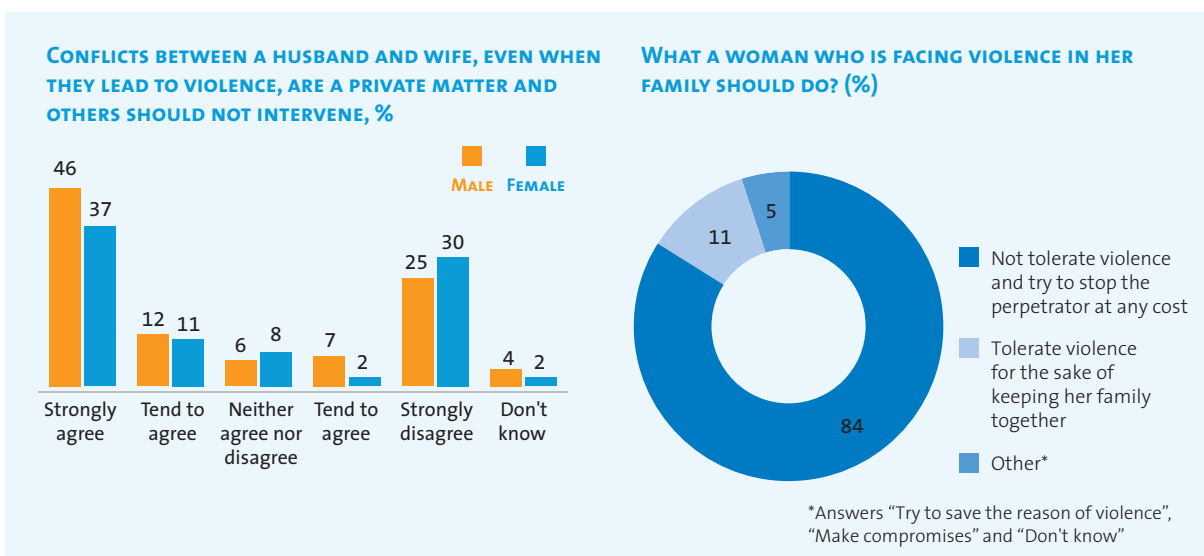
any share of the blame if sexual violence is committed against her. This percentage is higher among the younger generation, with 67 per cent of those aged 18-29 agreeing with this view.

Responses to GBV

Half of all respondents believe that conflict (even one involving violence) between a husband and wife is a private matter, but over 80 per cent of respondents believe that a woman should not tolerate violence. 53 per cent of respondents (48 per cent of women and 58 per cent of men) believe that conflicts between a husband and wife should remain a private matter,

even when violence is involved (see Figure D.9). This numbers falls to 39 per cent among those respondents aged 18-29. 89 per cent of female and 80 per cent of male respondents believe that a woman who is facing violence in the family should not tolerate this and should take measures to stop it.

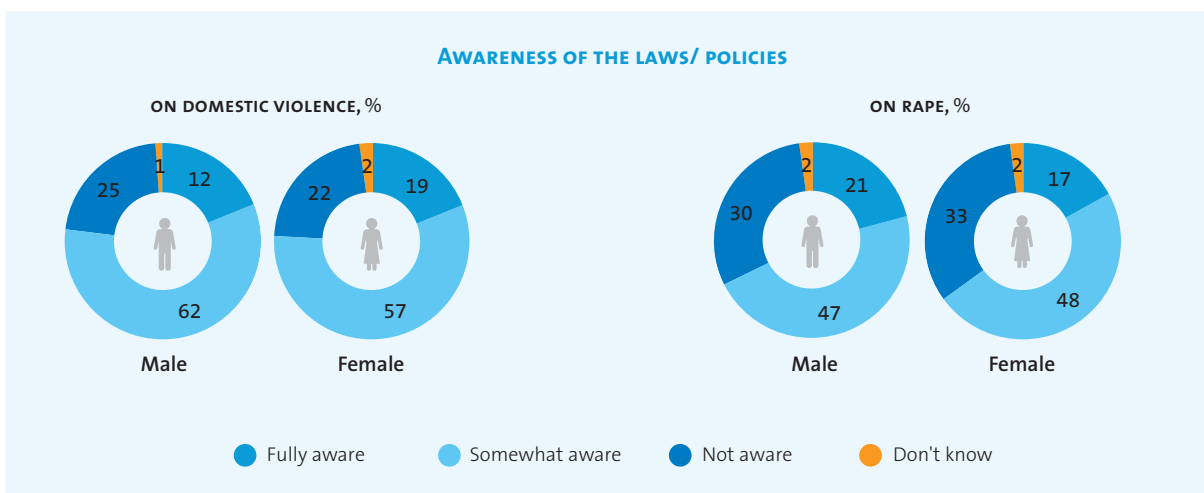
FIGURE D.9
Responses to domestic violence



Reported awareness about the available legal recourse for domestic violence and rape is generally low among respondents. As shown in Figure D.10, only about one in five respondents reported being fully aware of legal provisions on domestic violence and rape. A similar share of respondents claim to be unaware of the relevant legal provisions for domestic

violence and one in three respondents report being unaware of the relevant legal provisions for rape. One in two respondents claim to be somewhat aware of legislation on domestic violence and rape. There was no noticeable difference between male and female responses.

FIGURE D.10
Reported awareness of GBV legislatioy



Both female and male respondents perceive the police to be the most effective source of support when combatting GBV. 68 per cent of female and 61 per cent of male respondents named their local police department as an effective source of help (see Table D.11). Apart from the police, female respondents are

more likely than male respondents to turn to other institutional solutions – psychologists (54 per cent) or social workers (44 per cent). Male respondents are more likely to reach out to their social circle – friends (58 per cent) or family members (53 per cent).

TABLE D.11.
GBV: sources of support



*each respondent could pick up several role models

Sexual relationships and reproductive health



Attitudes towards sexual relationships

Respondents are more likely to believe that women should abstain from sex before marriage than men.

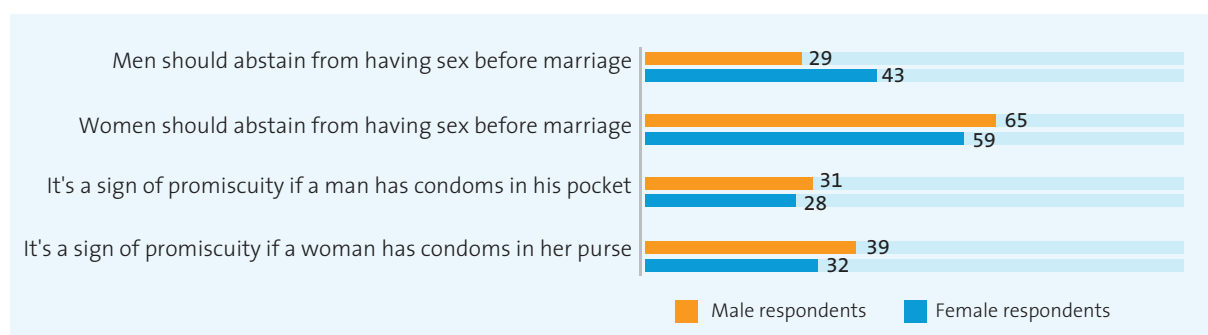
36 per cent of respondents believe that men should abstain from having sex before marriage, as opposed to 62 per cent who believe that women should abstain. Female respondents are more likely to agree that men should abstain from sex before marriage than male respondents – 43 per cent of female respondents believe that men should abstain compared to 29 per cent of male respondents (see Figure D.12 below). However, when it comes to female abstention from sex before marriage, male respondents are more likely to think that women should abstain than female respondents (65 per cent versus 59 per cent).

Women carrying condoms are slightly more likely to be perceived as promiscuous than men, particularly by male respondents – 32 per cent of female and 39 per cent of male respondents believe that a woman carrying a condom is promiscuous, compared to about 28 per cent of female and 31 per cent of male respondents who think so when the person carrying a condom is a man.

Respondents aged 18-29 are less likely to believe in abstention, although double standards continue to exist. Only 27 per cent of respondents aged 18-29 believe that men should abstain from sex before marriage (9 percentage points below the average) while 45 per cent believe that women should abstain (17 percentage points below the average).

FIGURE D.12.
Attitudes towards sexual norms

Strongly agree' and 'tend to agree' responses only, %



The majority of respondents are opposed to sex between same sex partners. 73 per cent of respondents are opposed to same sex relations, with female respondents less opposed than male respondents (68 per cent versus 80 per cent). Respondents aged 29 or young are also less likely to be opposed: 54 per cent

of those aged 18-29 are opposed, compared to 87 per cent of those aged 60-69. Residents of Tbilisi are noticeably more likely to believe that same sex relations are acceptable – one in five respondents from this area stated that it was fully or rather acceptable.

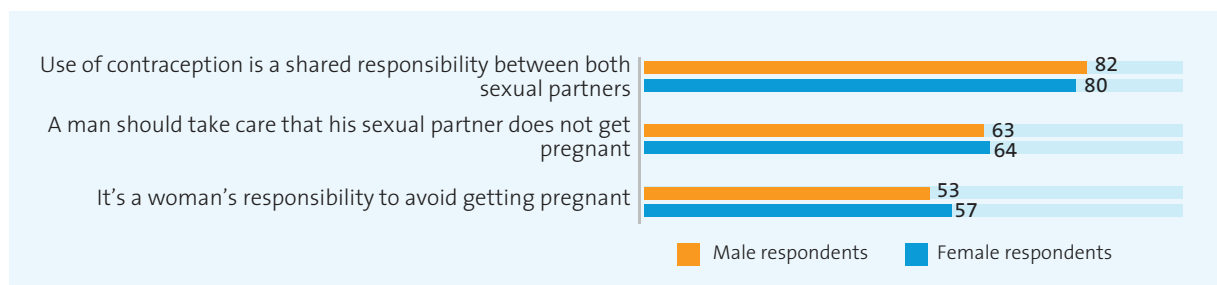
Decision-making in reproductive health

Contraception is generally viewed as a shared responsibility, with women considered to have slightly greater responsibility for preventing pregnancy. As shown in Figure D.13, about four in five participants (women and men) believe that use of contraception is a shared responsibility. 57 per cent of female and 53 per cent of male respondents

per cent of male respondents strongly believe or tend to believe that it is a man's responsibility for preventing unwanted pregnancy of his sexual partner, while 64 per cent of female and 63 per cent of male respondents believe it to be a woman's responsibility.

FIGURE D.13.
Attitudes towards contraception use

Strongly agree' and 'tend to agree' responses only, %



Respondents feel that women should have agency when it comes to using contraception during sex. In the scenario posed (the man does not want to use contraception during sex but the woman does not want to fall pregnant), only 4 per cent of women and 11 per cent of men believe that the woman should simply agree with the man and have sex. 57 per cent of women and 46 per cent of men believe that the woman should use alternative contraception, while 23 per cent of women and 26 per cent of men believe that she should refuse to have sex if the man continues to refuse to use contraception.

Respondents have controversial views on abortion, but female respondents are more likely to think that it should always be a woman's choice. 36 per cent of male respondents believe that women should never have the choice, compared to 24 per cent of female respondents. Conversely, 36 per cent of female respondents believe that women should always have the choice – a view shared by only 22 per cent of male respondents. Those under the age of 60 are more likely than those aged 60+ to believe that women should never have the choice – around one in three of those aged between 18-59 agree with this, compared to about one in five of those aged 60+.

Recommendations

This study has revealed some positive findings in terms of gender equality norms and perceptions in Georgia but also identified shortcomings and bottlenecks which hold back further progress. Based on the findings, the following recommendations aim to further tackle gender equality norms and perceptions:

Overarching gender perceptions

- ▶ Work with governments, civil society and the private sector to break gender norms and stereotypes in all areas of life, as an essential means to eradicating gender-based discrimination and promoting the economic and social benefits of gender equality in society;
- ▶ Build the capacity of key actors across all media platforms to ensure messages do not reproduce or promote gender stereotypes and encourage diversity and equality in society;
- ▶ Promote gender equality in the national education system, including by removing gender stereotypes from learning materials, running specific courses on gender equality, sexuality and non-violence, gender-responsive career counselling and training of teachers and school staff on gender equality;

Employment and leadership

- ▶ Work with employers and trade unions in the public and private sector to improve work-life balance and promote flexible work arrangements for employees with care responsibilities;
- ▶ Run information and awareness raising campaigns featuring working mothers with a view to strengthening this norm in Georgian society;
- ▶ Implement empowerment tools and programmes (e.g. quotas, leadership programmes) to facilitate women's career advancement and achieve equality in leadership positions;

- ▶ Conduct further analysis into overall attitudes, and those of younger people in particular, towards women in both national and local politics;
- ▶ Raise the profile of women business leaders through communications campaigns;
- ▶ Raise awareness of legal paternity leave provisions and encourage fathers to use them. Highlight the benefits of men taking paternity and parental leave by encouraging politicians, business leaders and civil servants to make use of these provisions;

Household and family

- ▶ Promote positive and egalitarian images of women and men's roles in the family and society, including by highlighting the value of men's involvement in unpaid domestic work, child care and elder care, in collaboration with government, civil society and media providers;
- ▶ Develop and upgrade early childhood and long-term care programmes and infrastructure to revert the disproportionate domestic and care work burden shouldered by women throughout their productive lives;

Gender-based violence

- ▶ Conduct awareness raising campaigns to break stereotypes about GBV in society, underscoring its criminal nature, with a particular focus on sexual violence;
- ▶ Conduct a gap analysis of existing GBV legal frameworks and implementation processes;
- ▶ Increase awareness and understanding among the population of the relevant Georgian legislative measures regarding domestic violence, rape, harassment, and sexual misconduct;
- ▶ Undertake further analysis of the work done by institutional sources of support most trusted by respondents (e.g. the police, social workers) in the area of GBV, with a view to build their capacity in this area;

- ▶ Promote the different sources of support available to survivors and perpetrators of GBV;
- ▶ Engage media providers to improve and expand their coverage of GBV, including by covering GBV cases publicly, to ensure society is aware of the police and justice sector responses;

Sexual relationships and reproductive health

- ▶ Conduct awareness raising campaigns aimed at eradicating anti-LGBTIQ+ attitudes, as well as sexual double standards related to sex before marriage and carrying contraception;
- ▶ Work with the government, civil society and health and education professionals to provide and promote access to factual and impartial

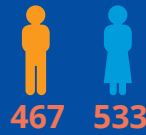
information on sexual and reproductive health and contraception, including through comprehensive sexuality education;

- ▶ Implement campaigns aimed at realizing women's agency over their bodies, including by tackling stereotypes on abortion never being a woman's choice.

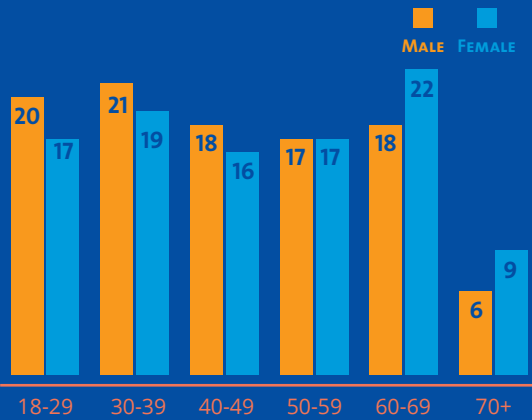
As a general point, when implementing any of the above recommendations, it is important to make sure that these are open to and inclusive of women and girls who might be facing double or triple discrimination due to their ethnic, religious background, sexual orientation or gender identity, or lack of knowledge of Georgian.

E. MOLDOVA

NUMBER OF RESPONDENTS

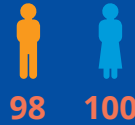


RESPONDENTS BY AGE, %

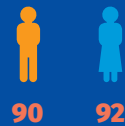


MAIN ETHNIC GROUP AND RELIGION, %

MOLDOVIAN

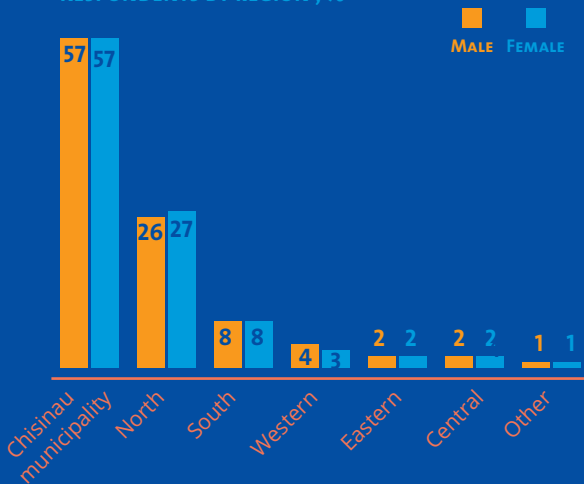


CHRISTIAN ORTHODOX



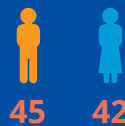
- ▶ The survey reached Loco respondents in Moldova, with more women respondents (53 per cent), compared to men (47 per cent)
- ▶ 72 per cent of the respondents were in the 18-59 age group i.e. part of the economically active population
- ▶ 66 per cent of respondents identified themselves as Moldovan, 19 per cent as Romanian, and almost 5 per cent as Russian
- ▶ 93 per cent of respondents identified themselves as Christian Orthodox

RESPONDENTS BY REGION, %

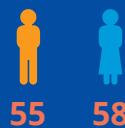


RESPONDENTS BY AREA, %

URBAN

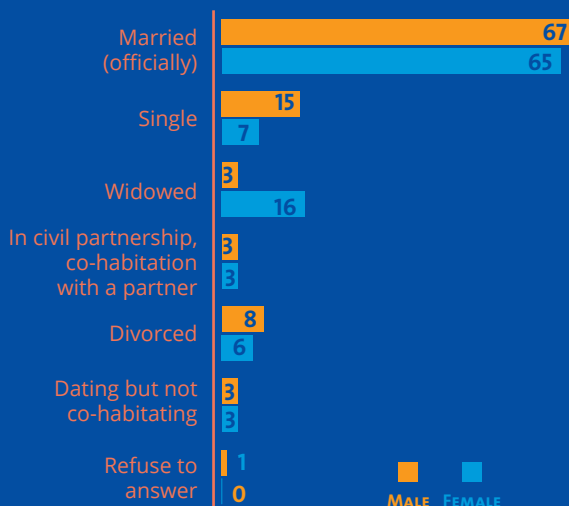


RUURAL



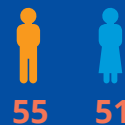
- ▶ The majority of those who were surveyed (57 per cent) reside in rural areas, while the urban population accounted (or 43 per cent of all respondents

RESPONDENTS BY RELATIONSHIP STATUS, %

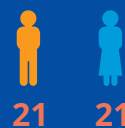


RESPONDENTS BY AGE OF THEIR CHILDREN, %

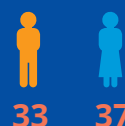
NO CHILDREN UNDER 17



WITH CHILDREN UP TO 6

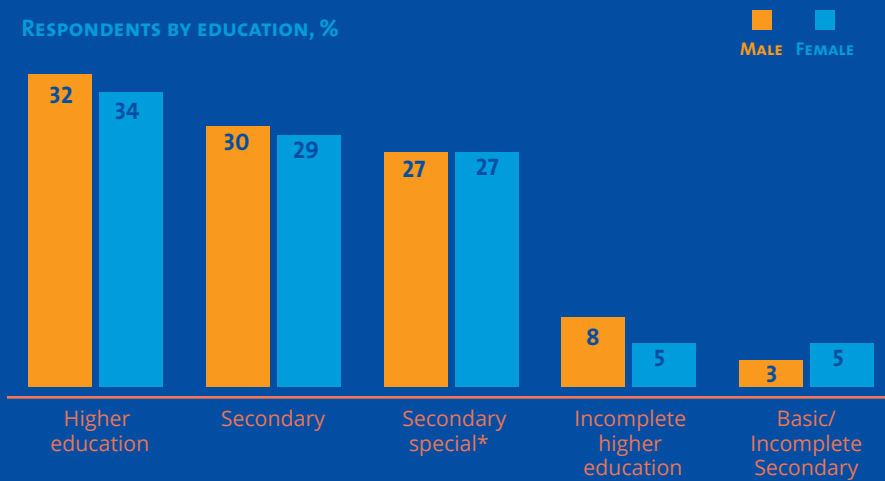


WITH CHILDREN AGED 7-17



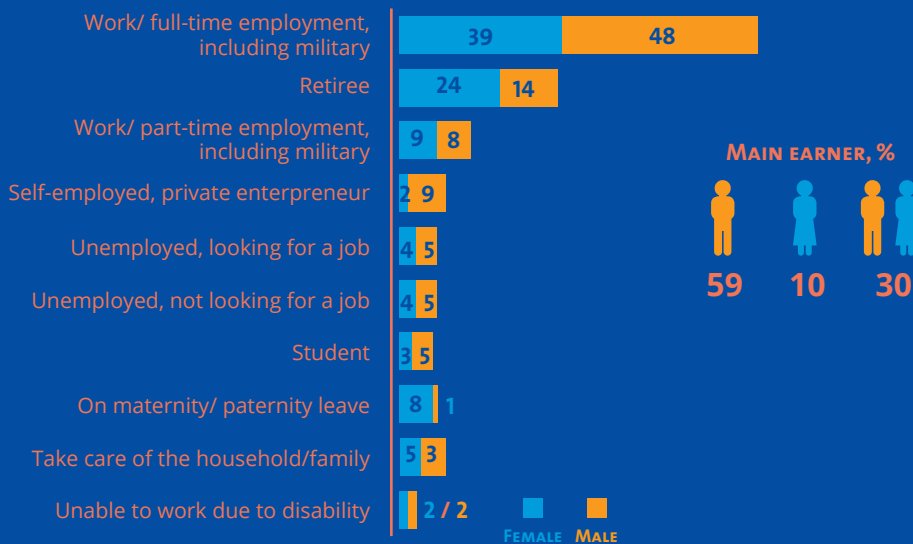
- ▶ Two-third of respondents were officially married. Single respondents accounted only for 11 per cent of all those 1410 were surveyed.
- ▶ The majority of respondents (52 per cent) did not have a child aged 17 years old or younger.

RESPONDENTS BY EDUCATION, %



* Secondary special (college, technical school, etc.)

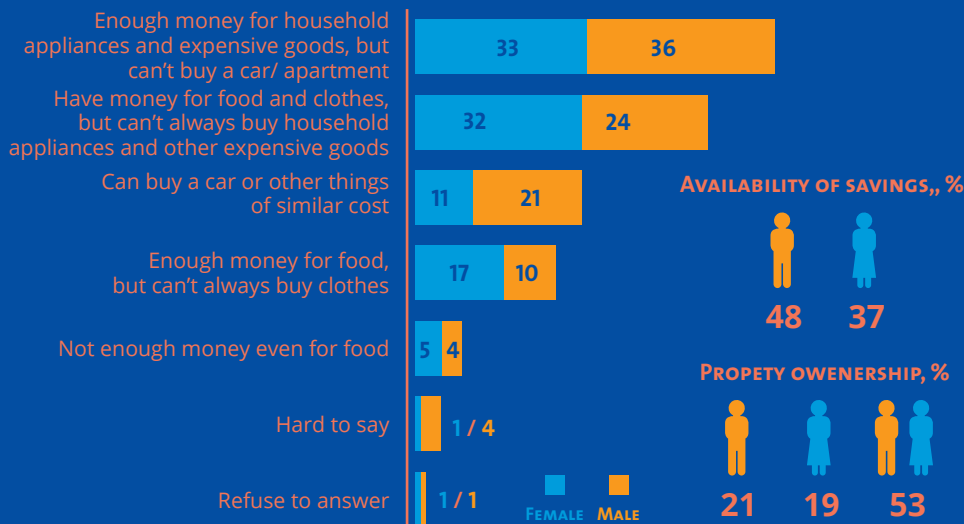
RESPONDENTS BY EMPLOYMENT STATUS, %



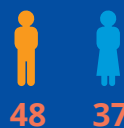
MAIN EARNER, %



RESPONDENTS BY HOUSEHOLD INCOME, %



AVAILABILITY OF SAVINGS, %



PROPERTY OWNERSHIP, %



▶ About 40 per cent of respondents reported having a higher education of some sort (including incomplete higher education). 5 per cent of men and 3 per cent of women reported that they had only a basic education.

▶ 65 per cent of respondents stated that they were formally involved in the labour market (including those who were employed full- or part-time or self-employed, those respondents who were on paternity or maternity leave, students). 19 per cent of respondents were retired.

▶ 47 per cent of respondents claimed that men were the main earner in the family, compared to only 10 per cent who said that women were the main earner.

▶ 16 per cent of respondents reported that they had enough resources to buy a car or other items of similar cost, but 42 per cent of respondents could only afford to buy smaller items e.g. food and clothes.

▶ 42 per cent of the respondents claimed to have at least some personal savings. The savings rate was higher among younger respondents (57 per cent for respondents aged 18-29, compared to 35 per cent for those aged 50-59). Only 34 per cent of respondents from rural areas claimed to have personal savings, compared to 52 per cent of those living in urban areas.

Summary of key findings

Overarching gender perceptions

- **50 per cent of female and 45 per cent of male respondents perceive that there is a positive trend in terms of gender equality in Moldova.** One in three respondents (both women and men) believe that the situation has not changed and about one in ten female and male respondents believe that women and men are now less equal than in their own childhood.
- **64 per cent of respondents disagree that more rights for women means fewer rights for men, and 68 per cent disagree that more jobs for women means fewer jobs for men.** Female and male views are consistent, although respondents aged 18-29 are more likely to disagree (about 75 per cent of this age group disagree).
- **84 per cent of female and 76 per cent of male respondents believe that gender equality can be beneficial for Moldova's economic development.**

Employment and leadership

- **Participating in the labour market is important for both women and men in Moldova; however, patriarchal perceptions about women's access to and growth within the labour market continue to exist.** 92 per cent of female and 97 per cent of male respondents agree that having a job is a key part of their identity. However, 60 per cent of male respondents also believe that it is better for a pre-school child if her/his mother does not work, a view shared by 47 per cent of female respondents. Moreover, about 40 per cent of both female and male respondents agree that it is more important for a man to advance in his career than for a woman to advance in hers.
- **A person's gender is not perceived by most respondents as an indicator of their performance in business or politics.** Two thirds of female and male respondents believe that a person's gender makes no difference in terms of their performance in a top business role, with over half of all respondents (both women and men) believing the same about performance in a top political role. Similarly, 78 per cent of female and 61 per cent of male respondents believe that jobs in any sector/industry can be done by women and men with the same success.
- **Female respondents tend to feel more comfortable than male respondents when it comes to working for women or seeing more women in politics.** 64 per cent of women stated that they would feel comfortable working for a female boss, compared to 57 per cent of men. Female respondents also tend to be more positive about seeing more women in national or community/local politics: 65 per cent of female respondents want to see more women politicians at the national level, compared to 54 per cent of male respondents. At the level of community or local politics, 72 per cent of female and 59 per cent of male respondents want to see more women activists.

