

## Factsheet

### Are you ready to wait for 229 years?



The Global Gender Gap Report 2016, produced during this year's World Economic Forum, has got an interesting peculiarity. The report authors suggest calculating online how many years each state needs to overcome the gender inequality. Taking into account the current trends, the answer for Armenia is 229 years, while in at least 107 other countries, in case the ongoing trends are preserved, the gender gap will be eliminated in 87 years, meaning that girls, born now in those countries may witness the results of equality.

### Working mothers have more successful daughters



Researchers in Harvard Business School tried to examine the impact of the working mothers upon their children's further success by answering whether their mothers was ever employed during their childhood.

The study revealed that mother's employment makes a long-term positive impact on children and it's not limited only by fostering certain degree of independence among them: Daughters, who had working mothers, earn 5200 USD more than those with unemployed mothers.

### States where "Glass ceilings" are breaking



The British Economist Weekly states that in Nordic countries, such as Iceland, Norway, Sweden and Finland women and men have equal treatment at work, by publishing a rating chart, based on "glass ceiling index". The indicators used to compile the index include wages, chances to get higher education, child-care costs, rights regarding pregnancy and child delivery, opportunities to return to work after maternity-leave and representation in senior positions. It should be noted that the "glass ceiling" in the complex of invisible barriers to women's advancement.

# Woman & politics

December 2016

www.WomenNet.am

How the public stereotypes influence on men's and women's employment.



Page 4



## "Equal" Campaign: One More Step Towards a Just Society

Precisely one year ago "Equal" campaign was launched together with Oxfam and OxyGen Foundation for protection of youth and women rights. Campaign goes under the umbrella of the Oxfam's global "Even It Up" campaign with the cooperation of WomenNet.am website and "Family Academy" NGO.

The initiative aimed to support the implementation of the policy of equal rights and equal opportunities for men and women by speaking out the main issues in this regard and by helping to overcome the obstacles on the way towards more just society. The campaign was launched by a photo exhibition, where several famous men and women were photographed with their arms' position resembling

the equation mark and with their slogans and messages on the notion of equality, such as "People are born equal", "Equality is power", "Equality is a lifestyle", "Equality is education" etc. Armenian politicians also declared the necessity of enhancing women's political participation by posing for photos with the Campaign logo. The works of photographer Aram Kirakosyan unified photo stories covering the day-to-day

work of rural women with photos of women, engaged in "non-feminine" jobs. The campaign also targeted the displays of inequality and discrimination against women within the Armenian social-economic, political and household life, which leaves the potential of more than half of Armenian society undemanded and ignored.

The campaign was also based on the research "Economic activity of men and women in Armenia", conducted in cooperation with YSU Centre for Gender and Leadership Studies. The study examined the connection between women's economic advancement and their political participation, spoke out the exist-

ing issues and recommended means of their solution.

The campaign also focused on the legal breaches in terms of enhancement of women's political participation, specifically, the changes made in the Electoral Code, the issue of woman's active inclusion in local self-governance elections etc. The year was concluded by the Award Ceremony of the media contest "Reaching equality: the vision of women's political participation". Summing up the year the campaign organizers stressed, that it was only one step towards equality and the main tasks of the campaign were still to be achieved.

## Global Gender Gap Report-2016

### The inequality in Armenia is diminished by 67%

The World Economic Forum publicized Global Gender Gap Report 2016, where Armenia ranks 102th place among 144 countries.

The gender gap index is calculated by World Economic Forum based on four key fields: economy, politics, education and healthcare and reflects the disparities between men and women opportunities in those spheres. During the previous years Armenia has worsened its ranking, from 71st ranking (among 128 countries in 2007) to 105th position (among 145 countries in 2015). The rate value is calculated from 0 (disparity) to 1 (equality) and the progress made by Armenia within those years was only 0.003 points. This

year the ranking value has increased from 0.662 to 0.669 compared to last year. It means that gender gap in Armenia is closed by 67%, but each next step is taken very slowly, measured by hundredths, and demands much effort from the state and the society. In Iceland, which has the top ranking of the index, gender gap is closed by 87.4%. In total, among 144 states 65 countries have closed the gap by 70-80%, another 65 - by 60-70%, and 10 states - by 50-60%. No country has lower ratio than 50%.



