



GENDER ANALYSIS OF THE EU AA/DCFTAS WITH GEORGIA, MOLDOVA AND UKRAINE

ANNEXES TO FINAL REPORT

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Indevelop AB

Table of contents

Abbreviations and acronyms.....	4
ANNEXES.....	5
1. Additional information on Georgia	5
1.1 Introduction	5
1.2 Georgia's Trade Performance	5
1.3 Business environment.....	8
1.4 Socioeconomic and Gender Equality Profile	10
1.5 EU-Georgia Trade Relations	15
1.6 Impact analysis	23
1.7 Trade-and-Gender Issues: EU-Georgia DCFTA	24
1.7.1 Production and employment effects	24
1.7.2 Supply-side gender-related constraints	29
1.7.3 Consumption effects.....	33
1.7.4 Revenue effects	35
1.7.5 Regulatory impacts of DCFTA	37
2. Additional information on Moldova	39
2.1 Introduction	39
2.2 Business environment.....	41
2.3 Brief Socioeconomic and Gender Equality Profile	43
2.4 EU-Moldova Trade Relations	45
2.5 Potential DCFTA impacts: modelling study	51
2.6 Trade-and-Gender Issues: EU-Moldova DCFTA	52
2.6.1 Production and employment effects	52
2.6.2 Supply-side gender-related constraints	56
2.6.3 Consumption effects.....	59
2.6.4 Revenue impacts of tariff cuts.....	59
2.6.5 Regulatory impacts of DCFTA	60
3. Additional information on Ukraine	62
3.1 Introduction	62
3.2 Ukraine's Trade performance.....	62
3.3 Business environment.....	64
3.4 Brief Socioeconomic and Gender Equality Profile	66
3.5 EU-Ukraine Trade Relations	70
3.6 Potential Impacts on Ukraine's Trade and Business Development	73

3.7	Trade-and-gender issues: EU-Ukraine DCFTA	75
3.7.1	Production and employment effects	75
3.7.2	Supply-side gender-related constraints	77
3.7.3	Consumption effects	80
3.7.4	Revenue impacts of tariff cuts	81
3.7.5	Regulatory impacts of DCFTA	81
4.	Additional information on the AA/DCFTA	83
5.	National consultations	94
6.	Sources.....	95
7.	Socio-economic data by country	101
7.1	Georgia	101
7.2	Moldova.....	113
7.3	Ukraine	125
8.	Donor Activities	138
8.1	Georgia	138
8.2	Moldova.....	145
8.3	Ukraine	153

Abbreviations and acronyms

AA	Association Agreement
ADB	Asian Development Bank
DCFTA	Deep and Comprehensive Free Trade Area
CEDAW	Convention of the Elimination of All Forms of Discrimination Against Women
CIS	Commonwealth of Independent States
EaP	Eastern Partnership
EU	European Union
EEU	Eurasian Economic Union
ENP	European Neighbourhood Policy
FAO	Food and Agriculture Organization of the United Nations
FTA	Free Trade Agreement
HRBA	Human Rights-Based Approach
GDP	Gross Domestic Product
GRB	Gender-Responsive Budgeting
GSP+	General System of Preferences +
ICT	Information and Communication Technology
IDPs	Internally Displaced Persons
ILO	International Labour Organisation
IT	Information Technology
MFN	Most Favoured Nation
OECD	Organisation for Economic Cooperation and Development
QI	Quality Infrastructure (the set of institutions, services and facilities that underpin the implementation of Sanitary and Phytosanitary and Technical Regulations/Standards (accreditation, certification, surveillance, testing and conformity assessment)).
RIA	Regulatory Impact Assessment
Sida	Swedish International Development Cooperation Agency
SPS	Sanitary and Phytosanitary regulations and measures (see Footnote 1)
SME	Small and Medium-sized Enterprises
TBT	Technical Barriers to Trade (technical regulations and measures – Footnote 1)
UNCTAD	United Nations Conference on Trade and Development
UNECE	United Nations Economic Commission for Europe
UNHCR	United Nations High Commissioner for Refugees
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
USSR	Union of Soviet Socialist Republics
WEF	World Economic Forum
WTO	World Trade Organisation

ANNEXES

1. Additional information on Georgia

1.1 INTRODUCTION

In 2015, Georgian exporters and migrants were afflicted by the economic malaise in the EU, the contraction in Russia, the collapse of the rouble, the Ukraine conflict, and the impact of lower oil prices on Georgia's oil-export-dependent neighbours (e.g., Azerbaijan). Both exports and remittances (especially from Russia and Greece) have fallen, reducing incomes, consumption and GDP growth rates. Higher foreign investment has tempered this to a degree. Families dependent on remittances - especially female-headed households - have been affected more than others. Gradual improvements are projected from 2016, based on growing economic ties with the EU and an improved investment climate due to implementation of the AA/DCFTA and other government reforms (although reforms may slow due to the 2016 parliamentary elections).

The process of reforming the economy and adjusting to EU norms will have short-term costs, both for government and for businesses. Government will have to find extra money to deal with social costs as sectoral restructuring occurs (retraining, social cushions, credit facilities, etc.). Businesses will have to secure the funding, equipment and expertise to upgrade their facilities and production practices to meet EU quality standards and to develop market opportunities. The two main downside risks are delays in reforms and the skills shortage (see section 2.7 for more details).

1.2 GEORGIA'S TRADE PERFORMANCE

Georgia's international trade has increased steadily since 2000, except for a decline in 2008-09 due to the global financial crisis and the Georgia-Russia conflict. Between 2010 and 2014, exports rose from US\$1583 million to \$2861m, and imports expanded from \$5096m to \$8596m. The EU remains Georgia's main trading partner, supplying 28% of Georgia's imports and buying 22% of its exports in 2014.

In recent years Georgia's **main exports** have been food products, transport-related equipment, iron and steel, fuels and minerals, and chemical products. The fastest-growing exports are food (especially nuts, which make up a large portion of food exports), transport equipment and chemicals. Of these, women are most present in food and chemicals business, while men predominate in areas of machinery, metals and energy.

Georgia's **main imports** have been fuels/minerals, food, transport equipment (vehicles), chemicals, telecommunications equipment and clothing. The biggest increases have been in vehicles, telecommunications, chemicals and fuels. Perhaps with the decline in oil prices, fuels trade will shrink in value terms. (The structure of the main imports reveals inputs for both infrastructure and business development, as well as for consumption - e.g., cars, clothes.)

Georgia's **trade in commercial services** has also shown steady growth, with services exports (foreign-exchange generating activities) performing particularly well, especially in travel and tourism. On the imports side, transport services have grown the fastest, followed by travel services. Transport and travel services often go together in the case of tourism, and transport services are also crucial for trade growth. Women are particularly well represented in the tourism/hospitality sector, while men are more present in transport.

Georgia and Russia

Trade and Wine: Tough adjustment has rewards

In 2014, Russia re-joined the list of Georgia's top five trading partners after easing its 2006 ban on wine and other products (Georgia's domestic political situation had become more amenable by 2013). Exports to Russia soared, but then fell again due to the economic and geopolitical crises. For Georgia, the sense of crisis is less marked this time. After 2006, Georgian producers - especially winemakers - had been able to readjust (though many went bankrupt), improve quality and seek new markets.¹ Russia's claims in 2006 that much of the wine imported from Georgia was fake or of bad quality were not far-fetched (though the ban was mainly political). Georgia's President took strong measures to weed out the offenders (for 'offenders' they were in a country proud of its 8000-year wine history). Quality and compliance with standards improved significantly, and Georgian wines started to gain a name in tough European, US and Asian markets. However, improvement is a continuous endeavour in demanding international markets, and Georgia still has a way to go until its wines become consistently high quality. The on-again, off-again Russian market is likely to keep Georgian winemakers focused on market diversification and continuous improvement for the foreseeable future. The DCFTA will help pave the way. Moldova has faced a very similar situation since 2006.

Migration

There were some 400 000 Georgian migrants in Russia in 2014. They sent home US\$1223 million in remittances, about half of Georgia's estimated US\$2065m total remittances income (equal to a hefty 12% of GDP). This helped to support a large number of households.

Nostalgia

A 2015 survey conducted by the National Democratic Institute showed that Georgian support to join the Russia-led Eurasian Economic Union had doubled since 2014, to 31% of respondents.² 61% supported the country's goal to join the EU. 71% of those supporting Eurasian Union membership cited perceived economic benefits, not political or governance improvements, while 68% of European Union supporters said the same about joining the EU.³

¹ Al Jazeera (26 November 2015), *Wine: Georgia's most popular export thrives in embargo*, at www.aljazeera.com/indepth/features/2015/11/wine-georgia-popular-export-thrives-embargo-151125132611088.html

² National Democratic Institute (2015). *Public Attitudes in Georgia – results of the 2015 survey* www.ndi.org/files/NDI_August_2015_Survey_public%20Political_ENG_vf.pdf and for 2014: www.ndi.org/files/NDI_Georgia_August-2014-survey_Public-Issues_ENG_vf.pdf 4448 persons were interviewed.

³³ National Democratic Institute (2015) *Press Release: NDI Poll: Most Georgians continue to support EU membership; many still politically undecided*. https://www.ndi.org/files/NDI%20August%202015%20poll_Public%20Political_Press%20Release%20Eng.pdf

Table 1
Georgia's Trade with the World

Trade Data	Georgia		
Trade (WTO, ECE, WB)	2010	2014	
Trade : GDP ratio (openness of economy) (WTO)	83,2% (2008-10)	98,9%	
Exports as % of GDP (ECE)	35	43	
Imports as % of GDP (ECE)	53	60	
Exports of Goods & Services Growth index (WTO)	100	151	
Imports of Goods & Services Growth index (WTO)	100	141	
Revenue from import duties: % of imports (ECE)		0,6%	
Import duties as % of total tax revenues: 2011-2013 (WTO)	1,4%		
Market & Product Data	Georgia		
Merchandise Exports	2010 Exports	2014 Exports	
(US\$ million fob) WTO	US\$ 1583m	US\$ 2861m	
Top 5 markets (the main countries buying the exports, with EU 28 as one unit)			
2010	2014	% of total 2010 exports	% of total 2014 exports
1. EU 27	EU 28	EU 27: 18%	EU 28: 22%
2. Azerbaijan	Azerbaijan	Azerbaijan: 15%	Azerbaijan: 19%
3. Turkey	Armenia	Turkey: 14%	Armenia: 10%
4. US	Russia	US: 11%	Russia : 10%
5. Armenia	Turkey	Armenia: 10%	Turkey: 8%
Top 5 categories of items exported, US\$m (these are based on the top 5 in 2014.)			
1. Food		308	821
2. Transport Equipment		303	591
3. Iron and Steel		309	419
4. Mining Products and Fuels		327	387
5. Chemicals and Pharmaceuticals		127	298
Merchandise Imports	2010 Imports	2014 Imports	
(US\$ million cif) WTO	US\$ 5096m	US\$ 8596m	
Top 5 suppliers (countries supplying imports)			
2010	2014	% of total 2010 imports	% of total 2014 im-ports
1. EU 27	EU 28	EU 27: 28%	EU 28: 28%
2. Turkey	Turkey	Turkey: 17%	Turkey: 20%
3. Ukraine	China	Ukraine: 11%	China: 8%
4. Azerbaijan	Azerbaijan	Azerbaijan: 9%	Azerbaijan: 7%
5. China	Russia	China: 7%	Russia: 7%
Top 5 categories of imported items: US\$m (the top 5 are based on the top 5 in 2014)			
1. Fuels and Mining Products		1 045	1 729
2. Food		926	1 275
3. Transport Equipment		462	944
4. Chemicals and Pharmaceuticals		532	915
5. Telecommunications Equipment		173	311
6. Clothing		129	191

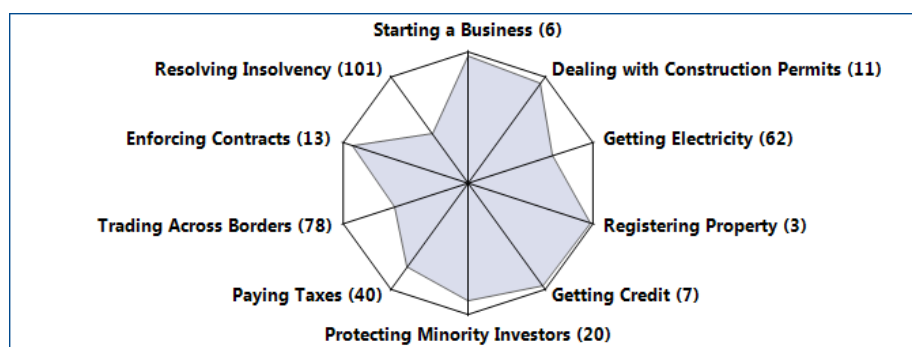
Services Trade	Georgia	
(source: WTO)	2010	2014
Services		
- Exports (US\$m)	1512	2 954
- Imports (US\$m)	995	1 573
Services Exports (%)		
- Goods-related	n.a.	1
- Transport	46	33
- Travel	44	60
- Other	10	6
Services Imports (%)		
- Goods-related	n.a.	0,3
- Transport	56	59
- Travel	20	19
- Other	24	21

Sources: WTO, EU, UNECE, UN

1.3 BUSINESS ENVIRONMENT

Assessing the business environment and how conducive it is to business development and to gender equality will help to determine the extent to which local business people (men and women) may be able to take advantage of the potential opportunities offered by the AA/DCFTA.

Georgia ranks 24th of 189 countries in the **World Bank Doing Business reports** for 2015 and 2016. It has made considerable advances in recent years. The chart below shows where challenges remain (insolvency, international trade, electricity and taxes).



Source: World Bank "Doing Business 2016".

Likewise, Georgia has moved up the **WEF Global Competitiveness Report** rankings. In 2015, Georgia ranked #69 of 144 countries, with a score of 4,2 out of 7 (best).⁴ In 2011 (earliest data), it ranked #88, scoring 4,0. (For comparison, Sweden ranked #3 in 2011 and #10 in 2014, scoring 5,6 and 5,4, respectively.)

The WEF prepares comprehensive information on each economy, based on analyses and surveys. The data show that Georgia was strongest in health and primary education, and macroeconomic environment, and weakest in innovation, market size, business sophistication, technological readiness, higher education and training. In the 2015 survey, business people were asked to select the five most problematic factors for doing business. The responses, weighted by ranking, were as follows.

The most problematic factors for doing business in Georgia	
Inadequately educated workforce	20.2
Access to financing	18.8
Inadequate supply of infrastructure	10.4
Poor work ethic in national labour force	9.0
Insufficient capacity to innovate	8.3
Policy instability	6.5
Inefficient government bureaucracy	4.9
Tax regulations	4.2
Tax rates	4.0
Government instability/coups	3.7
Restrictive labour regulations	3.1
Poor public health	2.7
Inflation	2.3
Foreign currency regulations	1.8
Corruption	0.1
Crime and theft	0.0

Georgia's steps to reduce corruption have improved its **Transparency International Corruption Perceptions Index** ratings. In 2014, it ranked 50 of 175 countries, vs 68 in 2010, and scored 52 (of 100) vs 38 in 2010. Sweden, the benchmark, maintains a steady #4 place, but its score declined from 92 in 2010 to 87 in 2014.⁵

Since 2004, Georgia has been implementing anti-corruption reforms. The improvements in tackling corruption are relevant to gender equality, as corruption often affects women and men differently. In 2000, when the levels of corruption were much higher, a survey of 350 enterprise owners and managers found that firms owned or managed by women payed bribes twice as often as firms owned by men (5 % vs 12,5% of occasions).⁶

⁴ World Economic Forum (2010-2015). Global Competitiveness Reports. <http://reports.weforum.org/global-competitiveness-report-2015-2016/competitiveness-rankings/>

⁵ Transparency International (2014). Corruption Perception Index www.transparency.org/cpi2014/results#myAnchor1

⁶ Transparency International (7 March 2000). *Gender and Corruption: are women less corrupt?*, www.transparency.org/news/pressrelease/gender_and_corruption_are_women_less_corrupt
 _see also Swamy A, et al,(2000), *Gender and Corruption*, World Bank, Washington p. 7
http://web.williams.edu/Economics/wp/Swamy_gender.pdf

1.4 SOCIOECONOMIC AND GENDER EQUALITY PROFILE

In 2014, 53% of Georgia's population of 3,7 million was economically active and 47% was officially employed (47% women and 53% men). 60% of women and 78% of men were economically active. Of these, 25% of females and 43% of males were self-employed, 35% of females and 14% of males were 'contributing family members', and half of females worked part-time.

In terms of the labour force participation rate, it would appear that more women join the workforce after raising children, because from age 35 to 64, the rate rises from 60% to an average of 75%. Male participation is around 90% from age 25 to 64.

Sectoral overview

In 2014, **Agriculture** contributed 9% of GDP and nearly 30% of exports (when agro-processing is included). It also accounted for half of Georgia's employment, divided fairly equally between women and men. About 54% of employed females worked in agriculture, along with 48% of males. Many of the women worked in subsistence, family and market farming. The gender wage gap in agriculture was 23% in 2013.

Industry and energy accounted for 17% of GDP in 2014 and 10% of employment (21% females, 79% males). Industry has been growing steadily in recent years, and the number of women working in the sector has doubled to 36 000 since 2010 (4% of working women, up from 1% in 2010). The number of men in the sector has risen 57% to 139 000, or 15% of total employed males. The gender wage gap in manufacturing was 35% in 2013.

Services comprised 74% of the economy and employed 39% of the working population (50% females, 50% males). 42% of women work in the services sector, and 37% of men. Both levels have declined since 2010, especially for women. These are all relatively low figures for a sector that makes up such an important part of the economy. Given services' important role in economic and trade development, it would be useful to investigate these data more thoroughly. Informal employment may partly explain the question, but no recent statistics were available for this study. The gender wage gap in services sector ranged from 13% in public administration and real estate to 42% in financial services (and over 30% in the other segments, except for 20% in education).

Socioeconomic overview

Georgia's economic growth during the past decade has not resulted in notable reduction in unemployment and poverty. Infrastructure gaps, agricultural stagnation, and a skills mismatch in the labour market in combination with increases in labour productivity have slowed down the effects of growth on poverty rates and income growth was mostly beneficial to the top 10% of income earners.⁷

⁷ ADB (2014). *Country Partnership Strategy Georgia 2014-2018*.

10 % of working-age women were unemployed, versus 14% of men. Unemployment was more common among highly educated people, 19 % of women with an advanced degree were unemployed (20 % of men with an advanced degree) compared to 13 % of women with basic education (18% of men with basic education). It is possible that fewer women than men were actively looking for a job, or were staying home, or working in the informal economy. Notably, the 22% urban-unemployment rate was four times higher than the 5% recorded in rural areas in 2014. The youth unemployment rate (age 15-24), at 31 %, was also particularly high, indicating that the school-to-work transition is difficult. The share of unemployed persons living below the nationally-defined poverty line was 30% in 2014.

Gender stereotypes about the roles and functions of women and men still prevail. According to a UNDP survey, Georgians generally feel that men should be the sole breadwinner, while women should do the household chores.⁸

The labour market exhibits horizontal and vertical discrimination, meaning that women and men are under-or over-represented of in specific occupations, and that women less often occupy management positions and have fewer opportunities for promotion and career advancement. Women earn significantly less in almost all sectors, although the gap is closing gradually. According to UNECE/ILO, the gender wage gap in Georgia declined from 43% in 2010 to 36% in 2014 (see table below). The WEF ratio of estimated female-to-male earned income improved from 38% in 2010 to 45% in 2014 (F: \$4348 M: \$9567, on a PPP basis). In other words, women earned a bit over one-third of men's incomes in 2010, and nearly half in 2014. The WEF data indicate that, on average, women's incomes rose nearly twice as fast as men's in that period.

The level of vulnerable employment in Georgia is very high. In 2014, 61 % of employed women were in vulnerable employment⁹ compared to 58 % of employed men. People in vulnerable employment are less likely to have formal work arrangements and are therefore more likely to lack decent working conditions, adequate social security and 'voice' through effective representation by trade unions and similar organisations. Most self-employed workers are male (67%) while most 'contributing family workers' are female (69%). 18% of employed women and 18% of employed men in Georgia are 'working poor'.

⁸ UNDP (2013). *Public Perceptions on Gender Equality in Politics and Business*, UNDP Georgia, Tbilisi

⁹ Vulnerable employment is unpaid family workers and own-account workers as a percentage of total employment.