Household and family

- **Female respondents are more likely than male respondents to report that gendered roles in households remain.** 60 per cent of female and only 46 per cent of male respondents answered that the women in their family were mainly responsible for unpaid domestic work (such as cleaning, cooking and laundry), while 51 per cent of female and 33 per cent of male respondents answered the same regarding care work. Men are more likely to believe that responsibilities are shared in both areas: two in five believe that domestic work is shared equally between women and men and one in two believe that care work responsibilities are shared equally between women and men.
- **Shared decision-making in the family is generally perceived to be high, particularly when it comes to expenditure.** 80 per cent of female and 76 per cent of male respondents agree that they should jointly be responsible for taking decisions on day-to-day expenditures, while a similar percentage of respondents feel the same about larger decisions, such as investments. A slightly lower percentage (about 55 per cent of both female and male respondents) agree that the final say in the home should be shared.
- **Half of male and female respondents feel that a good wife should never question her husband's opinions and decisions, regardless of her own views.** However, 94 per cent of female and 87 per cent of male respondents also believe that a good husband should take his wife's views into account when making decisions.

GBV

- **Physical and psychological violence were the most common types of violence experienced by respondents.** 17 per cent of respondents reported experiencing physical violence in adulthood, and 13-17 per cent reported experiencing different types of psychological violence. Women were more likely to experience the latter, and men the former.
- **23 per cent of female and 18 per cent of male respondents witnessed their mother being hit in childhood.**
- **Male respondents are more likely to believe that conflicts between a husband and wife should remain private, even when these involve violence.** 54 per cent of male respondents believe that conflicts between a husband and wife should remain a private matter, even when violence is involved, a view shared by 46 per cent of female respondents
- **Reported awareness of laws on GBV and rape is low.** 12 per cent and 15 per cent of respondents reported being fully aware of legal provisions on domestic violence and rape, respectively, compared to 41 per cent and 44 per cent of respondents who reported being not at all aware of the respective legal provisions. There was no significant difference between awareness of female and male respondents.

Sexual relationships and reproductive health

- Respondents are more likely to believe that women should abstain from sex before marriage than men.** 40 per cent of respondents believe that men should abstain from having sex before marriage, as opposed to 49 per cent who believe that women should abstain. In both cases, women are more likely than men to agree with abstinence prior to marriage. Women carrying condoms are also slightly more likely to be perceived as promiscuous than men – around 30 per cent of female and male respondents believe that a woman carrying a condom is promiscuous, compared to about 25 per cent who think so when the person carrying a condom is a man.
- Three in four female and male respondents are opposed to sex between same sex partners.**
- Most respondents believe that the use of contraception is a shared responsibility between both sexual partners.** 80 per cent of respondents believe that use of contraception is a shared responsibility, with little difference between responses of women and men.

Employment and leadership



Women's economic empowerment

Participating in the labour market is important for both male and female respondents in Moldova; however, women are more likely to face constraints in terms of perceptions of their access to and growth within the labour market. As shown in Figure E.1, 92 per cent of women and 97 per cent of men agree that having a job is a key part of their identity. Similarly, 97 per cent of respondents consider it equally important for their daughters and their sons to get good jobs. Most respondents also think that jobs in any industry or sector can be done by women and men with equal degrees of success, however, women are more likely to share this view (78 per cent) than men (61 per cent).

53 per cent of respondents strongly agree or tend to agree that it is better for a pre-school child if her/his mother does not work, with men more likely to support this statement (60 per cent of men compared

to 47 per cent of women). There were no significant differences between responses across different age-groups.

Career progression within the labour market is often perceived as more important for men than for women. 42 per cent of respondents agree that it is more important for a man to advance in his career than for a woman, while 40 per cent disagree and 8 per cent do not have a view/are neutral. These results were consistent among female and male respondents, but only 33 per cent of those aged 18-29 believe that career advancement is more important for men.

In FGDs, participants reflected on some of the gender-specific obstacles faced by women seeking to access the labour market:

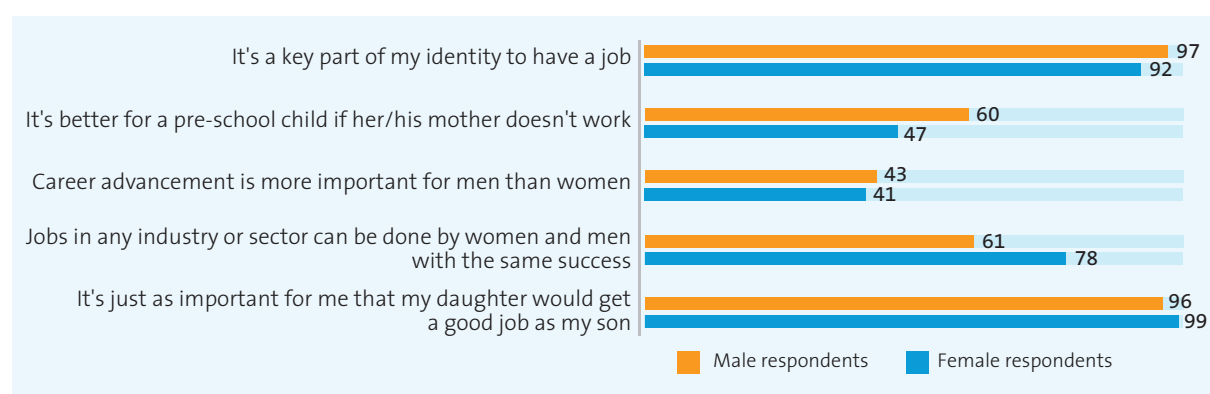
“This is me who mainly takes care of the child, he is still small. The husband also helps me, but to the extent possible, because of working 24 hours a day, he has no free time” (a group of persons with disabilities, Ceadîr-Lunga district, female, 25 years old).

“An obstacle is the age of the child, if the employer knows that you have a small child, then from the very beginning he knows that you will need more free time, and here it is important that the family is nearby. Parents to help you. Or have a well-paying job and can afford to hire a nanny to take care of the child” (a group of single mothers, Chisinau municipality, female, 45 years old).

FIGURE E.1

Gender perceptions of the labour market

‘Strongly agree’ and ‘tend to agree’ responses only,



Women in leadership

Most respondents think that women and men are equally capable in terms of their performance in top business and political position. Two in three respondents believe that a person's gender makes no difference in terms of their performance in a top business role, and one in two respondents believe that a person's gender makes no difference in terms of their performance in a top political role. These results were consistent among female and male respondents.

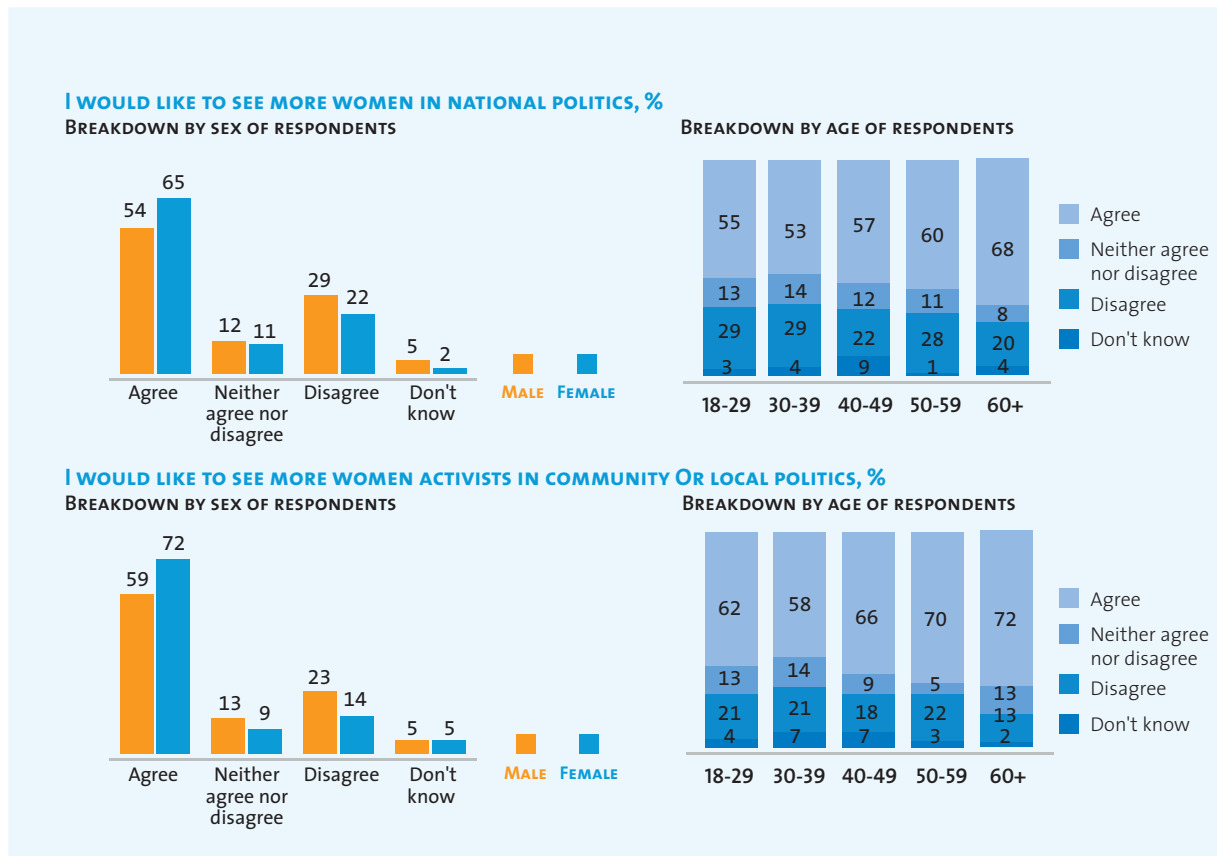
Female respondents tend to be more comfortable than male respondents in terms of working for a female boss or about seeing more women in politics. 64

per cent of female respondents stated that they would feel comfortable working for a female boss, compared to 57 per cent of male respondents. In terms of politics, female respondents again tended to be more positive. 65 per cent of female respondents want to see more women politicians at the national level, compared to 54 per cent of male respondents, while for community or local politics, 72 per cent of female and 59 per cent of male respondents want to see more women activists. As shown in Figure E.2, 18-29 olds overall demonstrate a lower level of support for more women politicians at the national level (55 per cent) than 60+ olds (68

per cent). A similar trend can be observed in relation to women activists in community or local politics – while 66 per cent of respondents overall agree that they would like to see more women in these roles, young

people aged 18-29 years age are less likely to support this (62 per cent) than 60+ year olds (72 per cent). Both of these trends were statistically significant.

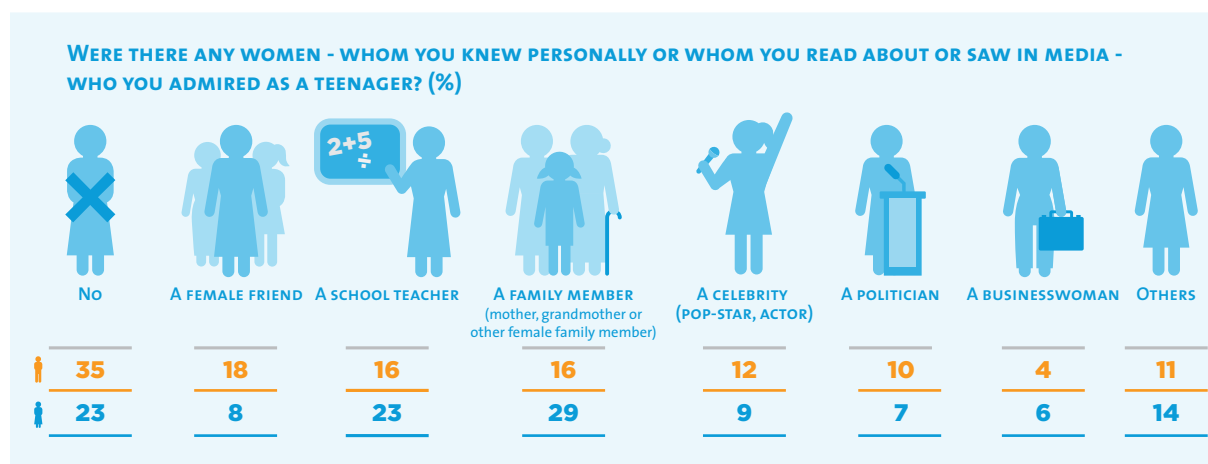
FIGURE E.2
Perceptions of women in politics



Respondents were more likely to consider a woman from their circle of acquaintances as a role model rather than a woman politician or businesswoman. Over one third of male respondents and a quarter of female respondents grew up with no female role

model to admire. Of those who had a role model growing up, female respondents tended to select a family member or teacher, while male respondents were more likely to select a female friend as shown in Table E.3.

TABLE E.3
Female role models



*Each respondent could pick up several role models

Household and family



Unpaid domestic and care work

Female respondents are more likely than male respondents to report that gendered roles in households remain. As shown in Figure E.4, 60 per cent of female and 46 per cent of male respondents answered that the women in their family were mainly responsible for unpaid domestic work (such as cleaning, cooking and laundry), while 51 per cent of female respondents and 33 per cent of male respondents answered the same regarding care work. Male respondents are more likely than female respondents to believe that they contribute to these tasks, with 42 per cent and 46 per cent of male respondents thinking of domestic and care work, respectively, as shared responsibilities versus 38 per cent and 36 per cent of female respondents, respectively, who hold this view. However, both female and male respondents are more likely to say

that unpaid domestic and care work are shared tasks now, compared to when they were a child.

Both male and female respondents believe that it is a key part of their role as a man/woman to be actively involved in all aspects of childcare. 96 per cent of female and 88 per cent of male respondents stated that day-to-day childcare was a key part of their role as a parent, while over 90 per cent of both women and men believe that it is a key part of their role as a woman/man to be involved in developmental activities (leisure activities and educational development).

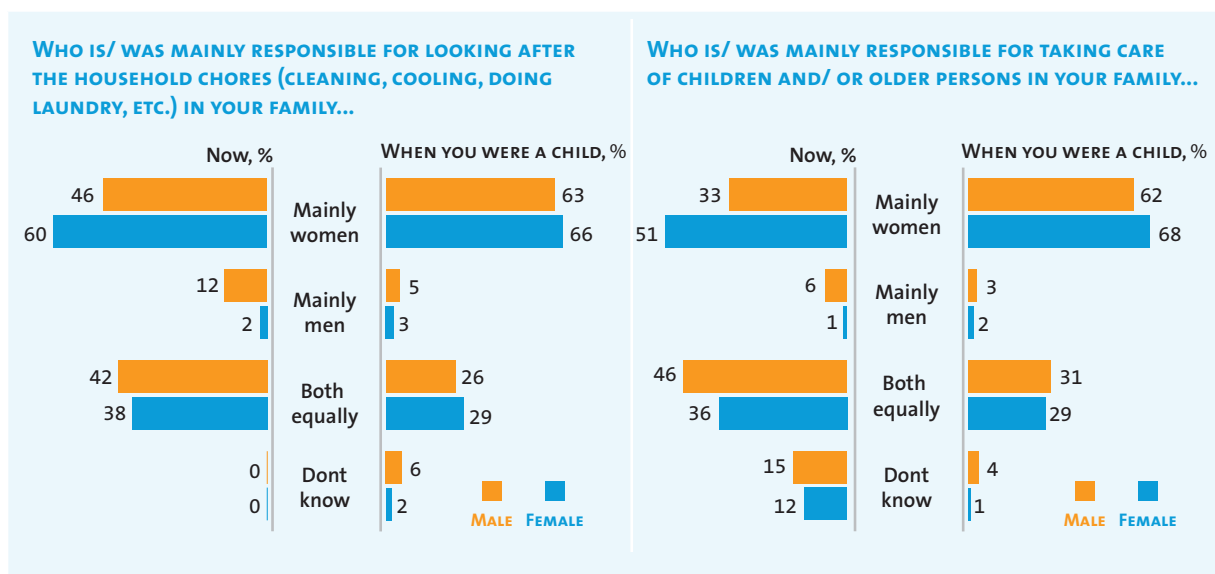
In FGDs, participants tended to confirm the perception that women were often more involved in domestic and care work than men:

“Basically, I do everything, dishes, children, home, because my husband is rarely at home. We used to work for ourselves, took people to Moscow ... when I got a job, he was still not at home, I did it anyway” (a group of displaced people, Causeni district, female, 37 years old).

“I took care of the children. When I got a job in the market, my husband stayed with them. But my mother usually helped me more, because my husband did not stay at home much” (a group of ethnic minorities, Falesti district, female, 39 years old).

FIGURE A.4

Unpaid domestic and care work responsibilities: trends of female and male engagement over time



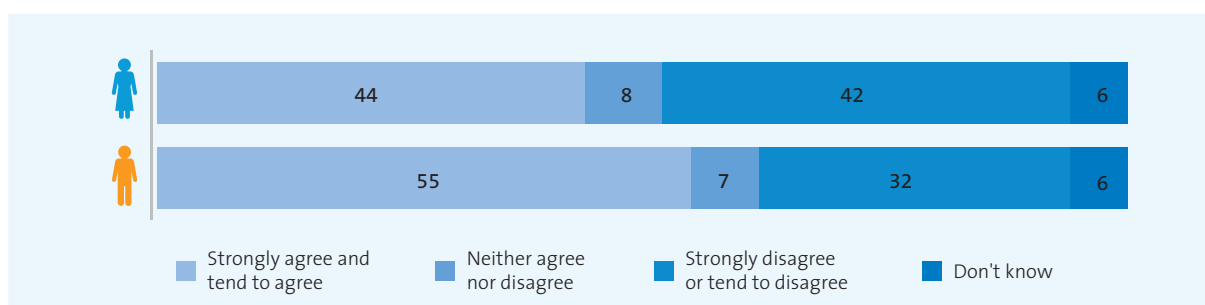
Son preference is observed among male respondents in particular, but this does not necessarily impact on the treatment of children. Survey results suggest that having a son is important for male respondents in particular, with 55 per cent of men stating that they strongly agree or tend to agree that having at least one son is very important for the family (see Figure E.5), as opposed to 44 per cent of women agreeing with this statement. Respondents aged 18-29 are less likely to agree with this statement – 38 per cent of this age group believe that having at least one son is important, compared to 57 per cent of those aged 60+.

Son preference is less likely to be observed among urban respondents (43 per cent) than among rural dwellers (54 per cent).

At the same time, both female and male respondents overwhelmingly rejected the idea of treating sons and daughters differently – 94 per cent of female and male respondents believe that the education of daughters and sons is equally important, and 94 per cent of female and 88 per cent of male respondents believe that any inheritance should be shared equally between daughters and sons..

FIGURE A.5

In our country, having at least one son is seen as very important for the family



Male parental leave rates remain low but are higher among respondents aged 29 or younger. Only 14 per cent of respondents (11 per cent of female and 18 per cent of male respondents) said that their partners or

themselves took parental leave for the birth of their last child – however, this number rises to 24 per cent among those respondents aged 29 or younger.

Decision-making in the family

Shared decision-making in the family is perceived by respondents to be high, particularly in the case of expenditures. 80 per cent of female and 76 per cent of male respondents agree that they should jointly be responsible for taking decisions on day-to-day expenditures. A similarly high percentage of respondents (83 per cent female, 77 per cent male) feel the same about larger decisions, such as investments. In

terms of the final say in the home, about 54 per cent of respondents (both women and men) feel that this should be shared.

FGDs tended to support this view, with some respondents pointing to the role of education as important in instilling the idea of equality in decision-making:

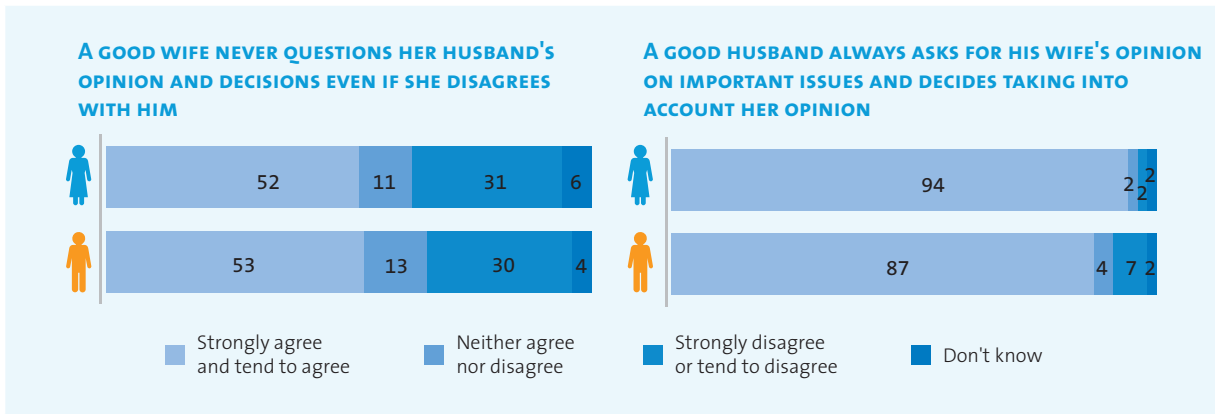
“The main breadwinner in our family is, of course, my husband, I also receive a salary, but it is comparatively lower than my husband’s salary. I spent my salary on groceries, services, and small purchases. If we would like to buy something, something for the house, or plan renovation, we take a mutual decision” (a group of displaced people, Criuleni district, female, 26 years old).

“There are families where the woman and her opinion are valued, but it largely depends on the education, if the family was educated and went to school ... that is why they sit together at the table as a couple, do not stand apart from each other” (a group of ethnic minorities, Hincesti district, female, 38 years old).

About half of female and male respondents believe that a good wife should not question her husband, even if she disagrees with him. However, 18-29 year old respondents are less likely to agree with this statement than 60+ year old respondents (46 per cent

versus 57 per cent). Moreover, 94 per cent of female and 87 per cent of male respondents also believe that a good husband should take his wife’s views into account when making decisions (see Figure E.6).

FIGURE E.6
Decision making in the family



Gender-based violence

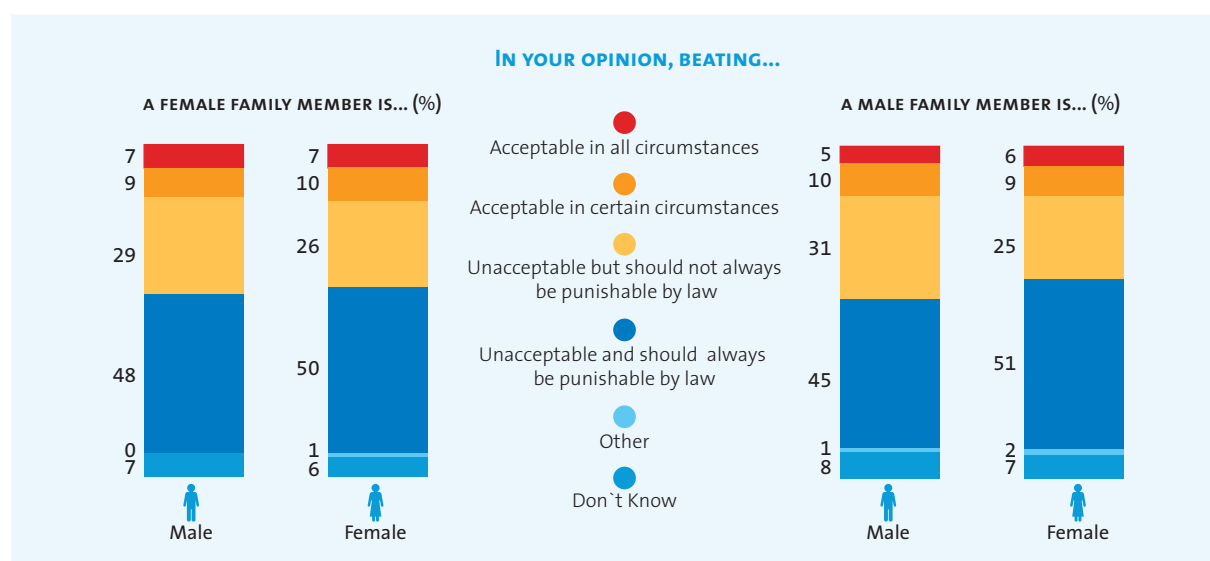


Attitudes to GBV

Most male and female respondents do not believe that physical violence towards a family member is acceptable. As shown in Figure E.7, about half of all female and male respondents believe that physical violence towards a family member of either sex is

unacceptable and should always be punishable by law, while a quarter of female and a one third of male respondents believe that it is unacceptable but should not always be punished.

FIGURE E.7
Attitudes towards violence in the family



23 per cent of female and 18 per cent of male respondents witnessed their mother being hit in childhood, while 16 per cent of female and 13 per cent of male respondents witnessed their mother being humiliated. Those who witnessed their mother being hit were slightly more likely than other respondents to believe that violence against a female family member should always be punished. 59 per cent of those who witnessed their mother being hit believe that violence against a female family member should always be punishable by law compared to 47 per cent who did not witness their mother being hit.

11 per cent of female and 22 per cent of male respondents stated that they themselves had been punched, kicked or slapped at some point during childhood. Of those who did experience violence, it occurred in the family in three out of four cases. Respondents aged 29 or younger were more likely to say that they had experienced violence – one in five respondents between 18-29 experienced violence, compared to one in ten respondents aged 60+. A lower percentage of respondents reported experiencing sexual violence in childhood – 3 per cent of female respondents and 2 per cent of male respondents.