**Facts and Figures**

**Women are paid less than men. What are the reasons?**



**In the Armenian labor market the gap between average wage of men and women reaches 34%, while the income gap is even greater and approaches to 40%. For comparison, in EU member states the average gap is 15.9%, and the world average index is 22.9%.**

The experts explain the tangible breach between men's and women's wage by vertical (unequal availability in career hierarchy) and horizontal (based on occupations and fields of employment) discrimination.

- 52% of Armenian population are women and 48% are man, but 73% of men are economically active against women's 56%:

- Although 58% of employed women have higher vocational education, and only 45% of employed men attain the same level of education, it doesn't mean that women earn more.

- Women are mainly involved in low-paid spheres, such as agriculture, public management, education, healthcare and art, and have far more limited representation in highly paid fields, like finance and insurance or IT. Thus, women's limited professional orientation is at the heart of the horizontal discrimination.

- It's worth to mention, that in international contests on Natural Sciences and Mathematics, girls show higher performance, which leaves out the hypothesis that lack of knowledge and skills results in more selective professional orientation afterwards. Women simply get specialized in spheres, "that are more appropriate for women", in accordance with stereotypical approaches.

- Vertical discrimination occurs, as women are more represented in junior and middle positions of more low-paid spheres. Women are also more represented in the public service sector of labor market, which only extends the discrimination. Thus, 60% of state employees are women, but most of them are involved in the lower echelon. 82% of top positions and 55% of senior positions in public service are occupied by men.

- Even in spheres, where women are in the majority (healthcare, education, culture, social protection, agriculture) they are mainly represented in middle and low levels with lower wage.

- The pay gaps are not always alleviated by women's high level of education because of obstacles in professional advancement, caused by social stereotypes, hindering their promotion track, as well as by absence of opportunities to combine family duties with employment. It's no coincidence, that 100% of those who left job due to family circumstances are women.

- Though the Government considers the promotion of small and medium size enterprises as an efficient way of solving unemployment and social issues, women representation in this sphere is only 10%: even in the field of microbusiness, the share of women doesn't exceed 25%.

- 68% of economically passive population are women, moreover, 40% of them has higher or vocational education. The majority of economically passive women are housewives, engaged in unpaid work. Women do most of the unpaid work in households, which is neither estimated and nor reflected in the System of National Accounts.

**Storytelling and Research**

**Men are the bread-winners, what about women?**

**According to experts, the two main reasons lying under the pay gap between women's and men's are the woman's negligible involvement in highly paid jobs and their unequally high (compared with men) workload with household activities, including care after children and elderly persons. At the same time, there are also stereotypical statements that justify the inferiority of women's work compared with men's, especially in terms of wage. One of them is that "men are bread-winners in the family".**

...Armine is entrusted to do a very important task in an Armenian private company. The woman, who is working 9-11 hours a day, says that there have been days, when she didn't have time even for lunch break. "I have always been devoted to my job and have never received any complaint. Both the employer and the director have always praised my work", - says Armine.

However, her request on increasing her salary was turned down under the pretext of insufficient funding. The company's employees have no idea about the wages of the others.

Once Armine accidentally finds out that another employee, who does less than 1/3 of her work, receives as much salary as she does.

"My job responsibilities include, inter alia, the monitoring of rival companies, and in case of discovering flaws I am to speak to relevant employees and give them assignments. It turned out that my male colleague, who was granted an

opportunity to have a second job and whose presence at office is less than a working half day, receives as much salary, as I do. "I said, - "Dear colleague, do you know that you have failed in implementing this task and as a result, our company has fallen behind its rivals", and he answered, "Would you do that much work for a salary of only 300 thousand AMD?", - remembers the woman.

She expressed her discontent to the employer. The latter got angry with the male employee because of "leak of confidential information", but Armine's salary wasn't increased.