Table 2
Georgia: Trade-Related Socioeconomic and Demographic Indicators

	2010	2014
Population: total # IMF	3 944 000	3 730 000 ¹⁰
% females (ECE)	48%	48%
% males (ECE)	52%	52%
Employed population # (IMF) [<i>Economically Active below</i>]	1 628 000	1 745 200
-Females (number and %)	776 700 (48%)	823 500 (47%)
-Males (number and %)	851 400 (52%)	921 700 (53%)
Global Gender Index (WEF, 2014 Report). Combines health, education, economic and political participation data. 1=equality	#88 of 134 0,6598	#85 of 142 0,6855

Gross Domestic Product (IMF)	2010	2014
GDP (US\$m current)	11 638m	16 536m
Real GDP Growth Index: 2010=100	100	123
GDP PPP basis, US\$ current	25 911	34 345
GDP per capita PPP-basis (US\$ current intl)	6570	9207
GDP Structure (ECE, ILO)	2010	2014
Agriculture, Forestry, Fishing % of GDP (current PPP)	8%	9%
-Total employment #	846 560	888 200
% of total employment in the economy	52%	51% (ILO)
-#, % females in total agriculture, forestry, fishing employment		445 800, 50%
-#, % males in total agriculture, forestry, fishing employment		442 400, 50%
Industry & Energy, % of GDP	16%	17%
-Total employment #	105 820	174 800
% of total employment in the economy	6,5%	10% (ILO)
- #, % females working in industry and energy	17%	35 900, 21%
- #, % males working in industry and energy	83%	138 900, 79%
Services, % of GDP	76%	74%
-Total employment #	675 620	682 200
% of total employment in the economy	41,5%	39% (ILO)
- #, % females working in Services	52%	341 800, 50%
- #, % males working in Services	48%	340 400, 50%

¹⁰ <http://geostat.ge/index.php?action=0&lang=eng>

Economic Activity Indicators (WEF 2014 and 2010 <i>Gender Gap Reports</i> , IMF, ECE, ILO)		
Economically Active Population # (IMF)	1 945 000	1 991 000
WEF Economic Participation & Opportunity Index WEF Ranking	0,675 #54 of 134	0,675 #66 of 142
Economically Active Population # (IMF)	1 945 000 Females: 907 900 (47%) Males: 1 037 100 (54%)	1 991 000 Females: 919 700 (46%) Males: 1 071 500 (54%)
Economic Activity Rate (% of females, males aged 15-64 that are actively employed or seeking employment) WEF	F: 59% M: 78%	F: 60% M: 78%
Economic Activity Rate: Male : female ratio	0,76	0,77
Self-employment rate (% of employment)	62%	60%
Self-employed females (% of total employed females)	61%	60%
Self-employed males (% of total employed males)	62%	59%
Part-time employment (% of total female, male employment), WEF 2014	F: 47%? M:	F: 50% M: 36%
Unemployment rate (%)	16,3%	12,4%
Female unemployment (% of economically active females)	14,4%	10,4%
Male unemployment (% of economically active males)		
Rural unemployment		5,4%
Urban unemployment		22%
Youth unemployment		31%
Informal employment as % of non-agric. employment	n.a.	n.a.
Remuneration gap (ratio of est. female-to-male earned income) PPP US\$ for females and males (WEF)	0,38 F: \$2639; M:\$6921	0,45 F: \$4348; M: \$9567
Wage equality ratio Survey Score: 7=equality Rank: WEF 2014 report	5,45	0,72 5,06 #29
Gender wage gap (ILO, ECE)	43%	36%
Women employed in non-ag. sector, as % of labour force WEF	F: 46% of labour force	F: 49%
% women, men with an account at a formal financial institution WEF		F: 35% M: 31%
Ability of women to rise to senior positions in business (7=best score) WEF	Survey: 5,25	Survey: 5,0
% firms w/female top managers WEF	n.a.	32%
% firms w/female participation in ownership WEF	n.a.	34%
Decision-makers (WEF) (Legislators, Senior Officials, Mgrs) Female (% of total), Male (%), F:M ratio Rank 2014	F: 34% M: 66% R: 0,51	F: 34 M: 66 R: 0,51 #49
Professional & Technical Workers Female (% of total), Male (%) F:M ratio (1=equality), WEF Rank	F: 62% M: 38% R: 1,62	F: 62 M: 38 R: 1,62 #15
Judges: % female	49%	n.a.
Parliamentarians % females & males (WEF)	F: 7% M: 93%	F: 12% M: 88%
Ministers	F: 6%	F: 21%

% females & males (WEF)	M: 94%	M: 79%
WEF Survey 2014: Women's access to property and credit		
Inheritance right of daughters (1=worst, 0= best score)	-	0,5
Women's access to land ownership (1=worst, 0= best score)	-	0,0
Women's access to property other than land (1=worst, 0= best)	-	0,5
Women's access to credit (1=worst, 0= best score)	-	0,0
	-	
Literacy rate %, WEF	F, M: 100	F, M: 100
Enrolment in secondary education (WEF) Female (% of total females), Male (% of total males) F:M ratio	F: 79% M: 82% R: 0,96	F: 80 M: 84 R: 0,95
Enrolment in tertiary education (WEF) Female (% of total females of tertiary age), Male (% of total males of tertiary age) F:M ratio	F: 37% M: 31% R: 1,19	F: 31 M: 25 R: 1,27
Science, technology, engineering, maths graduates: % female, male (WEF)	-	F: 42% M: 58%
% female, male PhD grads (WEF)	-	F: 64% M: 36%
Healthy- life expectancy (years) (WEF)	F: 67 M: 62	F: 68 M: 62

Sources: WEF, IMF, ECE, ILO, UN

The percentage of the Georgian population living below the relative poverty line decreased from 23% in 2010 to 21% in 2014 (share of population under 60% of the median consumption). Poverty rates were highest in rural areas: 27% compared to 15% of the urban population. The Gini coefficient in 2014 remained high at 0.40 (0 is perfect equality), reflecting the concentration of income growth in urban areas and among the top 10% of earners. Much of the increase in income and consumption during the last 15 years benefitted the top quintile of Georgia's population, and income inequality is still high. For example, during 2003–2009, the top 20 % of the population saw their income and consumption increase by more than 26 %, while the bottom 20 % saw theirs increase by only 10 %. For the bottom 20 % of the population, much of the gain occurred during 2007–2008 due to the introduction of higher public pensions and a targeted social protection programme.¹¹ The top 10 % had 30% of income in 2014 vs. 2% for the lowest 10%.

¹¹ World Bank (2011). *Georgia: Poverty Dynamics since the Rose Revolution*. Washington, DC.

1.5 EU-GEORGIA TRADE RELATIONS

This section assesses the EU-Georgia DCFTA, with the aim of identifying which sectors and which groups will be most affected by the AA/DCFTAs.

Relations between the EU and Georgia started in 1992 following the disintegration of the Soviet Union. The EU was one of the first to assist Georgia in its transition period. The European Commission Delegation to Georgia was set up in 1995, followed by the 1996 Partnership and Cooperation Agreement (in force from 1999 and replaced by the AA). Relations intensified after the 2003 'Rose Revolution'. In December 2005, the EU granted Georgia **General System of Preferences + (GSP+)** status, which provides non-reciprocal reduced-tariff or duty-free access for 7200 products. It is tied to Georgia's timely implementation of core human and labour rights, good governance and environment conventions. GSP+ was renewed in 2008 and 2014, and is continuing for a 2-year transition period after the entry into force of the DCFTA.

The EU-Georgia Association Agreement is the outcome of the EU's European Neighbourhood Policy launched in 2004 and the Eastern Partnership established in 2009. Association negotiations started in 2010 and DCFTA negotiations in 2012, culminating in the signing of the Agreement in June 2014.

Key Facts: EU-Georgia Association Agreement

Date of Signature: 27 June 2014

Date of Entry into Force: 1 September 2014 (provisional until ratification by all Parties)

Full implementation: Goods: 1 September 2014. Services: 1 September 2014.

The EU-Georgia Association Agreement is composed of 8 Titles, 432 Articles, 39 Annexes and 4 Protocols. All Annexes and Protocols are an integral part of the Association Agreement.

The EU has been one of Georgia's major trading partners for years. In 2010-2014, the EU's share in Georgian exports rose from 18% to 22%, while its share of Georgian imports remained stable at 28%.

Georgia's **main exports to the EU** have been minerals/fuels, food products (especially vegetables, fruits and nuts), chemical products and clothing. Georgia's **main imports from the EU** have typically been fuels, machinery, vehicles and chemicals.

Within these main categories, the items most protected by tariffs and 'non-tariff measures' (e.g., rules of origin, sanitary and phytosanitary measures, and technical requirements) have been food, chemicals, transport equipment, machinery and clothing. Tariff liberalisation, therefore, is not enough to facilitate market access; exporters need to meet rules of origin, product safety, technical standards and other requirements.

Table 3

Main EU Imports from, and Exports to, Georgia, 2014

* **bold**= tariffs cut to zero by Georgia under DCFTA; **no *** = already duty-free in Georgia before DCFTA

√ = tariffs cut to zero by EU under DCFTA; **no √** = already duty-free in EU before DCFTA

√√ = EU tariffs remain (21 for HS II and 8 for HS IV)

Red indicates the segments that have grown most steadily since 2010.

HS	Product	EU Imports from Georgia		EU Exports to Georgia	
		€ millions	% of Total	€ millions	% of Total
I-IV*	Animal and food products	155	23	194	10
-- I√	-- of which live animals, fish, dairy, eggs	0	0	58	3
-- II√√	-- of which fresh items (nuts, fruit, veg, cereals)	113	17	24	1
-- III√	-- animal, vegetable fats, oils	1	0,1	4	0,2
-- IV√√	-- of which processed foodstuffs, beverages	41	6	119	6
V*√	Mineral products	330	50	508	27
	-- of which petroleum & related products	-- 214	-- 32	-- 485	--25
VI*√	Chemicals and allied products	39	6	282	15
	-- of which pharmaceuticals	1	0,1	178	9
VII*√	Plastics, rubber and related products	0	0	46	2
VIII√	Raw hides, skins; saddlery	3	0,5	3	0,2
IX*√	Wood, charcoal, cork & related products	2	0,4	21	1
X	Paper, wood pulp, paper products	0	0	22	1
XI√	Textiles and textile products	40	6	55	3
	-- of which clothing	-- 39	-- 5,9	-- 39	-- 2
XII√	Footwear, headwear	0	0	10	0,5
XIII*√	Items of stone, glass, ceramics	0	0	28	1,5
XIV*√	Pearls, precious stones & metals, jewelry	7	1	6	0,3
XV*√	Base metals and articles thereof	49	7	68	4
	-- of which iron & steel products	27	4	26	1,4
XVI*√	Machinery & appliances	13	2	345	18
	-- of which office & telecoms equipment	-- 2	-- 0,2	-- 77	-- 4
	-- of which power-generating equipment	-- 1		-- 15	0,8
	-- of which nonelectrical machinery (eg, mechanical items)	-- 9	-- 1,3	-- 181	-- 10
XVII*√	Transport equipment	2	0,3	185	10
	-- of which automotive	-- 1	-- 0,2	-- 163	-- 8,5
XVIII√	Scientific, precision, optical, photographic, musical instruments	6	1	55	3
XIX√	Arms and ammunition	1	0,1	1	0
XX√	Miscellaneous manufactured items	1	0,2	56	3
XXI	Works of art and antiques	1	0,1	0	0
XXII	Not classified	13	2	12	0,6
	Total	662	100	1909	100

Source: EU and WTO trade statistics

Key gains for Georgian Goods exports to the EU market

In 2014 before the agreement went into force, about 25% of the EU's tariff schedule (2,356 lines) were already duty-free on an MFN basis. This corresponded to 68% of EU imports from Georgia in 2011-2013. Following the provisional entry into force of the AA/DCFTA in September 2014, a further 6,994 lines were liberalised, corresponding to 32% of imports from Georgia in 2011-2013. As a result, **100% of non-agricultural products and 98.6% of agricultural products - or a total of 99.7% of tariff lines - became duty free for imports from Georgia.** This covered 100% of the EU's imports from Georgia in 2011-2013. Moreover, Georgian exporters gained an absolute preference of 5% vis-à-vis the prevailing MFN tariff.

Duty phase-out period	Number of lines	% of total lines in EU's tariff schedule	Value of EU's imports from Georgia, € million (2011-2013)	% of EU's total imports from Georgia (2011-2013)
MFN duty free (2014)	2 356	25,1	399	68
2014 (1 Sept)	6 994	74,6	188	32
Remain dutiable	29	0,3	0,0	0,0
Total	9,379	100,0	587	100,0

Source: WTO

Looking at the dutiable items that were liberalised by the EU can shed light on **potential export opportunities** due to improved price competitiveness and base of existing exporters. The 32% of EU imports from Georgia that were liberalised included the following from Georgia's top 25 global exports in 2011-2013:

- Motor vehicles (23% of Georgia's global exports but just 1% of exports to the EU; 5% tariff, now 0)
- Beverages (some wines, grape must, sweetened waters, etc.: about 4% of Georgia's global exports; nearly 60 dutiable tariff lines reduced to 0; sweetened waters, for example, had a tariff of 9,6%)
- Shelled nuts (5% of global exports, 3% tariff reduced to 0)
- Iron and steel products (e.g., ferro-silico-manganese, 10% of global exports, tariff reduced from 3,7% to 0)
- Metals
- Ammonium nitrate (6% of global exports, 6,5% tariff reduced to 0)
- Bovine breeding stock (1,2% of global exports, 11 tariff lines, 9,4% reduced to 0)
- Sodium cyanide (1% of global exports, 5,5% reduced to 0).

Existing exporters in the above areas will be able to take advantage of their duty-free status to expand business with the EU, including greater participation in European supply chains.

In addition, **fresh and processed foods** in general will benefit from lower tariffs, and those that are currently entering the EU are likely to grow further since they probably already meet the EU's strict food safety requirements. New market entrants will have to invest in compliance, which takes time and can be rather costly, so gains may be seen only in the medium term (3-5 years).

Clothing exports are expected to benefit from easier rules of origin (tariffs were not an issue) and from new investment. Turkey was mentioned as a potential investment and export partner in this area.

Emerging areas that have seen EU-oriented sales expand in recent years are **nonelectrical machinery** and **scientific and precision instruments**. The most promising areas in these segments increasingly require well-educated, skilled workers, innovators, increasingly sophisticated production technology, high compliance with technical standards, and quality inputs.

Where tariffs were already low and reducing them to zero will not make a huge difference in sector competitiveness, Georgia's traditional major exports to the EU will remain important generators of foreign exchange (minerals/fuels, metals and chemicals).

Conclusion: The DCFTA offers Georgian businesses a variety of new opportunities, as well as the chance to consolidate existing export segments and move up value chains. SMEs will benefit if they can meet the EU's rigorous quality and technical requirements, and if they can recruit managers, professionals and workers with the necessary experience and skills. Much will depend on the Government's success in implementing the Agreements (legal harmonisation) and providing up-to-date Quality infrastructure (accreditation, testing, analysis, conformity assessment), reliable and reasonably priced physical infrastructure, and support (education, training, access to resources/credit, market information, etc.).

Key gains for the EU in Goods exports to Georgia

Georgia offered **immediate duty-free entry to all EU goods** from the date the AA/DCFTA went into effect.

In 2014, 79.6% of Georgia's tariff schedule (8 161 lines) was already duty free on an MFN basis. This corresponded to 79% of its imports from the EU in 2011-2013 (€1607m). As a result of the Agreement, Georgia liberalised a further 2 094 lines (20.4% of the schedule), equalling 21% of its imports from the EU in 2011-2013 (€430m). Thus, **100% of tariff lines became duty-free for imports from the EU** as of 1 September 2014. EU's exporters secured an absolute preference margin of preference of 1.8% over Georgia's MFN rate: 6.4% for agricultural products and 0.7% for non-agricultural products.

Duty phase-out period	Number of lines	% of total lines in Georgia's tariff schedule	Value of Georgia's imports from EU, € million (2011-2013)	% of Georgia's total imports from EU (2011-2013)
MFN duty free (2014)	8 161	79,6	1607	79
2014 (1 Sept)	2 094	20,4	430	21
Total	10 255	100,0	2038	100,0

Source: WTO

1244, or 60%, of the 2094 lines liberalised, were in the first four HS tariff code sections: animals and animal products (e.g., meat, dairy, eggs, fish, honey: 4,6% average MFN tariff); vegetable products (vegetables, fruits, cereals, etc.: 5,6% average MFN tariff); animal/vegetable oils (0,1% average MFN tariff); and prepared foodstuffs, beverages, spirits, tobacco (8,5% average MFN tariff). **These four sections accounted for 10% of Georgia's imports from the EU in 2014: €194m.** The greatest and most numerous tariff cuts (from an average 8,5% to 0) took place in the fourth section (processed foods, alcoholic beverages, etc.).

The second largest section of tariff lines reduced to 0 was **transport equipment** (HS XVII): 279 lines. This section made up 10% of Georgia's imports from the EU in 2014: €185m. The tariff cuts included more than 210 lines of motor vehicles, which accounted for 8,5% of Georgia's imports from the EU in 2014.

The other imports benefitting from measurable tariff cuts included:

- Plastics (HS VII): 150 lines with average tariffs of 2,6% reduced to 0 (imports €46m in 2014)
- Wood products (HS IX): 105 lines with average tariffs of 6,2% reduced to 0 (imports €21m in 2014).
- Stone, ceramic and glass products (HS XIII): 71 lines with average tariffs of 3,2% reduced to 0 (imports €28m in 2014)
- Pearls, precious stones & metals, jewellery (HS IV): 13 lines with average tariffs of 2,5% reduced to 0 (imports €6m in 2014).
- Base metals (e.g., iron, steel, copper, etc.: HS XV): 107 lines with average MFN tariffs of 1,3% reduced to 0 (imports €68m in 2014).
- Machinery and electrical appliances (HS XVI): 6 lines reduced to 0 (overall machinery imports from the EU totalled €345m in 2014, or 18% of Georgia's purchases from the EU).

Conclusion: Due to the tariff cuts, EU exporters to Georgia will increase their price competitiveness in a number of areas, including those that have been growing steadily in recent years (*see sections in red in the table above*).

Competition: The main areas that will pose competition for Georgian producers as a result of the tariff cuts are the broader agriculture and food sector, particularly dairy, processed foods, the vehicles sector, miscellaneous consumer goods and industrial intermediates. Other areas where EU imports have been growing steadily, and are likely to continue to grow due to improved price competitiveness, are plastics, wood and the stone/ceramics/glass segments.

Remaining restrictions on EU-Georgia Goods trade

The EU maintains restrictions on 29 products: 21 fresh vegetables and fruits and 8 tariff lines of grape juice.¹² These items, listed in AA Annex II A and B, are subject to EU entry prices (e.g., *ad valorem* tariffs and other charges); under the DCFTA, the *ad valorem* tariff rates will be exempted for 28 of these items. The other one - garlic - will be duty-free within its annual 220 metric tonne (MT) quota, but will pay 9.6 % + €120/100 kg out of quota. The 29 tariff lines did not feature in EU-Georgia trade in 2011-2013.

The EU also listed in Annex II-C 233 agricultural and 44 processed agricultural products subject to the anti-circumvention mechanism¹³. This gives the EU the possibility to temporarily suspend preferences and reintroduce MFN rates when imports of certain agricultural goods exceed the thresholds set in the Annex, without due justification of their exact origin. There is no corresponding provision for similar products imported by Georgia from the EU.

¹² Tomatoes, garlic, cucumbers, artichokes, courgettes, citrus fruits, apples, pears, cherries, apricots, peaches, plums, table grapes, unfermented grape juice.

¹³ Agricultural products: beef, pork, sheep meat; poultry meat; dairy products; eggs in shell and albumins; mushrooms; cereals; malt and wheat gluten; starches; sugars; bran, sharps and other residues. Processed agricultural products: sweet corn; processed sugar ; processed cereal and cigarettes. If imports of one or more categories of products in Annex II-C reach 70% of the threshold, the EU notifies Georgia. If they reach 80%, Georgia must provide the EU with a sound justification for the increase in imports. If they reach 100%, without such justification, the EU can suspend preferential treatment for the products for up to 6 months, or until Georgia proves that the excess volumes came from its own increased production and export capacity. (WTO anti-circumvention provisions aim to prevent the use of food aid, export subsidies and other means to circumvent the agreement.)

Conclusion: While the remaining 29 EU tariffs and anti-circumvention measures on agricultural and food products do not currently pose a problem for Georgian exporters, they will again be on the negotiating table in 2019. If Georgia can improve its production capacity and food safety compliance in these areas, it should be able to make a good case then for more liberal, if not full, market access. This would particularly benefit women and men who are active in primary agriculture.

Services Trade Opportunities

In the DCFTA, as in its WTO commitments in 119 (of 155) sectors/subsectors in 2000, Georgia offers a fairly open services regime for establishment (investment), cross border trade, and contractual supply of services by natural persons. The main improvements over its WTO commitments were further liberalisation for investment in the financial, telecommunications and transport sectors, and for movement of service suppliers (subject to qualification and other requirements, see below).

The EU has improved its WTO Services commitments (130 sectors/subsectors), particularly by expanding the scope and removing obstacles to commercial establishment in a number of sectors (e.g., professional services, computer-related services, construction, distribution, tourism).

Overall, though, the EU regime remains more restrictive than Georgia's on commercial presence and movement of natural persons - reflecting its 28 members' individual limitations on national treatment and market access.

Individual Service Suppliers ('Contractual' and 'Independent')¹⁴

Section 4 of Chapter 6, Title V, explains the AA/DCFTA's arrangements on the 'temporary presence of natural persons for business purposes', including definitions of the various categories of people that fit under this heading.

It is interesting to look at the EU's and Georgia's commitments relating to **contractual service suppliers and independent professionals**, as these are among the **fastest-growing 'temporary mobility' segments** (apart from the transfer of employees to operate local operations of international companies, an area that is not as highly restricted since it is linked to commercial presence). Contractual service suppliers are company employees - or contractors - who are sent by their company to fulfil a contract abroad. Independent professionals are self-employed specialists who fulfil a contract with an end-consumer in another country. Articles 91 and 92 of that Section set the conditions (e.g., qualifications and timeframes) for contractual service suppliers and independent professionals, respectively.