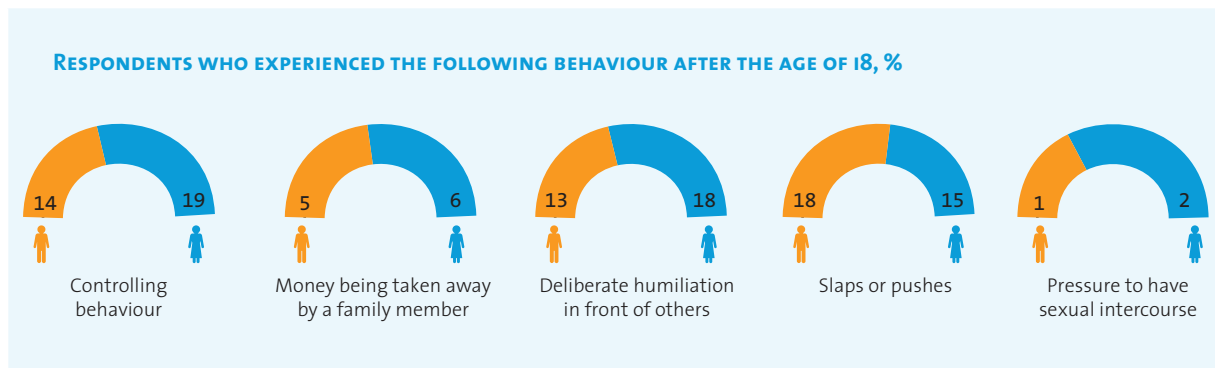
In adulthood, physical and psychological violence were the most common types of violence reported by respondents; however, women are slightly more likely to have experienced psychological violence than men, while the latter are more likely to have experienced physical violence. 15 per cent of female and 18 per cent of male respondents reported experiencing physical violence (slaps or pushes) at some point in their adulthood (see Figure E.8), while 19 per cent of female and 13-14 per cent of male respondents reported experiencing psychological violence in the form of controlling behaviour or deliberate humiliation in front of others.

During FGDs, some participants referred to communities where women are subject to controlling

behaviour which prevents them from accessing the labour market:

“Roma men in our area are not very conservative, and men agree with women working, while in other areas men do not agree. Even when it comes to higher salaries, they would not allow women to work officially. For fear that a woman will work in a team with men. It is believed that if she is in this environment, she may be led astray and the core of the family will be lost.” (a group of ethnic minorities, Hincesti district, female, 38 years old).

FIGURE E.8
GBV: respondent experiences in adulthood



Two in five respondents believe that women bear some responsibility (due to clothes, drinking, behaviour, etc) if sexual violence is committed against

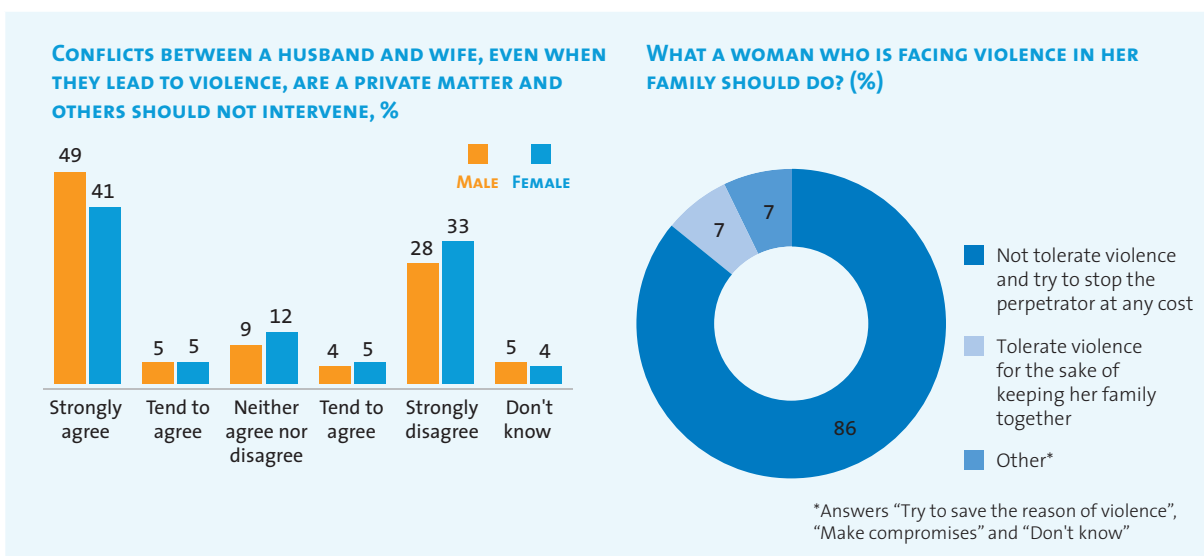
them. This view is generally consistent across genders, generations, education levels and urban and rural settlements.

Responses to GBV

A Half of respondents believe that conflict (even one involving violence) between a husband and wife is a private matter. This finding is consistent across all age groups. However, as shown in Figure E.9, 88 per cent

of female and 83 per cent of male respondents believe that a woman who is facing violence in the family should not tolerate this and take measures to stop it.

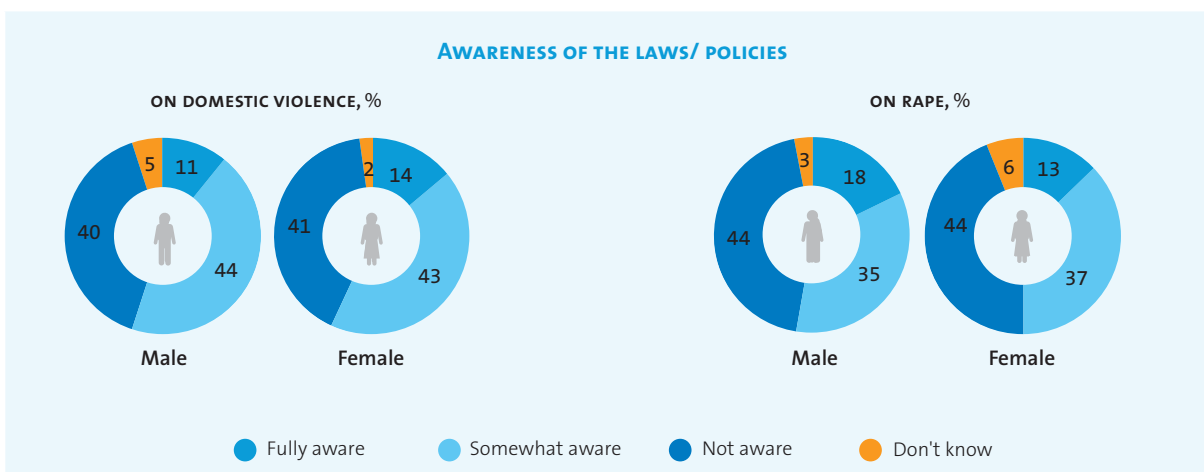
FIGURE E.9
Responses to domestic violence



Reported awareness about the available legal recourse for domestic violence and rape is generally low among respondents. As shown in Figure E.10, 12 per cent of respondents reported being fully aware of legal provisions on domestic violence and 15 per cent

reported being fully aware of legal provisions on rape, compared to 41 per cent and 44 per cent of respondents who stated that they were not at all aware of the respective legal provisions. There was no significant difference between male and female responses.

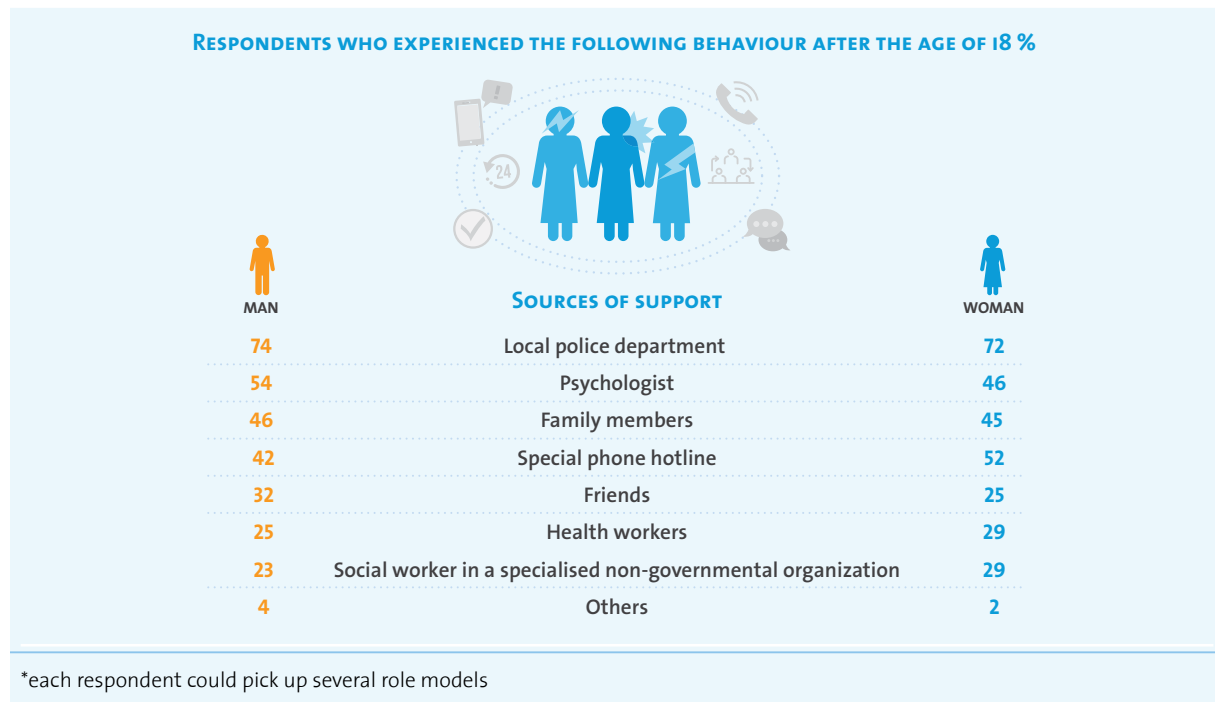
FIGURE E.10
Reported awareness of GBV legislatioy



Both female and male respondents perceive the police to be the most effective source of support when combatting GBV. 72 per cent of female and 74 per cent of male respondents named their local police department as an effective source of help (see Table E.11). Apart from the police, women are more likely

than men to turn to a special phone hotline (52 per cent of female respondents versus 42 per cent of male respondents), while men are more likely to consult a psychologist (54 of male respondents versus 46 of female respondents).

FIGURE E.11.
GBV: sources of support



Sexual relationships and reproductive health



Attitudes towards sexual relationships

Respondents are more likely to believe that women should abstain from sex before marriage than men.

As shown in Figure E.12, 40 per cent of respondents believe that men should abstain from having sex before marriage, as opposed to 49 per cent who believe that women should abstain. In both cases, women are more likely than men to support the statement about abstinence prior to marriage – 44 per cent and 53 per cent of female respondents believe that women and men, respectively, should abstain from sex prior to marriage, compared to 35 per cent and 43 per cent of male respondents who support the statement about men's and women's abstinence. Women carrying condoms are slightly more likely to be perceived

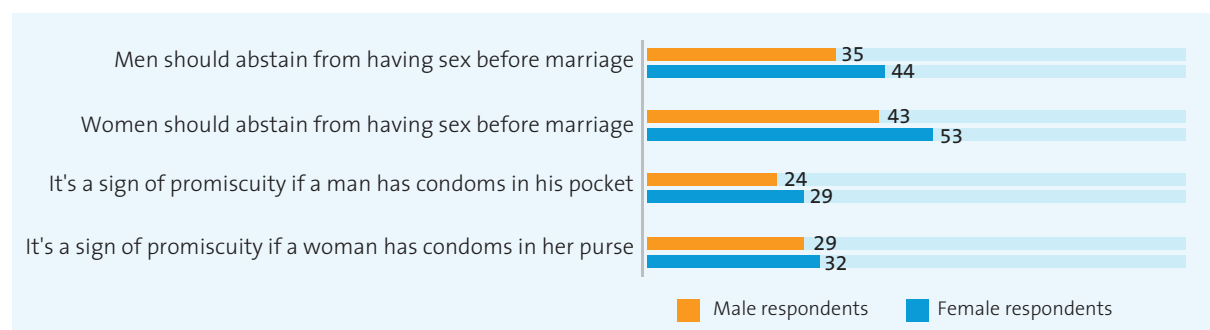
as promiscuous than men – around 30 per cent of female and male respondents believe that a woman carrying a condom is promiscuous, compared to about 25 per cent who think so when the person carrying a condom is a man.

Respondents aged 18-29 are less likely to believe in abstinence, although they are still more likely to believe that women should abstain from sex before marriage than men. 26 per cent of respondents aged 18-29 believe that men should abstain from sex before marriage (14 percentage points below the average) while 32 per cent of them believe that women should abstain (17 percentage points below the average).

FIGURE E.12.

Attitudes towards sexual norms

Strongly agree' and 'tend to agree' responses only, %



The majority of respondents are opposed to sex between same sex partners. 77 per cent of respondents are opposed to same sex relations, with similar views between women and men. However, 57 per cent of

those aged 18-29 believe that same sex relations are fully or rather unacceptable, compared to 87 per cent of those aged 60+.

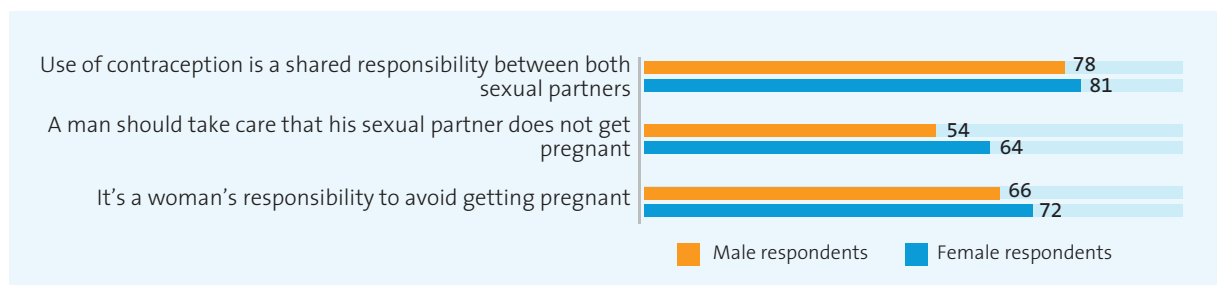
Decision-making in reproductive health

Contraception is generally viewed as a shared responsibility, with men considered to have slightly greater responsibility for preventing unwanted pregnancy of their partner. As shown in Figure E.13, about four in five participants (male and female) believe that use of contraception is a shared responsibility. 72 per cent of

female and 66 per cent of male respondents strongly believe or tend to believe that it is a man's responsibility for preventing pregnancy of his sexual partner, while 64 per cent of female and 54 per cent of male respondents believe it to be a woman's responsibility.

FIGURE E.13.
Attitudes towards contraception use

Strongly agree' and 'tend to agree' responses only,



Respondents feel that women should have agency when it comes to using contraception during sex. In the scenario posed (the man does not want to use contraception during sex but the woman does not want to fall pregnant), only 4 per cent of female and 5 per cent of male respondents believe that the woman should simply agree with the man and have sex. 58 per cent of female and 51 per cent of male respondents believe that the woman should use alternative contraception, while 20 per cent of female and male respondents believe that she should refuse to have sex if the man continues to refuse to use contraception.

Respondents had controversial views on abortion. 24 per cent of male respondents believe that women should never have the choice, compared to 22 per cent of female respondents. Conversely, 26 per cent of female respondents believe that women should always have the choice – a view shared by 21 per cent of male respondents. Respondents aged 60+ are slightly more likely to believe that abortion should never be a woman's choice – 29 per cent of this age group held this view, compared to 19-22 per cent across all other age groups.

Recommendations

This study has revealed some positive findings in terms of gender equality norms and perceptions in the Republic of Moldova but also identified shortcomings and bottlenecks which hold back further progress. Based on the findings, the following recommendations aim to further tackle gender equality norms and perceptions:

Overarching gender perceptions

- ▶ Work with governments, civil society and the private sector to break gender norms and stereotypes in all areas of life, as an essential means to eradicating gender-based discrimination and promoting the economic and social benefits of gender equality in society;
- ▶ Build the capacity of key actors across all media platforms to ensure messages do not reproduce or promote gender stereotypes and encourage diversity and equality in society;
- ▶ Promote gender equality in the national education system, including by removing gender stereotypes from learning materials, running specific courses on gender equality, sexuality and non-violence, gender-responsive career counselling and training of teachers and school staff in gender equality.

Employment and leadership

- ▶ Work with employers and trade unions in the public and private sector to improve work-life balance and promote flexible work arrangements for employees with care responsibilities;
- ▶ Run information and awareness raising campaigns featuring working mothers with a view to strengthening this norm in Moldovan society;
- ▶ Implement empowerment tools and programmes (e.g. quotas, leadership programmes) to facilitate women's career advancement and achieve equality in leadership positions;

- ▶ Conduct further analysis into overall attitudes, and those of younger people in particular, towards women in both national and local politics;
- ▶ Raise the profile of women business leaders through communications campaigns;
- ▶ Raise awareness of legal paternity leave provisions and encourage fathers to use them. Highlight the benefits of men taking paternity and parental leave by encouraging politicians, business leaders and civil servants to make use of these provisions;

Household and family

- ▶ Promote positive and egalitarian images of women and men's roles in the family and society, including by highlighting the value of men's involvement in unpaid domestic work, child care and elder care, in collaboration with government, civil society and media providers;
- ▶ Develop and upgrade early childhood and long-term care programmes and infrastructure to revert the disproportionate domestic and care work burden shouldered by women throughout their productive lives;

Gender-based violence

- ▶ Conduct awareness raising campaigns to break stereotypes about GBV in society, underscoring its criminal nature, with a particular focus on sexual violence;
- ▶ Conduct a gap analysis of existing GBV legal frameworks and implementation processes;
- ▶ Increase awareness and understanding among the population of the relevant Moldovan legislative measures regarding domestic violence, rape, harassment, and sexual misconduct;
- ▶ Undertake further analysis of the work done by institutional sources of support most trusted by respondents (e.g. the police, special phone hotline) in the area of GBV, with a view to build their capacity in this area;

- ▶ Promote the different sources of support available to survivors and perpetrators of GBV;
- ▶ Engage media providers to improve and expand their coverage of GBV, including by covering GBV cases publicly, to ensure society is aware of the police and justice sector responses;

Sexual relationships and reproductive health

- ▶ Conduct awareness raising campaigns aimed at eradicating anti-LGBTIQ+ attitudes, as well as sexual double standards related to sex before marriage and carrying contraception;
- ▶ Work with the government, civil society and health and education professionals to provide and promote access to factual and impartial

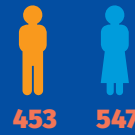
information on sexual and reproductive health and contraception, including through comprehensive sexuality education;

- ▶ Implement campaigns aimed at realizing women's agency over their bodies, including by tackling stereotypes on abortion never being a woman's choice.

As a general point, when implementing any of these recommendations, it is important to make sure that these are open to and inclusive of women and girls who might be facing double or triple discrimination due to their ethnic, religious background, sexual orientation or gender identity, or lack of knowledge of Romanian/Moldovan.

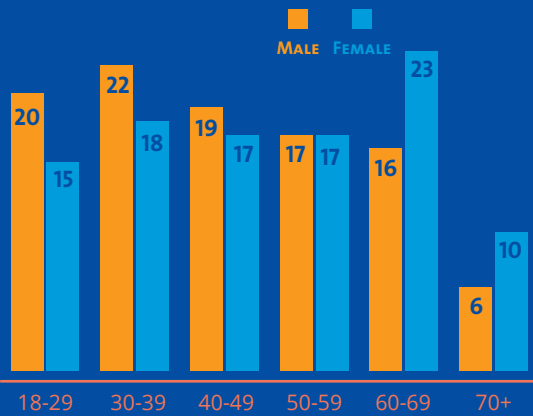
F. UKRAINE

NUMBER OF RESPONDENTS



- ▶ The total number of respondents in Ukraine comprised 1,000, with more women respondents (55 per cent), compared to men (45 per cent)

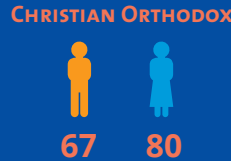
RESPONDENTS BY AGE, %



MAIN ETHNIC GROUP AND RELIGION, %

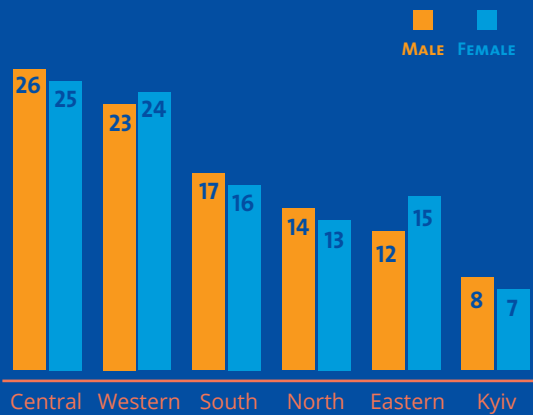


- ▶ Almost three quarters of respondents (72 per cent) were 'men and women in the 18-59 age group i.e. in the 'economically active segment of the population



- ▶ 83 per cent of respondents identified themselves as, Ukrainian
- ▶ 74 per cent of respondents associated themselves with Orthodox Christianity.

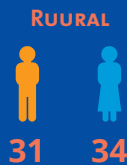
RESPONDENTS BY REGION, %



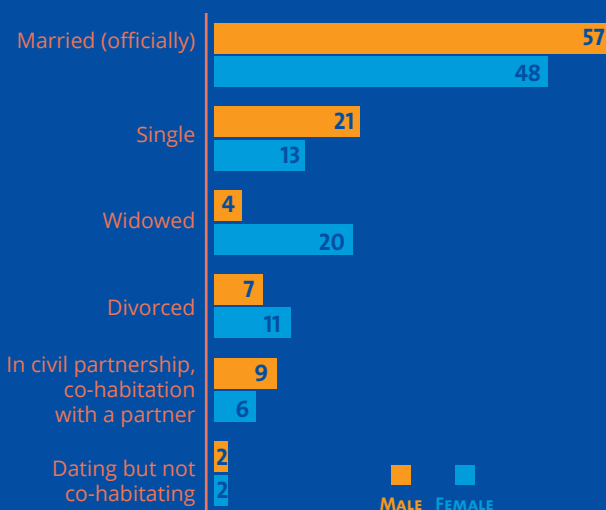
RESPONDENTS BY AREA, %



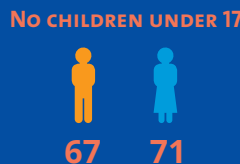
- ▶ About two-thirds (67 per cent) 'of the respondents lived in urban areas. Around one-third 'of respondents lived in the Kyiv and Central regions



RESPONDENTS BY RELATIONSHIP STATUS, %



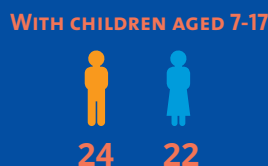
RESPONDENTS BY AGE OF THEIR CHILDREN, %



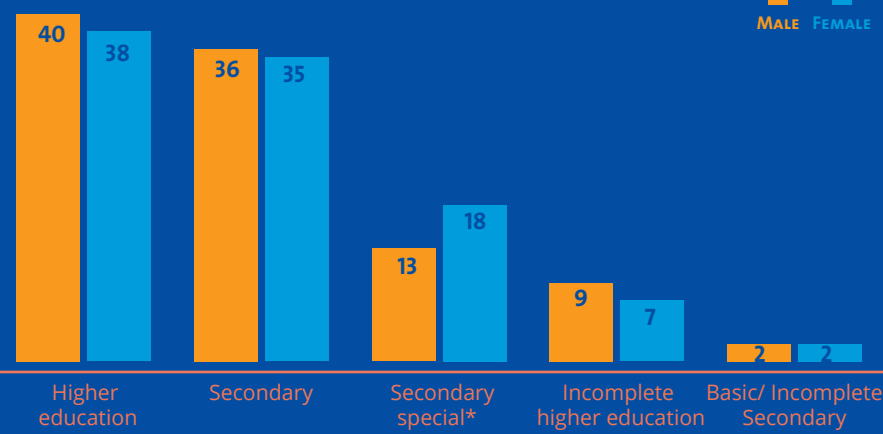
- ▶ The majority of the survey respondents (59 per cent) were officially married or in civil partnership (co-habitation), 21 per cent divorced or widowed, 'and the remaining respondents 'were single



- ▶ 31 percent of respondents had children aged 17 years old or younger.

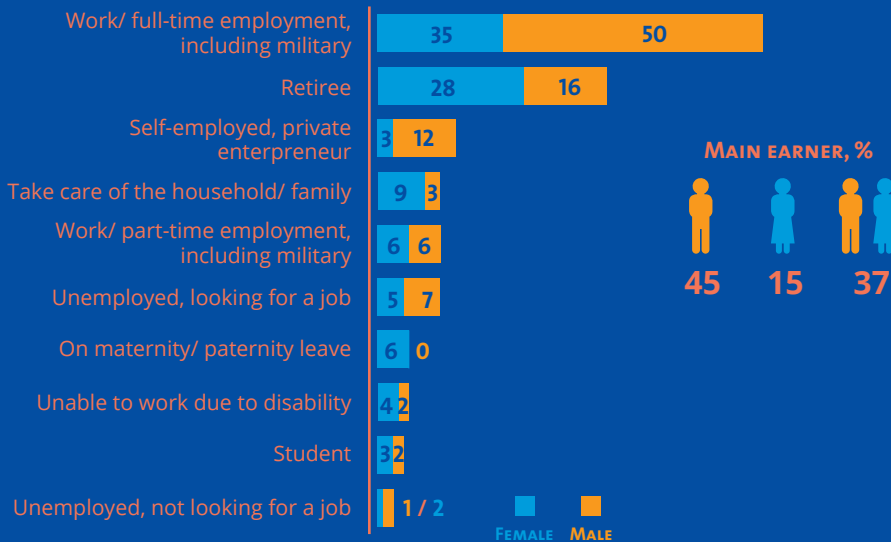


RESPONDENTS BY EDUCATION, %



* Secondary special (college, technical school, etc.)