Armine confesses that formerly she didn't believe in gender pay gap. After the conversation with the employer she conducted a brief survey and came to certain conclusions.

"You know, I suppose it's really complicated to break the stereotypes. They might think, what woman doesn't have a burden in alleviating the household con-

cerns. I find no other explanation except that the male employee, who does less than half of my job and is inferior in terms of competence, is regarded as "Family bread-winner" and thus, is granted a higher salary. But who said that I bear no burden in keeping my family?"; - she says.

**What do the surveys figure out?**

In Armenian society, the burden of financial support of the family is mainly delegated to men, but this notion is more popular among men, than women. Thus, 67.8% of men answered, that it's the man that earns the family's living, and according to 2.5% - it's the woman. At the same time, 29.1% consider that both the man and the woman should have equal participation in supporting the family.

This data is derived from the "Economic activities of men and women in the RA" study, conducted by YSU Centre for Gender and Leadership Studies in the frames of the "Equal" campaign, initiated by the "Oxfam" organization and "OxY-Gen" Foundation.

**When the woman earns more...**



...Armen and Karine have been married for 14 years and have two children. The husband works in public service: he is at home for three days, and works for 24 hours on the fourth day. He also drives a taxi on free days. Karine is a hairdresser. She works at home, in a room, separated for that purpose

and has a higher monthly earning than her husband. I asked her if she whenever disobeyed her husband due to your higher earnings. She smiled: "On the contrary, I have a feeling of completeness, as I am able to support my family in difficult periods. My husband's earning will suffice to our meals and clothing, but is the life limited by them?"; - asked the woman.

Armen said that his wife has always given a cause to be proud of her. "But I always tell her: don't get overloaded. Though I notice that she does her work with pleasure."

"Armenian youngsters, as well as some of young girls consider that in case of woman's employment her husband's wage must necessarily be higher than hers, as otherwise the woman may use that circumstance, by expressing "disobedience" in domestic relations". - is stated in the research "Economic activities of men and women in the RA".

**The Challenge**

**We are ignoring the women's potential**



**In** the Armenian labor market gender inequality is characterized by inefficient usage of human capital, in terms of women. The state makes remarkable investments into the women's education, but afterwards most of the women with higher education either become a part

of the unemployed or suffice with jobs, inferior to their knowledge and skills. As a result, the output of both individual and state efforts, including financial, is lost or frozen for an indefinite period. We ignore and lose one of the most valuable assets of our country, the potential of a woman with higher education and that makes a significant impact on state development.

If the women in Armenia were more often employed based on their education rather than remain at home, no matter forcefully or deliberately, the GDP of the country would raise by at least 50-60 million dollars, says the "Diagnostic Study of Discrimination against Women", conducted in Armenia by UNFPA in 2016.

It's worth mentioning that according to preliminary calculations, the annual economic damage caused by domestic violence in Armenia, reaches 400 thousand -1.1 million USD.



**How much does the gender equality cost?**

According to calculations conducted by McKinsey&Company, the complete gender equality would increase the world GDP by 26% (or by 28 trillion USD) by 2025. It's noteworthy that the increase of world GDP by 28% is approximately equivalent to the combined economies of the USA and China.



**Facing a dilemma**

**The family and the job: ways to combine**



As soon as the schools are closed or the holidays arrive, many working parents face a serious issue - who should take care of children? Once again possible and impossible options become subjects of discussion. Finally the debate is over either by mother's taking a long holiday or by sending the children away from parents - to their grandparents or other relatives. The camp option is also available but it's a paid one, and after all, the child can hardly stay in the camp for three months, can he/she? Before the child reaches one's school age, working fathers and mothers are in the same quest. And after starting the school one of the first questions raised is what schools the option of extended school days. It should be noted, that it's a paid option and can reach 110 thousand AMD a month.

Missing the work due to the child's illness, taking the child to work on Saturdays, leaving the work earlier than usual to take her from kindergarten for a few times have a negative impact on her career of accountant. When the company where Armine was working started restructuring process, she became one of the first whose position was laid off.