EU commitments

The EU Parties shall allow the supply of services in their territory by Georgian **contractual services suppliers** (CSS), subject to the conditions in Article 91, in the following sub-sectors:

- (a) legal services in respect of public international law and foreign law (i.e. non-EU law)
- (b) accounting and bookkeeping services
- (c) taxation advisory services

¹⁴ *Contractual service suppliers* are company employees - or contractors - who are sent by their company to fulfil a contract abroad. *Independent professionals* are self-employed specialists who fulfil a contract with an end-consumer in another country. The DCFTA sets the conditions (eg, qualifications, stay, etc) for contractual service suppliers and independent professionals, respectively.

- (d) architectural services, urban planning and landscape architectural services
- (e) engineering services, integrated engineering services
- (f) computer and related services
- (g) research and development services
- (h) advertising
- (i) management consulting services
- (j) services related to management consulting
- (k) technical testing and analysis services
- (l) related scientific and technical consulting services
- (m) maintenance and repair of equipment in the context of an after-sales or after-lease services contract
- (n) translation services
- (o) site investigation work
- (p) environmental services
- (r) travel agencies and tour operator services
- (s) entertainment services.

The EU Parties shall allow the supply of services into their territory by Georgian **independent professionals**, subject to the conditions specified in Article 92 of this Agreement, in the following sub-sectors:

- (a) legal services in respect of public international law and foreign law (non-EU law)
- (b) architectural services, urban planning and landscape architecture
- (c) engineering and integrated engineering services
- (d) computer and related services
- (e) management consulting services and services related to management consulting
- (f) translation services.

Georgia's commitments

Georgia will allow EU **contractual service providers** to supply services in virtually every sector listed in the WTO W/120 Services Classification List, subject to Article 91 of the AA. In other words, its CSS offer under the DCFTA is much more liberal than the EU's.

As for **independent professionals** from the EU, Georgia will allow them to supply services in the same subsectors as the EU set out above, with one difference - the EU offers translation services, while Georgia offers 'other business services'.

- (a) legal services (including consultancy on home country law and international law) (CPC 861)
- (b) architectural services (CPC 8671)
- (c) engineering services (CPC 8672)
- (d) integrated engineering services (CPC 8673)
- (e) urban planning and landscape architectural services (CPC 8674*)
- (f) computer and related services
- (g) management consulting services (CPC 865)
- (h) services related to management consulting (CPC 866)
- (i) other business services (CPC 879).

Conclusion on Services: The commitments offer both sides interesting opportunities in Services trade and investment. For **Georgia**, these could include new EU business related to tourism services, professional services, computer-related services, financial services, transport services and distribution services (including franchising EU brands), and possibly others as capacity and skills are built up.

For the EU, greater opportunities now exist to do business in Georgian business services, finance, communications, distribution, transport/logistics and other areas, and to supply services through cross border movement of professionals. The negotiations on visa arrangements will have some impact on movement of professionals across borders, but the main issues will remain licensing requirements and recognition of qualifications - often bilateral rather than regional procedures (the EU is trying to regulate some professions on an EU-wide basis).

Sum-Up of Potential Impacts on Georgian Trade and Business Development

This section summarises findings on sectors and subsectors that may benefit in the long run, and those that are likely to face temporary or long-term challenges from the DCFTA.

Sectors that should benefit directly and indirectly in the long run

New or expanded business and trade opportunities with the EU and/or other countries may arise from Georgia's easier access to EU markets, from inbound EU investment, from cheaper EU imported inputs and other products, and from improved SPS and technical regulation measures and management. In fact, many say the SPS/TBT improvements will have the most positive impact on Georgia's long-run trade prospects.

Sectors that should benefit from the DCFTA	
<p>Agriculture and agro-processing Nuts (meets EU and international standards; enjoys EU investment) Other fresh foods (esp. niche areas and exports to neighbours) Beverages (wine, juice, etc.)</p>	<p>Services: Professional services (legal, accounting, bookkeeping, engineering, advertising, translation, management consulting services) Computer-related services, including IT Research and development services, including scientific R&D and other innovation Testing and analysis services Services related to mining and manufacturing Construction services Environmental services Financial services (insurance, banking, etc.) Tourism-related services Transport & logistics services Distribution services (retail, wholesale, commission agent, franchising) Repair and after-sales-service services</p>
<p>Manufacturing Metals Iron and steel products Motor vehicles and parts Chemicals (esp. ammonium nitrate fertilizers, medicaments) Apparel (easier rules of origin may encourage export expansion and investment) Nonelectrical machinery Scientific and precision instruments</p>	

Sensitive sectors that may decline, at least temporarily

The analyses identified segments expected to be sensitive to import competition, or otherwise challenged by the Agreement (e.g., by the cost of complying with the new rules and regulations). Some segments may decline only temporarily; they may be able to rebound if they can put in place the necessary quality and other controls and systems required under the AA/DCFTA, and if they engage in innovation.

Sectors that may face challenges due to the DCFTA	
<p>Agriculture and agro-processing Dairy Processed foods</p>	<p>...Manufacturing continued Industrial intermediates Chemicals (cleaning agents, medicaments) Plastics Wood Stone, ceramics, glass products Miscellaneous consumer goods</p>
<p>Manufacturing Transport equipment Electronic and IT products</p>	

1.6 IMPACT ANALYSIS

The findings of this analysis largely coincided with those of a 2011 trade modelling exercise, though our analysis found evidence for a slightly more optimistic outlook for the foods sector, due to more recent statistical trends. The main findings of the impact assessment are presented below, as they sum up the key issues very neatly.

Potential Impact (CGE Modelling)¹⁵

While the DCFTA was being negotiated, a study of potential impacts was commissioned. Using a CGE (General Equilibrium) model often used for predicting trade-related effects, the team gathered data from 2007-2010, as a baseline and conducted extensive sectoral analyses, including interviews. They concluded that the DCFTA would have overall positive macroeconomic effects, as well as positive long-term effects on human rights, environment and labour rights (due to rising public demand for higher standards, better monitoring of obligations under international agreements, and improved administrative capacity to implement them). Predictably, there would also be a social cost, especially for lower-skilled and marginalised groups.

Short- and Long-Term Effects of EU-Georgia DCFTA on Georgia ECORYS/CASE CGE Modelling, 2012

Macroeconomic Impacts	Short-Run Effects	Long-Run Effects
GDP, % change	1,7	4,3
Consumer prices, % change	-1,0	-0,6
Wages, less-skilled, % change	1,5	3,6
Wages, more-skilled, % change	1,5	3,6
Terms of trade, % change	-0,1	-0,6
Total imports, % change	4,4	7,5
Total exports, % change	8,9	12,4
Imports from the EU, % change		23
Exports to the EU, % change		43

For Georgia, while EU tariff cuts will encourage some areas of output and exports, the **reduction of non-tariff barriers will be the single most important driver** for reaping DCFTA benefits, especially due to Georgia's implementation of internationally compliant sanitary/phytosanitary measures and technical regulations/standards. **For the EU, Georgia's tariff liberalisation is the most important aspect.** The resulting increase in imports of intermediate and final products will pose challenges for some Georgian producers, but they will offer benefits for others (e.g., cheaper inputs) and for Georgian consumers (choice, price, quality). The modelling showed that livestock and meat products would make up 16% of the rise in imports from the EU (reflecting a low base); machinery and equipment 12%; motor vehicles 7%; beverages/ tobacco 7%; 'other' processed foods 5%; non-air transport services 8%; and business/ICT, finance and insurance services 8%.

Beneficial sectoral effects: The combination of tariff cuts and implementation of international food hygiene and industrial standards will offer new opportunities for several sectors. The most important ones for the economy (given their value-added and projected output change) will be fresh foods and nuts, animal products, commerce, construction, communications, and 'public and other' services. Within manufacturing, **chemicals, primary metals and 'other machinery and equipment'** are expected to show **strong gains in output and thus employment.** However, their small contribution to value added at present means the gains for the economy may be

¹⁵ EU, Ecorys/CASE (Oct. 2012). *Trade Sustainability Impact Assessments in support of negotiations of a DCFTA between the EU and Georgia and Moldova*, final report, for DG Trade, available at http://trade.ec.europa.eu/doclib/docs/2012/november/tradoc_150105.pdf

rather small until they build up critical mass.

Interesting, the modelling showed that some segments would post **strong export gains while simultaneously experiencing output declines** (livestock/meat, other processed foods, chemicals, petrochemicals, electronics, air transport services, motor vehicles and fabricated metals). This reflects the development of niche exports and competition from EU imports. The modelling showed that primary metals and chemicals would each make up about a quarter of the long-term rise in exports to the EU; followed by 'other machinery and equipment' (one fifth); animal products, vegetables/fruits/nuts, beverages (together 17%), and all others (12%).

Regarding socioeconomic impacts, overall **employment and wage** levels would increase in line with rising output and reallocation of resources, especially labour and capital, from less-productive to more-productive sectors. The analysis suggests that about 4% of the Georgian labour force would change sector of employment (5% of less-skilled workers and 3,5% of more-skilled workers). *"The 'ease' of this transition will be crucial for determining the timing and scale of expected gains from the DCFTA. Such gains may well be delayed or limited if labour reallocation proves difficult."*

Several **poverty** indicators will improve, but the poorer 10% of the population may face challenges since food prices may rise slightly (less affluent households spend more of their budget on food). On **inequality**, the study comments: *"The indirect favourable DCFTA impact on equality may come about if and when increasing living standards begin to support gradual changes in societal preferences on equality issues. Other mechanisms of positive influence may be related to international conventions supporting equality and condemning discrimination. On the negative side, sectoral employment reallocations may affect the weakest workforce groups with low education and skill levels, with a risk of exacerbating currently observed inequalities"*.

Source: Drawn from the *2012 Trade Sustainability Impact Assessment*, Ecorys & Case, 27 Oct. 2012 (for EC DG Trade)

1.7 TRADE-AND-GENDER ISSUES: EU-GEORGIA DCFTA

1.7.1 Production and employment effects

How women's and men's employment is affected by the DCFTA will depend on the composition of the labour force in the sectors that present opportunities for growth and in the sectors that are sensitive to import competition. The negative impacts arise more frequently where import competition is particularly strong in segments employing a large number of women and where employment prospects in growth sectors are limited.

Composition of the labour force¹⁶

Agriculture: 9% of GDP; 51% of total Georgian employment, 50-50% men and women; 54% of total female employment in 2014

Industry and energy: 17% of GDP; 10% of total employment, 29% female, 71% male; 4% of female employment (up from 1% in 2010). Number of women in industry has doubled in 2010-2014, but is still low.

Services: 54% of GDP; 39% of total employment, 50-50% women and men. 42% of female employment in 2014.

¹⁶ See Section 2.4 above for more details.

Agriculture and agro-processing

The gender structure of the labour market (with the horizontal and vertical gender discrimination) will have a critical impact on how women and men will benefit or not from the AA-DCFTAs. Distributional outcomes should not only benefit those who are already in the labour force and employed, but also those who are currently excluded.

The Georgian employment structure is dominated by agriculture, which accounts for 51% of total employment. At the same time, its contribution to GDP has declined from nearly 50% to less than 10% over the past two decades. The sector features many (ADB says 500 000¹⁷) subsistence or otherwise small operations. Relatively few landholdings are big enough to be commercially viable, and many are under-exploited for lengthy periods of the year. While women make up half the agriculture workforce, a 2010 USAID gender assessment reported that women and men had distinct and often unequal roles. The study revealed that farms were generally owned and managed by men, and that most female farm owners were over 60, suggesting that "women farmers are less likely to be running farms for commercial purposes".¹⁸

In **Agriculture and agro-processing**, growth opportunities exist for specific product areas that are relatively employment-intensive and include a large number of women (nuts, foods). At the same time, job losses may occur in segments that face cheaper imports (dairy and certain processed foods were mentioned several times in reports). Both women and men would be affected. Some reports have also noted that longstanding small-scale trade along the border with Russia has suffered in the aftermath of the 2008 troubles and Russia's reaction to the AA/DCFTA.

In Industry and energy, the main growth prospects appear to be in clothing, metals, and some niche chemicals, machinery and equipment areas, provided they can secure the necessary human and financial resources. Large existing exports like fuels, iron and steel will remain important. Sectors sensitive to greater EU competition include vehicles, computers, fabricated metals and some consumer items. The main reallocation in labour will occur in industry; the modelling study predicted that 4% of workers (especially lower-skilled) would change jobs as a result of the DCFTA.

Women's participation in industry has expanded sharply since 2010. They are particularly visible in the textiles/apparel sector, have traditionally been active in chemicals, and are increasingly joining other sectors as well. The World Bank 2013 enterprise survey said, "high-tech' sectors employ 57% of **urban** workers; of these, 71% are well-educated women". ('High-tech' was everything except manual segments - e.g., construction was low-tech.) Apparel is a relatively employment-intensive and increasingly high-tech area, while some of the niche chemicals and machinery/equipment areas are more capital-intensive. They all have pressing skills shortages, so employment opportunities will abound for people with the necessary professional and technical skills. There is ample scope for women to enter industry if they obtain the skills that are in demand. This calls for comprehensive and well-designed interventions to facilitate women's economic mobility across sectors and occupations and to widen their options.

¹⁷ADB (2014). *Country Partnership Strategy Georgia 2014-2018*.

¹⁸USAID (2010). *Gender Assessment – Georgia*.

The **Services** sector is expected to continue to grow and offer new opportunities in quite a number of areas (see 1d in the table below). None of the major subsectors is predicted to decline as a result of the DCFTA. This augurs well for the economy since **services sector expansion has strong positive correlations with poverty reduction and with bringing more women and youth into the economy**. Most growth sectors, but not all, will require professional or technical qualifications. Both women and men should benefit, women being predominant in some of the growth areas and men in others.

Table 4
Georgia-EU DCFTA: Sectoral Opportunities, Challenges, Gender Implications

1. Main areas of opportunity for Georgians to develop new business or expand existing businesses
 2. Main areas likely to be challenged by increased EU competition and more onerous compliance measures
- Italics* = 'needs' that should be addressed if Georgia is to compete more effectively

1. Sectors and subsectors that may benefit from the DCFTA	<i>Women in the sector/subsector</i>	<i>Men in the sector/subsector</i>
<i>1a. Top 25 global exports that will gain from DCFTA:</i>		
Bovine breeding stock	Women and men fairly equally distributed in livestock sector. <i>Education, training, extension services, access to testing facilities, etc.</i>	
Nuts (Georgia is a leading global exporter of hazelnuts)	Sex-disaggregated data unavailable. See 1b below. The segment is divided into low-end collection and shelling, and higher-end sorting, packaging, etc. Women are involved at all stages. Well established.	
Beverages (wine, juice, etc.)	Sex-disaggregated data unavailable.	
Iron and steel products		Men predominate
Metals		Men predominate
Motor vehicles and parts		Men predominate
Ammonium nitrate (fertilizer)	Sex-disaggregated data unavailable. See 1c below.	
<i>1b. Steadily growing exports to EU that will gain from DCFTA:</i>		
Nuts and fresh foods segment Nuts (hazelnuts) make up most of Georgia's fresh food exports to the EU, but some other niche products are also emerging. Other fresh foods are exported to neighbours. Growth opportunities will be mainly due to higher output and higher standards.	Women and men are fairly equally distributed in the nuts, fresh fruits and vegetables, cereal/grain crops sectors. However, apart from hazelnuts, productivity and yields tend to be low, and wastage high. <i>Needs: access to extension services, management, ag insurance, long-term financing, irrigation systems, more mechanisation, agronomists, ag engineers, links and cooperation, marketing, packaging, cold storage, preserving, drying, standards, hygiene, affordable reliable quality infrastructure, etc.</i>	
Processed foods (niche areas - e.g., bio-organic)	Both women and men can benefit from both supply and work opportunities in the growing food processing sector, as new market opportunities emerge in the EU and in neighbouring countries. At present, men appear to be more present in the higher parts of the food processing chain. With <i>training and education</i> , women should be able to participate more effectively in the value chain. Some women already have food businesses and are keen to develop them. Microbiology has strong foundations in Georgia, and is an expanding area in the food sector, with positive implications for EU-related business development. <i>Needs: management (general, product/marketing, production), hygiene/technical standards, food biologists, access to quality infrastructure, etc.</i>	
Textiles, clothing	Women predominate in the industry. New investment as a result of the DCFTA should lead to new jobs. <i>Need Training, retraining and re-skilling for more sophisticated tasks, automated production, design. Awareness-building and monitoring of labour standards and rights.</i>	

Nonelectrical machinery		Men tend to predominate in the mechanical subsectors.
Scientific and precision instruments	Women predominate in high-tech sectors, according to the WB.	
<i>1c. Other existing major exports to EU:</i>		
Minerals and fuels (esp. fuels.)		Men predominate in mining and fuel sectors
Chemicals (mostly ammonium nitrates, some pharmaceuticals, manganese oxides - see 2 below).	No gender employment data was available. Barriers to EU entry are very high due to strict standards, so exports to the EU may remain confined to specific products. Chemical production is highly concentrated in urban areas, mostly in Tbilisi and Rustavi, so the majority of economic effects will be felt in those regions.	
Iron and steel		Men predominate in the metals industry.
Other metals		
<i>1d. Services areas offering additional DCFTA opportunities for Georgia</i>		
Professional services (legal, accounting, bookkeeping, engineering, advertising, translation, management consulting services)	Women are well represented in many professional services, including legal and accounting, which will benefit from the DCFTA's strong legal, regulatory and compliance emphasis.	
Computer-related services, including IT		Men are more active in computer and IT services.
Research and development services, including scientific R&D and other innovation	According to the WEF, women make up 42% of science graduates, and men 58%. Both will benefit from new opportunities <i>if education can evolve to meet industry and export requirements.</i> (See microbiology note above.)	
Testing and analysis services	Women tend to predominate in laboratory and analytical work.	Men tend to dominate in inspection services. In other countries, inserting women in this speciality has improved outcomes.
Services related to mining and manufacturing	Women tend to be more present in manufacturing <i>services</i> (e.g., in textile and clothing sectors).	Men are more predominant in mining services.
Construction services		Men predominate.
Environmental services	In rural areas, women predominate in water collection, waste disposal, etc.	In urban areas, men are more present in rubbish collection, water distribution, etc.
	Both women and men would benefit from investment in rural water management infrastructure (irrigation, water distribution, waste management, etc.). Both will find new opportunities in environmental advisory services and related fields.	
Financial services (insurance, banking, etc.)	Women are more present in 'financial intermediation' services than men.	
Tourism-related services	Women are well represented in the tourism sector, particularly in hospitality and tour guide services.	
Transport & logistics services		Men are more present in transport and logistics. More sophisticated services will be required to reduce the cost of shipping to the EU. <i>Needs: management, technology, automation, IT systems/skills, data-</i>

		<i>base management skills, multi-modal expertise, etc.</i>
Distribution services (retail, wholesale, commission agent, franchising)	Women and men are both well represented in these subsectors - all of which offer interesting opportunities under the DCFTA. <i>Needs: management, technology, marketing, etc.</i>	
Repair and after-sales-service services	Women have entered this field in recent years.	Men tend to dominate the repair and after-sales business.
	With growing EU imports, job opportunities are likely to expand. <i>Needs: training, professional certification</i>	
2. Sectors that may face challenges - even temporarily - due to increased EU import competition and to rigorous SPS/TBT requirements	<i>Women in the sector/subsector</i>	<i>Men in the sector/subsector</i>
Agriculture and agro-food segments, esp. dairy and processed foods. Note: Production for self-use and for small sales at local markets, etc., is not subject to the food hygiene/safety rules aimed at 'farm to fork' operations. So subsistence farmers and those that sell a small surplus are unlikely to be affected by the DCFTA. Suppliers to cooperatives (e.g., milk) will have to meet stricter hygiene and inspection rules.	Women tend to be at the low and micro segments of the food production chain. While they will not have to adopt EU standards for micro-activities (see Note), they will for products sold to cooperatives, etc. Women could be more negatively affected than men by challenges in these areas as they have less access to <i>information, extension services, financing, technology, etc.</i> Food price rises due to higher costs and EU imports could affect the poor who spend a greater portion of their budget on food. This could in turn have a negative impact on poverty rates.	Men are more predominant in food processing. In order to compete and grow, the sector needs to <i>upgrade to EU standards, meet EU SPS and technical requirements, and become more efficient.</i> This will take time and money, and some SMEs may fail, with consequent job losses.
	<i>Both men and women farmers will require awareness-building, training, financing, monitoring, and access to technology, equipment, testing and conformity assessment facilities, and extension services.</i>	
Transport equipment (zero tariffs will benefit EU imports of vehicles and parts)		Men's jobs in vehicle assembly may be affected by growing EU imports. However, Georgia has other markets for vehicles and parts, and it may in time increase its EU automotive supply chain business. <i>This will require investment in technology, equipment, compliance infrastructure, marketing, etc. Re-skilling will be required.</i>
Electronic and IT products (zero tariffs)	No gender data was available for this segment	
Chemicals (zero tariffs on cleaning agents, will benefit EU imports; stricter standards medicaments for medicaments and other chemicals may raise prices.)	No gender data was available for this sector. While more capital-intensive than employment-intensive, jobs growth in chemicals has been steady in recent years. Higher imports due to tariff cuts may affect the cleaning products sector more than the others. Stricter standards may offer new opportunities to export higher-quality medicaments to neighbours in due course.	
Plastics (zero tariffs will benefit EU imports)	No gender data was available for this sector. It does not appear to be a major employer.	
Wood		Men predominate in the wood sector.