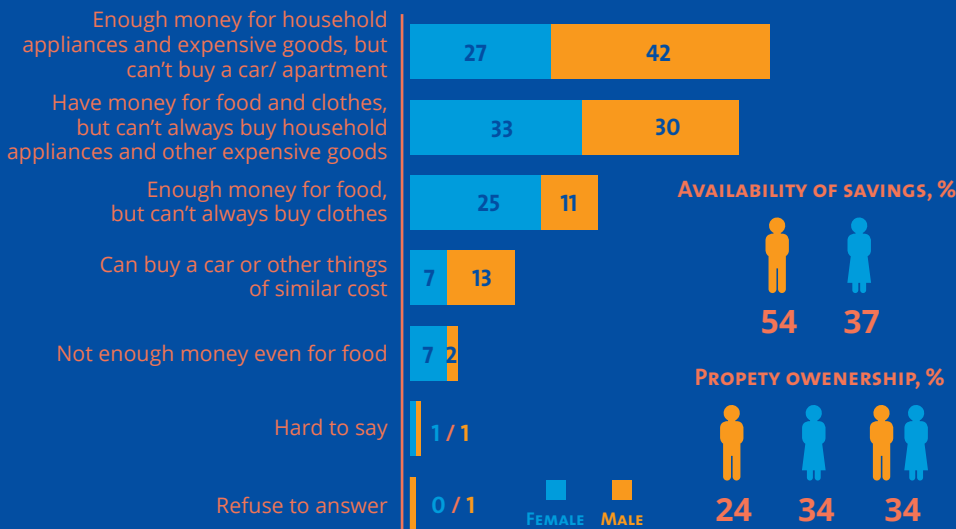
RESPONDENTS BY EMPLOYMENT STATUS, %



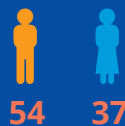
MAIN EARNER, %



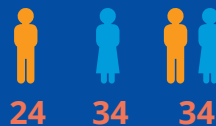
RESPONDENTS BY HOUSEHOLD INCOME, %



AVAILABILITY OF SAVINGS, %



PROPERTY OWNERSHIP, %



▶ 98 per cent of respondents in Ukraine claimed to have attained at least some secondary or higher education. 36 per cent of women and men had a secondary special education, and nearly one-third graduated from university (38 percent of women and 40 per cent of men). Individuals residing in urban areas were much more likely to have attained a university education than those in rural AMOS (80 per cent of those respondents with higher education resided in urban areas).

▶ 60 per cent of respondents (including 70 per cent of men and 53 per cent of women) claimed to be employed.

▶ About one quarter of respondents were retired.

▶ Overall, 45 per cent of men claimed to be the main earners of the family. Over one third of respondents stated that men and women equally contributed to the household income.

▶ 32 per cent of respondents described the financial situation of their families as good enough to have food and clothes. One third of respondents claimed to have enough money for household appliances and expensive goods but not enough to buy a car or an apartment. Over half of those respondents who indicated that they did not even have enough money for food were aged 60+.

▶ Men were more likely than women to have savings - 54 per cent of male respondents versus 37 per cent of female respondents. The younger generation was more likely to have savings. Over two-third of respondents aged 18-29 claimed to put aside some portion of their income as savings.

Summary of key findings

Overarching gender perceptions

- **47 per cent of respondents perceive that there is a positive trend in terms of gender equality in Ukraine compared to when they were children.** 33 per cent of respondents believe the situation has not changed and only 9 per cent believe that the situation has got worse. Female respondents are twice as likely as male respondents to believe that the situation has got worse (12 per cent of women believe this, versus 6 per cent of men).
- **64 per cent of respondents disagree that more rights for women means fewer rights for men, and 69 per cent disagree that more jobs for women means fewer jobs for men.**
- **81 per cent of respondents believe that gender equality can be beneficial for Ukraine's economic development.**

Employment and leadership

- **Participating in the labour market is important for both women and men in Ukraine. However, patriarchal perceptions about women's access to and growth within the labour market continue to exist.** 83 per cent of women and 95 per cent of men agree that having a job is a key part of their identity. However, 60 per cent of respondents strongly agree or tend to agree that it is better for a pre-school child if her/his mother does not work. 43 per cent of women and 38 per cent of men also agree that it is more important for a man to advance in his career than for a woman to advance in hers.
- **A person's gender is not perceived in the majority of cases as an indicator of their performance in either business or politics.** Most respondents (with no noticeable difference between women and men) disagree that there is a difference between the performance of male and female politicians (66 per cent) or women and men in top business positions (80 per cent).
- **However, respondents are less likely to be comfortable working for women or electing them to political office.** Only 37 per cent of respondents stated that they would be comfortable working for a female boss. While over half of respondents overall are in favour of more women in national politics (51 per cent) and community/local politics (53 per cent), these numbers drop to 37 per cent and 39 per cent, respectively, among respondents aged 18-29.

Household and family

- **Respondents report that gendered roles in households remain, but a more egalitarian trend can be observed when compared to their childhood.** 71 per cent of female and 50 per cent of male respondents note that women are mainly responsible for doing unpaid domestic work now. 56 per cent of female and 31 per cent of male respondents note that women are mainly responsible for care work. When asked who was responsible for these tasks in their own childhood, the share of respondents answering 'mainly women' rose to 81 per cent among women and 78 per cent among men for domestic work and 73 per cent among women and 70 per cent among men for care work. **Shared decision-making in the family is generally**

perceived to be high, however, 42 per cent of respondents believe that a good wife should never question her husband's decisions. Most respondents agree that decision-making is shared for day-to-day expenditure (85 per cent) and big purchases/investments (91 per cent). 58 per cent of respondents also believe that the final say in the home should be shared between women and men. However, 42 per cent of respondents agree that a woman should never question her husband's opinion or decisions, even if she does not agree. At the same time, 90 per cent of respondents believe that a good husband should take his wife's views into account when making decisions.

GBV

- ▶ **Physical and psychological violence were the most common types of violence experienced by respondents.** 24 per cent of respondents reported experiencing physical violence in adulthood, and 19 per cent reported psychological violence. Women were more likely to experience the latter, and men the former.
- ▶ **Almost one in five respondents (women and men) reported seeing their mother beaten during childhood.**
- ▶ **94 per cent of respondents believe that a woman facing violence in her family should take action to stop the perpetrator at any cost.**
- ▶ **However, reported awareness of laws on GBV and rape is low.** Only 10 per cent of respondents reported being fully aware of legal provisions on domestic violence and 17 per cent of respondents reported being fully aware of legal provisions on rape. Women, overall, reported lower rates of awareness of the relevant legislation than men. 35 per cent of women stated that they were not aware of laws or policies on domestic violence and 43 per cent of women stated that they were not aware of laws or policies on rape, compared to 25 per cent and 29 per cent of men.

Sexual relationships and reproductive health

- ▶ Respondents are more likely to believe that a woman should abstain from sex before marriage (27 per cent) than a man (20 per cent).
- ▶ 72 per cent of respondents are opposed to sex between same sex partners. This number drops to 50 per cent among those aged 18-29.
- ▶ 87 per cent of respondents believe that the use of contraception is a shared responsibility between both sexual partners.

Employment and leadership



Women's economic empowerment

Participating in the labour market is important for both male and female respondents in Ukraine. However, women are more likely to face constraints in terms of perceptions of their access to and growth within the labour market. As shown in Figure F.1, 83 per cent of women and 95 per cent of men agreed that having a job was a key part of their identity. Similarly, 98 per cent of respondents consider it equally important for their daughters and their sons to get good jobs. Over 60 per cent of respondents also believe that women and men can do jobs in any sector or industry equally well.

However, 60 per cent of respondents strongly agree or tend to agree that it is better for a pre-school child if their mother does not work, with men more likely to

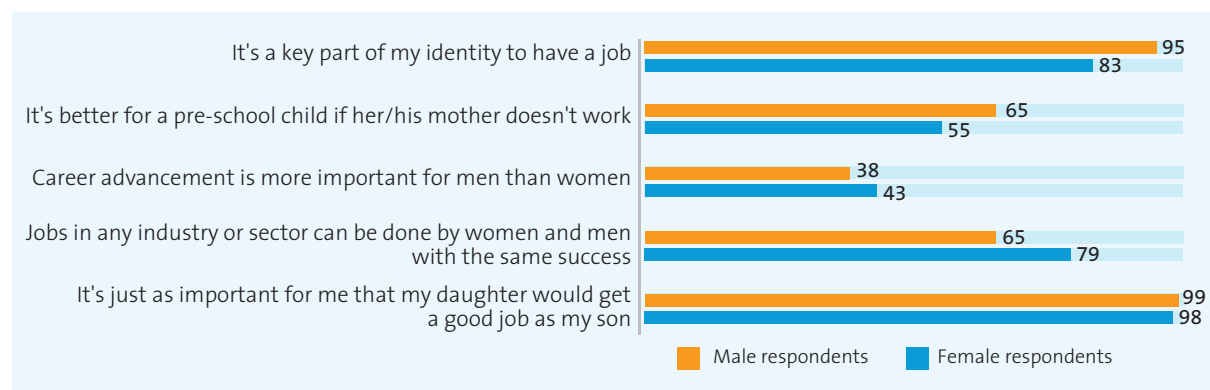
support this statement (65 per cent of men compared to 55 per cent of women). Younger people aged 18-29 are less likely to share this view (51 per cent) than respondents aged 50-59 (65 per cent).

Career progression within the labour market is often perceived as more important for men than for women. 41 per cent of respondents agree that it is more important for a man to advance in his career than for a woman, while 38 per cent disagree and 21 per cent do not have a view or are neutral. Younger people aged 18-29 are less likely to agree with this statement – only 34 per cent of this age group believe that career advancement is more important for men than for women.

FIGURE F.1

Gender perceptions of the labour market

'Strongly agree' and 'tend to agree' responses only,



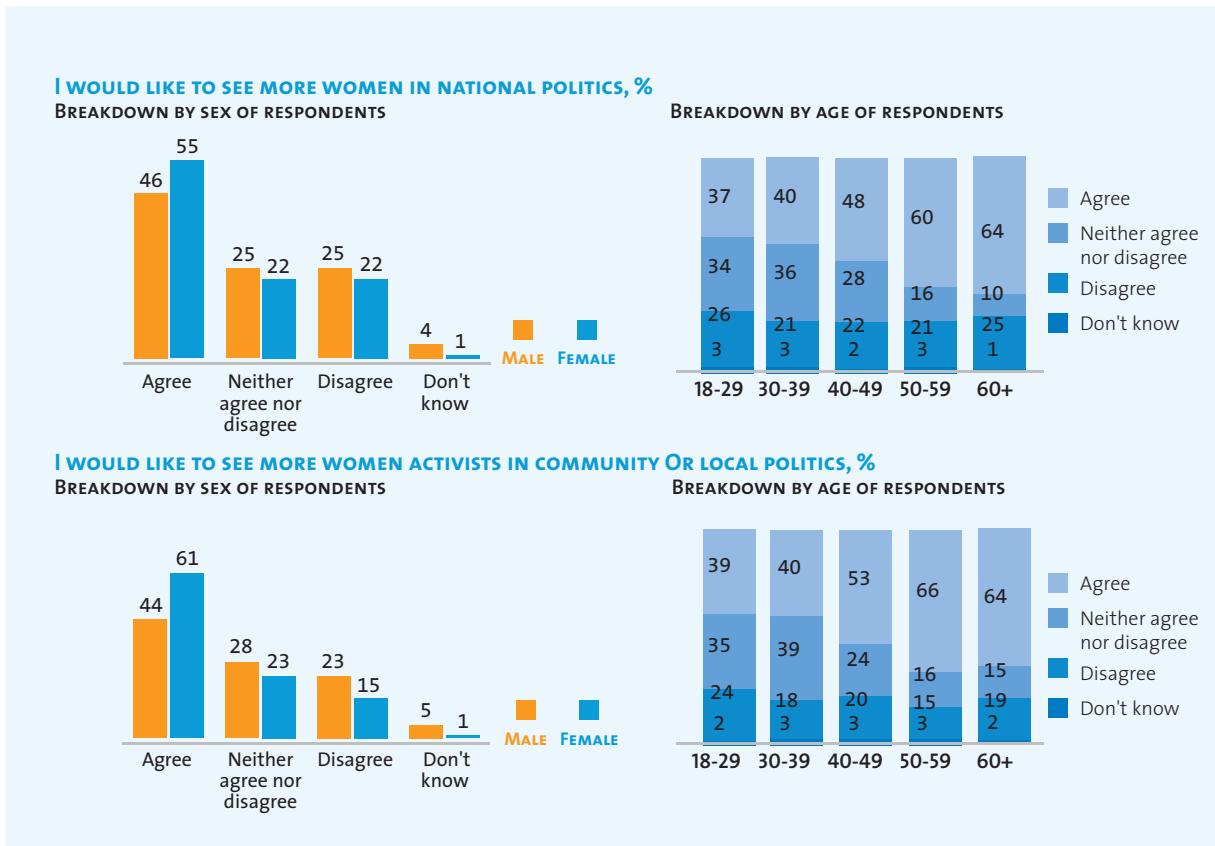
Women in leadership

Four in five respondents (both women and men) think that women and men are equally capable in terms of their performance in top business positions, but only 37 per cent would be comfortable working for a female boss. 33 per cent of both female and male respondents did not feel comfortable working for a female boss (strongly disagreed or tended to disagree) and one in four neither agreed nor disagreed. Younger respondents (18-29 years old) are the most likely to be comfortable working for a female boss, with 41 per cent of that group agreeing.

Two in three respondents (both women and men) think that women and men are equally capable in terms of their performance in top political positions. However, respondents aged 18-29 are less likely to support more women in national and local politics.

Most respondents would like to see more women in national politics – 51 per cent of respondents strongly agreed or tended to agree with the statement. Men (46 per cent) are less supportive than women (55 per cent) and, as shown in Figure F.2, respondents aged 18-29 demonstrate a much lower level of support for more women politicians at the national level (37 per cent) than 60+ olds (64 per cent). A similar trend may be observed in relation to women activists in community or local politics – while 53 per cent of respondents agree that they would like to see more women in these roles, men and younger people aged 18-29 are less likely to support this (44 per cent and 39 per cent of respondents, respectively). The age-related trends are statistically significant at both the national and local levels.

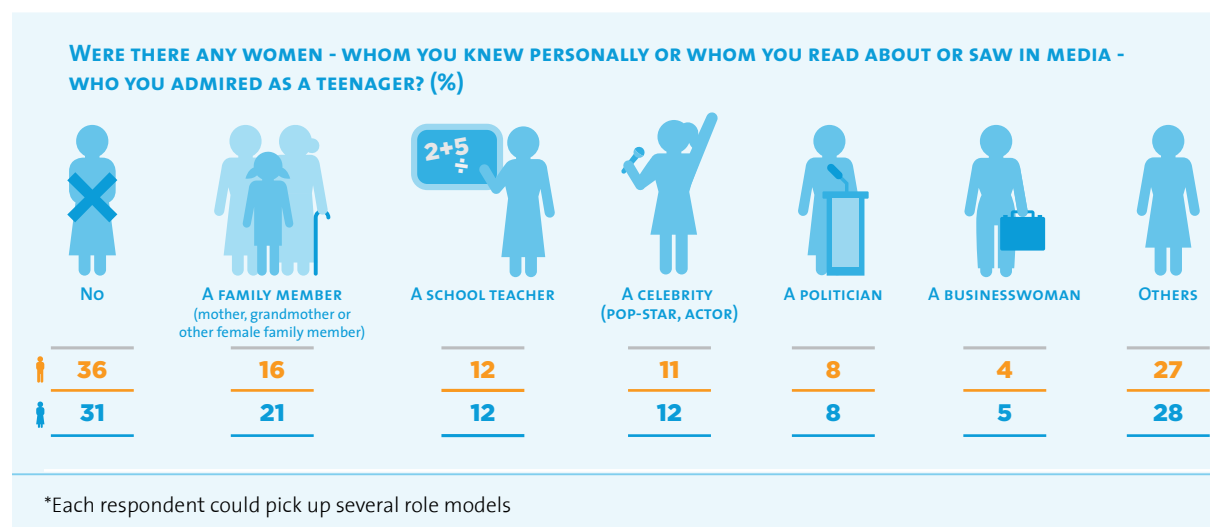
FIGURE F.2
Perceptions of women in politics



Many respondents did not grow up with positive female role models and very few grew up admiring women in leadership roles. 36 per cent of male and 31 per cent of female respondents did not recall having a woman who they admired when growing up

(see Table F.3 below). Of those who did have a female role model, this tended to be from their family or a teacher in their school, with relatively few admiring famous women in their society e.g. politicians or businesswomen.

TABLE F.3
Female role models



Household and family



Unpaid domestic and care work

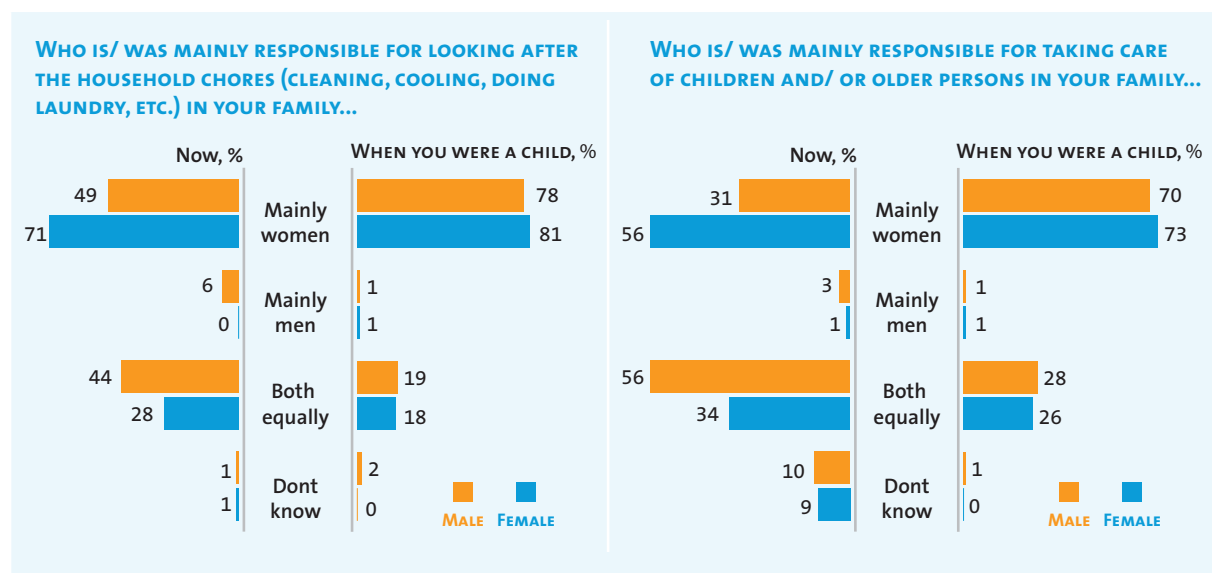
Women are still perceived to have more responsibility than men for both unpaid domestic and care work. As shown in Figure F.4, 61 per cent of respondents (71 per cent of women and 50 per cent of men) answered that the women in their family were mainly responsible for unpaid domestic work (such as cleaning, cooking and laundry), and 45 per cent of respondents (56 per cent of women and 31 per cent of men) answered the same regarding care work. Male and female respondents have different views on the level of shared responsibility in terms of domestic work, with 44 per cent of men thinking domestic work is a shared responsibility versus 28 per cent of women thinking the same. The gap between perceptions of women and men in care work tasks is even bigger: 56 per cent of men believe that care work is shared in the family, while only 34

per cent of women share this view. However, the vast majority of both women and men believe that it is their key role as a man/woman to be involved in all aspects of childcare, including day-to-day care (changing children's clothes/diapers, feeding children, cooking, cleaning), with 82 per cent of respondents agreeing with this statement. There is even more agreement about involvement in developmental activities (leisure activities and educational development), with 92 per cent of respondents supporting the view that it is a key role for both women and men.

During focus groups, some interviewees confirmed that household and child-care responsibilities are increasingly seen as a shared task, although non-egalitarian distribution of roles remains prevalent in many households:

“We learn everything from our parents. My mum is like a bee: all is on fire around her, cooking and cleaning at the same time. I have learned this from her. We [in my family] even did not discuss it. However, we should have probably split the tasks. Though it’s not like that [in our family]” (a group of displaced people, Kyiv, female, 34 years old).

FIGURE F.4
Unpaid domestic and care work responsibilities: trends of female and male engagement over time



Respondents are more likely to say that unpaid domestic and care work are shared now, compared to when they were a child. 28 per cent of female and 44 per cent of male respondents see domestic work as a shared responsibility in their families now compared to their childhood, where only 18 per cent of female and 19 per cent of male respondents witnessed shared domestic responsibilities. 34 per cent of female and 56 per cent of male respondents believe that care work duties are shared in their families now, versus 26 per cent of female and 28 per cent of male respondents who experienced shared care work in their childhood.

Young people aged 18-29 are also slightly more likely to say that responsibilities are shared in their household: 38 per cent of this age group confirmed that, in their family, domestic work was shared and 46

per cent of them confirmed the same for care work responsibilities. Moreover, some respondents moved away from the model they observed in their own childhood towards a more egalitarian model. Of the 80 per cent of respondents who stated that women were mainly responsible for domestic work during their childhood, almost one-third now choose to follow a more egalitarian approach to the division of household responsibilities, although many still continue with similar patterns as in their childhood (70 per cent). These numbers were generally consistent across age groups.

In the focus group discussions, some respondents showed a more egalitarian attitude towards splitting domestic and care work:

“When you are working the full day and bring enough income comparable to that of a man, then I think it is right and fair to split the tasks equally. The one who has time, came from work earlier or is currently available, should help with the household. It shouldn’t be like this is your [task] and that’s it, I don’t touch it” (a group of single mothers, Center, female, 40 years old).

Most male respondents consider it very important to have at least one son in the family, but this does not necessarily impact on the way children are treated.

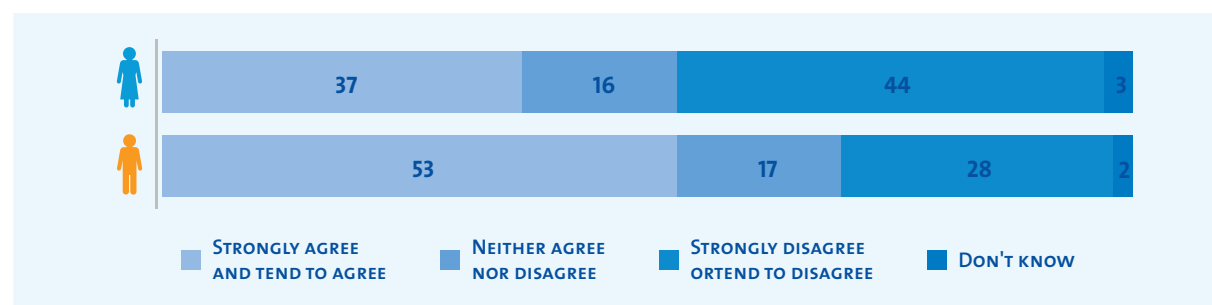
Survey results suggest that having a son is more important for men than women, with 53 per cent of men compared to 37 per cent of women stating that they strongly agree or tend to agree with the statement (see Figure F.5). Son preference is even more pronounced among older persons and residents of villages – 59 per cent of 60+ year olds and 54 per

cent of rural dwellers agreed that having a son was important.

At the same time, both female and male respondents overwhelmingly rejected the idea of treating sons and daughters differently – 95 per cent of respondents strongly believe or tend to believe that the education of daughters and sons is equally important, and 91 per cent strongly believe or tend to believe that any inheritance should be shared equally between daughters and sons.

FIGURE F.5

In our country, having at least one son is seen as very important for the family



Male parental leave rates remain low. Only 6 per cent of men confirmed that they took parental leave for the birth of their last child. The largest share of responses was received from those aged 18-29 years. 9 per cent of women reported that their child’s father took parental leave. There were no female respondents aged 50+ whose partner took parental leave,

which suggests a growing egalitarian trend towards parental leave among younger people; however, the low numbers overall indicate there is still a long way to go to encourage men to take parental leave.

In FGDs, participants confirmed the survey finding that paternity leave is not yet considered as an essential aspect of family life.

“I can’t even answer this question, because a woman always takes care of children, a woman takes maternity leave, a woman returns to the labour market from maternity leave. But if a man takes parental leave? I don’t even know what to tell you...” (a group of persons with disabilities, North, female, 34 years old).

“We did not consider this as an option [to take parental leave]. Why should I take it? And what will the woman do?” (a group of persons with disabilities, North, male, 39 years old).

Decision-making in the family

Shared decision-making in the family is generally perceived to be high, however, 2 out of 5 respondents believe that a good wife should never question her husband’s decisions. Most respondents (83 per cent of women and 88 per cent of men) agree that they should jointly be responsible for taking decisions on

both day-to-day expenditures and larger decisions, such as investments (92 per cent of women and 89 per cent of men).

In FGDs, respondents provided additional insights into the mechanics of shared decision-making:

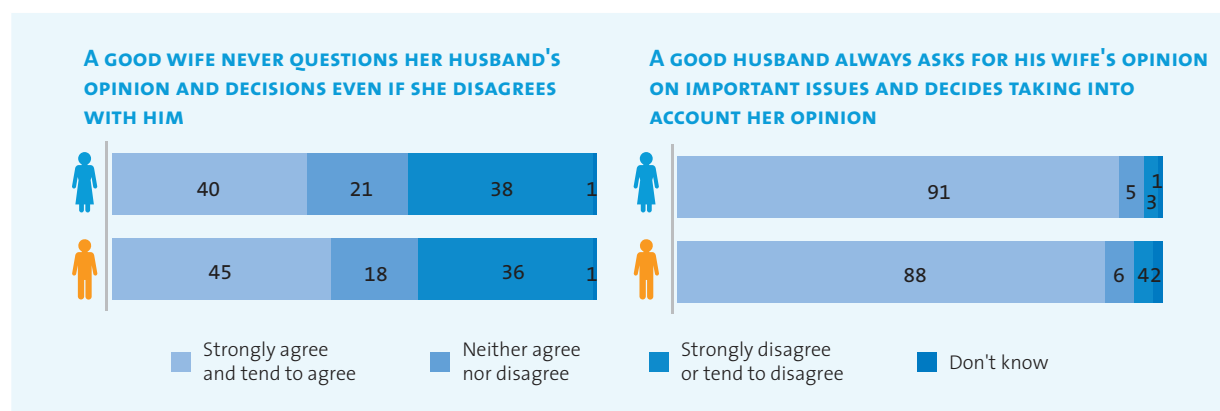
“We follow a rule: we talk and decide. Everything can be decided and discussed. There is no dominant actor in the family. We do not follow this [pattern]. We did not create a family to dominate each other” (a group of displaced people, East, male, 46 years old).

“My husband gives me money and doesn’t ask how I spent it. He knows that I did not drink it away, did not spend it for pleasure, but bought what was needed for the family and home. It is the same as for Ukrainians, Roma and other nationalities. I think a woman and her husband should talk to decide on something expensive. If not, I go to the store, I know what I will cook today and what I need. And he doesn’t ask me where money is” (a group of ethnic minorities, Uzhgorod, female, 54 years old).

At the same time, 40 per cent of women and 45 per cent of men agree that a woman should never question her husband’s opinion or decisions, even if she doesn’t agree. However, 18-29 year old respondents are much less likely to agree with this than respondents

aged 60+ (35 per cent versus 54 per cent). Moreover, almost all respondents (91 per cent of women and 88 per cent of men) believe that a good husband should take his wife’s views into account when making decisions (see Figure F.6 below).