"After that I tried to find a job with specific conditions, that I myself could take the child from school. But I didn't manage to find a part-time job",- says the woman.

After a month of searching Armine managed to find a new job, which ended at 6 p.m.

"I am curious, why do the kindergartens close at 4.30-5.00 p.m. whilst the work of most parents finishes at 6.00-6.30 p.m. If only there were state public schools with extended days, that could more or less ease the parents' problems",- she shares her concerns.

Everybody is working in Haykuhi's family' herself, her husband, father-in-law and mother-in-law. She has two children.

"After a year of maternity leave the employer was calling me back all the time. The position requires responsibility, he noticed that the newcomers couldn't cope with it. I understand his situation but

who would take care of my one-year-old child?" - says Haykuhi. Eventually the grandmother met half-way, left her work to take care of grandchildren.

"Since the day the child was born, I tried to enter her into the kindergarten list. Now she is 2.6 years old, but they don't accept her to the kindergarten, saying that her turn hasn't come yet, she'll be accepted when she is three. The grandfather and the grandmother are running after the children: the grandfather takes the elder child from school and again return to his work, we have also asked the teacher to see him off by taxi for several times, and in some cases my husband had to leave his work to take the child home."

In such conditions the parents are unable to take the children to swimming, dancing, singing or other courses and they don't even want to talk about having the third child.

"You know if there were care centers for 1-2 year old children, even paid ones, we could think of the third child, but at this moment the state makes no effort to make the working parents' life more comfortable, though the state budget is formed through their taxes" ,- assumes the young woman.

« Although "The 2008-2015 strategic plan for reforming pre-school education" has set a goal to increase the involvement of children from senior pre-school age group up to 90% by 2015, but according to 2015 data, only 28.6% of children of 0-5 age group attended pre-school institutions, and in rural areas the attendance ratio was only 16.6%. And only 6.2% of those from 0-2 age group were involved in pre-school institutions. »

\*\*\*

The absence of family-centered policy in Armenia forces young mothers either to leave the job, which they obtained with so many difficulties or in the best case, work in part-time schedule. Thus, according to date of 2010-2014 women in Armenia are engaged in labour market in part-time work sched-

ule. The research |economic Activity of Men and Women in Armenia" reveals that " This tendency is becoming more and more evident: in the given period of time more women started to get engaged in labour market in part-time manner. This rate increased from 58.2% to 63.4% in 2010-2014 time period."

According to the assessment data of Asian Development Bank in 2015 women with higher education become unemployed both because their qualification does not correspond to the market demand and because they face the problem of combining family and work life as soon as they marry.

**Women and housework**

According to the time budget study by the RA National Statistic Service (2008) women spend on average 5 hours 12 minutes on the household chores and on the care of family members while men spend on average 1hour 03 minute. Care for children aged 0-9 takes 6.6 time more from women than men. The time consumption structure reveals existing stereotypes in the Armenian society regarding gender roles in the family. Women carry the responsibility of housework and care of family members, which means that the paid work they do fully depends on the opportunities of combining family and work responsibilities.

**The unequal participation of women and men in the household is decreasing**



The data provided by scientists of Oxford University (Great Britain) claims that inhabitants of Nordiccountries and Canada were the ones who had the least necessity to wash dishes, to iron and to do other types of housework, while

Italian and Spanish women are those who work at home the most in the last 50 years.

"In general we can state that humanity moves forward a more equal share of housework between men and women",-states Oriell Sullivanfrom Oxford university.

Sullivan and his colleagues confirmed the general perception that the time women spend on housework is directly linked to how much conservative and traditional the society is, in which they live.

The main conclusion of this study is the fact that the unequal share of household between men and women still exists: women spend on average 1-2 hours more on housework than men, and in some countries this gap is even deeper. For instance, women in Spain and Italy spend on average 180 and 140 minutes more than their husband, while for women in Denmark, Finland, Norway and Canada this ratio does not exceed 60 minutes.

**What to do?**

**"The state will pay for your baby-sitter"**



"National plan for the improvement of RA demographic situation" which is currently under development provides interesting solutions for increase in the birth rate in the republic and for ensuring the smooth return of the mothers into the labour market after the birth.