Stone, ceramics, glass products		Men predominate in these production segments.
Miscellaneous consumer goods (zero tariffs will mean more EU imports, but other countries - e.g., China - will still have an edge.)	No disaggregated data was available, but women and men are probably both active in this sector. This can be a low-pay, low-margin business, due to strong competition from big producers like China.	

1.7.2 Supply-side gender-related constraints

*Women's and men's ability to take advantage of new economic opportunities generated by the DCFTAs will depend heavily on their **access to and control over education, assets and resources**. Challenges for business people typically include access to land, credit, market information and opportunities, inputs (goods and services), technology, skills, SPS/TBT support, and reliable infrastructure, including testing facilities. While these challenges are common for all business people, they tend to be more constraining for women, who have the added constraint of finding childcare and time to do housework.*

In December 2014, the Georgian Employers Association surveyed women entrepreneurs on the challenges they faced. The respondents had to state three main problems that hampered their firms' development. The results were distributed as follows:

- Socioeconomic conditions, low level of solvency of the population - 15%
- High cost of credit, inflexible bank system - 13%
- Lack of finances – 11%
- High taxes for SMEs - 11%
- Low qualification of labour force - 9%
- Lack of appropriate training – 9%
- High level of competition for small business – 7%
- Low level of awareness of business issues of women entrepreneurs – 6%
- Others- 19%.¹⁹

The following sections prioritise the key issues facing women (and men, as well, in many cases).

1. Women's access to and control over land, credit, market information, inputs, technology, skills and infrastructure:

¹⁹Georgian Employers Association (2014). *Report on 'The Current State of Development of Women Entrepreneurship in Georgia: Analysis of the Results of the Research*, at http://employer.ge/_GEO/files/WE-Survey-GEO-ENG.pdf

The WEF 2014 survey revealed that women's right to own land was protected by law, but that daughters' right to inherit land and women's access to property other than land were not well governed, largely due to traditional systems where land stays in the family and passes to the eldest son. In case of divorce, land stays with the husband's family. Donors, especially Sida, have been helping in cadastre registration and titling. In 2010, women held 22% of land (including leased) and 20% in 2012 (later figures not available). Most land in Georgia is smallholding; few holdings exceed 500 hectares. Thus economies of scale are uncommon. Cooperatives are becoming more popular (donor projects are also supporting). A USAID study in 2010 concluded that farms were generally owned and managed by men, and that the majority of female farm owners were 60 and over.

Key issues/constraints in access to land	Priority (H, M, L)	Urgency (H, M, L)	Potential Impact (H, M, L)
Registration, titling	H	H	H
Shortage of commercial-size land plots, due to fragmented 'subsistence' system	M	M	M
Social and traditional perceptions that property belongs to the sons	L	L	L

2. Access to credit, trade credit and financial services in general

The WEF survey showed that women did not have major problems in access to credit. They have equal access to credit under the law. And women are well represented among senior officers in commercial banks. Nevertheless, women often are constrained by a lack of own savings, lack of property to use as collateral, and poor access to investment or working capital. These are reasons that women lag in entrepreneurship.

Key issues/constraints in access to finance	Priority (H, M, L)	Urgency (H, M, L)	Potential Impact (H,M, L)
Collateral (banks may require collateral worth 280% x the loan value)	H	M	H
Credit history (collateral can be lower if one has good credit history and references)	H	H	H
Cost of credit: private banks: 11-14% p.a.; microcredit: up to 38% p.a.	M	M	H
Financial literacy	H	H	H
Lack of experience in preparing business plans	M	M	M

3. Access to basic infrastructure (water, sanitation, electricity, transport, telecommunications, internet)

Households and companies alike face similar challenges in access to reliable basic infrastructure.

Key issues/constraints in access to infrastructure	Priority (H, M, L)	Urgency (H, M, L)	Potential Impact (H, M, L)
Water: Women spend long hours collecting, transporting and disposing of water. Even in urban areas, 25% of households have no piped water, and 36% lack sewerage systems. 50% of households with piped water are supplied only 2-4 hours per day. Irrigation systems are substandard, if they exist at all. Growing problem. When companies set up new plants outside urban areas, they often face major challenges re: water and gas. Some give up and drill water wells.	H	H	H
Electricity: In the latest World Bank 'Doing Business' report (2016), Georgia ranked 62nd among 189 countries in the 'ease of getting electricity'. This is not a very good score. Businesses say reliable electricity is a constraint. Production and distribution are the problems (though a top export is fuel). The government is looking into hydropower as an alternative.	H	H	H
Other energy: access to piped gas in outlying areas			
Transport: distance; frequency and cost of public transport (affects ability to take jobs, to take products to market, to take children to school); poor lighting; insecure bus stops; unclear commuter information; poor signage; poor pedestrian crossings	M	M	M

Roads, rail, air, sea: Government is investing large sums in improving transport infrastructure, especially to facilitate trade.	M	M	M
Telecommunications and internet: Urban telecommunications and internet coverage is good, and rural access is improving. Constraints include high prices, inadequate physical infrastructure, slow speeds - especially in nonurban areas. The government promised to ensure high-speed internet throughout the country by 2017. Internet and computer literacy pose a constraint for people aged over 56. Some surveys showed that women - even younger ones - lagged in computer literacy.	M	L	H

4. Access to Quality Infrastructure: SPS, TBT

Quality infrastructure is the set of institutions, facilities and services that govern and apply Sanitary and Phytosanitary and Technical Regulations/Standards accreditation, certification, surveillance, and testing and conformity assessment (e.g., food safety testing laboratories recognised by the EU). Access to this infrastructure is one of the most important issues in international trade development. It is also one of the areas with the most constraints, especially for SMEs, which may be hard pressed to understand clients' SPS and technical requirements, to manage the time and cost of sending samples to distant laboratories for testing, or to handle multiple inspectors every week with their own demands. These constraints are more difficult for women who are at the lower end of the value chain, or who otherwise lack the necessary knowledge and resources.

Key issues/constraints in access to Quality Infrastructure	Priority (H, M, L)	Urgency (H, M, L)	Potential Impact (H, M, L)
Institutional capacity to manage Quality Infrastructure, incl. surveillance	H	H	H
Knowledge and awareness of requirements	H	H	H
Availability of accredited testing and conformity assessment facilities	H	H	H
Qualified staff at laboratories and testing facilities	M	M	H
Cost of conformity assessment and certification	M	M	M

Note: Sweden has been assisting Georgia's National Food Agency to develop its capacity to manage food and feed safety, animal and plant health, and agrochemicals.

5. Access to relevant education and skills building

Girls and boys have equal access to education in Georgia, the literacy rate is 100%, and females outpace males in graduation from university and post-graduate studies. In science, technology, engineering and maths, 42% of graduates are female and 58% male. Yet many of these graduates are jobless or underemployed.

There is a well-documented mismatch between the skills needed by modern agriculture, industry and services and those turned out by Georgian educational systems. Two reports that came out in 2015 supported this with detailed data and interviews: one set from 2008-13 (a large part of it focusing heavily on construction and large firms) and the other from 2015 (covering many sectors and regions).²⁰ Interviews indicated that much remains to be done in terms of filling the productivity and unemployment gaps caused in large part by the skills shortage. One change, from 2010 is that demand for higher-level technical and professional skills is intensifying.

²⁰ World Bank Georgia, Jan. 2015, *STEP Skills Report*, based on 2012-13 data and IBRD-World Bank Business Environment and Enterprise Performance Survey (2008).

In 2013, the World Bank STEP report noted: "*Many unemployed Georgians are highly educated. Over half of the unemployed have a secondary school diploma, and as many as 40% have a higher education degree, 46% in urban areas. A singularly important reason for the high unemployment in Georgia appears to be that highly educated workers do not have the skills needed in the labour market. ...Many Georgian employers complain it is difficult to find workers with the required skills. In 2008 close to 30% of Georgian employers saw inadequate workforce skills as a major obstacle to the operation and growth of their firms. Importantly, innovative and growing firms suffered from skill shortages the most.*"

This situation had intensified in 2015, when BCG²¹ conducted interviews in most sectors and most regions of Georgia. Many of the firms interviewed stated that they conducted their own in-house training and skilling. Others said it was too expensive to do so, so they kept on older workers because they had experience, even if they found it challenging to operate computers, learn new high-tech skills, etc. Some said their workforces had an average age of 60.

The report highlighted a **severe gender disparity** in the inactive population. "*About 90% of 25-40-year-old nonworking individuals who are neither studying nor actively looking for employment are female. Many of them are not proficient in computer skills - differences likely to limit their prospects of finding quality jobs.*" The report found that "the payoff of computer skills is statistically significant, with a 52-60 percentage point increase in hourly earnings across all age groups".

The government has a number of programmes, with donor support, to address these issues; constant monitoring will be necessary to ensure that they get the desired results.

Key issues/constraints in access to education, skills (and skilled workers)	Priority (H, M, L)	Urgency (H, M, L)	Potential Impact (H, M, L)
Education institutions' communication/coordination with business	H	H	H
Availability of affordable adult, professional and vocational education and training, including for computer, financial literacy, technical skills, management, etc.	H	H	H
Greater use of on-the-job training (best results, but companies cite high costs, keeping trained employees)	H	H	H

6. Skills deficits

What education and skills are needed over the next 5 years in order to take advantage of trade opportunities?

The analysis through this chapter has highlighted areas where better skills, knowledge and awareness will be needed, to take advantage of the DCFTA opportunities, as well as to minimise the challenges it brings.

²¹ BCG Research, Tbilisi (May 2015). *Qualitative study of attitudes/demands of the employers and deficient professions at the labour market* (based on Mar-Apr 2015 interviews).

The 2014 Georgian Employers Association Report on “The Current State of Development of Women Entrepreneurship in Georgia” identified clear needs for capacity building among businesswomen. Our analysis indicates they apply equally to most SME entrepreneurs, female and male. “The majority of women entrepreneurs have practical experience only based on their day-to-day activities. If they do not think about developing their business, there will be a critical moment when they’ll have problems.” They therefore need to strengthen their capacities in:

- Basic principles of business planning, development and management, especially as relates to SMEs
- Finances, budgeting, accounting, legal and regulatory issues, international trade rules (including DCFTA)
- Market analysis, product development, marketing, communications, distribution, logistics
- Participating in business fora and trade fairs (the domain of larger companies), and generally linking in better to what is happening in the business world.

The report highlighted the shortcomings of the ongoing efforts of various state, non-state and international organizations to help women in capacity building. “A number of public, non-governmental and international organisations are operating in Georgia to promote small business as well as gender equality. But their activities are limited and ‘episodic’. In most cases, single, short-term training does not have sufficient effect.” The Report recommends better coordination of government, NGOs and donors and the establishment of permanent dedicated centres to provide women entrepreneurs with mentoring, counselling and professional development services.

Specific education and skills required to take advantage of trade opportunities	Priority (H, M, L)	Urgency (H, M, L)	Potential Impact (H, M, L)
Entrepreneurship (especially for women)	H	H	H
Management (general business administration, as well as all the various types of management - HR, financial, product, production, etc.)	H	H	H
Marketing and client relations	M	M	M
Finance and accounting	H	M	M
Use of modern technology (ICT, automation, logistics, computers, etc.)	H	H	H
Quality management	H	H	H
Technical specialities (<i>a long list exists</i> , ranging from agronomists to welders to laboratory technicians to lathe cutters)	H	H	H
Engineers (shortage of specific skills within the discipline)			
Veterinarians (for SPS-related work)	M	M	

1.7.3 Consumption effects

The DCFTA's benefit for consumers, and particularly women as primary family care providers, will depend on (1) tariff cuts and EU investment translating into cheaper consumer goods, better quality and greater choice, and (2) whether the product areas featuring tariff cuts constitute an important share in households' consumption baskets.

As noted in earlier sections, the DCFTA - and trade in general - are expected to lead to greater imports of consumables - food, apparel, etc. Tariff cuts, combined with additional supply, will generally lead to lower prices. However, due to stricter food safety requirements, some food prices may rise.

The CGE modelling study, using 2010 data, evaluated the possible consumption effects of the DCFTA, particularly as relates to food products, which account for 30-50% of household consumption (see table below). "Given that households differ with respect to their consumption baskets and sources of revenues, the gains and losses from the DCFTA are not evenly distributed among the population. In Georgia, the share of expenditures on food and non-alcoholic beverages exceeds 50% of household expenditures for the two lowest quintiles. The quantitative social analysis utilising household budget survey data, based on DCFTA-induced changes in relative prices and income, shows that the poorer strata of the population may benefit less from DCFTA than those with above-average incomes. This is mainly due to the fact that while **overall consumer prices are expected to decrease, food prices may increase slightly**, and less affluent households spend a higher share of their total income on food products. This is particularly true of the bottom 10%."

It is important to note that subsistence farming and most food sold in small local markets are not subject to the rigorous hygiene, etc., measures applied to fresh products sold for mass consumption. Therefore, it will be useful to survey food prices at the local level before drawing definitive conclusions about the effects of the DCFTA on poor families' ability to buy food.

According to the Georgia ISET Consumer Confidence Index of February 2013, 51% of respondents were running household deficits, while only 36 % managed to make ends meet.²² The 2014 average monthly income per household was 984 GEL (\approx €407) while the average monthly household expenditure was 956 GEL (\approx €395). Female-headed households' average expenditure was 67% of male-headed households', indicating that female-headed households probably struggled more.

Table 5
Household Income and Expenditure, 2014

Household income	GEL		Household expenditure	GEL	% of total expenditure	% of average monthly expenditure of women-headed households vs male-headed households (%)
Cash income and transfers	771,8		Cash consumption expenditure	628,9	66	74
Wages	325,5		on food, beverages, tobacco	230,0	24	73
From self-employment	75,8		on clothes and footwear	24,9	3	72
From selling agricultural production	70,5		on household goods	29,4	3	75
Property income (leasing, interest, etc.)	9,1		on healthcare	75,4	8	75
Pensions, scholarships, assistances	151,1		on fuel and electricity	72,3	8	85
Remittances from abroad	36,0		on transport	65,5	7	58

²² ISET Policy Institute (2013) *Georgian Consumer Confidence Index*.

Money received as gift	103,7		on education	23,5	2	72
Non-cash income	89,9		other consumption expenditure	108,0	11	78
Income, total	861,6		Non-cash consumption expenditure	89,9	9	63
Other cash inflows	122,3		Consumption expenditure, total	718,8	75	72
Property disposal	9,1		Cash non-consumption expenditure	237,4	25	53
Borrowing	113,2		on agriculture	20,6	2	55
Cash inflows, total	894,0		on transfers	35,8	4	56
Cash and non-cash inflows, total	983,9		on saving and lending	145,0	15	52
			on property acquisition	35,9	4	53
			Expenditure, total	956,2	100	67

1.7.4 Revenue effects

Tariff cuts can negatively affect government budgets if customs duties form a significant portion of tax receipts. Lower spending can have gender impacts if it reduces public provision of social services like health, education, water, sanitation, energy and other infrastructure. The magnitude of effects will depend on revenue currently collected from tariffs, the relative importance of tariff revenue in budgets, and the government's options to compensate for any losses. At the same time, new business arising from the trade agreements may well produce higher tax revenues over the longer term.

Apart from foodstuffs, transport equipment and machinery, the tariff cuts apply to relatively minor imports with low tariffs. In any case, most Georgian applied tariffs were already either zero or very low, and customs duties comprised a very small and declining share of tax receipts. Therefore, the tariff cuts are not expected to have any fiscal consequences for the Georgian government. Revenues from business development due to the DCFTA should balance out any tariff losses in the long run.

As shown in the table below, customs duties accounted for just 1% of total taxes in 2014, down from 1,4% in 2010. By contrast, value-added taxes supplied 46% of tax revenue, and income and profit taxes another 38%. Therefore, government programmes are unlikely to suffer from the relatively minuscule loss of duties on the 21% of EU imports that were not already tax-free.

Table 6

General Government Budget, Gel million	2010	2011	2012	2013	2014
Revenue	5,865.8	6,873.7	7,560.0	7,434.3	8,118.9
Taxes	4,867.5	6,134.8	6,671.0	6,659.3	7,241.6
Income Tax	1,202.1	1,551.1	1,764.8	1,934.2	1,938.8
Profit Tax	575.9	832.3	851.0	806.5	828.9
Value Added Tax	2,203.1	2,784.4	3,040.3	2,847.8	3,298.5
Excise	560.8	615.0	659.6	722.3	810.2
Customs Tax	70.4	93.3	90.1	89.4	94.9
Property Tax	191.7	220.4	230.0	230.9	245.9
Other nonclassified Taxes	63.5	38.3	35.2	28.2	24.4
Social contributions	-	-	-	-	-

Grants	472.1	223.5	270.8	239.1	279.5
Other revenue	526.2	515.4	618.2	535.9	597.8
Expenditure	5,480.3	5,786.6	6,495.7	6,723.1	7,730.8
Compensation of employees	1,120.2	1,136.2	1,202.6	1,395.1	1,521.9
Use of goods and services	1,138.6	1,211.0	1,297.8	1,010.9	1,143.6
Interest	206.1	288.0	253.5	237.5	248.5
Subsidies	380.0	426.0	514.1	547.6	625.8
Grants	10.5	13.0	16.7	14.8	12.2
Social benefits	1,623.6	1,655.5	1,857.6	2,294.9	2,791.1
Other expense	1,001.3	1,056.9	1,353.4	1,222.3	1,387.7
Net operating balance	385.5	1,087.1	1,064.3	711.2	388.1
Net acquisition of nonfinancial assets	1,320.9	1,298.0	1,219.0	1,014.9	967.6
Net lending (+) / borrowing (-)	-935.3	-211.0	-154.7	-303.7	-579.5
Net acquisition of financial assets	320.0	361.7	445.3	-91.9	421.5
Domestic	320.0	361.7	445.3	-91.9	421.5
Foreign	0.0	0.0	0.0	0.0	0.0
Monetary gold and SDRs	0.0	0.0	0.0	0.0	0.0
Net incurrence of liabilities	1,255.3	572.6	600.0	211.8	1,001.0
Domestic	102.8	24.6	5.3	77.6	507.5
Foreign	1,152.5	548.0	594.7	134.2	493.5
Memorandum items					
Total expenditure	6,801.2	7,084.6	7,714.7	7,738.0	8,698.4
Debt at the end of the period	7,633.5	7,901.9	8,512.4	9,106.8	10,313.0
Domestic debt	1,818.3	1,881.0	1,895.2	2,016.9	2,570.4
Foreign debt	5,815.2	6,020.9	6,617.2	7,089.9	7,742.6

Source: Georgian Ministry of Finance

Studies show that eventually the government should receive increased income, profit and value-added taxes due to development of new business, new EU investment, greater employment, etc. This might be a positive long-term effect for gender equality in Georgia, as it could facilitate greater public expenditure in services that underpin gender equality and female employment (e.g., infrastructure, child-care, social support, education, health, etc.). Potentially increased government income is important as the World Bank reports that public finances in Georgia are likely to come under pressure over the short- to medium-term.

Because the government has an efficient tax administration and cannot easily increase tax rates, fiscal consolidation (under the IMF Stand-By Agreement) will fall proportionately more on the expenditure side. To achieve the desired fiscal outcomes, strengthening the effectiveness of social spending and supporting the government in developing institutional capacity will be crucial.

Other revenue impacts (Remittances)

According to Table 5 above, remittances accounted for about 5% of household cash income in 2014. However, quite a number of households depend much more heavily on remittances, and they are suffering due to the sharp contraction in inflows in the past two years. In 2014-15, remittance flows contracted due to the deterioration of the Russian economy and the large depreciation of the rouble. In 2015, the contraction continued due to weakness in Europe, the impact of lower oil prices on the Russian economy, the strengthening of the US dollar, and tighter immigration controls in many source countries for remittances.

The government is also feeling the effects of the drop in remittances, given their role as an important generator of foreign exchange: more than US\$2 billion in 2014, of which half came from the approximately 400 000 Georgians living in Russia. (Interestingly, studies show that 13% of Georgian migrants in Russia own their own businesses and another 13% work in their professions - e.g., engineers, teachers, economists, etc. While 40% of all migrants are women, only about a quarter go to Russia; a much larger percentage of men go to Russia. Many more women have gone to Greece, but that country's economic problems in the past two years mean fewer are there now than when the statistics were compiled in 2011-2013.²³

1.7.5 Regulatory impacts of DCFTA

Regulatory reform is an increasingly important feature of trade agreements. The way it is managed can have important impacts on women and men, respectively, as well as on crosscutting areas such as the environment. Regulatory issues are in themselves crosscutting. For example, stronger competition and consumer protection policy can have a positive impact on trade and business development and on women and vulnerable groups, but this depends on how well the policies are applied and enforced in practice. Regulatory impact assessment (RIAs), monitoring and evaluation are important tools in this regard.

The extensive Approximation agenda will take up to 15 years to implement, though most of the work must be completed by 2019. The DCFTA-related measures are an extension of WTO rules and international good practices, plus EU Directives, Regulations, etc. Being a WTO member since 2000, Georgia should have already implemented many of the basics, such as the SPS/TBT measures. But it had not completed the task. The DCFTA gives additional impetus and urgency. This will require very efficient management, legislative drafting, political/business advocacy, and targeted budgeting.