FIGURE F.6
Decision making in the family



Gender-based violence

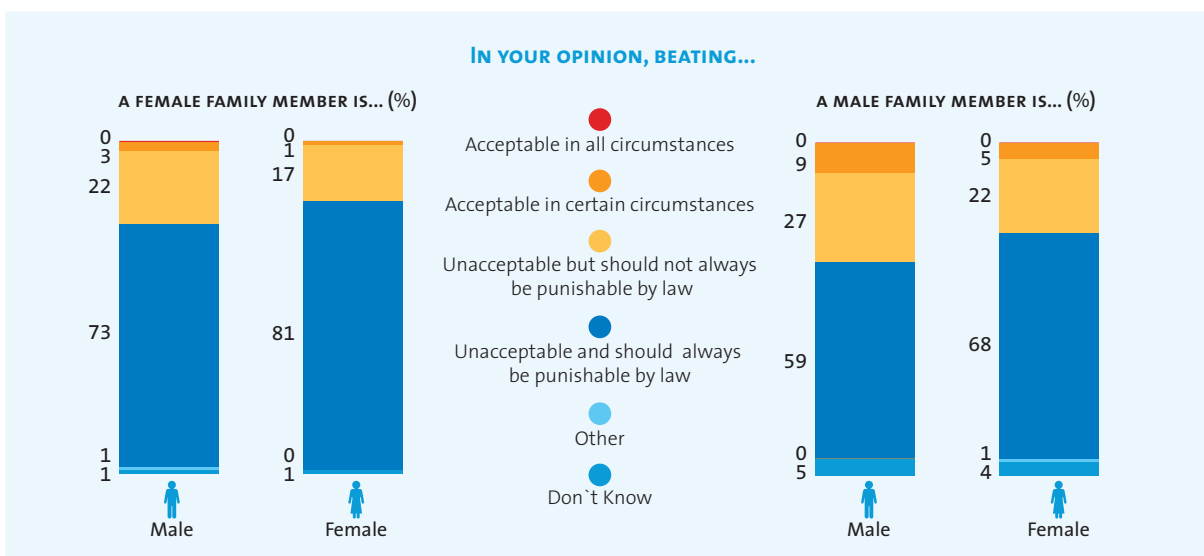


Attitudes to GBV

Most male and female respondents do not believe that physical violence towards a family member is acceptable. As shown in Figure F.7, 77 per cent of respondents (81 per cent of women and 73 per cent of men) believe that physical violence towards a female family member is unacceptable and should always be punishable by law.

be punishable by law, while 19 per cent believe that it is unacceptable but should not always be punished. When it comes to physical violence against men, 64 per cent of all respondents (68 per cent of women and 59 per cent of men) consider it to be unacceptable and punishable by law.

FIGURE F.7
Attitudes towards violence in the family



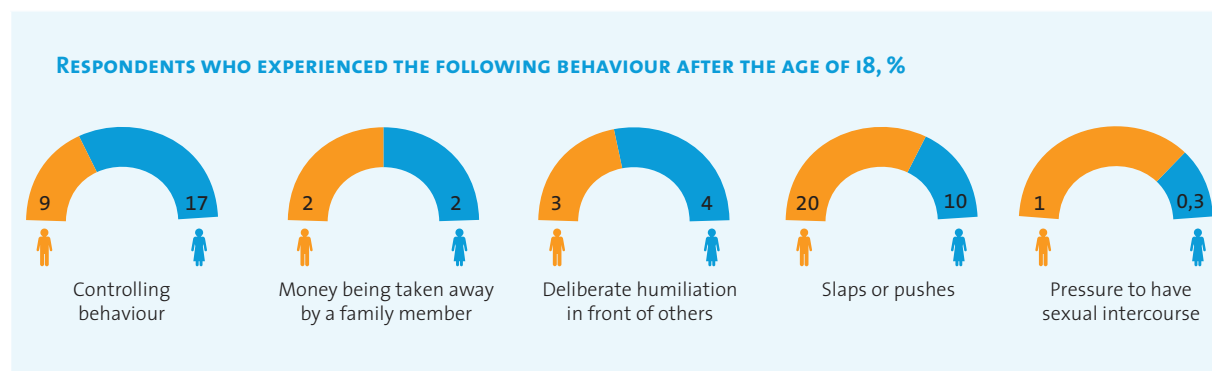
Almost one in five respondents (women and men) witnessed their mother being hit in childhood, with 17 per cent of both male and female respondents also witnessing their mother being humiliated. 74 per cent of those who witnessed their mother being hit and 77 per cent of those who witnessed their mother being humiliated think that beating a female family member is unacceptable and should always be punished by law.

One in five respondents themselves experienced physical violence in childhood – mainly in the family setting: 14 per cent of women and 30 per cent of men responded that they had been punched, kicked or slapped at some point during childhood. 70 per cent of those who experienced physical violence in childhood think it is unacceptable to beat a female family member. A further 27 per cent think violence is unacceptable, but should not always be punished by law. Those aged 18-29 and 40-49 years stated having experienced violence the most - 25 per cent and 24 per cent of these respective age groups. For those respondents who experienced violence, this occurred in the

family in half of all cases. Respondents reported lower rates of sexual violence compared to physical and psychological violence - 6 per cent of female respondents and 1 per cent of male respondents reported experiencing sexual violence in childhood.

In adulthood, physical and psychological violence were the most common types of violence reported by respondents: 24 per cent of respondents (20 per cent of women and 29 per cent of men) reported experiencing physical violence (slaps or pushes) at some point in their adulthood (see Table F.8). 19 and 18 per cent of respondents reported experiencing psychological violence in the form of controlling behaviour or deliberate humiliation in front of others, respectively. Female respondents were slightly more likely to have experienced psychological violence than male respondents, while men were more likely to have experienced physical violence. Female respondents were also significantly more likely than men to have experienced pressure to have sexual intercourse – 9 per cent compared to 1 per cent of male respondents.

FIGURE F.8
GBV: respondent experiences in adulthood



Respondents' views on whether women should bear some responsibility for sexual violence committed against them are polarised. 40 per cent of male and female respondents believe that a woman bears a share of the blame (due to clothes, drinking, behaviour, etc) if sexual violence is committed against her, while

43 per cent of respondents (43 per cent of women and 44 per cent of men) think it is unacceptable to blame a woman. Respondents aged 18-29 are the most likely to agree that blaming a woman is unacceptable (49 per cent of respondents), while only 40 per cent of 60+ olds think the same.

Responses to GBV

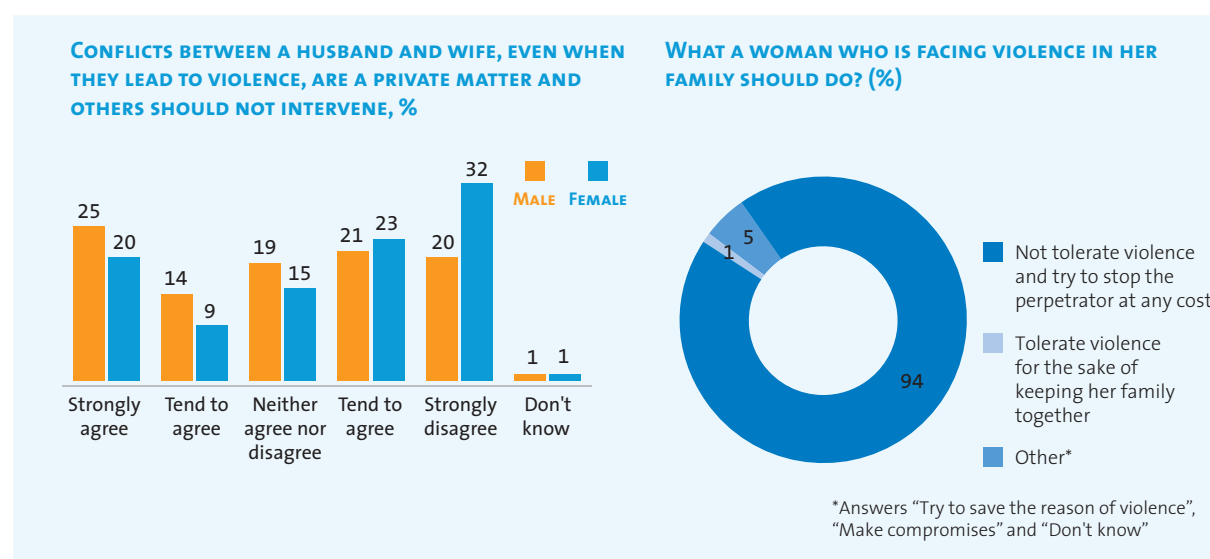
More than half of respondents consider that domestic violence is a private matter, yet they think that women should not tolerate violence. While 34 per cent of respondents (30 per cent of women and 39 per cent of men) strongly agree or tend to agree that conflicts, even those involving violence, should remain private, a higher proportion of respondents disagree with the statement – 48 per cent (55 per cent of women and 41 per cent of men) strongly disagree or tend to

disagree that violence should remain a private matter (see Figure F.9).

Most respondents (96 per cent of women and 91 per cent of men) state that a woman should not tolerate violence and should try and stop the perpetrator at any cost. Only 1 per cent of women and 2 per cent of men believe that a woman should tolerate violence to keep the family together.

FIGURE F.9

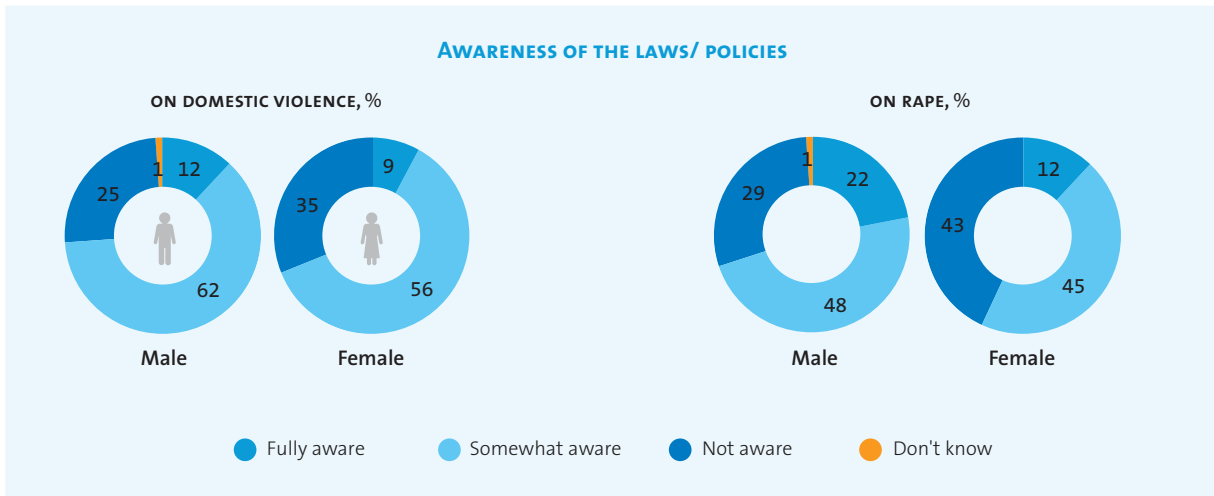
Responses to domestic violence



Reported knowledge about the available legal recourse for domestic violence and rape is generally low among respondents. As shown in Figure F.10, only 10 per cent and 17 per cent of respondents reported being fully aware of legal provisions on domestic violence and rape, respectively, compared to 31 per cent and 37 per cent of respondents who stated that they were

not aware of the respective legal provisions. Women are less likely to report being aware than men about the relevant legislation – 35 per cent and 43 per cent of women stated that they were not aware of laws or policies on domestic violence and rape, respectively, compared to 25 per cent and 29 per cent of men.

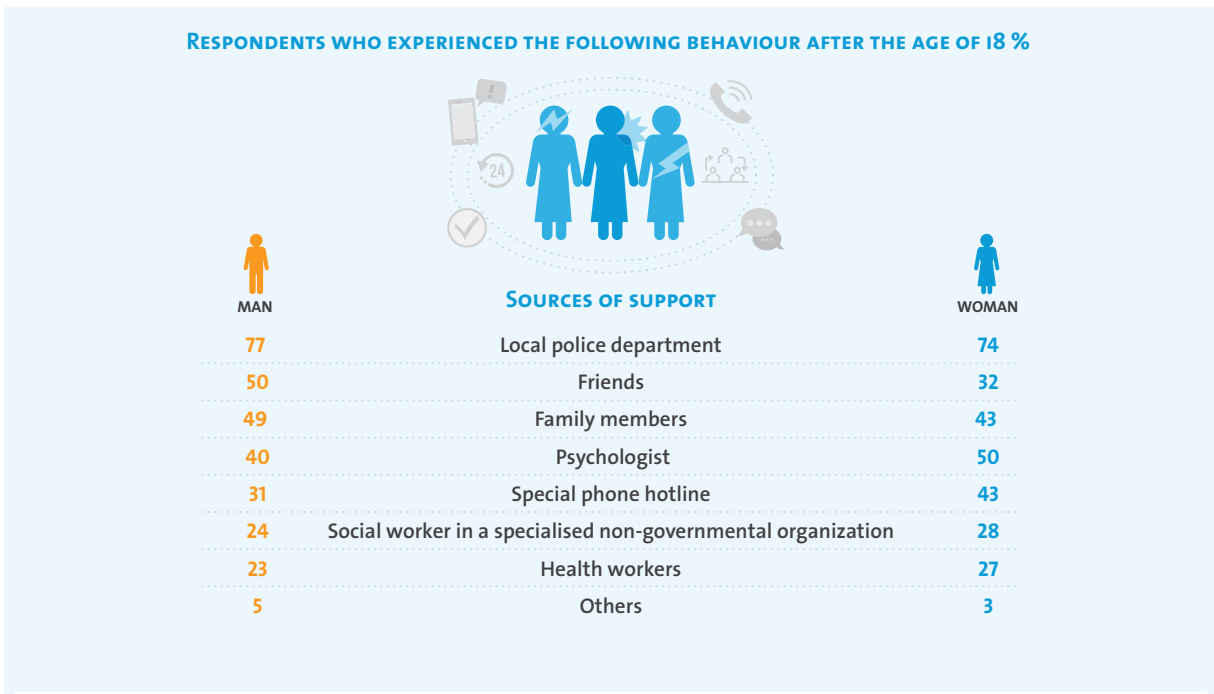
FIGURE F.10
Reported awareness of GBV legislatioy



Respondents perceive the police to be the most effective source of support when combatting GBV. 75 per cent of respondents named police as an effective source of help (see Table F.11). Apart from the police,

men prefer to turn to friends and family members, while women are more likely to turn to institutional sources of support, tending to choose psychologists and a special hotline as well as family members.

TABLE F.11.
GBV: sources of support



*each respondent could pick up several role models

Sexual relationships and reproductive health



Attitudes towards sexual relationships

Respondents are more likely to think that women should abstain from sex before marriage than men.

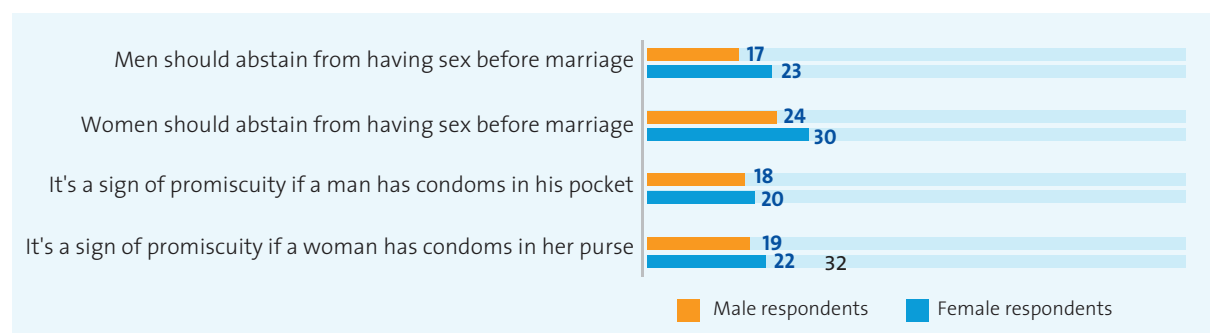
As shown in Figure F.12, 30 per cent of women and 24 per cent of men believe that a woman should abstain from sex before marriage, while 23 per cent of women and 17 per cent of men believe that a man should abstain. Respondents aged 60+ are significantly more likely to agree with both statements than respondents aged 18-29, and are particularly likely to agree in the case of women: 29 per cent of 60+ olds believe that women should abstain before marriage compared to 9 per cent of 18-29 olds.

In general, 65 per cent of respondents (64 per cent of women and 66 per cent of men) do not see carrying condoms as a sign of promiscuity in women, with 67 per cent (66 per cent of women and 68 per cent of men) agreeing the same for men. Younger respondents (18-29) are the most unlikely to consider it as an indicator of promiscuity: 77 per cent of them disagreed with the statement about women and 79 per cent disagreed with the statement about men, suggesting that condom use is becoming more socially acceptable among the younger generation.

FIGURE F.12.

Attitudes towards sexual norms

Strongly agree' and 'tend to agree' responses only, %



The majority of respondents are opposed to sexual relationships between a same sex couple, but younger people (18-29) are less opposed than older respondents. 66 per cent of female and 78 per cent of male respondents are opposed to people having sex with someone of the same sex – however, there is an evident split in terms of views across different age groups of respondents. 85 per cent and 77 per cent of those aged 60+ and 50-59 are opposed, compared

to 50 per cent of those aged 18-29, which suggests an increased tolerance to same sex relations among the younger generation. Respondents residing in rural areas proved to be less tolerant towards same sex relations than those living in urban areas – 65 per cent of rural respondents claimed same sex relations to be fully unacceptable as opposed to 52 per cent of urban dwellers.

Decision-making in reproductive health

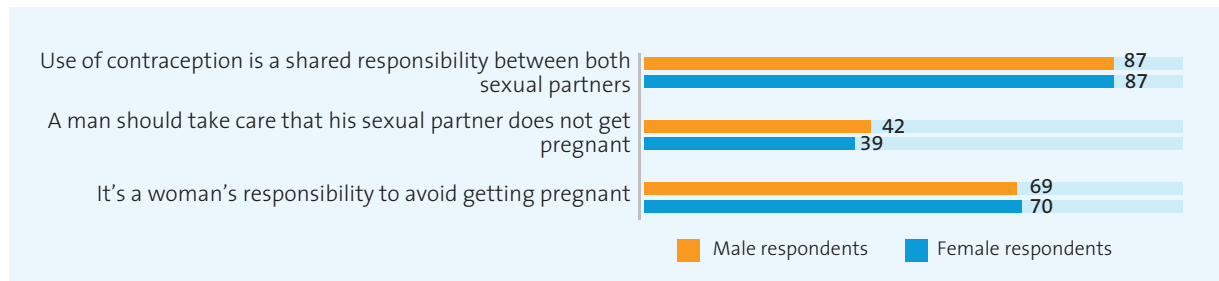
Contraception is generally viewed as a shared responsibility, with men considered to have greater responsibility for preventing the unwanted pregnancy of their partner. As shown in Figure F.13, 87 per cent of respondents believe that use of contraception is a shared responsibility. People living in urban areas are much more likely to view it as a shared responsibility

compared to those living in rural areas – 91 per cent compared to 77 per cent.

70 per cent of respondents strongly believe or tend to believe that it is a man’s responsibility for preventing the pregnancy of his sexual partner, while 40 per cent believe it to be a woman’s responsibility.

FIGURE A.13.
Attitudes towards contraception use

Strongly agree’ and ‘tend to agree’ responses only,



Respondents feel that women should have agency when it comes to using contraception during sex. In the scenario posed (the man does not want to use contraception during sex but the woman does not want to fall pregnant), only 3 per cent of female and 7 per cent of male respondents believe that the woman should simply agree with the man and have sex. 54 per cent of respondents believe that the woman should use alternative contraception and 32 per cent believe that she should refuse to have sex if the man continues to refuse to use contraception.

Respondents had controversial views on abortion, but respondents aged 60+ are more likely to be in favour of a woman’s right to choose. 21 per cent of respondents believe that women should never have the choice, 42 per cent believe that women should sometimes have the choice and 26 per cent believe that women should always have the choice. Respondents aged 60+ are more likely to consider that women should always have the choice, with 34 per cent of this age group holding this view (8 percentage points above the average).

Recommendations

This study has revealed some positive findings in terms of gender equality norms and perceptions in Ukraine, but also identified shortcomings and bottlenecks which hold back further progress. Based on the findings, the following recommendations aim to tackle gender equality norms and perceptions:

Overarching gender perceptions

- ▶ Work with governments, civil society and the private sector to break gender norms and stereotypes in all areas of life, as an essential means to eradicating gender-based discrimination and promoting the economic and social benefits of gender equality in society;
- ▶ Build the capacity of key actors across all media platforms to ensure messages do not reproduce or promote gender stereotypes and encourage diversity and equality in society;
- ▶ Promote gender equality in the national education system, including by removing gender stereotypes from learning materials, delivering specific courses on gender equality, sexuality and non-violence, gender-responsive career counselling and training of teachers and school staff in gender equality;

Employment and leadership

- ▶ Work with employers and trade unions in the public and private sector to improve work-life balance and promote flexible work arrangements for employees with care responsibilities;
- ▶ Run information and awareness raising campaigns featuring working mothers with a view to strengthening this norm in Ukrainian society;

- ▶ Implement empowerment tools and programmes (e.g. quotas, leadership programmes) to facilitate women's career advancement and achieve equality in leadership positions;
- ▶ Conduct further analysis into overall attitudes, and those of younger people in particular, towards women in both national and local politics;
- ▶ Raise the profile of women business leaders through communications campaigns;
- ▶ Raise awareness of legal paternity and parental leave provisions and encourage fathers to use them, including renowned politicians, business leaders and civil servants.

Household and family

- ▶ Promote positive and egalitarian images of women and men's roles in the family and society, including by highlighting the value of men's involvement in unpaid domestic work, child care and elder care, in collaboration with government, civil society and media providers;
- ▶ Develop and upgrade early childhood and long-term care programmes and infrastructure to revert the disproportionate domestic and care work burden shouldered by women throughout their productive lives;

Gender-based violence

- ▶ Conduct awareness raising campaigns to break stereotypes about GBV in society, underscoring its criminal nature, with a particular focus on sexual violence;
- ▶ Conduct a gap analysis of existing GBV legal frameworks and implementation processes;

- ▶ Increase awareness and understanding among the population of the relevant Ukrainian legislative measures regarding domestic violence, rape, harassment, and sexual misconduct;
- ▶ Undertake further analysis of the work done by institutional sources of support most trusted by respondents (e.g. the police, specialist hotline) in the area of GBV, with a view to build their capacity in this area;
- ▶ Promote the different sources of support available to survivors and perpetrators of GBV;
- ▶ Engage media providers to improve and expand their coverage of GBV, including by covering GBV cases publicly, to ensure society is aware of the police and justice sector responses;

Sexual relationships and reproductive health

- ▶ Conduct awareness raising campaigns aimed at eradicating anti-LGBTIQ+ attitudes, as well as

sexual double standards related to sex before marriage and carrying contraception;

- ▶ Work with the government, civil society and health and education professionals to provide and promote access to factual and impartial information on sexual and reproductive health and contraception, including through comprehensive sexuality education;
- ▶ Implement campaigns aimed at realizing women's agency over their bodies, including by tackling stereotypes on abortion never being a woman's choice.

As a general point, when implementing any of these recommendations, it is important to make sure that these are open to and inclusive of women and girls who might be facing double or triple discrimination due to their ethnic, religious background, sexual orientation or gender identity, or lack of knowledge of Ukrainian.



ANNEX I: **QUESTIONNAIRE**

INTRODUCTION

D1. Mark respondent's sex:

- Male
- female

D2. What is your age?

_____ years

Match automatically to appropriate age range

- Less than 18 – END THE INTERVIEW
- 18-29
- 30-39
- 40-49
- 50-59
- 60-69
- 70 and more
- REFUSAL – END THE INTERVIEW

D3.1. In which type of settlement do you reside?

- City / town – GO to D3.3
- Township ('smt')
- Village

D3.2. In which region is your settlement located?

[LIST OF ADMINISTRATIVE REGIONS BY COUNTRY IS INSERTED]

D3.3. What is the name of the settlement?

[For D3.1.=1, THE LIST OF URBAN SETTLEMENTS WITH >100,000 RESIDENTS IS INSERTED AS DROP-DOWN MENU, FOR OTHER SETTLEMENTS THE NAME IS WRITTEN DOWN BY INTERVIEWER]

D4. What is your current relationship status?

- Single
- Dating but not cohabiting
- Married (officially)
- In civil partnership, cohabitation with a partner
- Divorced
- Widowed
- Other _____
- (do not read out) Don't Know (DK) / Refusal
- D5. How many children aged 6 and under and between 7 and 17 do you have?
- Children 6 and under _____ /write down 0 if none/
- Children 7-17 _____ /write down 0 if none/

D5a. How many people overall reside in your household?

/ _____ / Write down “1” if respondent resides alone

SECTION 1 – OVERARCHING GENDER PERCEPTIONS

3. Are men and women more or less equal now in your country compared to when you were a child?

- More
- Situation has not changed
- Less
- (do not read out) DK/Refuse

4. In your view, who is more responsible for providing for the family: women or men or both are equally responsible?

- Women are more responsible
- Men are more responsible
- Both are equally responsible

5. In your view, who is more responsible for managing the household: women or men or both are equally responsible?

- Women are more responsible
- Men are more responsible
- Both are equally responsible

I will now read out a few statements – please tell me to what extent you agree or disagree with them.

“It is a key part of my personality as a man/woman [D1=1 – ‘man’, D1=2 – ‘woman’] ...”.

Rotation	Strongly agree	Tend to agree	Neither agree not disagree	Tend to disagree	Strongly disagree	(do not read out)
DK	1	2	3	4	5	99
7. to provide for my family	1	2	3	4	5	99
8. to be actively involved in day-to-day care for my children and family (changing children’s clothes/diapers, feeding children, cooking, cleaning)	1	2	3	4	5	99
9. to be involved in my children’s upbringing, leisure activities and educational development	1	2	3	4	5	99

10. To what extent are you satisfied with the equality of men and women in your country

- Fully satisfied
- Rather satisfied
- Neither satisfied nor dissatisfied
- Rather unsatisfied
- Fully unsatisfied
- (do not read out) DK

I am going to read some statements regarding relationships between women and men in society. Tell me to what extent you agree or disagree with them?