As stated Garik Hayrapetyan, the executive representative of UNFPA Armenia, the plan includes also their innovative suggestions. He clarified: "Several measures are envisaged towards the combination of parental responsibilities and work. In particular, this means providing opportunities for baby care which implies expansion and improvement of institutions of child care under 6 and partial subsidies for baby-sitters' service. In essence, this implies creation of baby sitters' institute in Armenia, which will be a great asset for a woman in labour market. The next suggestion is partial subsidies for pregnant women under 22 or those who are already mothers by that age. The same rule works for women who became mothers by 24 and had no chance of getting an education but would like to be involved in pre-process for professional education. The plan envisages help for women under 30 who have children and have problems in labour market as they lack work experience. A 6-month free professional education and training will be organized for them."

**The secret of French "baby-boom"**



The last 10 years Japanese and Korean politicians and researchers started to visit National institute of French demographic studies more frequently and regularly to study the 'recipe' which gave France an opportunity to be the leader with Iceland with its the highest birth rate in Europe, the Guardian recalls.

It is stated that an average reproduction rate in France is 2.01 child per woman, which provides a stable reproduction. The scientists of the institute show the birth rate increase graphs and explain them by the French state policy. There is nothing extraordinary except for the approach that is used in France and Nordic countries involving strong state policy and family model based on gender equality. The research reveals that birth rate is high in the countries where women can return to work, and low in those where women have to stay at home. Birth rate is high if the family norms are flexible, childcare is efficiently organized and policies are child-centered and have gender equality at focus.

Women and career

# Educated women: how their future life is arranged?



Parents in Armenia take every effort to give education to their children, including girls, but alter the same parents may challenge the career development of girls. Many young men prefer to have an educated wife but they do not always appreciate their wife's wish to work. Many want an educated life so that she could say be a literate mother, help children with lessons, do tasks for school, with no chances for career.

**Gayane: "I am still under the control of my mom, she won't let me free..."**

"I only dream of freedom, independence...Well, my mother wants to protect me from something, but what, I don't really know. I have to report my every step to my mother and brother-where I go, with who, etc."- 22 years old Gayane tells. She is 3rd year student in the Pedagogical University. She is from Tavush region and when she was enrolled in university and had to move to capital city to live for that period, her parents were worried how she could live alone, it is dangerous. Gayane tells that mother had to quit her job to move to Yerevan with her daughter so that they could be together. Gayane tell; "It is not that my parents don't trust me, they just say what would other people say if they learn a young lady is living alone. I dream of staying in Yerevan and working in my profession, which I love so much, finally to earn money and live freely and independently for myself, not for them. But my parents have already decided my destiny, there are already people who ask for my hand, and they decide who I should marry." As the young girl is telling, she probably won't work after marriage, or if is lucky she could work at village school, but then what will be the prospects of growth.

Gayane tells she has found a job at supermarket where she could go for several hours after classes. She thought she could pay a part of the tuition fee and also break the boring circle of university-home schedule, which was killing her. Parent were criti-

cally against; "Mother said that my brother and father were not dead yet to let me go and work. Then I found an office work and they forbade me to take it. I am already tired to struggle..."

**Liana: "I became more initiative, independent, free..."**

If Gayane has accepted the status of "refugee", 25 years old Liana struggled and succeeded. Liana recalls that her parents have literally controlled her every step before she entered Yerevan State Institute of Theatre and Cinematography. Before Institute of Theatre I wanted to enter state university but failed twice. After that mother arrange an office work for me in their office so that I could do something. I went to work with mother and came back home again with her. It was something crazy: say I received flowers, my family would ask me who gave them, why they are not aware of that, who called me, etc.. Going to my friend's house in the next building was also a problem." My decision to enter the Institute of Theatre was not

taken easy by my parents: actress, director? -No way. This was how Liana's relatives reacted. Liana recalls: "I didn't tell anybody that I submitted my documents for Institute of Theatre, as they would force me to take them back. One day I entered home and declared that I was accepted to Institute of Theatre. My mom was nearly getting crazy; she said I could at least enter another institute. In short, they didn't share my happiness."