The positive and negative impacts will depend on how well the reform process and its aftermath are managed. The objectives are a fairer, more transparent administrative, business, consumer and labour environment, and higher-quality products. However, if reforms are not well thought through, and the monitoring and enforcement mechanisms are weak, the benefits will not flow through. Finances will play a major role, since both applying and complying with the new rules, regulations and good practices will be costly, for businesses as well as for government.

A key objective of the regulatory reforms is to make procedures transparent, streamlined and predictable. Articles 94-95 of the DCFTA, for example, illustrates how this can, in principle, be achieved by ensuring **objective and impartial issuance of licences and permits**. Each Party shall ensure that measures relating to licensing and qualification requirements and procedures are based on criteria that prevent authorities from acting in an arbitrary manner. Those criteria must be proportionate to a public policy objective; clear and unambiguous; objective; pre-established; made public in advance; transparent; accessible; and simple. Any fees should be transparent, reasonable and proportionate to the cost of the authorisation procedure.

Positives: These rules have clear public-good benefits.

Negatives: None.

²³CASE (Feb. 2013). *Costs and Benefits of Labour Mobility between the EU and the Eastern Partnership – Georgia*, at <http://www.case-research.eu/en/taxonomy/term/17>

Similarly, for **public procurement**, "No later than three years from the entry into force of the Agreement, the Parties should comply with a set of basic standards, deriving directly from the EU's *acquis*, including the principles of non-discrimination, equal treatment, transparency and proportionality, for the award of all contracts."

Positives: This gives the EU and Georgia clearer rights in each other's markets.

Negatives: Georgian companies may find it difficult to compete against EU firms, unless Georgia inserts a preference 'weighting' in its procurement law, either for locally owned companies in general, or for SMEs.

And for **competition policy:** Each Party is to maintain comprehensive competition laws which effectively address anti-competitive agreements, collusive practices and anti-competitive use of dominant market power, and provide effective control over market concentration. An independent authority is to enforce competition laws. Article 205 establishes disciplines on state monopolies, state enterprises and enterprises entrusted with special or exclusive rights. Article 206 requires that the parties ensure transparency in relation to subsidies.

Positives: This is another check on corruption, vested interests and unfair business practices. It upholds WTO and other international rules and good practices. It particularly will benefit SMEs if it is applied properly in practice.

Negatives: None.

2. Additional information on Moldova

2.1 INTRODUCTION

"Moldova's economic performance over the last few years has been relatively strong, due to improved fiscal, monetary and exchange rate policies. European integration anchors the Government's policy reform agenda (Moldova would like to join the EU by 2020), but political tensions and weak governance pose risks to reforms. Despite halving the poverty rate (from 30% to 13%) in the past decade, Moldova remains one of the poorest countries in Europe (about half the population earns less than US\$6/day; GDP per capita was US\$2233 in 2014). The most vulnerable groups are those with low education, households with three or more children, rural residents, families relying on self-employment, the elderly and Roma. The reduction in remittances (\$2bn in 2014, more than a third from Russia) could negatively impact consumption and poverty (given heavy reliance on these transfers).

Moldova performs well in some areas of gender equality, yet disparities persist in education, health, economic opportunity and violence against women. Human trafficking is a serious problem. Key challenges include fighting corruption, improving the investment climate (e.g., transparency, predictability), removing obstacles for exporters, (addressing infrastructure and human resource shortcomings), channelling remittances into productive investments and developing a sound financial sector. Administrative and judicial reforms remain a challenge for improving public sector governance, a precondition for European integration and economic modernisation."²⁴

Among the main financial risks are Moldova's heavy reliance on remittances from workers abroad (22% of GDP in 2014), on donor support (about 10% of government spending), on Russian gas transported via pipelines in Ukraine, and on land trade routes via Ukraine to reach other CIS countries. The National Development Strategy 'Moldova 2020' envisages replacing the consumption-fuelled-by-remittances model with an investment- and export-oriented model underpinned by government attention to education, business environment, infrastructure, finance, judicial system, energy and the pension system.

Moldova joined the WTO in 2001 and recently had its first Trade Policy Review.²⁵ Key messages were: "*Moldova has been bringing its legislative framework in line with international good practices (esp. EU harmonisation) in areas such as standards and technical regulations, competition, state aid, government procurement, intellectual property, energy, telecommunications and civil aviation. Members welcomed its efforts to transform its centrally-planned economy into a fully functioning market-driven economy. At the same time, Members voiced concerns over higher tariffs, import licensing, the regulatory framework for animal health control, privatisation, enforcement of intellectual property rights, agricultural policy, and the viability of the domestic banking system.*" Moldova has a 10-year period to approximate its financial services legislation to the EU norms.

²⁴ World Bank (January 2015), *Moldova Country Review*

²⁵ www.wto.org

2.2 MOLDOVA'S TRADE PERFORMANCE

In 2010-2014, Moldova's exports rose from US\$1582 million to \$2340m, and imports expanded from \$3855m to \$5317m. Nevertheless, the ratio of Trade to GDP has contracted, from 121% in 2010 to 112% in 2014, due to the economic slowdown combined with domestic and regional political crises. The EU remains Moldova's main trading partner, supplying a rising share of Moldova's imports and exports, partially making up for the decline in sales to Russia, its second largest market and supplier.

In recent years Moldova's **main exports** have been food products, transport-related equipment, clothing, pharmaceuticals, and fuels/ minerals. The fastest-growing exports are pharmaceuticals/medicaments, food (especially sugar, walnuts, sunflower seeds), and machinery/transport equipment.. Among the main export sectors, women are most present in food and textiles (and increasingly pharmaceuticals), while men predominate in chemicals, machinery and metals.

Moldova's **main imports** have been chemicals, food, fuels, transport equipment and textiles. The biggest increases have been in chemicals, nonelectrical machinery and food, indicating scope for greater domestic activities in these sectors. (The food sector in particular employs a large number of women).

Moldova's **trade in commercial services** has shown steady gains. The relatively high 15% in goods-related services trade is encouraging, because it reveals the growing importance of higher-value-added export activities (e.g., software). On the **imports** side, transport services have grown while travel services have remained steady. (Women are particularly well represented in the tourism/hospitality sector, which may have suffered in the past few years due to regional instability. Men are more present in transport, which benefits from the expanding trade in goods.)

Table 1
Moldova's Trade with the World

Trade Data		Moldova	
Trade (WTO, ECE, WB)		2010	2014
Trade : GDP ratio (openness of economy) (WTO)		120,7	111,8%
Exports as % of GDP (ECE)		39	42
Imports as % of GDP (ECE)		78	79
Exports of Goods & Services Growth index (WTO)		100	143
Imports of Goods & Services Growth index (WTO)		100	128
Revenue from import duties: % of imports (ECE)			1,8%
Import duties as % of total tax revenues: 2011-2013 (WTO)		6%	
Market & Product Data		Moldova	
Merchandise Exports		2010 Exports	2014 Exports
(US\$ million fob) WTO		US\$ 1582m	US\$ 2340m
Top 5 markets (the main countries buying the exports, with EU 28 as one unit)			
2010	2014	% of total 2010 exports	% of total 2014 exports
1. EU 27	EU 28	EU 27: 47%	EU 28: 53%
2. Russia	Russia	Russia: 26%	Russia 18%
3. Ukraine	Belarus	Ukraine: 6%	Belarus: 6%
4. Turkey	Ukraine	Turkey: 5%	Ukraine : 5%
5. Belarus	Turkey	Belarus: 5%	Turkey: 5%
Top 5 categories of items exported, US\$m (these are based on the top 5 in 2014.)			
1. Food		729	1061
2. Machinery and transport equipment		193	337
3. Clothing		233	278
4. Pharmaceuticals/medicaments		61	125

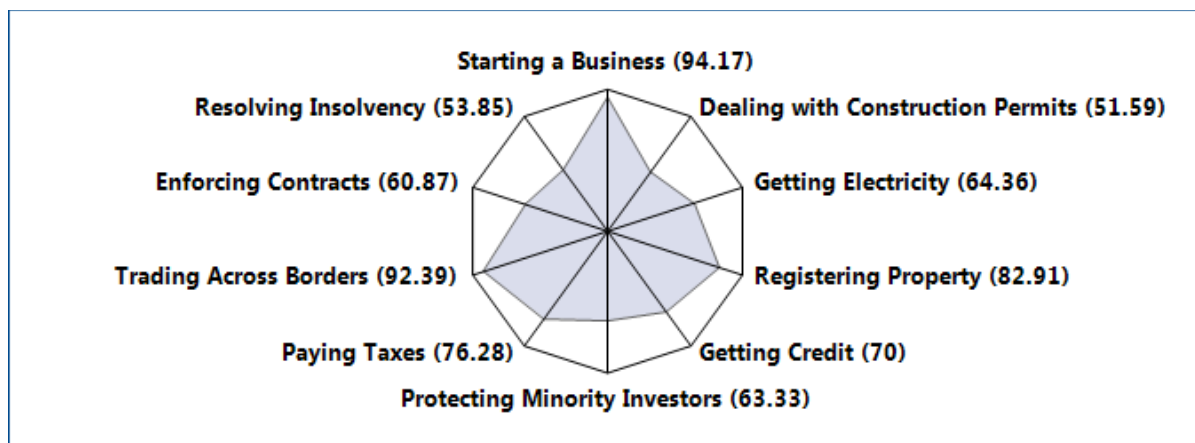
5. Fuels and mining products		51	56
Merchandise Imports		2010 Imports	2014 Imports
(US\$ million cif) WTO		US\$ 3855m	US\$ 5317m
Top 5 suppliers (countries supplying imports)			
2010	2014	% of total 2010 imports	% of total 2014 imports
1. EU 27	EU 28	EU 27: 44%	EU 28: 48%
2. Turkey	Turkey	Russia: 15%	Russia: 14%
3. Ukraine	China	Ukraine: 14%	Ukraine: 10%
4. Azerbaijan	Azerbaijan	China: 8%	China: 9%
5. China	Russia	Turkey: 5%	Turkey: 6%
Top 5 categories of imported items: US\$m (the top 5 are based on the top 5 in 2014)			
1. Chemicals		520	797
2. Food		575	694
3. Fuels		791	689
4. Transport Equipment		228	293
5. Textiles		202	254
Services Trade		Moldova	
(source: WTO)		2010	2014
Services			
- Exports (US\$m)		652	1 090
- Imports (US\$m)		728	966
Services Exports (%)			
- Goods-related		--	15
- Transport		38	36
- Travel		25	21
- Other		38	28
Services Imports (%)			
- Goods-related		--	1,4
- Transport		39	40
- Travel		37	36
- Other		24	22

Sources: WTO, EU, UNECE, UN

2.2 BUSINESS ENVIRONMENT

Assessing the business environment and how conducive it is to business development and to gender equality will help to determine the extent to which local business people (men and women) may be able to take advantage of the potential opportunities offered by the AA/DCFTA.

The World Bank 'Doing Business' report released in 2015 shows that Moldova's best scores were in ease of starting a business, trading across borders and registering property. The most challenging areas for business people were construction permits, insolvency issues and getting electricity. The chart below shows how close Moldova was to the 'best' score for each item surveyed.



Moldova has improved its **WEF Global Competitiveness Report** rankings from #93 of 144 countries in 2011 (earliest data) to #82 in 2015. Its score rose slightly from 3,9 to 4,0 out of 7 (best). In 2015 WEF surveyed business people on the most problematic factors for doing business. The responses, weighted by rankings, highlighted the pervasiveness of corruption as the major problem facing businesses in Moldova. Corruption is closely tied to many of the other items on the list. It is a key target of the Association Agreement.

WEF 2015 Survey Moldova: Most Problematic Factors for Doing Business

Corruption	22.2	Tax rates	4.5
Policy instability	12.6	Inflation	3.4
Inefficient government bureaucracy	10.7	Poor work ethic in national labour force	2.5
Government instability/coups	9.0	Insufficient capacity to innovate	2.3
Tax regulations	7.7	Restrictive labour regulations	0
Inadequately educated workforce	7.1	Crime and theft	1.8
Access to financing	6.9	Foreign currency regulations	1.6
Inadequate supply of infrastructure	4.9	Poor public health	0.9

Moldova's ranking in Transparency International's *Corruption Perception Index* improved slightly in 2014 to 103 of 174 countries, versus 105 in 2010. Its score of 36 (100 is best) compared well with just 29 in 2010.

The European Commission found that Moldova's political and economic development continued to be hampered by systemic and high-level corruption, and that the sectors most vulnerable to corruption included the judiciary, customs, public procurement, health and education.²⁶ It has been shown that men and women are affected by corruption in different ways, and are subjects and objects of different corrupt practices and behaviours.²⁷

²⁶ EU (March 2015). Joint staff working document, *Implementation of the European Neighbourhood Policy in the Republic of Moldova, progress in 2014 and recommendations for action*, Brussels, 25.3.2015.

²⁷ Sida Gender Tool Box (March 2015), Gender and Corruption

2.3 BRIEF SOCIOECONOMIC AND GENDER EQUALITY PROFILE

Moldova's population totals 3,6 million people, of which 2 million are economically active (920 000 women and 1100000 men aged 15-64). Of these, 1,2 million are employed - approximately half women and half men (see table below).

Agriculture underpins the economy, comprising 15% of GDP and 30% of employment (43% women, 57% men), and contributing directly to about half of Moldova's exports (including agro-processing). In 2014, agriculture employed one fourth of females and one third of males.

Industry and energy accounted for 17% of GDP in 2014 and 12% of employment (46% females, 54% males). The broad sector employed 11% of women and 13% of men. Three important growth areas - agro- processing, textiles/clothing and electrical machinery - offered the most employment opportunities for women. Men were most active in machinery, metals and chemicals.

Services comprise nearly 70% of the economy and employs 57% of the working population (54% females, 46% males - fairly constant in recent years). 62% of women work in the Services sector, and 53% of men. Services sector expansion has strong positive correlations with poverty reduction and with bringing more women and youth into the economy.

An interesting survey from the World Bank in 2013 compared the performance of female- versus male-managed enterprises in Moldova.

Performance of Enterprises in Moldova, 2013

Subgroup Level	Capacity utilisation (%)*	Real annual sales growth (%)	Annual employment growth (%)	Annual labour productivity growth (%)
All	82,7	3,1	3,2	-0,7
Top manager is female	83,8	4,1	2,7	0,8
Top manager is male	82,3	2,8	3,5	-1,2

The following tables illustrate socioeconomic trade-and-gender-related trends in Moldova in recent years.

Table 2
Moldova Trade-Related Socioeconomic and Demographic Indicators

	2010	2014
Population: total # IMF , World Bank	3 562 062 4 084 000 (incl. Transnistria)	3 556 000 4 079 000 (incl. Transnistria)
% females (ECE)	52%	52%
% males (ECE)	48%	48%
Employed population # (IMF) [<i>Economically Active below</i>]	1 143 400	1 184 800
-Females (number and %)		588 300
-Males (number and %)		596 600
Global Gender Index (WEF, 2014 Report). Combines health, education, economic and political participation data. 1=equality	#34 0,7160	#25 0,7405
Gross Domestic Product (IMF)	2010	2014
GDP (US\$m current)	5 813	7 962
Real GDP Growth Index: 2010=100	100	121
GDP PPP basis, US\$ current	13 647	17 780
GDP per capita PPP-basis (US\$ current intl)	3 829	4 997

GDP & Employment Structure (ILO)	2010	2014
Agriculture, Forestry, Fishing % of GDP (current PPP)	14%	15%
-Total employment #	314 700	361 100
% of total employment in the economy	28%	30%
-#, % females in total agriculture, forestry, fishing employment	44%	156 800 43%
-#, % males in total agriculture, forestry, fishing employment	56%	204 0000 57%
Industry & Energy, % of GDP	16%	17%
-Total employment #	145 800	145 600
% of total employment in the economy	13%	12%
- #, % females	44%	67 500 46%
- #, % males	56%	78 100 54%
Services, % of GDP	70%	68%
-Total employment #	682 900	678 200
% of total employment in the economy	59%	57%
- #, % females working in Services	54%	364 000 54%
- #, % males working in Services	46%	314 200 46%

Economic Activity Indicators (WEF 2014 and 2010 Gender Gap Reports, IMF, ECE, ILO)		
WEF Economic Participation & Opportunity Index	0,771	0,808
WEF Ranking	#10	#11
Economically Active Population # (IMF)	1 945 000	1 991 200
	Females: 907 900 (47%) Males: 1 037 100 (54%)	Females: 919 700 (46%) Males: 1 071 500 (54%)
Economic Activity Rate (% of females, males aged 15-64 that are actively employed or seeking employment) WEF	F: 45% M: 48% WEF: F: 53% M: 57%	F: 44% M: 48% WEF: F: 43% M: 47%
Economic Activity Rate: male : female ratio WEF 2014	0,94 0,92	0,91 #26
Self-employment rate (% of employment)		
Self-employed females (% of total employed females)		
Self-employed males (% of total employed males)		
Part-time employment (% of total female, male employment), WEF 2014	n.a.	F: 26 M: 28 Govt data: F: 7%; M: 5%
Unemployment rate (%) ILO	7,4%	5%
Female unemployment (% of economically active females)		4%
Male unemployment		6%
Rural unemployment		
Urban unemployment		
Youth unemployment		
Women employed in non-ag. sector, as % of labour force WEF	F: 55%	F: 55%
Informal employment overall		ILO: F: 27%; M: 35%
Informal employment as % of non-agric. employment WEF	2004: ILO: F: 18% M: 25%	F: 37% WEF M: 63% WEF ILO: F: 9%; M: 19%
Informal employment in agriculture		ILO: F: 81%; M: 68%
Remuneration gap (ratio of est. female-to-male earned income) PPP US\$ for females and males WEF		
Wage equality ratio Survey Score: 7=equality Rank: WEF 2014 report	4,80	0,70 4,91 #41

Gender wage gap (ILO, ECE)	24%	12%
% women, men w/ acct at formal fin. inst. WEF		F: 17 M: 19
Ability of women to rise to senior positions in business (7=best score) WEF	Survey: 5,02	Survey: 4,9
% firms w/female top managers WEF	-	26%
% firms w/female participation in ownership WEF	-	48%???
Professional & Technical Workers Female (% of total), Male (%), F:M ratio (1=equality), WEF Rank	F: 66% M: 34% R: 1,98	F: 66% M: 34% R: 1,93 #4
Decision-makers (WEF) (Legislators, Senior Officials, Mgrs) Female (% of total), Male (%), F:M ratio Rank 2014	F: 38% M: 62% R: 0,61	F: 44% M: 56% R: 0,79 #10
Judges: % female	37% 2012 (MCC)	
Parliamentarians % females & males (WEF)	F: 24% M: 76%	F: 19% M: 81%
Ministers % females & males (WEF)	F: 6% M: 94%	F: 28% M: 72%
Literacy rate %, WEF	F: 98 M: 99	F: 99 M: 100
Enrolment in secondary education (WEF) Female (% of total females of secondary age); Male (% of total males of secondary age) F:M ratio	F: 85 M: 82 R: 1,04	F: 78 M: 78 R: 1,01
Enrolment in tertiary education (WEF) Female (% of total females of tertiary age), Male (% of total males of tertiary age) F:M ratio	F: 47 M: 33 R: 1,04	F: 46 M: 35 R: 1,32
Science, technology, engineering, maths graduates: % female, male (WEF)		F: med/ pharm: 74%; M: eng: 86%
% female, male PhD grads (WEF)	F: 53 M: 47 (eacea.ec)	F: 60 M: 40
Healthy- life expectancy (years) (WEF)	F: 63 M: 58	F: 66 M: 59

2.4 EU-MOLDOVA TRADE RELATIONS

The EU and the Republic of Moldova have had progressively closer relations since the early 1990s. In late 1994, they signed a Partnership and Cooperation Agreement (PCA) which came into force in 1998. In mid-2014, they signed the Association Agreement, including a Deep and Comprehensive Free Trade Area (DCFTA), which replace the PCA. It will coexist with the EU's Regulation on Autonomous Trade Preferences until the end of 2015, to facilitate business adaptation to the DCFTA. In 2013-2014, the Regulation extended duty-free treatment to Moldovan wine and granted duty-free quotas for apples, plums and table grapes. The DCFTA, covering goods, services and investment, and a long list of regulatory commitments, will come fully into force once it is ratified by all EU member states (all had done so by December 2015; some still had to deposit the instruments in Brussels, however, to make it official). The EU removed most tariffs immediately in September 2014. Moldova has 10 year years to implement tariff cuts on sensitive sectors such as agriculture and food products.

Key Facts: EU-Moldova Association Agreement

Date of Signature: 27 June 2014

Date of Entry into Force: 1 September 2014 (provisional until all parties ratify). Ratified by Moldova 2 July 2014.

Full implementation of DCFTA:

Services (both sides): 1 September 2014.

Goods: EU: 1 September 2014; **Moldova: 1 January 2024** (following 10-year phase-out of tariffs).

The EU-Moldova Association Agreement is composed of 7 Titles, 465 Articles, 35 Annexes and 4 Protocols.

Moldova's exports to the EU reached €1160m in 2014 - mainly textiles and clothing, machinery and appliances, fresh and processed food products, and beverages.