Rotation	Strongly agree	Tend to agree	Neither agree not disagree	Tend to disagree	Strongly disagree	(do not read out)
11. More jobs for women mean fewer jobs for men	1	2	3	4	5	99
12. More rights for women mean fewer rights for men	1	2	3	4	5	99
13. Equality between women and men can be beneficial for the economic development of my country	1	2	3	4	5	99
14. A good wife never questions her husband's opinions and decisions even if she disagrees with him	1	2	3	4	5	99
15. A good husband always asks for his wife's opinion on important issues, and decides taking into account her opinion	1	2	3	4	5	99

SECTION 2 – EMPLOYMENT AND LEADERSHIP

17. Who owns the property where you currently live – a woman, a man or both?

- A woman
- A man
- Both
- N/A – property is rented
- (do not read out) DK

18. Do you personally have any savings?

- Yes
- No
- (do not read out) DK / Refuse

I will read out a few statements. Tell me to what extent you agree or disagree with each of them?

Rotation	Strongly agree	Tend to agree	Neither agree not disagree	Tend to disagree	Strongly disagree	(do not read out)
19. It is better for a pre-school child if his/her mother does not work	1	2	3	4	5	99
20. It is easier in most cases for men than for women to find a well-paid job	1	2	3	4	5	99
21. It is important for me that my daughter would get as good a job as my son	1	2	3	4	5	99
22. Career advancement is more important for men than for women	1	2	3	4	5	99
23. Women have the same possibilities as men to access top positions in business	1	2	3	4	5	99
24. Women have the same possibilities as men to access top positions in politics	1	2	3	4	5	99
25. Jobs in any industry or sector can be done by men and women with the same success	1	2	3	4	5	99
26. I personally would be comfortable working for a female boss	1	2	3	4	5	99
27. I would like to see more women in national politics	1	2	3	4	5	99
28. I would like to see more women activists in community or local politics	1	2	3	4	5	99

29. When assessing people's performance in top business positions, who performs better – women or men or no difference?

- Women perform better
- No difference
- Men perform better
- (do not read out) DK

30. When assessing people's performance in top political positions, who performs better – women or men or no difference?

- Women perform better
- No difference
- Men perform better
- (do not read out) DK

(Ask Q31 if D5a is >1, respondent has 2 and more household members)

31. Considering ALL household members, is the main earner in your house a woman OR a man regardless of who this family member is (you or other family members)?

- A woman
- A man
- Equal parts
- (do not read out) DK

32. [D1=1 male] Have you ever prevented any women in your family from working outside the home?

[D1=2 female] Has anyone in your family ever prevented you from working outside the home?

Yes

- No
- (do not read out) DK

(do not read out) Refuse to answer

33. Were there any women – whom you knew personally or whom you read about or saw in media – who you admired as a teenager?

Do not read out. Mark all that are mentioned by respondent.

- **Yes, a family member (mother, grandmother or other female family member)**

Yes, a female friend

Yes, a school teacher

Yes, a politician

Yes, a businesswoman

- Yes, a celebrity (pop-star, actor)
- Yes, other _____
- (do not read out) **NO**

(do not read out) DK

SECTION 3 – HOUSEHOLD AND FAMILY

Who is mainly responsible for the following – mainly women, mainly men, or both equally?

Rotation	Mainly women	Mainly men	Both equally	(do not read out) DK
36. looking after the household chores (cleaning, cooking, doing laundry etc) in your family NOW	1	2	3	99
37. care for children and/or older persons in your family NOW	1	2	3	99
38. household chores (cleaning, cooking, doing laundry etc) in your family when you were a child	1	2	3	99
39. childcare in your family when you were a child	1	2	3	99

40. [Asked when D5=1 or more ‘having at least 1 child aged below 18’] Did or do you get any regular external help with childcare with children under the age of 18 – i.e. from kindergarten, nannies, grandparents or relatives? Mark all that apply

- No
- Yes, from kindergarten
- Yes, from nannies
- Yes, from grandparents
- Yes, from other relatives
- Yes, other _____
- (do not read out) DK

41. Did or do you get any regular external help with household chores – i.e. from cleaning services, cooks, grandparents or other family members?

- Yes, from cleaning services
- Yes, from cook
- Yes, from other family members
- Yes, other _____
- No
- (do not read out) DK

42. From when you were a child up to the age of 17, were you involved in household chores (cleaning, cooking, doing laundry etc)?

- Yes, to a large extent
- Yes, to some extent
- No, not involved
- I have no brothers/sisters

43. From you were a child up to the age of 17, were you involved looking after younger brothers/sisters?

- Yes, to a large extent
- Yes, to some extent

No, not involved

I have no brothers/sisters

44. [If D5 =1 or more “having at least 1 child aged below 18”]

[for D1=1 male] Whether you took paternal leave when your most recent child was born?

[for D1=2 female] Whether your child’s father took paternal leave when your most recent child was born?

- Yes
- No
- (do not read out) DK

44.a In the event of having children in the future, would you consider taking parental leave at some point during the first 3 years after the child's birth?

- Certainly yes
- Rather yes
- Rather no
- Certainly no
- (do not read out) DK
- (do not read out) Not planning to have children

45. Were both parents working when you were a child aged 6 or under?

- Yes, both parents were working
- No, my mother was not working most of the time
- No, my father was not working most of the time
- (do not read) Neither of my parents worked
- (do not read out) DK

46. Were both parents working when you were a child aged between 7 and 17 years old?

- Yes, both parents were working
- No, my mother was not working most of the time
- No, my father was not working most of the time when I was 7-17
- (do not read) Neither of my parents worked
- (do not read out) DK

Who should be responsible for the following in the family – mainly women, mainly men or both equally?

	Mainly women	Mainly men	Both equally	(do not read out) DK
47. Decision-making in the home on day-to-day expenditures	1	2	3	99
48. Decision-making in the home on big purchases or investments	1	2	3	99
49. Who has the final say in the home?	1	2	3	99

I will read out some statements – tell me please to what extent you agree or disagree with them:

	Strongly agree	Tend to agree	Neither agree not disagree	Tend to disagree	Strongly disagree	(do not read out) DK
50. In our country, having at least one son is seen as very important for the family	1	2	3	4	5	99
51. It is important for me that my daughter gets as good an education as my son	1	2	3	4	5	99
52. It is important for me that my inheritance is split equally between my son(s) and daughter(s)	1	2	3	4	5	99

SECTION 4 – GENDER-BASED VIOLENCE

69. In general, how common do you think domestic violence (e.g. beating, slapping, humiliating in public, controlling personal finances and relationships) against women is in [OUR COUNTRY]?

- Very common
- Fairly common
- Not very common
- Not at all common
- (do not read out) DK

70. In general, how common do you think domestic violence (e.g. beating, slapping, humiliating in public, controlling personal finances and relationships) against men is in [OUR COUNTRY]?

- Very common
- Fairly common
- Not very common
- Not at all common
- (do not read out) DK
- 71. In your opinion, beating a female family member is...

Acceptable in all circumstances

- Acceptable in certain circumstances
- Unacceptable but should not always be punishable by law
- Unacceptable and should always be punishable by law
- Other _____
- (do not read out) DK

72. In your opinion, beating a male family member is...

- Acceptable in all circumstances
- Acceptable in certain circumstances
- Unacceptable but should not always be punishable by law
- Unacceptable and should always be punishable by law
- Other _____
- (do not read out) DK

73. What should a woman who is facing violence in her family do? Read out the options

Rotation

- Not tolerate violence and try to stop the perpetrator at any cost
- Tolerate violence for the sake of keeping her family together
- Other _____
- (not read out) DK

I will read out the statements. Please evaluate to what extent you agree or disagree with them.

	Strongly agree	Tend to agree	Neither agree not disagree	Tend to disagree	Strongly disagree	(do not read out) DK
74. Conflicts between a husband and wife, even when they lead to violence, are a private matter and others should not intervene	1	2	3	4	5	99

75. It is acceptable for men to use force if they are insulted by anyone (a man or a woman)	1	2	3	4	5	99
76. It is acceptable for women to use force if they are insulted by anyone (a man or a woman)	1	2	3	4	5	99
77. Any sexual intercourse in marriage by default occurs by mutual agreement	1	2	3	4	5	99
78. In case of sexual violence against a woman it is unacceptable to blame her (i.e. for clothes, drinking, behaviour, reputation or anything else)	1	2	3	4	5	99

79. In general, how common do you think sexual violence against women is in [OUR COUNTRY]?

- Very common
- Fairly common
- Not very common
- Not at all common
- (do not read out) DK

To what extent are you aware of the following laws or policies in [OUR COUNTRY] – fully aware, somewhat aware, not aware:

80. ...laws/policies on domestic violence

1- fully aware, 2 – somewhat aware, 3 – not aware, 99 – (do not read out) DK

[IF Q80 is not = “not aware” or DK ask Q81]

81. How efficient do you think these laws/policies are – very efficient, somewhat efficient, not efficient?

1- very efficient, 2 – somewhat efficient, 3 – not efficient, 99 – (do not read out) DK

82. ...laws/policies on rape

1- fully aware, 2 – somewhat aware, 3 – not aware, 99 – (do not read out) DK

[IF Q82 is not = “not aware” or DK ask Q83]

83. How efficient do you think these laws/policies are – very efficient, somewhat efficient, not efficient?

1- very efficient, 2 – somewhat efficient, 3 – not efficient, 99 – (do not read out) DK

84. People who suffer from domestic violence can turn to different people to try and combat it and its consequences. Please pick up to 3 of the most effective potential sources of support:

READ OUT and ask respondent to pick up 3

Rotation

1. Local police department
2. Special phone hotline
3. Social worker in a specialised non-governmental organization
4. Family members
5. Friends
6. Psychologist
7. Health workers

There are a few final questions on your personal experience, it will take only 2-3 minutes more. You may let me know if it is not convenient for you to talk about these right now and I will call you back when convenient.

85. Did you witness your mother being hit or humiliated by her partner/husband before you turned 18

- 1 No
- 2 Yes, was hit
- 3 Yes, was humiliated
- 99 (do not read out) DK / Refuse / Not relevant

86. Did you witness your grandparents being hit or humiliated by your parents/relatives before you turned 18?

- 1 No
- 2 Yes, was hit
- 3 Yes, was humiliated
- 99 (do not read out) DK / Refuse

87. Did you personally experience physical violence (e.g. punching, kicking, slapping) before you turned 18?

- 1 No
- 2 Yes
- 99 (do not read out) DK /Refuse

88. [If Q86 = 2, ask Q87] Was it in the family, at school, from friends or elsewhere?

- in the family,
- at school,
- from friends
- elsewhere _____

89. Did you personally experience sexual violence before you turned 18?

- 1 No
- 2 Yes
- 99 (do not read out) DK /Refuse

90. [If Q89 = 2, ask Q90] Was it in the family, at school, from friends or elsewhere?

- in the family,
- at school,
- from friends
- elsewhere _____

	91. Have you EVER experienced after you turned 18 the following behaviour from anyone:			92. [IF Q91 = Yes, ASK Q92] Have you experienced any types of such behaviour towards you within the last 12 months?		
Rotation	Yes	No	(do not read out) DK / Refuse	Yes	No	(do not read out) DK / Refuse
controlling behaviour (when your phone was checked, you were not allowed to do something or go somewhere, speak to your friends/ relatives)	1	2	99	1	2	99
money being taken away from you by a family member	1	2	99	1	2	99
deliberate humiliation in front of others	1	2	99	1	2	99
slaps or pushes	1	2	99	1	2	99
pressure to have sexual intercourse	1	2	99	1	2	99

Now I will ask few questions about your background:

D6. What is your education?

- Basic / Incomplete secondary`1
- Secondary.....2
- Secondary special (college, technical school, etc.).....3
- Incomplete higher education..... 4
- Higher education.....5
- (do not read out) Hard to say..... 99

D7. Currently you are ...One answer is possible

- Work/full-time employment (including military)..... 1
- Work /part-time employment (including military).....2
- Self-employed, private entrepreneur..... 3
- Take care of the household/ take care of the family.....4
- At home due to maternity/paternity leave..... 5
- Retiree.....6
- Unable to work due to disability..... 7
- Unemployed, looking for a job..... 8
- Unemployed, not looking for a job..... 9

- Student.....10
- Other (specify) _____ .11
- (do not read out) Hard to say..... 99

D7.1 [IF D7=1, 2] In which sector do you work?

- Public
- Private with official employment
- Private without official employment
- Other _____

D8. What ethnic group do you associate yourself with?

[THE LIST IS AD HOC FOR EVERY COUNTRY]

D9. What religion do you associate yourself with?

- Christian Orthodox
- Christian Rome Catholic
- Christian Greek Catholic
- Christian Armenian Apostolic
- Protestant
- Muslim
- Other _____
- (do not read out) do not believe in God / atheist
- (do not read out) DK / Refuse

D10. How would you assess the level of your household income? I will read out, and you may stop me when you think that the statement is the best for describing your situation.

- We do not have enough money even for food..... 1
- We have enough money for food, but we cannot always buy clothes.....2
- We always have money for food and clothes, but we cannot always buy household appliances and other expensive goods.....3
- We have enough money for household appliances and expensive goods, but we cannot buy a car or an apartment..... 4
- We can buy a car or other things of similar cost which we need.....5
- (do not read out) Refuse to answer..... 98
- (do not read out) Hard to say..... 99

SECTION 5 – REPRODUCTIVE HEALTH

63. What age do you think is best for a man to

- have his first girlfriend, _____
- enter into marriage, _____
- have his first child _____

64. What age do you think is best for a woman to

- have her first boyfriend _____
- enter into marriage, _____
- have her first child _____

I will read out statements about sexual behaviour. If you feel uncomfortable in answering any of them – please let me know. Otherwise, please, evaluate to what extent do you agree or disagree with them:

	Strongly agree	Tend to agree	Neither agree not disagree	Tend to disagree	Strongly disagree	(do not read out) DK
53. It is acceptable when a man has several sexual partners in parallel	1	2	3	4	5	99
54. It is acceptable when a woman has several sexual partners in parallel	1	2	3	4	5	99
55. Men should abstain from having sex before marriage	1	2	3	4	5	99
56. Women should abstain from having sex before marriage	1	2	3	4	5	99
57. Use of contraception (condoms, pills, or other) is a shared responsibility between both sexual partners	1	2	3	4	5	99
58. when a woman is carrying condoms in her purse, it is a sign of sexual promiscuity	1	2	3	4	5	99
59. When a man is carrying condoms in his pocket, it is a sign of sexual promiscuity	1	2	3	4	5	99
60. It is a woman's responsibility to avoid getting pregnant	1	2	3	4	5	99
61. A man should take care to make sure that his sexual partner avoids getting pregnant	1	2	3	4	5	99

68. Please tell me whether you think ABORTION in the first 3 months of pregnancy should always be women's choice, should never be women's choice, or somewhere in between? Please use 10-point scale where 10 is always women's choice, and 1 is never women's choice.

never women's choice 1 2 3 4 5 6 7 8 9 10 always women's choice 99 (do not read out) DK

66. Some people prefer having sex with the people of their sex. Do you think this is:

- Fully acceptable
- Rather acceptable
- Neither acceptable, nor unacceptable
- Rather unacceptable
- Fully unacceptable
- (do not read out) DK

67. If there were any person among your relatives, friends or colleagues who preferred having sex with the people of the same sex, would you think it was:

- Fully acceptable
- Somewhat acceptable
- Neither acceptable nor unacceptable
- Somewhat unacceptable
- Fully unacceptable
- (do not read out) DK

65. In a couple, if a man does not want to use contraception (i.e. condoms) during sex, but a woman does not want to get pregnant, what should she do?

- agree with man's decision and proceed with having unsafe sex
- refuse have unsafe sex without condoms
- use alternative contraception herself e.g. pills
- other _____
- (do not read out) don't know



ANNEX II: **SURVEY FINDINGS**

Base is expressed as a whole number

Responses are expressed as a percentage

Table 1.1 Socio-demographic characteristics of respondents

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Age groups, total	453	547	454	546	464	536	450	550	545	563	467	533
18-29 years old	19.6	15.3	20.0	15.8	24.1	20.3	30.1	27.1	24.3	22.2	20.1	17.0
30-39 years old	22.4	18.3	22.0	17.9	19.4	16.8	17.8	17.0	24.5	22.2	21.4	18.8
40-49 years old	18.7	16.5	18.2	16.1	17.8	16.6	16.4	16.7	18.3	18.7	17.5	15.9
50-59 years old	17.1	17.0	18.2	17.9	17.7	18.3	17.6	17.9	17.8	18.2	17.3	17.1
60-69 years old	16.2	22.9	17.5	29.4	17.4	21.4	15.4	18.0	13.2	16.5	17.8	22.4
70 years old and more	6.0	10.0	4.1	2.9	3.6	6.6	2.7	3.3	1.9	2.2	5.9	8.8
Marital status, total	453	547	454	546	464	536	450	550	545	563	467	533
Single	20.8	13.1	19.8	10.2	33.8	17.4	26.4	17.8	19.3	25.3	15.0	7.4
Dating but not cohabiting	2.2	2.0	4.9	2.2	2.0	2.3	3.0	1.6	0.1	0.0	3.4	2.5
Married (officially)	57.0	48.2	54.0	54.0	53.4	55.6	63.4	58.7	80.1	49.8	66.8	64.9
In civil partnership, cohabitation with a partner	8.9	5.9	8.8	8.0	3.5	6.1	3.5	4.5	0.0	0.1	2.7	3.0
Divorced	6.9	10.9	8.5	13.7	3.1	6.5	0.8	4.9	0.0	7.5	8.0	6.3
Widowed	3.6	19.6	3.8	11.7	4.2	12.1	2.7	12.4	0.5	17.1	2.7	15.8
Other	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0
Don't Know\ Refuse to answer	0.6	0.1	0.2	0.2	0.0	0.0	0.2	0.1	0.0	0.0	1.4	0.1
Education level, total	453	547	454	546	464	536	450	550	545	563	467	533
Basic\ Incomplete secondary	2.3	2.1	0.0	0.2	2.4	1.7	3.6	1.8	0.3	1.9	2.5	5.0
Secondary	12.5	18.1	11.9	10.0	28.7	21.1	34.7	35.0	46.1	40.7	26.7	27.0
Secondary special (college, technical school, etc.)	36.4	35.3	39.7	38.9	13.2	20.9	16.4	21.7	19.7	30.4	30.1	28.7
Incomplete higher education	8.5	6.6	6.4	3.6	6.5	8.3	8.9	5.3	11.3	6.2	7.8	5.0
Higher education	40.1	37.9	41.8	47.3	49.0	48.0	36.4	36.2	22.5	20.8	32.2	34.0
Hard to say	0.2	0.0	0.2	0.0	0.2	0.0	0.0	0.0	0.1	0.0	0.7	0.3

Table 1.2 Socio-demographic characteristics of respondents

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Number of children aged 6 or younger in the household, total	453	547	454	546	464	536	450	550	545	563	467	533
0	83.3	87.6	81.6	81.6	85.1	77.9	80.3	77.9	80.2	90.6	79.0	78.9
1	13.6	10.0	15.7	15.0	9.8	14.7	11.7	13.3	12.9	7.3	13.7	14.2
2 and more	3.1	2.4	2.7	3.4	5.1	7.4	8.0	8.8	6.9	2.1	7.3	6.9
Number of children aged between 7 and 17 in the household, total	453	547	454	546	464	536	450	550	545	563	467	533
0	75.9	77.6	78.7	76.0	82.6	79.9	75.1	75.1	60.3	61.8	66.7	62.9
1	15.6	15.1	17.2	17.7	11.1	13.2	12.6	12.3	14.9	12.4	15.2	16.9
2	6.3	6.7	3.9	4.8	5.6	5.6	10.3	10.2	22.2	24.6	15.8	14.7
3 and more	2.2	0.6	0.2	1.5	0.7	1.3	2.0	2.4	2.6	1.2	2.3	5.5
Number of persons in the household, total	453	547	454	546	464	536	450	550	545	563	467	533
1	12.2	17.8	11.1	15.5	7.2	6.9	2.5	7.9	0.3	11.8	10.0	11.8
2	28.7	29.9	30.9	30.4	17.9	18.8	13.7	14.5	15.5	5.6	27.3	26.0
3	25.6	22.4	29.3	26.4	16.4	17.9	13.6	13.6	14.4	19.1	23.2	24.9
4	15.0	15.6	19.4	17.7	23.5	22.0	22.5	19.0	41.9	31.2	19.4	21.0
5	11.2	7.9	6.5	7.7	17.8	15.4	19.2	18.1	13.1	16.4	12.3	9.5
6 and more	7.3	6.4	2.8	2.3	17.2	19.0	28.5	26.9	14.8	15.9	7.8	6.8

Table 1.3 Socio-demographic characteristics of respondents

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Employment status, total	453	547	454	546	464	536	450	550	545	563	467	533
Work\ full-time employment (including military)	49.5	35.2	60.0	37.3	33.0	25.8	43.5	24.1	21.2	19.6	47.6	38.9
Work\ part-time employment (including military)	5.7	6.4	1.2	3.6	5.5	4.9	8.2	12.0	15.4	15.3	8.3	8.6
Self-employed, private entrepreneur	12.4	3.2	9.7	4.0	26.8	12.1	18.5	6.6	38.6	4.4	8.6	1.6
Take care of the household\ take care of the family	3.0	9.2	1.0	2.4	6.7	12.2	0.1	19.8	12.9	8.9	3.2	4.9
At home due to maternity\ paternity leave	0.0	6.0	0.0	10.0	0.3	1.2	0.2	2.1	0.3	2.4	0.6	7.8
Retiree	16.0	28.1	15.7	33.8	7.0	17.8	8.1	10.4	5.8	14.6	14.3	24.0

Unable to work due to disability	1.8	3.7	2.4	1.0	2.6	1.5	0.3	1.2	0.7	0.6	1.9	1.9
Unemployed, looking for a job	7.2	4.5	5.3	3.9	10.9	9.4	12.4	9.7	2.7	6.7	5.2	4.4
Unemployed, not looking for a job	2.2	1.1	0.4	0.8	2.4	10.9	5.9	10.4	1.3	22.8	5.0	3.8
Student	2.0	2.5	3.8	2.1	2.4	2.8	2.2	3.7	0.7	3.4	5.2	3.4
Other	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.3	0.0	0.0
Hard to say	0.2	0.0	0.5	1.1	2.4	1.4	0.6	0.0	0.4	0.0	0.1	0.7
Employment by sectors, total	250	227	278	223	178	163	233	198	199	196	261	253
Public	35.6	47.5	64.9	51.2	42.0	38.4	43.1	52.7	47.5	76.9	29.6	52.3
Private with official employment	45.1	35.6	30.4	42.4	55.3	52.5	40.2	34.1	11.7	13.3	60.2	41.3
Private without official employment	15.2	13.7	4.2	2.7	2.7	9.1	13.2	11.7	40.1	7.8	9.7	5.4
Other	4.1	3.2	0.5	3.7	0.0	0.0	3.5	1.5	0.7	2.0	0.5	1.0
Household income sources, total	453	547	454	546	464	536	450	550	545	563	467	533
We do not have enough money even for food	1.7	7.3	2.4	2.6	6.7	8.5	5.2	14.2	2.0	9.7	3.7	5.2
We have enough money for food, but we cannot always buy clothes	10.8	25.1	12.4	24.2	16.4	21.7	22.9	27.4	7.9	17.1	10.4	16.6
We always have money for food and clothes, but we cannot always buy household appliances and other expensive goods	30.2	32.8	38.0	39.3	25.8	25.4	25.8	34.8	73.8	45.7	23.7	31.6
We have enough money for household appliances and expensive goods, but we cannot buy a car or an apartment	42.1	26.5	40.6	27.3	30.0	29.4	29.8	18.3	12.9	25.4	36.1	32.8
We can buy a car or other things of similar cost which we need	13.4	6.8	4.8	3.9	18.7	13.1	13.6	4.2	3.3	0.6	21.0	11.1
Refuse to answer	0.4	0.6	1.1	1.2	0.0	0.0	1.3	0.6	0.1	1.4	1.4	1.3
Hard to say	1.4	0.9	0.7	1.5	2.4	1.9	1.4	0.5	0.0	0.1	3.7	1.4

Table 1.4 Socio-demographic characteristics of respondents

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Ethnic group, total	453	547	454	546	464	536	450	550	545	563	467	533
Ukrainian	82.7	82.7	1.1	2.0	0.0	0.0	0.0	0.0	0.0	0.0	2.2	4.3
Russian	4.7	4.2	13.2	14.3	0.0	0.3	0.3	0.0	0.2	0.0	3.3	6.0
Both Ukrainian and Russian	6.7	7.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Belarusian	0.6	0.4	79.4	80.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Bulgarian	0.1	0.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.7	0.7
Romanian	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.4	18.4
Polish	0.2	0.0	2.4	2.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Jewish	0.3	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Georgian	0.0	0.0	0.0	0.0	96.7	94.6	0.0	0.0	0.0	0.0	0.0	0.0
Armenian	0.0	0.0	0.0	0.0	1.0	1.7	98.1	99.6	0.0	0.0	0.0	0.0
Ossetian	0.0	0.0	0.0	0.0	0.6	1.2	0.0	0.0	0.0	0.0	0.0	0.0
Yezidi	0.0	0.0	0.0	0.0	0.0	0.3	1.1	0.0	0.0	0.0	0.0	0.0
Assyrian	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.0	0.0	0.0
Azerbaijani	0.0	0.0	0.0	0.0	0.7	0.2	0.0	0.0	96.9	97.1	0.0	0.0
Talysh	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.1	0.0	0.0
Lezgin	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.9	1.9	0.0	0.0
Avar	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.8	0.1	0.0	0.0
Tatar	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0
Moldovan	0.7	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	66.3	66.4
Gagauz	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.6	3.1
Roma	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.1
Others	2.8	1.5	3.9	0.7	0.0	0.0	0.0	0.2	0.0	0.1	1.4	0.8
Difficult to answer	1.2	2.4	0.0	0.0	1.0	1.7	0.2	0.2	0.0	0.5	0.9	0.2
Religion, total	453	547	454	546	464	536	450	550	545	563	467	533
Christian Orthodox	67.4	79.7	74.8	79.0	88.0	92.1	7.1	5.8	0.0	0.1	91.2	94.6
Christian Roman Catholic	1.2	1.2	0.0	0.0	0.2	0.0	0.5	0.6	0.0	0.0	0.0	0.4
Christian Greek Catholic	9.7	7.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.0
Christian Catholic	0.0	0.0	9.1	7.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Armenian Apostolic Church	0.0	0.0	0.0	0.0	0.0	0.0	89.8	91.6	0.0	0.0	0.0	0.0

Protestant	1.8	1.3	0.5	0.2	0.6	0.1	0.0	0.0	0.9	0.0	1.3	1.8
Muslim	0.1	0.3	0.0	0.2	5.6	3.5	0.0	0.1	98.9	99.7	0.1	0.1
Other	3.4	3.0	0.7	0.9	0.2	0.3	0.0	0.0	0.0	0.0	0.3	0.0
Do not believe in God\ atheist	14.6	4.3	11.4	7.2	1.8	1.6	1.8	0.6	0.2	0.1	4.3	1.4
Don't know\ Refuse to answer	1.8	2.4	3.5	4.7	3.6	2.4	0.8	1.3	0.0	0.1	2.3	1.7
Don't know\ Refuse to answer	1.8	2.4	3.5	4.7	3.6	2.4	0.8	1.3	0.0	0.1	2.3	1.7

Table 2. (Q3) Are men and women more or less equal now in your country compared to when you were a child?