But this Institute changed the whole life of this girl, it revolutionary changed not only Liana's but also her parents mindset: "My parents understood that this is my happiness and all those things like control, banning or taboos were eliminated. I became more independent, free. I took part in Baghramyan protests, I happened event to stay overnight at Baghramyan. My parents didn't like that at first, but my father came several times with me and then didn't forbid me. Now I work, I even travel alone, go out of the country by myself and they don't forbid. In the beginning it was really hard, they were not easy to agree, but it's impossible to keep me in chains any longer."

**"Women's education is a value, women's career-no"**

As states Gohar Shanazaryan, head of the YSU Center for Leadership and Gender Studies, there is a serious problem regarding the career of girls. When you ask a question to what extent education is important for girls, almost 80% answers that it is important. But when you ask the second question on how important career is for girls, the number decreases twice by reaching 40%. Whereas career issues are important, as the education needs to transform somehow and serve to the society, which means it should be used in labour market, become valuable. Finally, career is important for self-expression of women, as the capital obtained by a woman should serve her as well.

**"Non-feminine" professions**

## Two portraits from the exhibition

Operator, conductor, rescuer, scout...these words are closely associated with men's image. But there are women who, willingly or not, have become a change agents. Choosing so-called "male" professions, those women break stereotypes and make their step towards equality clearing the way for other women as well. Below presented two portraits are from photo exhibition organized in frames of the "Non-feminine" professions."



**Following the brother's dream...**

Varduhi Minasyan from Gyumri still gets anxious when speaking about the selection of her second profession. -My brother died during the destructive earthquake and I just wanted his dream to come true. There is a destiny in my choosing to be a conductor of a chore. You know my brother's name Vardan was written by mistake in may exam checkbook instead of Varduhi. That's the name of my brother and I didn't give it back to the university, I kept it and gave it to my mother as a gift.



**When you love your job...**

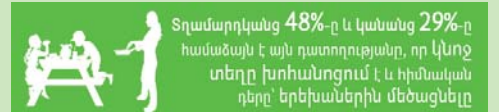
I was around 12 years old when I approached to my mother and said that I would like that my husband gives me a photo camera and camera as a gift instead of gold. This is the story that Milena Poghosova, the operator of Ararat TV Company recalls with a smile. She confesses that she would not work as an operator if it wouldn't be for a chance:

I am so happy that I do this work, as I see the world in a bit different eyes.

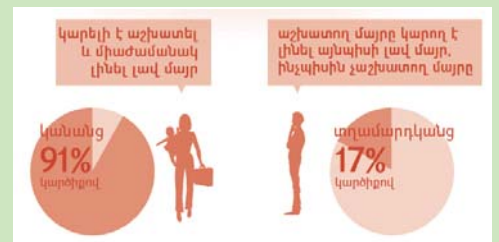
Stereotypes



How stereotypes existing in the society affect the occupation status of men and women. What are the challenges women meet in labour market? The research "Economic activity of men and women in Armenia" states that stereotypical perceptions on women and its role in the society are a serious challenge for women, which limits their opportunities of self-expression in different spheres of life. The perceptions on women's lower status are a reason for different forms of discrimination against women. Not only women but the whole society suffers for not fully using women's potential. Perceptions on roles of women and men in Armenian society are formed around two judgments. First is that women is the inner wall of the house, home is her space and her main role is to maintain family, to take care of children and bring them up. The second judgment is that man is the outer wall of the house and is responsible for material welfare of the family. And though this model is not working for modern times and in current economic conditions families, particularly young families, can't afford living with one employee, stereotypes still have certain power on presenting social demand for men and women.



This judgment gives rise to another stereotype: working women can't be a good mother. 91% of women think that a working woman can be a good mother whereas only 17% of men think so.



74% of male respondents think career is important for men and only 43% think it is important for women.



Being a good professional is more important for men than women, though good education is equally important for both girls and boys in the Armenian society. Being rich is more important for men than women.