In 2014, EU exports to Moldova totalled €2 350m. In recent years, these have been primarily machinery and appliances, mineral products, transport equipment and chemical products.

The Ecorys/CASE modelling study (summarised below) estimated that the DCFTA would increase Moldova's GDP by 5,4% over the long run, provided it is implemented and sustained. Similarly, **Moldova's exports would rise as much as 16% and imports 8%**. The combined benefits would be greater employment in export sectors, higher wages for workers, and more competitive prices and quality for consumers. The study concluded that the implementation of nontariff measures would be the single most important benefit for both sides (particularly sanitary and phytosanitary measures, technical regulations, standards, services and investment liberalisation).

Key gains for Moldova in Goods exports to the EU market

Many of the tariff cuts will benefit existing export sectors, giving them a competitive boost. Many exports to the EU were already benefitting from duty-free Most-Favoured Nation (MFN) status (e.g., from Moldova's WTO membership). Some were already benefitting under the General System of Preferences (GSP+) programme operating since 2005; the added advantage of the DCFTA is that it does not have to be renewed every few years.

DCFTA Tariff Cuts Benefit 70% of Moldova's Trade with EU

According to a WTO study, the EU's MFN duty free lines (2,356 lines, or 25% of tariff lines) corresponded to 29% of its imports from Moldova during 2011-2013. Following the entry into force of the Agreement, an additional 6,994 lines (74.6%) became duty-free. As a result, 99.7% of EU tariff lines (98.6% for agricultural products and 100% for non-agricultural products) were duty free for Moldova from 2014; this represented 99.8% of EU imports from Moldova. These cuts give Moldova an absolute preference margin of 5% over MFN tariffs: 4.3% for non-agricultural goods and 9% for agricultural products.

Duty phase-out period	Number of lines	% of total lines in EU's tariff schedule	Value of EU's imports from Moldova, € million (2011-2013)	% of EU's total imports from Moldova (2011-2013)
MFN duty free (2014)	2 356	25,1	191,0	29,0
2014 (1 Sept)	6 994	74,6	465,6	70,8
Remain dutiable	29	0,3	1,1	0,2
Total	9,379	100,0	657,6	100,0

Source: WTO

The biggest tariff cuts (number of lines weighted for size of cut) were in the following Harmonised (customs code) System sections:

HS IV: **processed foods, beverages, sugar**: 729 additional lines with an average 14,8% tariff

HS XI: **textiles and apparel**: 1120 additional lines with average 8% tariff

HS I: **Live animals & products, incl. dairy, eggs, honey**: 825 new lines with an average 9,8% tariff

HS VI: **chemicals & allied products**: 850 new lines, avg. tariff 4,3%

HS XVI: **machinery and electrical equipment**: 1068 new lines, avg. tariff 2,3

HS II: **vegetable product (fruit, vegetables, cereals, oilseeds, medicinal plants, etc.)**: 381 new lines, average tariff 5,5%.

Duties remain on 29 tariff lines sensitive for EU producers (mainly tomatoes, cucumbers, garlic, courgettes, fresh fruits and grape juice - a minuscule 0.2% of imports from Moldova). In addition, a number of agricultural products are subject to an 'anti-circumvention' mechanism (effectively, quotas): pig meat; poultry meat; dairy products; eggs in shell, eggs and albumins, wheat, flour and pellets; barley, flour and pellets; maize, flour and pellets; and sugars. Processed items covered include processed cereal, cigarettes, processed dairy products; processed sugar and sweet corn. These tariffs and anti-circumvention measures will again be on the negotiating table in 2019. This would particularly benefit women and men who are active in primary agriculture.

Conclusion: The main tariff cuts mentioned above are among Moldova's principle export interests to the EU. In addition, of Moldova's top 25 exports (individual products making up nearly half of its global sales), all but two (apples and fresh table grapes) are now duty free, and apples and grape juice have duty-free tariff quotas (tariffs not applicable until the thresholds are surpassed). Therefore, the benefits should begin to flow relatively quickly, depending on the capacity of Moldovan producers to meet volumes and specifications. In the first year of the agreement, for example, sugar exports to the EU rose significantly.

Key gains for the EU in Goods exports to Moldova

The EU was already benefitting from duty-free MFN status from Moldova before the DCFTA was signed. Under the DCFTA, Moldova immediately removed tariffs on a further 4607 lines (nearly half of its schedule), equalling 30% of its imports from the EU in 2011-2013. The remaining 607 lines will become duty-free over a 10-year transition period, as shown below. These lines represent sensitive items for Moldovan producers and currently make up 6,5% of Moldova's imports from the EU.

Duty phase-out period	Number of lines	% of total lines in Moldova's tariff schedule	Value of Moldova's imports from EU, € million (2011-2013)	% of Moldova's total imports from EU (2011-2013)
MFN duty free (2014)	4428	45,9%	1087	63%
2014 (1 Sept)	4607	47,8%	522	30%
2017 (HS I, IV, VII, XI)	118	1,2%	23	1%
2019 (HS I, II, IV, V, VII, XI, XII, XIII)	348	3,6%	76	4%
2024 (I, II, IV)	45	0,5%	9	0,5%
Remain dutiable (I, IV)	96	1,0%	15	1%
Total	10 255	100,0%	1732	100%

Source: WTO

30% (1395) of the tariff lines cut as a result of the DCFTA benefitted the first four HS sections (agricultural and food products). These sections are also the ones with the most protective transition arrangements - especially I and IV (live animals and their products; and processed foods).

The other main cuts were in HS VIII (skins, leather products), X (paper), XI (textiles, clothing), XII (footwear, headgear), XIII (stone, ceramics, glass) and XX (furnishings, toys, miscellaneous manufactures). EU exporters will therefore gain a pricing edge in these sectors.

Overall, EU exporters will enjoy an absolute margin of preference of 4.4% over the prevailing MFN tariff - 3.3% for non-agricultural goods and 9.3% for agricultural products. In 2024, EU exporters will enjoy zero duties on 99% of their exports to Moldova (95% for agricultural and 100% for non-agricultural products).

Conclusions: EU exporters will increase their price competitiveness in a number of areas, including segments in which they are already exporting sizeable amounts to Moldova. At the same time, Moldovan food, consumer goods and industrial intermediates producers may confront additional competition from EU products in terms of price, quality and choice. Consumers in Moldova will benefit from greater competition in price, quality and choice, though in some areas, food prices may rise due to stricter hygiene rules.

Services Trade Opportunities

In the DCFTA, the EU has given Moldova concessions that improve on its WTO Services commitments (the benchmark), mostly by expanding the scope and removing obstacles to commercial establishment in a number of sectors (e.g., computer-related services, courier, construction, franchising, travel agencies). Overall, though, the EU regime remains more restrictive than Moldova's - reflecting its 28 members' individual limitations on national treatment and market access.

When it joined the WTO in 2001, Moldova offered extensive commitments in 147 of 155 services sectors/subsectors (compared with the EU's 130). In the DCFTA, its main improvements were further liberalisation for investment in the real estate, telecommunications, insurance and air transport sectors, and for movement of service suppliers in a number of sectors (subject to qualification and other requirements -see below). The two countries' respective commitments and reservations are at Annex XXVII of the Agreement. Both maintain reservations on audio-visual services and land acquisition.

Individual Service Suppliers ('Contractual' and 'Independent')²⁸

It is worthwhile to review the EU's and Moldova's commitments relating to *contractual service suppliers* (CSS) and *independent professionals*, as **these are among the fastest-growing 'temporary mobility' segments** (apart from the transfer of employees to operate local operations of international companies, an area that is not as highly restricted since it is linked to commercial presence).

Annex XXVII-D (EU's commitments) states: "The (EU) Parties shall allow the supply of services into their territory by **contractual services suppliers** of the other Party through presence of natural persons, subject to the conditions specified in Article 217(1) of this Agreement, in the following sub-sectors:

1. Legal services in respect of public international law and foreign law (i.e. non-EU law)
2. Accounting and bookkeeping services

²⁸ *Contractual service suppliers* are company employees - or contractors - who are sent by their company to fulfil a contract abroad. *Independent professionals* are self-employed specialists who fulfil a contract with an end-consumer in another country. The DCFTA sets the conditions (eg, qualifications, stay, etc) for contractual service suppliers and independent professionals, respectively.

3. Taxation advisory services
4. Architectural services, urban planning and landscape architectural services
5. Engineering services, integrated engineering services
6. Computer and related services
7. Research and development services
8. Advertising
9. Management consulting services
10. Services related to management consulting
11. Technical testing and analysis services
12. Related scientific and technical consulting services
13. Maintenance and repair of equipment in the context of an after-sales or after-lease services contract
14. Translation services
15. Site investigation work
16. Environmental services
17. Travel agencies and tour operator services
18. Entertainment services.

The Parties shall allow the supply of services into their territory by **independent professionals** of the other Party through presence of natural persons, subject to the conditions specified in Article 218(2), in the following sub- sectors:

1. Legal services in respect of public international law and foreign law (i.e. non-EU law)
2. Architectural services, urban planning and landscape architecture
3. Engineering and integrated engineering services
4. Computer and related services
5. Management consulting services and services related to management consulting
6. Translation services.”

Moldova's commitments

Moldova will allow EU **contractual service providers (CSS) and independent professionals (IPs)** to supply services in virtually every sector listed in the WTO W/120 Services Classification List, subject to Article 91 of the AA. Only legal services has specific requirements. In other words, its CSS offer is much more liberal than the EU's.

Conclusion on Services: The commitments offer both sides interesting opportunities in Services trade and investment. For Moldova, these could include new EU business related to tourism services, professional services, computer-related services, financial services, transport services and distribution services (including franchising EU brands), and possibly others as capacity and skills are built up.

For the EU, clear opportunities now exist to do business in virtually every sector of the Moldovan economy and to supply services through cross border movement of professionals. The negotiations on visa arrangements will have some impact facilitating on movement of professionals across borders, but the main issues will remain licensing requirements and recognition of qualifications - often bilateral rather than regional procedures (the EU is trying to regulate some professions on an EU-wide basis).

Sum-Up of Potential Impacts on Moldova's Trade and Business Development

Sectors that should benefit directly and indirectly in the long run

New or expanded business and trade opportunities with the EU and/or other countries may arise from Moldova's easier access to EU markets, from inbound EU investment, from cheaper EU imported inputs and other products, and from improved SPS and technical regulation measures and management. In fact, many say the SPS/TBT improvements will have the most positive impact on Moldova's long-run trade prospects.

Sectors that should benefit from the DCFTA	
Agriculture and agro-processing Grains Sugar Some niche fresh foods (fruits, vegetables) Sunflower seeds and nuts Some processed foods Some beverages (wine, juice, etc.)	Services: Professional services (legal, accounting, bookkeeping, engineering, advertising, translation, management consulting services) Computer-related services, including IT Research and development services, including scientific R&D and other innovation Testing and analysis services Repair and after-sales-service services Construction services Distribution services (retail, wholesale, commission agent, franchising) Environmental services Financial services (insurance, banking, etc.) Tourism-related services Transport & logistics services (air, road, rail)
Manufacturing Textiles and apparel Machinery and electrical equipment, incl. intermediates Primary metals Chemicals and related products	

Sensitive sectors that may decline, at least temporarily

The analyses identified segments expected to be sensitive to import competition, or otherwise challenged by the Agreement (e.g., by the cost of complying with the new rules and regulations). Some segments may decline only temporarily; they may be able to rebound if they can put in place the necessary quality and other controls and systems required under the AA/DCFTA, and if they engage in innovation.

Sectors that may face challenges due to the DCFTA	
Agriculture and agro-processing Live animals, meat, dairy (phased-in liberalisation) Some fresh foods Processed foods and beverages (phased-in liberalisation) Manufacturing Paper Textiles and clothing (phased-in liberalisation) Shoes (phased-in liberalisation) Headgear (phased-in liberalisation)	...Manufacturing continued Building materials (phased-in liberalisation) Electronic and IT products Motor vehicles Machinery & equipment, incl. industrial intermediates Cleaning agents Medicaments Plastics (phased-in liberalisation) Miscellaneous consumer goods

2.5 POTENTIAL DCFTA IMPACTS: MODELLING STUDY

Our findings largely coincided with those of a 2011 trade modelling exercise.²⁹ The main findings of the impact assessment are presented below, as they sum up the key issues very neatly.

Potential Impact (CGE Modelling)

While the DCFTA was being negotiated, a study of potential impacts was commissioned. Using a CGE (Computable General Equilibrium) model often used for predicting trade-related effects, the team gathered data from 2007-2010, as a baseline, and conducted extensive sectoral analyses, including interviews. They concluded that the DCFTA would have overall positive macroeconomic effects, as well as positive long-term effects on human rights, environment and labour rights (due to rising public demand for higher standards, better monitoring of obligations under international agreements, and improved administrative capacity to implement them). The projected increase in average wages and decrease in consumer prices would produce higher disposable income overall. There would also be a social cost, especially for lower-skilled and marginalised groups.

Short- and Long-Term Effects on Moldova of EU-Moldova DCFTA

ECORYS/CASE CGE Modelling, 2012

Macroeconomic Impacts	Short-Run Effects	Long-Run Effects*
GDP, % change	3,2	5,4
Consumer prices, % change	-1,0	-1,3
Wages, less-skilled, % change	3,1	4,8
Wages, more-skilled, % change	3,1	4,8
Terms of trade, % change	0,1	0,1
Total imports, % change	6,4	7,7
Total exports, % change	14,8	16,2
Imports from the EU, % change	--	22
Exports to the EU, % change	--	32

*Long-run =when intersectoral resource reallocation and dynamic investment effects have taken place.

As mentioned earlier, the reduction of non-tariff barriers will be the single most important driver for reaping DCFTA benefits, especially implementation of internationally compliant sanitary/phytosanitary measures and technical regulations/standards.

Beneficial sectoral effects: The combination of tariff cuts, implementation of international food hygiene and industrial standards, and efficiencies from economies of scale (due to easier market access) will offer new opportunities for several sectors in Moldova. The most important ones for the economy (given their value-added and projected output change) will be grains/crops, vegetables/fruits/nuts/oilseeds, transport, communications, commerce, construction, utilities and public services. Within manufacturing, **textiles/clothing, primary metals and 'other machinery and equipment'** are expected to show **strong gains in output and exports, and thus employment**. However, their current relatively small contribution to value added means the gains for the economy may be rather small until these sectors build up critical mass. Textiles, accounting for 2,5% of value added at present, is expected to post the best gains: up 14% in output and 18% in exports. This bodes well for female employment prospects, because they make up the majority of textile industry employees.

Interesting, the modelling showed that some segments would post **strong export gains while simultaneously experiencing output declines** (livestock/meat, motor vehicles, electronics). This reflects the development of niche exports on the one hand, and competition from EU imports on the other.

²⁹ EU, Ecorys/CASE (Oct. 2012). *Trade Sustainability Impact Assessments in support of negotiations of a DCFTA between the EU and Georgia and Moldova*, final report, for DG Trade, available at http://trade.ec.europa.eu/doclib/docs/2012/november/tradoc_150105.pdf

Challenges: Regarding imports from the EU, rising purchases of more competitive intermediate and final products will pose challenges for some Moldovan producers, but they will offer benefits for others (e.g., cheaper inputs) and for consumers (choice, price, quality). The modelling showed that 'other' machinery and equipment would make up 16% of the projected rise in imports from the EU; chemicals/rubber/plastics 14%; motor vehicles 11%; business/IT services 9%; metals 5%; paper products 4%; textiles/clothing 4%; and finance and insurance services 4%. Food imports did not figure highly on the list.

Regarding socioeconomic impacts, overall **employment and wage** levels would increase in line with rising output and reallocation of resources, especially labour and capital, from less-productive to more-productive sectors. The analysis suggests that about 5% of the Moldovan labour force would change sector of employment (5% of less-skilled workers and 4,5% of more-skilled workers). *"The 'ease' of this transition will be crucial for determining the timing and scale of expected gains from the DCFTA. Such gains may well be delayed or limited if labour reallocation proves difficult."*

*"As regards the DCFTA impact on **labour rights** – an important aspect also from the **human rights** perspective, on balance, positive forces are likely to be stronger. This assessment is based inter alia on an analysis of progress made in the process of implementing the earlier EC recommendations on preparations to the DCFTA negotiations."* Nevertheless, the study also notes: *"Though no major negative effects are expected à priori, challenges remain, e.g., [...] the risk of pressure for lowering labour standards to reduce costs and face increased competition..."*

Several poverty indicators are projected to improve, but the poorer 2-3% of the population may face challenges since food prices may rise slightly (less affluent households spend more of their budget on food). On **inequality**, the study comments: *"The DCFTA may exacerbate inequality and slightly worsen relevant indicators such as relative poverty, Gini coefficient or decile/quintile ratios, albeit to a very small degree, as changes in disposable income are generally limited." ... "The indirect favourable DCFTA impact on equality may come about if and when increasing living standards begin to support gradual changes in societal preferences on equality issues. Other mechanisms of positive influence may be related to international conventions supporting equality and condemning discrimination. On the negative side, sectoral employment reallocations may affect the weakest workforce groups with low education and skill levels, with a risk of exacerbating currently observed inequalities".* (same as assessment for Georgia) *"For Moldova the main sectors for low-skilled employment are public services (osp), vegetables, fruits and nuts, animal products, utilities, trade, construction, and grains. High-skilled employment occurs most in public services, other business services, and utilities."*

Regarding **environmental impacts**, the study concludes: *"By not weakening current incentives for implementation of conventions, [...] the DCFTA is likely to have a weak but positive effect encouraging more effective implementation of international environmental agreements in Moldova that should – in a gradual manner – also contribute to solving some of the outstanding environmental challenges facing the country".* Such challenges included inadequate urban waste management, unsustainable agricultural practices and improper forest management induce significant land degradation and damage to biodiversity. Moldova's worsening social situation and high poverty have contributed to environmentally damaging activities such as illegal cutting of forests, use of obsolete technologies, poor energy efficiency and underinvestment in basic infrastructure such as water, sanitation, roads, and energy.

Source: Drawn from the *2012 Trade Sustainability Impact Assessment*, Ecorys & Case, 27 Oct. 2012 (for EC DG Trade)

2.6 TRADE-AND-GENDER ISSUES: EU-MOLDOVA DCFTA

2.6.1 Production and employment effects

How women's and men's employment is affected by the DCFTA will depend on the composition of the labour force in the sectors that present opportunities for growth and in the sectors that are sensitive to import competition. The negative impacts arise more frequently where import competition is particularly strong in segments employing a large number of women and where employment prospects in growth sectors are limited.

Summary

For Moldova, the biggest direct gains from the DCFTA (exports) are expected to be in agriculture (especially grains, crops, sugar), agro-processing, and textiles/clothing. The biggest indirect gains are projected to occur in Services, including commerce, construction, transport services, and professional and business/IT services.

Both low-skilled and high-skilled employment, and both women and men will benefit from increased output associated to the DCFTA. Low-skilled employment mainly features in agriculture and live-stock, commerce and construction. High-skilled employment occurs most in professional and other business services (including ICT), financial services and communications. Among the sectors most benefitting from the DCFTA, women are most present in agriculture, textiles, commerce and professional services. Men are well represented in agriculture, transport, construction and certain business services, including IT.

However, upgrading production processes and meeting the stricter EU requirements will mean that the lower-skilled segments will have to improve skill levels, and that higher-skilled areas will also have to adapt to new ways of working (more automation, robotisation, high accountability, etc.).

The biggest pressures from the DCFTA (e.g., direct competition leading to decreased production) are projected for live animals, meat and dairy, and a variety of manufacturing activities (see Challenges table in the section above). These challenges will also affect both lower- and higher-skilled employment, and will result in migration to other, more profitable sectors. The modelling indicated this shift to other sectors would involve 5% of the labour force, more or less equally divided among skilled and less-skilled workers.

Analyses indicate that the projected expansion of the labour-intensive textile and clothing sector could serve as a 'buffer' of sorts for lower-skilled workers transitioning from agriculture, and even from some other manufacturing areas. Since some of the most-challenged industrial sectors employ large numbers of males, it is likely that the transition may see them try to move to more traditionally female-dominated sectors like textiles and clothing.

This transition will take time, due to the 10-year phasing-in of tariff reductions, to 2024. However, the competitive pressures posed by EU imports, the need to upgrade safety and other standards, and conflict-imposed market realities, may hasten the transition process. This means that the government and the international community may need to be attentive, should some earlier and greater **social costs** emerge as a result of all the issues combined. Such social costs could be higher for women and marginalised groups than for men.

Pervasive corruption and related public sector ineffectiveness pose the major risk in terms of Moldova being able to maximise the benefits of the DCFTA and minimise the risks. Despite a concerted donor effort, implementation of SPS and technical regulations/standards is moving slowly, according to several reports. As this is considered the single most important driver of benefits over the long run, it will be important to overcome the obstacles as a matter of urgency, in order to ensure full implementation and enforcement of the measures. Given the high incidence of corruption, EU importers are understandably sceptical about Moldovan testing results and demand additional assurances, including independent testing in Europe, which increases time and cost for Moldovan exporters (and may dissuade some from even trying to export to the EU).