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
More	49.1	45.8	51.5	60.6	70.3	74.8	55.1	67.4	37.9	48.9	44.9	50.4
Situation has not changed	33.5	32.6	35.8	30.6	14.2	12.7	17.9	11.4	32.1	30.6	33.9	26.9
Less	6.5	11.9	9.4	3.8	11.7	8.7	16.7	14.3	18.9	16.7	10.8	13.1
Don't know\ Refuse to answer	10.9	9.7	3.3	5.0	3.8	3.8	10.3	6.9	11.1	3.8	10.4	9.6

Table 3. (Q6) It is a key part of my personality as a man\woman to have a job

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	83.3	56.5	87.7	49.8	76.6	69.1	96.9	81.4	54.7	18.9	95.9	89.1
Tend to agree	11.5	26.1	9.8	25.9	12.3	17.6	2.4	12.3	26.5	45.6	1.4	2.6
Neither agree not disagree	3.6	9.6	2.0	15.9	2.7	4.6	0.0	0.9	9.2	18.6	1.3	2.0
Tend to disagree	0.5	4.5	0.0	4.8	1.9	4.4	0.1	2.4	7.4	5.5	0.1	0.8
Strongly disagree	0.9	1.7	0.5	1.2	5.9	2.7	0.4	2.3	1.0	11.0	1.1	4.7
Don't know	0.2	1.6	0.0	2.4	0.6	1.6	0.2	0.7	1.2	0.4	0.2	0.8

Table 4. (Q8) It is a key part of my personality as a man\woman to be actively involved in day-to-day care for my children and family (changing children's clothes\diapers, feeding children, cooking, cleaning)

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	60.8	62.4	55.5	67.0	63.5	71.1	43.4	90.0	9.2	51.4	84.9	93.2
Tend to agree	23.3	18.4	22.2	17.8	20.3	17.8	25.0	8.2	11.7	29.6	3.4	2.3

Neither agree not disagree	8.9	12.6	15.9	10.3	4.6	3.0	4.2	0.9	31.7	5.0	4.6	1.5
Tend to disagree	4.9	3.2	2.6	1.9	3.3	4.4	14.2	0.9	30.4	10.8	1.3	0.2
Strongly disagree	1.5	2.3	3.0	1.1	7.6	3.1	11.8	0.0	15.5	2.3	3.4	2.1
Don't know	0.6	1.1	0.8	1.9	0.7	0.6	1.4	0.0	1.5	0.9	2.4	0.7

Table 5 (Q9) It is a key part of my personality as a man\woman to be involved in my children's upbringing, leisure activities and educational development

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	86.0	72.6	74.3	70.8	81.8	76.6	85.6	89.9	22.9	47.4	90.2	91.8
Tend to agree	10.8	15.8	20.6	17.0	12.8	16.1	10.6	8.0	19.5	44.5	3.5	1.8
Neither agree not disagree	1.7	7.6	3.3	7.4	2.8	2.8	0.4	0.5	31.6	5.8	2.4	3.6
Tend to disagree	0.2	1.6	0.8	2.1	0.9	2.1	2.0	0.6	21.0	0.4	0.6	0.0
Strongly disagree	0.7	1.1	0.6	0.6	1.2	1.2	1.0	0.5	4.8	1.1	2.6	1.7
Don't know	0.6	1.3	0.4	2.1	0.5	1.2	0.4	0.5	0.2	0.8	0.7	1.1

Table 6. (Q11) More jobs for women mean fewer jobs for men

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	9.7	9.9	6.9	4.2	18.2	14.3	11.1	10.1	13.6	16.4	13.5	17.4
Tend to agree	7.0	5.8	9.0	5.9	7.8	7.9	9.4	11.5	20.1	19.9	1.8	2.2
Neither agree not disagree	11.8	13.5	22.5	14.6	7.5	5.3	8.0	7.0	26.3	26.7	6.9	11.4
Tend to disagree	29.1	30.4	26.6	34.0	15.5	16.6	26.3	27.2	18.4	23.1	4.0	3.8
Strongly disagree	40.5	38.0	32.8	37.2	48.6	54.0	39.4	39.3	20.2	12.5	69.4	59.7
Don't know	1.9	2.4	2.2	4.1	2.4	1.9	5.8	4.9	1.4	1.4	4.4	5.5

Table 7. (Q12) More rights for women mean fewer rights for men

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	11.2	12.3	12.7	4.2	18.1	12.4	16.0	10.4	8.3	11.6	18.6	21.5
Tend to agree	8.7	5.1	9.2	6.7	5.7	6.9	7.5	11.7	22.9	21.6	3.9	3.1

Neither agree not disagree	13.8	16.9	14.1	11.8	7.2	4.7	7.3	4.8	24.9	28.7	10.3	9.8
Tend to disagree	26.7	29.2	30.6	29.3	15.2	17.5	21.9	30.4	22.2	29.9	4.6	3.6
Strongly disagree	38.2	34.3	32.3	44.7	50.5	57.2	43.2	40.5	12.8	6.5	60.9	59.2
Don't know	1.4	2.2	1.1	3.3	3.3	1.3	4.1	2.2	8.9	1.7	1.7	2.8

Table 8. (Q13) Equality between women and men can be beneficial for the economic development of my country

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	58.8	61.8	38.9	43.2	69.7	79.6	58.1	73.7	12.5	28.7	71.1	78.8
Tend to agree	22.3	18.3	33.7	31.9	12.2	10.4	21.3	18.0	21.6	40.5	4.9	5.2
Neither agree not disagree	6.1	9.4	12.3	11.3	3.1	3.9	3.7	2.4	19.3	20.8	7.2	3.8
Tend to disagree	6.2	4.6	6.4	5.4	4.0	1.3	7.2	3.0	28.8	6.2	1.4	1.0
Strongly disagree	4.0	3.1	4.3	1.9	8.7	2.8	6.7	2.1	15.5	0.6	8.3	6.6
Don't know	2.6	2.8	4.4	6.3	2.3	2.0	3.0	0.8	2.3	3.2	7.1	4.6

Table 9. (Q14) A good wife never questions her husband's opinions and decisions even if she disagrees with him

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	23.5	25.7	32.6	15.0	51.1	33.7	55.1	45.7	19.8	24.7	44.5	43.2
Tend to agree	21.3	14.3	18.4	16.5	13.4	14.0	15.6	18.7	25.0	43.2	8.2	8.3
Neither agree not disagree	17.7	20.9	25.9	24.0	3.7	7.3	2.7	5.6	31.5	17.5	13.4	11.3
Tend to disagree	19.8	20.3	13.4	23.9	8.1	14.5	11.0	15.2	16.4	11.2	2.7	7.6
Strongly disagree	16.7	17.8	8.8	18.8	20.0	28.4	12.3	11.7	7.0	3.2	26.9	23.3
Don't know	1.0	1.0	0.9	1.8	3.7	2.1	3.3	3.1	0.3	0.2	4.3	6.3

Table 10. (Q15) A good husband always asks for his wife's opinion on important issues, and decides taking into account her opinion

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	66.6	78.3	57.7	77.8	80.1	82.8	74.4	87.9	18.8	44.3	81.3	92.8
Tend to agree	21.8	12.9	31.9	17.7	12.5	10.1	19.0	9.2	29.0	35.9	5.5	1.6
Neither agree not disagree	5.6	4.5	6.7	2.2	2.3	3.6	1.6	1.5	21.4	16.6	4.4	2.0
Tend to disagree	3.2	1.7	2.5	0.4	1.4	1.7	2.1	0.9	15.8	1.0	1.5	0.0

Strongly disagree	1.3	1.8	0.9	0.1	3.0	1.8	2.2	0.3	6.3	2.1	5.2	1.7
Don't know	1.5	0.8	0.3	1.8	0.7	0.0	0.7	0.2	8.7	0.1	2.1	1.9

Table 6. (Q11) More jobs for women mean fewer jobs for men

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	46.0	38.8	34.8	28.2	39.4	34.6	57.2	48.7	22.9	18.8	51.7	41.6
Tend to agree	19.1	16.4	22.7	17.7	15.8	14.6	17.7	17.2	29.4	22.3	7.9	5.0
Neither agree not disagree	14.7	14.2	20.5	23.5	11.0	9.5	3.9	4.7	19.8	15.8	9.2	8.6
Tend to disagree	11.7	15.8	12.7	17.2	10.2	14.3	10.4	16.0	18.0	27.2	3.2	5.4
Strongly disagree	6.9	13.8	7.7	10.5	20.6	24.5	8.2	12.6	9.6	15.0	24.4	37.2
Don't know	1.6	1.0	1.6	2.9	3.0	2.5	2.6	0.8	0.3	0.9	3.6	2.2

Table 12. (Q21) It is just as important for me that my daughter would get as good a job as my son

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	90.1	90.2	83.9	89.2	84.3	92.6	89.1	92.4	20.2	34.1	94.7	98.6
Tend to agree	8.7	7.3	11.8	8.1	8.1	4.4	7.0	6.0	25.2	44.7	1.1	0.4
Neither agree not disagree	0.1	1.1	2.9	0.2	1.8	1.2	0.4	0.6	18.8	14.8	0.5	0.0
Tend to disagree	0.4	0.2	0.7	0.3	0.9	0.4	0.9	0.0	18.0	1.7	0.0	0.2
Strongly disagree	0.1	0.6	0.0	0.0	3.3	0.5	1.6	0.6	14.7	1.9	1.7	0.3
Don't know	0.6	0.6	0.7	2.2	1.6	0.9	1.0	0.4	3.1	2.8	2.0	0.5

Table 13. (Q22) Career advancement is more important for men than for women

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	23.8	26.0	21.0	27.8	37.6	23.9	36.5	31.1	18.4	34.1	37.5	37.0
Tend to agree	14.3	17.1	19.4	17.3	12.7	12.1	16.2	17.4	20.3	34.3	5.2	4.0
Neither agree not disagree	21.1	18.1	30.2	20.2	7.1	7.7	8.2	6.0	28.5	16.6	10.6	14.6
Tend to disagree	18.1	18.8	15.8	16.7	8.8	7.4	14.3	19.8	13.9	12.1	6.3	4.9
Strongly disagree	20.4	19.0	11.3	15.3	32.3	48.5	21.4	23.0	7.3	1.7	35.9	34.0
Don't know	2.3	1.0	2.3	2.7	1.5	0.4	3.4	2.7	11.6	1.2	4.5	5.5

Table 14. (Q25) Jobs in any industry or sector can be done by men and women with the same success

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	49.8	63.8	40.1	51.8	60.2	69.1	49.7	68.1	11.3	25.1	55.1	71.5
Tend to agree	15.2	14.7	20.7	19.9	9.3	10.7	18.8	16.4	17.4	32.8	5.4	6.2
Neither agree not disagree	10.4	9.9	15.0	12.9	5.3	5.1	1.7	2.3	32.3	17.8	7.5	4.3
Tend to disagree	13.6	7.7	15.2	10.5	9.1	9.5	14.9	8.1	27.4	14.3	4.1	2.2
Strongly disagree	10.6	3.8	8.3	2.7	15.9	5.4	14.1	4.7	8.9	7.0	27.0	14.0
Don't know	0.4	0.1	0.7	2.2	0.2	0.2	0.8	0.4	2.7	3.0	0.9	1.8

Table 15. (Q26) I personally would be comfortable working for a female boss

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	19.3	23.9	14.3	11.4	23.4	24.1	21.0	36.7	5.1	39.0	53.0	59.0
Tend to agree	16.5	14.2	14.8	11.3	8.9	7.6	13.8	17.4	11.9	29.1	4.3	4.9
Neither agree not disagree	27.5	26.3	35.3	32.2	17.5	24.3	17.4	11.5	36.0	22.7	12.6	9.9
Tend to disagree	17.4	19.6	17.1	24.0	7.7	11.4	11.0	10.6	30.2	4.0	4.1	4.2
Strongly disagree	15.4	13.7	13.9	13.3	37.3	29.9	30.8	20.6	14.7	3.3	23.3	18.6
Don't know	3.9	2.3	4.6	7.8	5.2	2.7	6.0	3.2	2.1	1.9	2.7	3.4

Table 16. (Q27) I would like to see more women in national politics

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	n/a	n/a	464	536	450	550	545	563	467	533
Strongly agree	26.0	38.1	n/a	n/a	39.8	52.4	17.7	24.1	4.7	18.8	48.4	60.1
Tend to agree	20.3	17.0	n/a	n/a	12.8	16.3	16.3	19.5	10.5	27.6	5.2	4.7
Neither agree not disagree	25.3	21.9	n/a	n/a	13.7	11.9	8.7	9.4	20.3	31.8	12.4	11.0
Tend to disagree	12.2	12.5	n/a	n/a	7.5	8.0	19.2	18.5	33.8	14.7	2.8	2.6
Strongly disagree	12.6	9.1	n/a	n/a	21.8	9.0	36.7	26.3	27.7	5.6	26.6	19.2
Don't know	3.6	1.4	n/a	n/a	4.4	2.4	1.4	2.2	3.0	1.5	4.6	2.4

n/a – this question was not asked in Belarus due to local political sensitivities during the period when this study was being conducted

Table 17. (Q28) I would like to see more women activists in community or local politics

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	n/a	n/a	464	536	450	550	545	563	467	533
Strongly agree	26.8	39.2	n/a	n/a	41.8	58.4	24.3	34.5	5.6	23.6	53.2	66.8
Tend to agree	16.8	21.5	n/a	n/a	16.6	15.3	20.5	20.3	15.4	34.3	6.0	4.8
Neither agree not disagree	27.8	22.7	n/a	n/a	12.6	9.9	9.2	8.7	30.7	31.8	13.0	9.4
Tend to disagree	11.1	7.0	n/a	n/a	7.6	5.9	13.2	15.2	34.9	4.0	1.3	2.6
Strongly disagree	12.1	8.4	n/a	n/a	19.6	8.4	28.8	19.2	13.0	5.0	21.7	11.7
Don't know	5.4	1.2	n/a	n/a	1.8	2.1	4.0	2.1	0.4	1.3	4.8	4.7

n/a – this question was not asked in Belarus due to local political sensitivities during the period when this study was being conducted

Table 18. (Q29) When assessing people's performance in top business positions, who performs better – women or men or no difference?

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Women perform better	6.0	11.3	8.6	8.1	6.8	6.6	9.9	12.3	2.2	15.5	11.1	15.9
Men perform better	10.8	6.0	21.4	8.5	23.8	16.3	27.3	15.4	44.9	44.8	16.1	14.2
No difference	80.4	79.2	63.5	78.5	66.5	73.5	58.3	69.3	38.9	35.8	68.5	66.5
Don't know	2.8	3.5	6.5	4.9	2.9	3.6	4.5	3.0	14.0	3.9	4.3	3.4

Table 19. (Q30) When assessing people's performance in top political positions, who performs better – women or men or no difference?

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Women perform better	13.3	14.7	7.7	5.3	7.6	9.8	5.4	5.8	2.0	9.1	14.1	19.3
Men perform better	15.0	12.5	27.9	29.1	31.4	18.2	53.4	43.9	50.2	67.9	27.2	26.4
No difference	64.8	66.1	57.2	54.3	55.4	67.5	37.3	47.1	33.5	19.0	51.9	49.4
Don't know	6.9	6.7	7.2	11.3	5.6	4.5	3.9	3.2	14.3	4.0	6.8	4.9

Table 20. (Q33) Were there any women – whom you knew personally or whom you read about or saw in the media – who you admired as a teenager?*

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Yes, a family member (mother, grandmother or other female family member)	15.5	20.5	24.2	29.3	4.4	11.9	5.8	11.8	19.9	41.9	16.2	29.3
Yes, a female friend	7.3	3.9	8.4	2.3	7.4	5.2	8.9	5.5	43.1	4.6	17.7	7.9
Yes, a school teacher	11.8	13.2	15.0	15.3	6.2	6.3	11.1	18.2	33.2	34.0	16.2	22.7
Yes, a politician	8.0	7.7	13.0	10.5	9.2	11.2	10.5	11.5	18.9	7.7	10.1	6.6
Yes, a businesswoman	3.5	5.2	8.9	8.5	0.9	1.4	3.0	9.0	20.8	10.2	4.2	5.9
Yes, a celebrity (pop-star, actor)	11.3	12.4	23.7	17.1	16.3	11.9	12.0	10.7	17.9	25.2	11.6	8.5
Yes, other	9.6	15.5	1.6	4.3	8.0	10.7	10.0	7.1	1.2	0.4	2.7	5.2
No	36.1	31.3	30.8	25.2	34.7	35.9	29.8	27.8	21.2	24.6	34.6	23.2
Don't know	9.9	8.7	6.8	12.5	21.6	16.8	14.3	13.2	10.0	6.1	8.6	8.6

*Total responses do not add up to 100 per cent as each respondent was given the option to pick up more than one answer

Table 21. (Q36) Who is mainly responsible for the following – looking after the household chores (cleaning, cooking, doing laundry etc) in your family NOW

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Mainly women	49.2	71.4	48.6	78.4	41.6	58.3	76.7	88.4	57.1	92.2	45.7	59.7
Mainly men	6.2	0.3	4.4	0.4	8.7	1.2	4.3	0.0	15.1	0.1	12.1	2.4
Both equally	44.1	27.8	46.0	19.7	49.3	40.0	19.0	11.6	25.3	7.7	41.8	37.8
Don't know	0.5	0.5	1.0	1.5	0.4	0.5	0.0	0.0	2.5	0.0	0.4	0.1

Table 22. (Q37) Who is mainly responsible for the following – care for children and/or older persons in your family NOW

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Mainly women	31.3	56.0	38.1	75.9	22.6	39.3	39.8	60.6	46.3	91.4	33.2	50.7
Mainly men	2.6	1.1	5.0	0.4	5.0	1.8	3.7	0.3	19.2	0.7	6.3	1.1
Both equally	56.0	33.7	49.1	18.8	66.2	55.6	41.1	30.0	27.0	7.5	46.0	36.1
Don't know	10.1	9.2	7.8	4.9	6.2	3.3	15.4	9.1	7.5	0.4	14.5	12.1

Table 23. (Q38) Who was mainly responsible for the following – household chores (cleaning, cooking, doing laundry etc) in your family when you were a child

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Mainly women	78.1	80.9	78.6	85.4	62.0	66.1	79.7	80.2	52.7	96.9	63.4	65.8
Mainly men	1.2	0.9	2.1	0.3	3.7	4.7	1.9	1.7	7.6	1.6	4.8	3.4
Both equally	19.2	17.8	19.1	12.7	33.9	28.9	17.4	17.8	26.3	1.3	26.2	28.9
Don't know	1.5	0.4	0.2	1.6	0.4	0.3	1.0	0.3	13.4	0.2	5.6	1.9

Table 24. (Q39) Who was mainly responsible for the following – childcare in your family when you were a child

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Mainly women	70.1	72.6	76.7	83.6	50.5	54.3	74.6	74.1	45.9	85.0	62.4	67.7
Mainly men	0.8	1.3	0.7	0.3	2.8	3.2	0.4	0.8	17.2	1.2	2.5	1.8
Both equally	28.2	25.7	22.2	14.4	46.4	42.0	24.9	24.8	25.1	13.3	30.8	29.1
Don't know	0.9	0.4	0.4	1.7	0.3	0.5	0.1	0.3	11.8	0.5	4.3	1.4

Table 25. (Q47) Who should be responsible for the following in the family – decision-making in the home on day-to-day expenditures

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Mainly women	6.8	15.8	18.1	25.1	5.6	8.6	15.7	18.3	21.1	48.3	13.4	15.1
Mainly men	4.6	1.1	9.4	1.7	11.6	3.9	18.1	7.8	36.7	23.8	8.9	4.4
Both equally	88.4	83.1	72.3	71.9	82.8	87.5	65.6	73.8	40.2	27.8	76.1	80.3
Don't know	0.2	0.0	0.2	1.3	0.0	0.0	0.6	0.1	2.0	0.1	1.6	0.2

Table 26. (Q48) Who should be responsible for the following in the family – decision-making in the home on big purchases or investments

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Mainly women	2.8	5.5	5.3	3.1	0.5	1.7	3.0	4.7	17.2	35.0	4.0	5.4
Mainly men	7.9	2.4	15.9	3.7	13.8	3.5	32.6	19.8	22.5	21.4	14.0	9.1
Both equally	89.1	91.8	78.3	91.6	84.6	94.7	63.7	75.5	57.1	43.4	77.3	82.8
Don't know	0.2	0.3	0.5	1.6	1.1	0.1	0.7	0.0	3.2	0.2	4.7	2.7

Table 27. (Q49) Who should be responsible for the following in the family – who has the final say in the home?

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Mainly women	9.5	27.1	9.7	22.3	1.0	3.4	3.5	7.7	4.2	18.9	10.9	21.3
Mainly men	28.2	12.9	30.8	10.0	44.9	15.8	68.0	41.0	63.7	46.6	28.6	19.0
Both equally	58.6	57.8	57.6	63.7	52.8	80.3	28.5	50.2	25.7	33.3	54.6	53.8
Don't know	3.7	2.2	1.9	4.0	1.3	0.5	0.0	1.1	6.4	1.2	5.9	5.9

Table 28. (Q50) In our country, having at least one son is seen as very important for the family

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	35.5	23.5	24.9	17.6	38.4	28.8	64.5	58.5	17.2	36.1	49.6	40.3
Tend to agree	17.9	13.7	15.0	7.3	13.9	11.5	9.0	12.9	17.4	31.9	5.5	3.5
Neither agree not disagree	16.9	15.9	22.4	15.8	5.9	9.2	0.4	3.9	16.4	9.3	6.9	8.3
Tend to disagree	13.2	20.6	18.4	23.2	5.5	11.2	7.7	9.8	24.9	7.1	4.1	4.3
Strongly disagree	14.9	22.9	14.0	30.8	34.5	38.2	16.0	13.1	23.1	15.4	27.8	37.9
Don't know	1.6	3.4	5.3	5.3	1.8	1.1	2.4	1.8	1.0	0.2	6.1	5.7

Table 29. (Q51) It is just as important for me that my daughter gets as good an education as my son

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	87.5	87.6	82.5	89.9	95.2	93.7	95.8	98.0	18.5	49.1	93.0	92.8
Tend to agree	6.9	8.2	10.9	5.2	2.9	3.2	2.9	2.0	15.5	39.5	1.1	1.0
Neither agree not disagree	2.1	0.9	2.6	2.6	0.8	1.2	0.5	0.0	34.2	4.1	1.4	0.6
Tend to disagree	1.3	0.3	1.3	0.3	0.3	0.7	0.8	0.0	17.8	0.2	1.5	0.4
Strongly disagree	0.3	1.2	0.8	0.4	0.5	1.0	0.0	0.0	9.6	0.6	2.9	2.7
Don't know	1.9	1.8	1.9	1.6	0.3	0.2	0.0	0.0	4.4	6.5	0.1	2.5

Table 30. (Q52) It is important for me that my inheritance is split equally between my son(s) and daughter(s)

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	77.3	82.7	73.4	85.4	76.8	85.2	73.3	80.6	13.3	25.6	86.3	92.2
Tend to agree	12.1	8.9	15.0	7.7	7.4	7.5	9.3	8.4	28.8	29.2	1.7	1.8
Neither agree not disagree	3.8	2.6	4.1	3.6	1.0	0.6	1.6	1.1	26.0	15.1	2.4	1.6
Tend to disagree	2.4	0.6	1.0	0.2	5.3	2.4	6.4	4.3	17.0	5.2	0.0	0.2
Strongly disagree	2.1	2.5	3.5	0.4	7.2	4.1	6.2	3.7	14.5	8.0	6.9	2.3
Don't know	2.3	2.7	3.0	2.7	2.3	0.2	3.2	1.9	0.4	16.9	2.7	1.9

Table 31. (Q71) In your opinion, beating a female family member is...

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Acceptable in all circumstances	0.0	0.1	2.1	0.1	0.4	0.2	0.8	0.4	0.8	2.3	6.9	6.6
Acceptable in certain circumstances	2.8	1.1	3.2	0.6	2.8	2.0	5.0	2.9	14.2	24.5	9.2	9.6
Unacceptable but should not always be punishable by law	21.7	16.6	31.8	14.9	19.9	11.2	54.2	47.0	49.7	19.8	29.3	26.2
Unacceptable and should always be punishable by law	73.4	80.5	57.7	81.6	74.2	82.6	35.8	47.9	31.3	52.1	47.8	50.2
Other	0.8	0.0	0.2	1.4	0.0	0.0	0.0	0.0	0.0	0.1	0.0	1.4
Don't know	1.3	1.7	5.0	1.4	2.7	4.0	4.2	1.8	4.0	1.2	6.8	6.0

Table 32. (Q72) In your opinion, beating a male family member is...

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Acceptable in all circumstances	0.5	0.0	2.9	0.1	1.7	0.5	1.3	0.0	0.7	6.0	5.4	6.3
Acceptable in certain circumstances	8.9	5.3	9.7	4.0	4.7	3.3	2.8	1.9	11.5	28.6	10.4	8.8
Unacceptable but should not always be punishable by law	27.0	22.2	31.0	23.2	20.3	12.0	56.0	46.3	48.2	9.0	30.8	25.4
Unacceptable and should always be punishable by law	59.1	67.6	50.7	68.4	70.9	79.9	34.8	48.3	33.0	49.4	44.7	51.0
Other	0.3	0.5	0.7	1.5	0.0	0.0	0.0	0.0	0.3	0.3	1.0	1.5
Don't know	4.2	4.4	5.0	2.8	2.4	4.3	5.1	3.5	6.3	6.7	7.7	7.0

Table 33. (Q73) What should a woman who is facing violence in her family do?