Moldova has improved its ranking in the World Economic Forum's Global Gender Index, from 34 of 134 countries in 2010 to 25 of 142 countries in 2014. This index measures, via surveys and analyses, a set of health, education, economic and political participation data. Similarly, according to the ILO, Moldova's gender wage gap has halved since 2010, from 24% to 12%. The gender pay gap is smallest in agriculture, (9%), 13% in manufacturing and 28% in financial services.

Sectoral Overviews

Agriculture has long underpinned the economy, comprising 15% of GDP and 30% of employment (43% women, 57% men), and contributing directly to about half of Moldova's exports (including agro-processing). In 2014, 26% of females and 34% of males were employed in agriculture. Interestingly, the proportion of males in agriculture has been growing, while that of females has been declining.

In the food and livestock segments of the broader agriculture, forestry and fishing sector, females make up about one-third of the people employed. However, females tend to contribute to family and other agricultural work without being counted as 'employees'. Indeed, according to the ILO, informal employment in agriculture is 81% for females and 68% for males.

A number of relatively employment-intensive agriculture and agro-processing activities are expected to benefit considerably from the DCFTA: grains, sugar, some niche fruits and vegetables, sunflower seeds, nuts, some processed foods and some beverages (wine, juice, etc.). (*Agro-processing is covered under 'Industry' below.*) There will be a need for higher skills in these areas; this may benefit women in particular as they comprise 66% of professional and technical workers.

At the same time, some segments will face competitive pressures (live animals and meat, some fresh foods, and some processed foods and beverages). The phasing-in of tariff cuts until 2024 may ease the pain and give the affected segments extra time to become more competitive, or to go out of business.

Subsistence and 'small market' farming (which often involve women) may be less affected because these activities are rarely obliged to meet onerous SPS requirements. Indeed, some studies show that this segment may even benefit from lower overall cost of living, including food prices, since low-income households spend more than half of their budgets on food and beverages.

The main issues facing the agriculture sector in Moldova are weaknesses in infrastructure, irrigation, land fragmentation, sanitary and phytosanitary (SPS) management, and an ageing rural labour force.

Problems Facing Female Agro-Entrepreneurs

- Female-led agro-business are less formalised, only 14%, thus less likely to benefit from export-support programmes.
- Female-led agro-business are smaller and less capital-intensive and therefore less productive; about 9% own tractors and 8% have irrigation systems; thus, they are less likely to be able to scale up and conform to EU quality standards.
- Support programs reach just 30% of female-led agro-businesses.
- Since women own fewer assets they are less likely to be able to access credit; therefore, their businesses are more likely to remain smaller and undercapitalised.

Source: National Consultant & www.statistica.md/public/files/Recensamint/Recensamint_agricol/Femei_barbati_agr/Femei_barbati_agric_eng.pdf

Industry and energy accounted for 17% of GDP in 2014 and 12% of employment (46% females, 54% males). The broad sector employed 11% of women and 13% of men. In recent years, women's participation in industry has expanded, while that of men has contracted.

Manufacturing is dominated by the food and beverage sector, which comprised more than 43% of output and 45% of industrial exports. This sector will remain one of the most important. Women slightly outpace men in the fast-growing food segment, while men are more predominant in beverages.

Apart from food and beverages, the main DCFTA-inspired growth prospects are in textiles and apparel; machinery and electrical equipment; primary metals; and chemicals and related products.

Of these, females make up most of the employees in textiles and clothing and electrical equipment, while males predominate in metals, machinery and chemicals.

The sectors that are expected to face pressures under the DCFTA include clothing, shoes, hats, motor vehicles, paper, building materials, electronics, machinery and equipment, including industrial intermediates, chemicals (especially cleaning agents, medicaments), plastics, and miscellaneous consumer goods (e.g., furnishings). Women are most active in the first four segments, while men are most represented in the rest. Several of these segments (apparel, shoes, hats, plastics, building materials) benefit from up to 10 years to prepare for the full force of tariff cuts.

Food and apparel are relatively employment-intensive yet increasingly high-tech areas. Some of the niche chemicals, metals and machinery/equipment areas are more capital-intensive. Employment opportunities will grow for people with the necessary professional and technical skills. There is ample scope for women to enter industry in greater numbers if they focus on skills that are in demand. Well-designed interventions to facilitate women's economic mobility across sectors and occupations can support this transition.

The main challenges to the industrial sector in Moldova include insufficient investment in fixed assets, limited access to funding and new technology, high energy costs, and low levels of innovation, product development and marketing. Regarding energy, Moldova is heavily dependent on Russia for its energy needs, and its energy efficiency performance is reportedly among the worst in Europe.

Table 3
Moldova Manufacturing Sector Employment

Manufacturing	Growth Sector due to DCFTA?	% females among employees
Manufacture of food products	Yes	52,02%
Manufacture of beverages	some areas	44,19%
Manufacture of tobacco products		52,14%
Manufacture of textiles	Yes	71,10%
Manufacture of clothing	Yes	90,29%
Manufacture of leather and related products		78,24%
Manufacture of wood and of products of wood and cork, except furniture;		26,30%
Manufacture of paper and paper products		38,57%
Manufacture of chemicals and chemical products		34,12%
Manufacture of rubber and plastics products		33,81%
Manufacture of basic metals	Yes	25,56%
Manufacture of fabricated metal products, except machinery and equipment	possibly	21,52%
Manufacture of computer, electronic and optical products		37,24%
Manufacture of electrical equipment	Yes	66,55%
Manufacture of other machinery and equipment .	some areas	29,48%
Manufacture of motor vehicles		78,94%
Manufacture of other transport equipment		39,06%
Manufacture of furniture		39,06%
Other manufacturing		72,89%
Repair and installation of machinery and equipment (services)	Yes	19,56%

Services comprises nearly 70% of the economy and employs 57% of the working population (54% females, 46% males - a fairly stable percentage in recent years). 62% of women work in the Services sector, and 53% of men.

A variety of services sectors and subsectors are expected to benefit directly and indirectly from the DCFTA, in particular professional services, computer and IT-related services, research and development services, testing and analysis services, repair and after-sales-service services, construction services, distribution services (retail, wholesale, commission agent, franchising), environmental services, financial services (insurance, banking), tourism-related services, and transport and logistics services (particularly air, road, rail transport).

Most growth sectors, but not all, require professional or technical qualifications. This will continue to benefit women, who currently account for two-thirds of Moldovans with technical or professional qualifications and 60% of Ph.D. graduates. Men comprise 86% of engineering graduates.

Given the broad reach of the Services sector, both women and men stand to benefit from the positive effects of the DCFTA, women being particularly well represented in some of the growth areas (e.g., certain professional services, financial services, tourism, commerce, etc.) and men in others (e.g., IT, construction, repair/after-sales service, transport, etc.).

None of the major subsectors is predicted to decline as a result of the DCFTA. This augurs well for the economy given Services' strong positive correlations with poverty reduction and economic participation rates.

2.6.2 Supply-side gender-related constraints

Women's and men's ability to take advantage of new economic opportunities generated by the DCFTAs will depend heavily on their access to and control over education, assets and resources. Challenges for business people typically include access to land, credit, market information and opportunities, inputs (goods and services), technology, skills, SPS/TBT support, and reliable infrastructure, including testing facilities. While these challenges are common for all business people, they tend to be more constraining for women, who have the added constraint of finding childcare and time to do housework due to traditional gender roles.

The following tables prioritise the key issues facing women.

1. Women’s access to and control over land, credit, market information, inputs, technology, skills and infrastructure:

According to the local consultant for this study in Moldova, women comprise 36% of agricultural landholders, but own only 19% of agricultural land. The WEF 2014 survey revealed Moldova's weaknesses regarding women's access to property and credit - a mixture of tradition, attitudes and legal issues.

WEF Survey 2014: Women's access to property and credit (1=worst, 0= best score)	
Inheritance right of daughters	0,5
Women's access to land ownership	0,5
Women's access to property other than land	0,0
Women's access to credit	0,5

Key issues/constraints in access to land	Priority (H, M, L)	Urgency (H, M, L)	Potential Impact (H, M, L)
Legal framework	H	H	H
Fragmented agricultural system	M	M	M
Social and traditional perceptions	M	M	M

2. Access to credit, trade credit and financial services in general:

Women face more challenges than men in accessing financing. While they might not face legal constraints, they do face gender stereotyping problems, and practical issues like insufficient assets to meet collateral requirements. Women are also considered more 'risk averse' in terms of taking on debt.

Key issues/constraints in access to finance	Priority (H, M, L)	Urgency (H, M, L)	Potential Impact (H,M, L)
Collateral and 'asset inequality'	H	M	H
Cost of credit	H	H	H
Traditional attitudes	M	M	H
Loan products that do not reflect women's needs (e.g., smaller credit lines)	M	M	M
Financial literacy	H	H	H
Lack of experience in preparing business plans	M	M	M

3. Access to basic infrastructure (water, sanitation, electricity, transport, telecommunications, internet)

Households and companies alike face similar challenges in access to reliable basic infrastructure in all areas in the table.

Key issues/constraints in access to infrastructure*	Priority (H, M, L)	Urgency (H, M, L)	Potential Impact (H, M, L)
Water and sanitation: poor access in nonurban areas			
Electricity: e.g., getting electricity requires 7 procedures, takes 113 days and costs 778.30% of income per capita ³⁰ . Reliability is a problem.			
Gas: cost and procedures of getting connected			
Transport: poor roads, public transport, logistics			
Telecommunications and internet:			
Corruption and vested interests in terms of access to infrastructure			

*Feedback from the field on priorities was not available.

4. Access to Quality Infrastructure: SPS, TBT

Quality infrastructure is the set of institutions, services and facilities that underpin the implementation of Sanitary and Phytosanitary and Technical Regulations/Standards (accreditation, certification, surveillance, testing and conformity assessment). Access to this infrastructure is one of the most important issues in international trade development. It is also one of the areas with the most constraints, especially for SMEs, which may be hard pressed to understand clients' SPS and technical requirements, to manage the time and cost of sending samples to distant laboratories for testing, or to handle multiple inspectors every week with their own demands. These constraints are more difficult for women who may be at the lower end of the value chain (e.g. milk producer who sells to a cooperative), or who otherwise lack the necessary knowledge and resources.

³⁰ www.doingbusiness.org

Moldova, despite considerable assistance from the EU and other donors, is lagging in implementation of these basic requirements.

Key issues/constraints in access to Quality Infrastructure	Priority (H, M, L)	Urgency (H, M, L)	Potential Impact (H, M, L)
Institutional capacity to manage Quality Infrastructure, incl. surveillance	H	H	H
Knowledge and awareness of requirements	H	H	H
Availability of accredited testing and conformity assessment facilities (e.g., laboratories and equipment)	H	H	H
Qualified staff at laboratories and testing facilities	M	M	H
Time and cost of conformity assessment and certification	M	M	M
Corruption			

5. Access to relevant education and skills building

Girls and boys have equal access to education in Moldova; the literacy rate is 99% for females and 100% for males. Females outpace males in graduation from university and post-graduate studies. Females are particularly well represented in basic sciences (e.g., biology, chemistry), while men prevail in engineering. Both areas offer a good basis for future opportunities under the DCFTA.

As in many countries, communication between businesses and educational and training institutions is not optimal. As a result, young people may not have the opportunity to acquire the up-to-date skills and knowledge needed by businesses in agriculture, manufacturing or services. So the transition from school to employment can be problematic. The higher-than-average unemployment rate in the 15-24 year age group may be evidence of a mismatch. Similarly, improvements are needed in the area of continuing education, to help adults upgrade their knowledge and skills, and enhance their employability.

Key issues/constraints in access to education, skills (and skilled workers)	Priority (H, M, L)	Urgency (H, M, L)	Potential Impact (H, M, L)
Education institutions' communication/coordination with business	H	H	H
Availability of affordable adult, professional and vocational education and training, including for computer, financial literacy, technical skills, management, etc.	H	H	H
Cost of on-job training	H	H	H
Costs of hiring women of childbearing age who will need to be replaced during long maternity leave			

6. Skills deficits

The analysis has highlighted areas where better skills, knowledge and awareness will be needed, to take advantage of the DCFTA opportunities, as well as to minimise the challenges it brings.

Specific education and skills required to take advantage of trade opportunities	Priority (H, M, L)	Urgency (H, M, L)	Potential Impact (H, M, L)
Entrepreneurship (especially for women)	H	H	H
Management (general business administration, as well as all the various types of management - HR, financial, product, production, etc.)	H	H	H
Marketing and client relations	M	M	M
Finance and accounting	H	M	M
Application of modern technology (ICT, automation, logistics, etc.)	H	H	H
Quality management	H	H	H

Technical specialities (<i>a long list exists</i> , ranging from agronomists to welders to laboratory technicians to lathe cutters)	H	H	H
Engineers (shortage of specific skills within the discipline)	M	M	M

2.6.3 Consumption effects

The DCFTA's benefit for consumers, and particularly women as primary family care providers, will depend on (1) tariff cuts and EU investment translating into cheaper consumer goods, better quality and greater choice, and (2) whether the product areas featuring tariff cuts and potential investment constitute an important share in households' consumption baskets. The downsides could be higher prices of some items due to stricter regulatory compliance. The consumption effects would depend on these products' share in household budgets.

Various analyses predict that inflation will decline and employment, wages and disposable incomes will rise over the longer term if the DCFTA is fully implemented. Prices of numerous products (e.g., consumer goods, vehicles, industrial intermediates) are expected to fall, as tariff cuts lead to greater supplies and more competition. This will have positive effects for both consumers and producers. In addition, more rigorous quality, safety and transparency requirements will benefit consumers.

In complying with the stricter regulatory environment, companies will pass on the extra costs to consumers. While these are projected to be small, they may affect food products more than other segments. This would have a greater impact on the poorer strata of the population, which spend up to 50% of their income on food and non-alcoholic beverages. Female-headed households would be affected more strongly than male-headed households. Rural households may be affected less than urban ones, because they have more direct access to farmers markets which are not subject to the regulatory compliance measures.

In addition, many female-headed households depend on remittances from abroad to meet their monthly expenses (24% of their average disposable income according to 2014 data, compared to 14% for male-headed households). About one third of remittances came from family members working in Russia. The regional conflict and Russian sanctions against Moldova for its rapprochement to the EU, plus the weak Russian economy and rouble, will therefore affect female-headed households more acutely. While this is not directly related to the DCFTA, there are indirect linkages.

2.6.4 Revenue impacts of tariff cuts

Tariff cuts can negatively affect government budgets if customs duties form a significant portion of tax receipts. Lower spending can have gender impacts if it reduces public provision of social services like health, education, water, sanitation, energy and other infrastructure. The magnitude of effects will depend on revenue currently collected from tariffs, the relative importance of tariff revenue in budgets, and the government's options to compensate for any losses. At the same time, new business arising from the trade agreements can produce higher tax revenues over the longer term.

Tariff duties make up about 6% of Moldova's total tax intake. In 2010 (the base year for the study quoted below) over 60% of tariff revenues came from imports from the EU and Turkey. Between 2014 and 2024, the EU will pay ever-lower amounts of import duties. Given this gradual approach, both the German and the Ecorys/CASE modelling showed that **the impact on government revenues would be minimal** and would be covered by taxes on increased consumption and higher business turnover.

Table 4
Potential Tariff Revenue Losses during 2014-2024

Imports from EU subject to tariffs	Loss in tariff revenues US\$ m	Share of loss %
Electrical machinery	4,24	7%
Plastics	4,15	6%
Fruits and nuts	4,02	6%
Vegetable	2,86	4%
Furniture	2,63	4%
Vehicles	2,43	4%
Paper and paperboard	2,36	4%
Clothing	2,11	3%
Tobacco	1,78	3%
Other food	1,69	3%

Top 10 losses from imports tariff reduction: Moldova and EU – A risk assessment, German Economic Team, 2012

2.6.5 Regulatory impacts of DCFTA

Regulatory reform is an increasingly important feature of trade agreements. The way it is managed can have important impacts on women and men, respectively, as well as on crosscutting areas such as the environment. Regulatory issues are in themselves crosscutting. For example, stronger competition and consumer protection policy can have a positive impact on trade and business development and on women and vulnerable groups, but this depends on how well the policies are applied and enforced in practice. Regulatory impact assessment (RIAs), monitoring and evaluation are important tools in this regard.

The extensive Approximation agenda will take up to 15 years to implement, though most of the work must be completed in the next five years. The DCFTA-related measures are an extension of WTO rules and international good practices, plus EU Directives, Regulations, etc. Being a WTO member since 2001, Moldova should have already implemented many of the basics, such as the SPS/TBT measures. But it had not completed the task. The DCFTA gives additional impetus and urgency to the implementation agenda.

The positive and negative impacts will depend on how well the reform process and its aftermath are managed. The objectives are a fairer, more transparent administrative, business, consumer and labour environment, and higher-quality products. However, if reforms are not well thought through, and the monitoring and enforcement mechanisms are weak, the benefits will not flow through. Finances will play a major role, since both applying and complying with the new rules, regulations and good practices will be costly, for businesses as well as for government.

A key objective of the regulatory reforms is to **reduce corruption**. Articles 94-95 of the DCFTA, for example, illustrate how this can, in principle, be achieved by ensuring objective and impartial issuance of licences and permits. Each Party shall ensure that measures relating to licensing and qualification requirements and procedures are based on criteria that prevent authorities from acting in an arbitrary manner. Those criteria must be proportionate to a public policy objective; clear and unambiguous; objective; pre-established; made public in advance; transparent; accessible; and simple. Any fees should be transparent, reasonable and proportionate to the cost of the authorisation procedure.

Positives: These rules have clear public-good benefits.

Negatives: None.

Similarly, for **public procurement**, "No later than three years from the entry into force of the Agreement, the Parties should comply with a set of basic standards, deriving directly from the EU's *acquis*, including the principles of non-discrimination, equal treatment, transparency and proportionality, for the award of all contracts."

Positives: This give the EU and Moldova clearer rights in each other's markets.

Negatives: Moldovan companies may find it difficult to compete against EU firms, unless Moldova inserts a preference 'weighting' in its procurement law, either for locally owned companies in general, or for SMEs.

For **competition policy:** Each Party is to maintain comprehensive competition laws which effectively address anti-competitive agreements, collusive practices and anti-competitive use of dominant market power, and provide effective control over market concentration. An independent authority is to enforce competition laws. Article 205 establishes disciplines on state monopolies, state enterprises and enterprises entrusted with special or exclusive rights. Article 206 requires that the parties ensure transparency in relation to subsidies.

Positives: This is another check on corruption, vested interests and unfair business practices. It upholds WTO and other international rules and good practices. It particularly will benefit SMEs if it is applied properly in practice.

Negatives: None.

3. Additional information on Ukraine

3.1 INTRODUCTION

Ukraine is in dire straits in 2015. The World Bank projects real GDP to fall 12% this year.³¹ Overall industrial activity fell 20% in the first half of the year (from same period of 2014) as the conflict in the industrial east affected output and supply/distribution channels, and sliding global commodity prices hit the terms of trade. Lower real incomes have reduced consumption. Consumer prices soared 50% in the year to August 2015. "Ukraine's economic recovery depends on faster macroeconomic and structural reforms [...] continuing the flexible exchange rate regime and prudent fiscal policy [...] redoubling efforts to fight corruption and improve governance, strengthen the energy sector's capacity and boost confidence in the banking system. The risks include a fragile political environment, geopolitical challenges, possible social resistance to reforms in the absence of strong safety nets, opposition by vested interests that stand to lose from reforms."

3.2 UKRAINE'S TRADE PERFORMANCE

Ukraine's trade performance has been negatively affected by conflict, the economic slowdown, falling commodity prices and other factors. In 2010-2014, Ukraine's exports rose from US\$**51 478** million to **\$54 199m**, and imports dropped from **\$60 911m** to **\$54 330m**. The figures are not strictly comparable because the 2014 data excludes Crimea and Sebastopol, annexed by Russia. As a result, the ratio of Trade to GDP, an indicator of the openness of the economy, expanded from 100 to just 101,6.

The EU has replaced Russia as Ukraine's main trading partner, supplying a rising share of both imports and exports, and partially making up for the decline in sales to Russia, the second largest market and supplier.

In recent years Ukraine's **main exports** have been food products, iron and steel, fuels, chemicals/fertilisers and transport equipment. Apart from transport equipment, these tend to be low-value-added segments. The **main imports** were fuels, chemicals, transport equipment, textiles/clothing and telecommunications equipment. This mix is reportedly changing, due to the conflict and adjusted markets, and the DCFTA is sparking greater interest in diversification and higher-value-added export activities.

Ukraine's steady gains in **trade in commercial services** have been eroded by the conflict and the loss of Crimea, a major tourist destination. Nevertheless, the 11% share of 'goods-related' services exports reflects higher-value-added export activities, a good sign.