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Not tolerate violence and try to stop the perpetrator at any cost	91.2	95.8	87.4	85.2	79.5	87.8	56.8	73.8	22.7	47.3	82.9	88.0
Tolerate violence for the sake of keeping her family together	1.6	0.9	2.6	0.3	13.2	9.0	23.1	17.3	64.5	43.6	7.7	5.9
Other	1.6	0.0	3.0	0.3	0.0	0.0	0.0	0.0	0.0	2.1	0.4	0.0
Don't know	5.6	3.3	7.0	14.2	7.3	3.2	20.1	8.9	12.8	7.0	9.0	6.1

Table 34. (Q74) Conflicts between a husband and wife, even when they lead to violence, are a private matter and others should not intervene

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	24.9	20.4	20.3	13.8	46.1	37.3	57.9	56.0	13.9	35.6	49.3	41.0
Tend to agree	14.3	9.3	18.5	7.2	12.1	10.8	13.0	16.1	35.9	27.1	4.7	4.9
Neither agree not disagree	18.6	15.0	28.4	13.9	6.3	7.6	4.3	3.2	25.1	21.3	8.9	12.0
Tend to disagree	20.7	22.8	16.3	25.2	7.1	11.6	11.9	12.9	20.8	12.1	4.2	4.9
Strongly disagree	20.1	31.8	14.5	35.5	24.8	30.4	9.7	10.7	3.4	1.4	28.2	32.8
Don't know	1.4	0.7	2.0	4.4	3.6	2.3	3.2	1.1	0.9	2.5	4.7	4.4

Table 35. (Q78) In case of sexual violence against a woman it is unacceptable to blame her (i.e. for clothes, drinking, behaviour, reputation or anything else)

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	33.7	31.8	41.6	38.9	45.9	47.9	44.1	42.2	11.7	29.9	40.3	39.8
Tend to agree	10.5	10.7	19.3	16.6	8.7	7.6	9.9	12.7	29.1	41.9	3.3	3.7
Neither agree not disagree	11.0	13.2	14.9	15.6	6.8	6.1	4.1	4.2	24.4	12.7	4.6	7.7
Tend to disagree	16.2	17.6	9.8	9.2	6.1	7.4	9.1	13.6	23.6	10.0	3.5	2.8
Strongly disagree	23.7	22.3	7.4	14.1	27.3	28.1	23.1	21.7	9.5	1.4	37.2	35.4
Don't know	4.9	4.4	7.0	5.6	5.2	2.9	9.7	5.6	1.7	4.1	11.1	10.6

Table 36. (Q8o) To what extent are you aware of your country's laws or policies on domestic violence?

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Fully aware	12.4	8.7	13.2	12.0	19.0	18.9	9.9	8.3	9.8	5.1	11.0	13.5
Somewhat aware	61.6	55.8	54.7	54.1	57.6	57.1	52.9	60.5	44.2	43.7	44.2	43.3
Not aware	25.2	35.1	30.7	30.9	22.2	22.1	37.1	30.8	36.9	45.8	40.3	40.8
Don't know	0.8	0.4	1.4	3.0	1.2	1.9	0.1	0.4	9.1	5.4	4.5	2.4

Table 37. (Q82) To what extent are you aware of your country's laws or policies on rape?

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Fully aware	22.3	12.0	23.3	14.4	20.8	17.3	13.2	5.8	9.2	5.8	18.0	12.8
Somewhat aware	47.5	44.6	53.7	52.3	47.1	47.7	42.4	37.9	35.2	37.2	35.2	37.0
Not aware	29.1	43.0	21.1	30.8	30.3	32.8	42.7	55.4	46.1	52.1	43.6	43.9
Don't know	1.1	0.4	1.9	2.5	1.8	2.2	1.7	0.9	9.5	4.9	3.2	6.3

Table 38. (Q84) People who suffer from domestic violence can turn to different people to try and combat it and its consequences. Please pick up to 3 of the most effective potential sources of support*:

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Local police department	77.2	74.0	66.5	77.0	61.3	68.2	53.8	60.8	39.7	43.5	73.7	72.3
Special phone hotline	30.5	42.8	42.4	59.7	25.8	36.2	19.5	24.9	28.1	23.7	41.8	52.1
Social worker in a specialised non-governmental organization	24.1	28.1	17.5	18.5	29.4	43.7	20.4	34.2	16.5	31.3	23.2	29.0
Family members	48.9	42.9	55.7	38.9	53.0	40.8	62.8	46.4	66.9	79.8	46.4	45.0
Friends	50.0	31.9	36.4	27.5	57.5	37.9	38.5	31.8	54.7	56.1	31.9	24.7
Psychologist	40.4	50.3	49.0	44.6	51.1	54.1	65.7	70.4	50.3	59.7	53.9	45.8
Health workers	22.7	26.8	28.8	29.1	17.0	16.4	19.0	21.4	41.9	5.7	24.8	29.0
Other	5.4	3.0	3.2	3.2	0.4	0.0	18.7	8.8	0.0	0.0	4.3	1.8

*Total responses do not add up to 100 per cent as each respondent was given the option to pick up to 3 potential sources of support

Table 39. (Q85) Did you witness your mother being hit or humiliated by her partner\husband before you turned 18?*

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
No	71.4	74.0	65.8	59.4	91.7	91.1	89.4	92.2	78.6	56.3	76.0	70.7
Yes, was hit	18.9	19.2	20.5	21.9	4.2	3.4	9.6	7.0	4.8	16.0	17.9	23.0
Yes, was humiliated	16.8	17.3	14.5	19.0	5.3	6.8	1.1	0.6	8.1	23.7	13.4	16.2
Don't know\ Refuse to answer\ Not relevant	1.3	0.1	5.1	4.9	1.2	0.3	0.5	0.4	11.0	12.2	0.9	1.2

*Total responses do not add up to 100 per cent as each respondent was given the option to pick up more than one answer

Table 40. (Q87) Did you personally experience physical violence (e.g. punching, kicking, slapping) before you turned 18?

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
No	69.3	85.7	58.2	78.8	69.9	93.0	87.9	96.1	71.8	82.5	77.3	89.0
Yes	30.3	14.3	39.0	19.4	28.8	6.8	11.3	3.9	12.4	17.1	22.0	10.8
Don't know\ Refuse to answer	0.4	0.0	2.8	1.8	1.3	0.2	0.8	0.0	15.8	0.4	0.7	0.2

Table 41. (Q88) Was it in the family, at school, from friends or elsewhere?*

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	137	78	177	106	100	33	51	21	68	96	103	57
In the family	45.9	62.2	64.0	80.9	35.9	77.9	55.7	80.5	39.2	97.4	69.7	87.6
At school	44.7	20.0	51.3	15.3	66.9	32.4	51.5	8.6	43.7	4.5	28.3	17.0
From friends	29.5	12.7	23.0	17.7	26.1	12.1	22.1	16.2	63.8	3.4	35.5	4.4
Elsewhere	9.0	18.3	6.3	3.7	0.0	0.0	0.0	0.0	0.1	0.0	1.3	0.7
Other: On the street	13.5	4.0	7.1	1.6	0.0	0.0	15.0	8.5	12.1	0.0	2.0	1.0

*Total responses do not add up to 100 per cent as each respondent was given the option to pick up more than one answer

Table 42. (Q89) Did you personally experience sexual violence before you turned 18?

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
No	98.8	93.6	98.0	91.2	98.7	98.1	99.3	99.1	92.5	98.2	97.6	96.8
Yes	1.2	6.0	1.5	6.8	1.1	1.5	0.3	0.9	0.4	1.6	1.5	2.7
Don't know\ Refuse to answer	0.0	0.4	0.5	2.0	0.2	0.4	0.4	0.0	7.1	0.2	0.9	0.5

Table 43. (Q91) Have you EVER experienced after you turned 18 the following behaviour from anyone:

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Controlling behaviour (when your phone was checked, you were not allowed to do something or go somewhere, speak to your friends\relatives)												
Total	453	547	454	546	464	536	450	550	545	563	467	533
Yes	16.3	20.5	18.2	25.1	10.8	14.1	9.1	16.7	6.9	48.8	14.3	18.8
No	83.7	79.3	78.2	71.7	88.9	85.3	89.9	83.3	75.9	48.2	82.9	80.1
Don't know\ Refuse to answer	0.0	0.2	3.6	3.2	0.3	0.6	1.0	0.0	17.2	3.0	2.8	1.1
Money being taken away from you by a family member												
Total	453	547	454	546	464	536	450	550	545	563	467	533
Yes	3.2	6.8	6.1	6.4	4.0	4.3	1.9	1.8	5.5	9.4	5.1	5.9
No	96.8	93.2	92.5	91.8	96.0	95.3	96.6	98.2	78.5	88.0	94.6	93.6
Don't know\ Refuse to answer	0.0	0.0	1.4	1.8	0.0	0.4	1.5	0.0	16.0	2.6	0.3	0.5
Deliberate humiliation in front of others												
Total	453	547	454	546	464	536	450	550	545	563	467	533
Yes	17.0	18.9	14.6	22.4	4.3	4.3	2.9	4.3	11.1	25.6	13.3	18.4
No	82.5	80.9	81.9	73.6	95.0	95.2	95.7	95.2	66.3	73.7	84.6	81.2
Don't know\ Refuse to answer	0.5	0.2	3.5	4.0	0.7	0.5	1.4	0.5	22.6	0.7	2.1	0.4
Slaps or pushes												
Total	453	547	454	546	464	536	450	550	545	563	467	533
Yes	28.9	20.1	25.8	24.9	7.6	3.9	20.4	9.7	7.6	20.1	18.2	15.2
No	70.7	79.6	72.9	74.2	92.3	95.8	78.5	90.1	72.2	79.1	80.5	84.3
Don't know\ Refuse to answer	0.4	0.3	1.3	0.9	0.1	0.3	1.1	0.2	20.2	0.8	1.3	0.5
Pressure to have sexual intercourse												
Total	453	547	454	546	464	536	450	550	545	563	467	533

Yes	0.9	8.6	1.8	11.6	1.9	1.4	0.7	0.3	1.4	6.4	0.7	2.4
No	98.6	91.3	96.9	86.7	97.6	98.3	98.0	99.2	82.5	91.7	98.3	97.3
Don't know\ Refuse to answer	0.5	0.1	1.3	1.7	0.5	0.3	1.3	0.5	16.1	1.9	1.0	0.3

Table 44. (Q55) Men should abstain from having sex before marriage

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	9.4	14.5	13.1	12.1	21.9	33.1	15.8	26.9	11.5	22.5	31.3	40.6
Tend to agree	7.9	8.3	4.8	7.8	7.3	9.5	10.5	9.1	13.3	31.2	3.8	3.1
Neither agree not disagree	15.4	19.1	17.7	16.7	8.8	11.9	4.5	6.7	18.4	7.9	6.0	5.5
Tend to disagree	27.3	26.6	25.8	32.5	11.4	10.5	19.6	18.1	32.6	10.6	1.9	4.4
Strongly disagree	37.5	27.2	35.3	26.3	47.2	29.0	36.8	20.3	23.6	7.5	47.4	35.9
Don't know	2.5	4.3	3.3	4.6	3.4	6.0	12.8	18.9	0.6	20.3	9.6	10.5

Table 45. (Q56) Women should abstain from having sex before marriage

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	13.8	20.9	16.5	18.2	56.0	49.6	67.1	65.2	44.2	49.1	41.4	48.5
Tend to agree	9.9	9.5	9.3	10.1	8.5	9.6	7.8	9.7	32.3	35.7	1.8	4.9
Neither agree not disagree	16.9	21.8	19.3	18.3	9.0	11.7	4.5	5.5	11.9	2.9	6.8	5.9
Tend to disagree	27.4	22.7	22.7	28.4	5.9	8.4	4.5	4.8	8.7	2.8	2.9	3.4
Strongly disagree	28.5	22.0	28.5	21.7	18.7	16.6	5.2	5.7	1.9	0.6	35.9	29.5
Don't know	3.5	3.1	3.7	3.3	1.9	4.1	10.9	9.1	1.0	8.9	11.2	7.8

Table 46. (Q57) Use of contraception (condoms, pills, or other) is a shared responsibility between both sexual partners

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	75.5	74.4	68.4	76.9	69.0	71.7	49.2	58.4	30.8	30.5	75.5	81.1
Tend to agree	11.2	12.2	21.1	16.1	12.5	8.2	16.0	13.4	35.2	48.2	2.0	0.3
Neither agree not disagree	3.5	4.1	2.6	5.4	3.3	3.7	2.7	2.7	17.3	9.4	1.5	2.3
Tend to disagree	3.6	1.8	0.4	0.7	3.1	1.7	2.3	2.6	13.6	1.6	0.9	0.2

Strongly disagree	3.4	4.0	1.2	0.4	6.7	5.5	12.2	3.9	1.5	0.2	9.9	5.6
Don't know	2.8	3.5	6.3	0.5	5.4	9.2	17.6	19.0	1.6	10.1	10.2	10.5

Table 47. (Q58) When a woman is carrying condoms in her purse, it is a sign of sexual promiscuity

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	12.7	15.6	8.8	12.2	30.0	26.2	34.5	28.3	27.3	29.6	27.0	28.8
Tend to agree	6.1	6.7	6.6	3.7	8.5	5.8	6.5	9.7	35.3	24.8	2.3	3.6
Neither agree not disagree	10.9	9.9	16.7	12.6	6.7	8.5	4.9	7.0	18.6	10.1	5.5	3.3
Tend to disagree	24.5	22.7	25.6	29.8	12.8	12.2	14.2	17.4	12.9	8.1	2.8	2.6
Strongly disagree	41.4	41.7	37.8	37.5	36.8	38.0	22.6	19.8	4.9	16.2	50.4	46.7
Don't know	4.4	3.4	4.5	4.2	5.2	9.3	17.3	17.8	1.0	11.2	12.0	15.0

Table 48. (Q59) When a man is carrying condoms in his pocket, it is a sign of sexual promiscuity

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	12.0	13.6	7.2	11.4	25.4	22.1	20.5	22.0	10.8	21.9	22.1	26.4
Tend to agree	6.1	6.7	5.5	3.3	5.5	6.1	7.4	9.5	14.6	16.5	2.0	2.8
Neither agree not disagree	9.8	10.7	15.3	12.5	9.2	9.1	3.7	5.8	18.7	8.9	3.7	2.9
Tend to disagree	22.7	23.7	26.5	29.4	12.6	12.6	18.1	19.5	42.6	35.4	3.0	1.9
Strongly disagree	45.5	41.8	41.2	39.8	44.2	39.8	36.8	26.4	12.6	5.3	57.5	51.0
Don't know	3.9	3.5	4.3	3.6	3.1	10.3	13.5	16.8	0.7	12.0	11.7	15.0

Table 49. (Q60) It is a woman's responsibility to avoid getting pregnant

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	25.8	28.3	26.7	34.5	48.8	48.6	21.5	26.4	43.3	45.1	50.8	61.1
Tend to agree	16.3	10.8	20.9	18.0	14.2	15.7	17.5	13.8	29.0	25.8	2.8	3.0
Neither agree not disagree	19.3	24.4	28.3	21.9	13.3	10.1	9.2	6.5	14.4	11.4	10.9	10.2
Tend to disagree	16.2	14.1	11.7	10.1	6.4	6.4	16.4	21.2	10.9	8.2	1.5	1.4
Strongly disagree	19.4	20.1	10.4	14.6	13.0	14.3	22.4	21.5	1.5	1.3	24.3	17.4
Don't know	3.0	2.3	2.0	0.9	4.3	4.9	13.0	10.6	0.9	8.2	9.7	6.9

Table 50. (Q61) A man should take care to make sure that his sexual partner avoids getting pregnant

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Strongly agree	48.1	52.0	40.3	46.4	39.9	40.1	44.7	54.9	16.4	42.1	61.7	68.4
Tend to agree	21.0	18.1	27.6	21.1	13.3	17.1	19.0	17.4	26.8	42.1	4.2	3.1
Neither agree not disagree	14.7	15.3	23.2	24.5	15.5	12.3	4.3	4.0	23.3	5.8	9.7	10.8
Tend to disagree	9.1	5.4	2.9	2.9	6.9	8.3	5.2	4.9	21.6	1.7	0.4	1.0
Strongly disagree	4.9	5.6	3.5	4.6	18.4	14.0	10.2	5.2	11.5	0.1	14.8	12.0
Don't know	2.2	3.6	2.5	0.5	6.0	8.2	16.6	13.6	0.4	8.2	9.2	4.7

Table 51. (Q68) Please tell me whether you think ABORTION in the first 3 months of pregnancy should always be women's choice, should never be women's choice, or somewhere in between? [ranked from 1 to 10]

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
1 Never women's choice	23.6	19.7	16.1	9.9	36.1	24.1	18.1	9.2	17.8	9.8	24.1	21.7
2	1.4	1.2	1.5	0.6	0.5	0.8	0.6	0.7	16.7	6.2	0.6	0.0
3	2.1	2.5	2.4	3.0	1.9	1.8	1.5	1.5	18.0	11.2	0.6	0.7
4	2.1	1.2	2.1	0.8	0.9	0.8	3.1	1.4	13.1	11.2	0.4	0.5
5	27.1	24.6	26.8	23.0	17.5	17.6	29.5	34.4	12.8	33.9	28.0	27.2
6	2.0	1.5	7.3	5.2	1.7	3.9	2.5	3.0	7.5	7.0	1.6	1.8
7	4.2	3.9	5.4	6.0	3.2	3.9	4.0	4.9	7.8	5.5	0.7	2.0
8	2.5	3.3	4.8	6.0	4.4	3.4	3.0	3.4	1.8	1.2	0.8	2.7
9	2.7	2.5	0.8	2.8	1.0	1.8	0.5	0.9	0.4	1.5	0.9	1.5
10 Always women's choice	21.9	30.2	19.1	33.9	22.3	35.8	14.6	25.6	3.8	5.1	20.8	25.9
Don't know	10.4	9.4	13.7	8.8	10.5	6.1	22.6	15.0	0.3	7.4	21.5	16.0

Table 52. (Q66) Some people prefer having sex with the people of their sex. Do you think this is:

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Fully acceptable	5.8	5.6	6.6	7.0	6.1	9.3	0.8	1.0	0.1	1.0	5.4	4.6
Rather acceptable	3.6	7.4	5.2	5.8	3.9	5.2	0.7	2.1	0.4	7.4	3.6	3.8
Neither acceptable, nor unacceptable	10.0	16.8	11.0	17.8	8.1	14.6	4.6	4.1	2.5	1.6	9.5	8.0
Rather unacceptable	15.1	14.8	16.7	15.3	8.2	10.6	4.5	5.2	6.1	1.2	5.8	7.1
Fully unacceptable	62.6	51.5	57.0	48.6	71.5	57.0	81.2	78.7	88.7	76.7	69.8	70.0
Don't know	2.9	3.9	3.5	5.5	2.2	3.3	8.2	8.9	2.2	12.1	5.9	6.5
Other: A woman should decide	1.8	0.3	0.4	0.2	2.3	0.5	0.0	0.1	0.0	0.0	0.5	0.1

Table 53. (Q65) In a couple, if a man does not want to use contraception (i.e. condoms) during sex, but a woman does not want to get pregnant, what should she do?

	Ukraine		Belarus		Georgia		Armenia		Azerbaijan		Moldova	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	453	547	454	546	464	536	450	550	545	563	467	533
Agree with man's decision and proceed with having unsafe sex	7.1	3.4	5.4	1.5	10.7	3.5	11.1	4.8	35.1	12.3	5.2	3.5
Refuse to have unsafe sex without condoms	31.8	32.2	25.2	28.9	25.5	23.0	18.4	18.5	14.6	22.8	20.0	19.7
Use alternative contraception herself, e.g. pills	49.3	57.6	59.7	62.6	45.8	57.1	37.4	50.6	19.8	48.7	51.3	57.9
Other	0.0	0.1	0.7	0.9	0.2	0.2	0.4	0.2	0.0	0.0	0.3	1.4
Don't know	9.1	5.4	8.6	5.9	11.8	14.3	27.6	22.7	30.2	15.8	20.4	14.9
Other: A woman and a man should take this decision together	0.9	1.0	0.0	0.0	3.7	1.4	5.1	3.1	0.3	0.4	2.3	2.5
Other: A woman should decide	1.8	0.3	0.4	0.2	2.3	0.5	0.0	0.1	0.0	0.0	0.5	0.1



ANNEX III:
LIST OF EXPERTS
INTERVIEWED

No	Organisation	Expert	Focus area
Armenia			
1.	Women's Support Center	Maro Matosian, Executive Director	Domestic abuse and disability
2.	Pink Armenia	Mamikon Hovsepyan, Executive director	LGBTIQ persons' human rights protection process
3.	Armenian International Women's Association	Ani Kharajian, President	Gender equality
4.	Girls in Tech	Seda Papoyan, Managing Director	Empowerment of girls and women who are passionate about technology
Azerbaijan			
1.	Individual Expert	Nurlana Jalil	Feminist activist and researcher
2.	Individual Expert	Janoglan Ilyasov	Youth for gender equality, men engagement
3.	For the Sake of Civil Society Public Union	Javid Shahmaliyev	Faith-based organization for gender equality
4.	ADA University (Azerbaijan Diplomatic Academy)	Yuliya Qureyeva Aliyeva	Gender equality
Belarus			
1.	ProWomen By	Yulia Malkova, Founder	Gender equality
2.	Center for Social Assistance and Support for Risk Groups' Incentive to Success	Andrei Maximenko, Director/ Psychologist	Gender equality
3.	Belarusian Research and Outreach Centre (BEROC)	Maria Akulava, Researcher	Gender and economics
4.	Y-PEER	Ekaterina Borschevskaya, volunteer trainer, peer-to-peer education	Youth
5.	Y-PEER	Valentin Molchanov, volunteer trainer, peer-to-peer education	Youth
6.	Belarusian Research and Outreach Centre (BEROC)	Oleg Mazol, Researcher	Gender and economics
7.	Young Women's Christian Association (YWCA) of Belarus	Olga Yanchuk, Secretary General	Gender equality
8.	Gender Route	Iryna Solomatina, Founder	Gender equality
Georgia			
1.	Feminist organization "Women's Gaze"	Gvantsa Khonelidze, Executive Director	Women's economic empowerment, pay gap, sexual and reproductive health and rights

2.	Georgian Trade Union Confederation	Raisa Liparteliani, Vice President	Women employment and leadership
3.	Partnership for Human Rights	Anna Arganashvili	Women's rights, violence
Moldova			
1.	Centrul de Drept al Femeilor (CDF)	Natalia Vilcu	Women's Law Centre
2.	Platforma pentru Egalitate de Gen	Nina Lozinschi	Gender equality
Ukraine			
1.	Gender in detail (non-government organization)	Tamara Zlobina	Gender equality
2.	International Centre for Paternity	Sergiy Tsvietkov	Gender equality
3.	Chirikli Roma Foundation	Zola Kondur	Ethnic minorities, gender equality
4.	Gender strategies and budgeting bureau (non-government organization)	Olena Strelnyk	Gender equality, children and youth
5.	Ukrainian Foundation for Public Health	Halyna Skypalska	Violence against women
6.	N/A	Svitlana Moroz	Women living with human immunodeficiency viruses (HIV)
7.	National Assembly of Persons with Disabilities of Ukraine	Larysa Bayda	Women with disabilities
8.	United Nations Development Programme (Ukraine)	Mykola Yabchenko, Project Communications and Knowledge Management Associate	Gender equality



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ANNEX V: **COMPOSITION OF** **FGDs & IDIs**

FGDs for Armenia: type and composition

No	Type of a focus group	Sex of participants	No. of participants	Age range of participants
1	Single mothers	Female	6	29-42
2	Internally displaced people	Female	6	25-52
3	Internally displaced people	Male	5	29-52
4	Ethnic minority (Yazidis)	Female	6	26-53
5	Ethnic minority (Yazidis)	Male	6	27-55
6	Persons with disabilities	Female	6	33-52
7	Persons with disabilities	Male	6	25-51

FGDs for Azerbaijan: type and composition

No	Type of a focus group	Sex of participants	No. of participants	Age range of participants
1	Single mothers	Female	6	30-43
2	Internally displaced people	Female	6	41-47
3	Internally displaced people	Male	6	40-47
4	Older persons	Female	6	55-62
5	Older persons	Male	6	55-58
6	Persons with disabilities	Female	6	28-54
7	Persons with disabilities	Male	6	35-52

FGDs for Belarus: type and composition

No	Type of a focus group	Sex of participants	No. of participants	Age range of participants
1	Single mothers	Female	6	26-45
2	Mothers returning to the labour market after maternity leave	Female	6	32-44
3	Older persons	Female	6	55-66
4	Older persons	Male	6	55-63
5	Persons with disabilities	Female	6	28-52
6	Persons with disabilities	Male	6	28-52
7	Persons with disabilities	Male	6	35-52

IDIs for Belarus: type and composition

No	Type of a focus group	Sex of participants	No. of participants	Age range of participants
1	Sex workers	Female	4	Confidential

FGDs for Georgia: type and composition

No	Type of a focus group	Sex of participants	No. of participants	Age range of participants
1	Single mothers	Female	6	26-42
2	Ethnic minority (Armenians)	Female	6	26-49
3	Ethnic minority (Armenians)	Male	5	28-52
4	Ethnic minority (Azerbaijanis)	Female	5	25-51
5	Ethnic minority (Azerbaijanis)	Male	6	25-42
6	Persons with disabilities	Female	6	25-55
7	Persons with disabilities	Male	6	25-36

FGDs for Moldova: type and composition

No	Type of a focus group	Sex of participants	No. of participants	Age range of participants
1	Single mothers	Female	6	29-45
2	Displaced people	Female	6	26-46
3	Displaced people	Male	6	26-47
4	Ethnic minority (Roma)	Female	5	28-55
5	Ethnic minority (Roma)	Male	6	33-55
6	Persons with disabilities	Female	6	25-51
7	Persons with disabilities	Male	6	27-47

FGDs for Ukraine: type and composition

No	Type of a focus group	Sex of participants	No. of participants	Age range of participants
1	Single mothers	Female	6	28-45
2	Single fathers	Male	7	33-45
3	Displaced people	Female/Male	7	25-46
4	Ethnic minority (Roma)	Female	6	25-54
5	Ethnic minority (Roma)	Male	6	26-54
6	Persons with disabilities	Female	8	34-47
7	Persons with disabilities	Male	7	27-54

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