³¹ World Bank Kiev Office, www.worldbank.org/en/country/ukraine

Table 1
Ukraine's Trade with the World

(excludes Crimea & Sebástopol in 2014; hence, 2014 and 2010 data is not necessarily comparable)

Trade Data		Ukraine	
Trade (WTO, ECE, WB)		2010	2014
Trade : GDP ratio (openness of economy) (WTO)		100,0	101,6%
Exports as % of GDP (ECE)		51	47 (2013)
Imports as % of GDP (ECE)		54	55 (2013)
Exports of Goods & Services Growth index (WTO)		100	76
Imports of Goods & Services Growth index (WTO)		100	90
Revenue from import duties: % of imports (ECE)			1,6%
Import duties as % of total tax revenues: 2011-2013 (WTO)		3,7%	
Market & Product Data		Ukraine	
Merchandise Exports		2010 Exports	2014 Exports
(US\$ million fob) WTO		US\$ 51 478m	US\$ 54 199m
Top 5 markets (the main countries buying the exports, with EU 28 as one unit)			
2010	2014	% of total 2010 exports	% of total 2014 exports
1. Russia	EU 28	Russia: 26%	EU 28: 32%
2. EU 27	Russia	EU 27: 25%	Russia: 18%
3. Turkey	Turkey	Turkey: 6%	Turkey: 7%
4. Belarus	Egypt	Belarus: 4%	Egypt: 5%
5. India	China	India: 3%	China: 5%
Top 5 categories of items exported, US\$m (these are based on the top 5 in 2014.)			
1. Food		9 884	16 553
2. Iron and steel		15 873	13 806
3. Fuels and mining products		7 842	7 239
4. Chemicals		3 423	2 824
5. Transport equipment		3 303	1 509
Merchandise Imports		2010 Imports	2014 Imports
(US\$ million cif) WTO		US\$ 60 911m	US\$ 54 330m
Top 5 suppliers (countries supplying imports)			
2010	2014	% of total 2010 imports	% of total 2014 imports
1. Russia	EU 28	Russia: 36%	EU 28: 39%
2. EU 27	Russia	EU 27: 31%	Russia: 23%
3. China	China	China: 8%	China: 10%
4. Belarus	Belarus	Belarus: 4%	Belarus: 7%
5. US	US	US: 3%	US: 4%
Top 5 categories of imported items: US\$m (the top 5 are based on the top 5 in 2014)			
1. Fuels		19 602	15 116
2. Chemicals		8 629	9081
3. Transport Equipment		3 652	2 605
4. Textiles		1 089	1 170

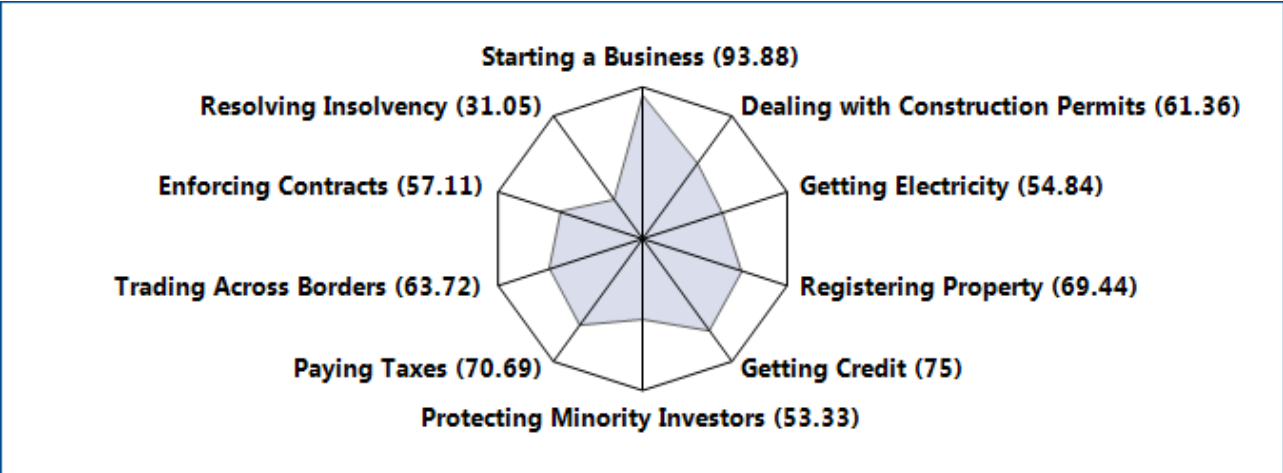
5. Telecommunications equipment	: 1 444	1146
Services Trade		
(source: WTO)	Ukraine	
	2010	2014
Services		
- Exports (US\$m)	16 466	14 478
- Imports (US\$m)	11 679	11 817
Services Exports (%)	% share	% share
- Goods-related	--	11
- Transport	47	42
- Travel	23	11
- Other	30	36
Services Imports (%)	% share	% share
- Goods-related	--	1,2
- Transport	31	24
- Travel	32	43
- Other	37	32

Sources: WTO, EU, UNECE, UN

3.3 BUSINESS ENVIRONMENT

Assessing the business environment and how conducive it is to business development and to gender equality will help to determine the extent to which local business people (men and women) may be able to take advantage of the potential opportunities offered by the AA/DCFTA.

In the 2015 World Bank *Doing Business* Report, Ukraine ranked 83 of 189 countries, an improvement from 87th the previous year. Given the conflict and upheaval in the country, this is a good achievement. The chart below shows the 'distance to the frontier' for the indicators used in the report; 100 is the best score. Ukraine is strongest in ease of starting a business, getting credit and paying taxes (some business people would disagree, according to interviews for our study and to the WEF survey below). It is weakest in bankruptcy issues, protecting minority investors, getting electricity and building permits and enforcing contracts. It also scores poorly on trading across borders (ranking 109), due mainly to onerous documentary procedures.



Ukraine has improved its **WEF Global Competitiveness Report** rankings. In 2015, Ukraine ranked #76 of 144 countries, with a score of 4,1 out of 7 (best).³² In 2011 (earliest data), it ranked #82, scoring 4,0. In the 2015 World Economic Forum Global Competitiveness Report survey, business people were asked to select the five most problematic factors for doing business and to rank them 1 (most problematic) to 5. The responses were weighted according to their rankings, as follows.

The most problematic factors for doing business in Ukraine	
Corruption	17.8
Policy instability	14.0
Access to financing	13.9
Government instability/coups	10.5
Inefficient government bureaucracy	8.8
Inflation	8.0
Tax rates	7.7
Tax regulations	4.3
Foreign currency regulations	4.1
Restrictive labour regulations	3.4
Insufficient capacity to innovate	1.8
Crime and theft	1.7
Inadequate supply of infrastructure	1.7
Poor public health	1.1
Inadequately educated workforce	0.8
Poor work ethic in national labour force	0.6

Ukraine's ranking in **Transparency International's Corruption Perception Index** worsened in 2014 to 142 of 174 countries, versus 134 in 2010. However, its score of 26 (100 is best) was similar to previous years.

While elimination of corruption was seen as a main objective of the EuroMaidan protests, nearly half of respondents said they believe corruption has remained at the same level, while 32 percent said it has increased, according to a Kyiv International Institute of Sociology (KIIS) / Ilko Kucheriv Democratic Initiatives Foundation (DI) survey.³³

³² World Economic Forum (2010-2015). *Global Competitiveness Reports*. <http://reports.weforum.org/global-competitiveness-report-2015-2016/competitiveness-rankings/>

³³ Franck Düvell and Irina Lapshyna (15 July 2015), *The EuroMaidan Protests, Corruption, and War in Ukraine: Migration Trends and Ambitions*, available at <http://www.migrationpolicy.org/article/euromaidan-protests-corruption-and-war-ukraine-migration-trends-and-ambitions>

3.4 BRIEF SOCIOECONOMIC AND GENDER EQUALITY PROFILE

Ukraine has a population of 42 million people, 54% women, 46% men (*see table below*). Due to the conflict and loss of territory, the population has declined. The employed population in December 2014 (18m) was 2m people smaller than in December 2013, and by mid-2015 it had slid further to 16,4m, even though the unemployment rate remained fairly steady around 10%. Ukraine's labour statistics are poor for recent years, and a full set of consistent sectoral data for 2014 was unavailable.

Agriculture represented 12% of GDP in 2014 and 20% of employment (2013). 20% of employed females and 21% of males worked in agriculture, compared to 30% and 37%, respectively, in 2010. The gender wage gap in agriculture was 12%, vs 23% economy-wide.

*"Ukraine has tremendous agricultural potential and could play a critical role in contributing to global food security. This potential has not been fully exploited due to depressed farm incomes and a lack of modernisation within the sector. The establishment of a legal framework for secure land ownership, development of an efficient registration system, and free and transparent land markets [...] could facilitate agricultural development in Ukraine."*³⁴

Industry and energy accounted for 25% of GDP in 2014 and 25% of employment (72% of employees were men, 28% women). 35% of employed males and 14% of employed women worked in this sector in 2013. In manufacturing alone, women made up 37% of employees. The gender wage gap was 25%, reflecting possibly the high percentage of production-line workers in the textile (80%) and food (70%) sectors. Textiles and apparel ranked highest in female ownership (50% of garment firms), top managers (55% of garment firms), and proportion of full-time, permanent female workers (76%). Food was second (9%, 17%, 64%, respectively).

Services comprise 63% of GDP and employs 55% of the working population, 58% women and 42% men. The rate is probably higher, when informal employment is taken into consideration. 45% of employed men and 66% of employed women worked in Services. About 11% of employed men worked in construction and 14% in commerce and vehicle repair. 20% of women worked in commerce and vehicle repair (57% of the total employed in that subsector). Nearly a quarter of women were employed in health, education and social work, compared to just 6% of men. Even so, the wage gap was 9% in education and 10% in health. Other areas where women were measurably more prevalent were hospitality; financial services; and arts, entertainment and recreation. The wage gaps in these subsectors were 15%, 33% and 38%, respectively.

³⁴ World Bank 2014, *Ukraine Overview*

Table 2
Ukraine Trade-Related Socioeconomic and Demographic Indicators
(2014 data exclude Crimea & Sebastopol; 2013 and previous data include them)

	2010	2014
Population: total # IMF , World Bank	45 598 000	42 831 000
% females (ECE)	54%	54%
% males (ECE)	46%	46%
Employed population # (IMF) [<i>Economically Active below</i>]		18 073 300 <i>(fell to 16 407 500 mid-2015)</i>
-Females (number and %)		<i>See below: Overall Employment 2013</i>
-Males (number and %)		"
Global Gender Index (WEF, 2014 Report). Combines health, education, economic and political participation data. 1=equality	#63 0,6869	#56 0,7056

Gross Domestic Product (IMF)	2010	2014
GDP (US\$m current)	136 011	130 660
Real GDP Growth Index: 2010=100	100	98
GDP PPP basis, US\$ current	351 656	371 812
GDP per capita PPP-basis (US\$ current intl)	7712	8680
GDP & Employment Structure (ILO, World Bank)	2010	2013
Overall Total Employment in 2013 (ILO, 2013)		20 404 100
- #, % females		9 847 600 (48%)
- #, % males		10 556 500 (52%)
Agriculture, Forestry, Fishing % of GDP (current PPP)	8%	12% (2014)
-Total employment #		4 082 800
% of total employment in the economy (ILO)	15%	20%
-#, % females in total agriculture, forestry, fishing employment	30% of employed females	1 896 700 (46%)
-#, % males in total agriculture, forestry, fishing employment	37% of employed males	2 186 100 (54%)
Industry & Energy, % of GDP	31%	25% (2014)
-Total employment #	3 461 500 ³⁵	5 061 400
% of total employment in the economy (ILO)	17%	25%
- #, % females		1 398 400 (28%)
- #, % males		3 663 000 (72%)

³⁵ www.ukrstat.gov.ua/

<i>of which:</i>		
- Mining and quarrying (20% women, 80% men)		638 400
- Manufacturing		2 572 400
- #, % females		957 600 (37%)
- #, % males		1 614 000 (63%)
Services, % of GDP	60%	63% (2014)
-Total employment #		11 259 900
% of total employment in the economy (ILO)	68%	55%
- #, % females working in Services		6 552 500 (58%)
- #, % males working in Services		4 707 400 (42%)

Economic Activity Indicators (WEF 2014 and 2010 <i>Gender Gap Reports</i> , IMF, ECE, ILO)		
	2010	2014
WEF Economic Participation & Opportunity Index	0,707	0,748
WEF Ranking	#43	#31
Economically Active Population # (ILO 2013)		21 980 600 (2013)
- #, % female participation rate (of females aged over 15)		10 500 900 (59%)
- #, % male participation rate (males aged over 15)		11 479 700 (72%)
Economic Activity Rate (% of females, males aged 15-64 that are actively employed or seeking employment) WEF	F: 62% M: 72%	F: 63% M: 73%
Economic Activity Rate: male : female ratio WEF 2014	0,86	0,86 #49
Self-employment rate (% of employment)		
Self-employed females (% of total employed females) ³⁶	20.1% (2011)	13.8%
Self-employed males (% of total employed males) ³⁷	18.5% (2011)	17.2%
Part-time employment (% of total female, male employment), WEF 2014		
Unemployment rate (%) ILO		10%
Female unemployment (% of economically active females) ³⁸	6,8%	8%
Male unemployment	9,3%	11%
Rural unemployment ³⁹	7,1%	9,5%
Urban unemployment ⁴⁰	8,6%	9,2%
Youth unemployment		18%
Women employed in non-agricultural sector, as % of labour force WEF	F: 55%	F: 50%

³⁶ <http://data.worldbank.org/indicator/SL.EMP.SELF.FE.ZS>

³⁷ <http://data.worldbank.org/indicator/SL.EMP.SELF.MA.ZS>

³⁸ http://www.ukrstat.gov.ua/operativ/operativ2010/rp/eans/eans_u/rbrn_rik10_u.htm

³⁹ www.ukrstat.gov.ua/operativ/operativ2014/rp/eans/eans_u/rbrn_rik14_u.htm

⁴⁰ www.ukrstat.gov.ua/operativ/operativ2014/rp/eans/eans_u/rbrn_rik14_u.htm

Informal employment overall	-	2 867 600
Females	-	1 230 100
Males	-	1 637 500
Informal employment as % of non-agric. employment WEF	-	49%
Informal employment in agriculture	-	
Remuneration gap (ratio of est. female-to-male earned income) PPP US\$ for females and males (WEF) ⁴¹	0.59	0.65
Wage equality ratio Survey Score: 7=equality; Rank: WEF 2014 report	4,30	4,85 #46
Gender wage gap (ILO, ECE)	22%	23%
% women, men w/ acct at formal fin. inst. WEF	-	F: 39 M: 44
Ability of women to rise to senior positions in business (7=best score) WEF Survey 2014	4,45	4,7
% firms w/female top managers WEF	-	19%
% firms w/female participation in ownership WEF	-	31%
% female share of employment in senior and middle management		40%
Professional & Technical Workers Female (% of total), Male (%) F:M ratio (1=equality), WEF Rank	R: 64% M: 36% R: 1,77	F: 64 M: 37 R: 1,74 #10
Decision-makers (WEF) (Legislators, Senior Officials, Mgrs) Female (% of total), Male (%), F:M ratio Rank 2014	F: 39% M: 61% R: 0,63	F: 40 M: 60 R: 0,66 #24
Judges: % female	-	-
Parliamentarians % females & males (WEF)	F: 8% M: 92%	F: 10% M: 90%
Ministers % females & males (WEF)	F: 4 M: 96%	F: 14% M: 86%
Literacy rate % , WEF	F, M: 100	F,M: 100
Enrolment in secondary education (WEF) Female (% of total females of secondary age), Male (% of total males of secondary age)	F: 85 M: 84 R: 1,01	F: 86 M: 85 R: 1,01

⁴¹ www3.weforum.org/docs/GGGR14/GGGR_CompleteReport_2014.pdf (page 358)

F:M ratio		
Enrolment in tertiary education (WEF) Female (% of total females of tertiary age), Male (% of total males of tertiary age) F:M ratio	F:88% M: 71% R: 1,25	F: 85 M: 74 R: 1,15
Science, technology, engineering, maths graduates: % female, male (WEF)	-	F: 30 M: 70
% female, male PhD grads (WEF)	-	-
Healthy- life expectancy (years) (WEF)	F: 64 M: 55	F: 67 M: 59

3.5 EU-UKRAINE TRADE RELATIONS

In 1998, the EU and Ukraine adopted a Partnership and Cooperation Agreement (PCA) providing a comprehensive framework for cooperation and trade. In 2008, negotiations started on a new Association Agreement, including a Deep and Comprehensive Free Trade Area. After some starts and stops, the AA/DCFTA was signed in mid-2014, replacing the PCA. The Agreement will go into effect on 1 January 2016, assuming all EU members submit their ratification instruments to Brussels. The DCFTA covers trade in goods and services including tariff elimination or reduction over a maximum of 10 years. The DCFTA also further opens services markets beyond WTO commitments, and improves establishment conditions for investors.

Key Facts: EU-Ukraine Association Agreement

Date of Signature: 27 June 2014

Date of Provisional Entry into Force: Association Agreement: 1 November 2014 (following ratification by Ukraine and the European Parliament on 16 September 2014). The AA will go fully into effect after all 28 EU members ratify it (they had reportedly done so by 20 November 2015, but several still had to submit paperwork to Brussels).

DCFTA (Title IV of the AA): On 1 January 2016 the DCFTA will take over the process of market access liberalisation started with the EU's 23 April 2014 unilateral tariff cuts - the Autonomous Trade Measures (ATM) .

Full implementation: Ukraine has a 10-year transition period until 1 January 2024.

The EU-Ukraine Association Agreement is composed of 7 Titles, 486 Articles, 44 Annexes and 3 Protocols.

The **Association Agenda** is the tool for preparing, monitoring and evaluating Ukraine's implementation of the AA, as well as progress in political association and economic integration. As of October 2015, ten short-term priorities had been established as crucial for progress: reforms relating to the Constitution, judiciary, electoral laws and legislation, fight against corruption, public administration, energy, deregulation, public procurement, taxation and external audits.

Ukraine's exports to the EU totalled €14 billion in 2014 (up from €12bn in 2010). The fastest growing categories have been food products (€4bn, accounting for almost 30% of the total and growing more than 20% per year), chemicals (€0,6bn, up 4% p.a.), machinery (€1,4bn, up 2% p.a.), and textiles/clothing (€0,4bn, up 1,2% p.a.). Fuels sales to the EU totalled €2,5bn in 2014 and had been declining 6% p.a. on average. All the others totalled €4,6bn (rising 1% p.a. since 2010).

In 2014, **EU exports to Ukraine** totalled €17m (about the same as in 2010, but down significantly from €24bn in 2012 and 2013). The main growth areas were fuels (€2bn, up 14% p.a. since 2010), food products (€1,9bn, up 2,4% p.a.) and chemicals/pharmaceuticals (€3,7bn, up 1,4% p.a.). Others, while sizeable, had been showing declines: machinery (€4,9bn, down 4% p.a. since 2010), textiles/clothing (€0,9bn, down 0,4% p.a.) and all others (€3,5bn, down 4% p.a.).

So, Ukraine's recent best performers have been food/agrifood, chemicals and machinery, while the EU's have been fuels, food and chemicals.

At present, the official simple average tariff on EU imports from Ukraine is 24% . Ukraine's simple average MFN import duty for agricultural goods is 10,9% (9,2% applied rate) and 5% for non-agricultural goods (3,7% applied rate). The EU's respective rates are 12% and 4%.

Key gains for Ukraine in Goods exports to the EU market

Under the DCFTA, tariffs will be eliminated in all but a few areas. Most industrial tariffs will fall to zero immediately, including textiles/clothing (except for used clothes). The main exception is a 10-year phase-out for duties on used clothing and vehicles (European cars had a 13% market share Ukraine in recent years). Agriculture features more exceptions with multi-year phase-out periods. For example, the EU is protecting a variety of food products with a mixture of tariffs, levies and tariff-rate quotas (thresholds for duty-free imports). Still, Ukraine will benefit from the duty-free quotas, and it will have a chance to renegotiate them down the track.

Many of the tariff cuts will benefit existing export sectors (e.g., food, machinery, textiles), giving them a competitive boost. Many of Ukraine's exports to the EU were already benefitting from duty-free Most-Favoured Nation (MFN) status following Ukraine's WTO accession in 2008. Many were also benefitting under the Autonomous Trade Measures programme operating since 2014.

Key gains for the EU in Goods exports to Ukraine

The EU was already benefitting from duty-free MFN status before the DCFTA was signed. EU exporters will increase their price competitiveness in a number of areas, including segments in which they are already exporting sizeable amounts to Moldova (vehicles, food, chemicals/pharmaceuticals), and in consumables and industrial intermediates.

Services Trade Opportunities

When it joined the WTO in 2008, Ukraine offered extensive commitments in 137 of 155 services sectors/subsectors (compared with the EU's 130). The FTA consolidates these with further regulatory, competition and procurement sections focusing on implementation of transparency and other internationally agreed good practices. The EU has offered concessions improving on its WTO Services commitments (the benchmark), mostly by expanding the scope and removing obstacles to commercial establishment in a number of sectors. Overall, though, the EU regime remains more restrictive than Ukraine's - reflecting its 28 members' individual limitations on national treatment and market access.

Individual Service Suppliers ('Contractual' and 'Independent')⁴²

It is worthwhile to list the EU's and Moldova's commitments relating to contractual service suppliers (CSS) and independent professionals, as **these are among the fastest-growing 'temporary mobility' segments** (apart from the transfer of employees to operate local operations of international companies, an area that is not as highly restricted since it is linked to commercial presence).

"The **(EU) Parties** shall allow the supply of services into their territory by **contractual services suppliers** of the other Party through presence of natural persons, subject to the conditions specified in Article 217(1) of this Agreement, in the following sub-sectors:

1. Legal services in respect of public international law and foreign law (i.e. non-EU law)
2. Accounting and bookkeeping services
3. Taxation advisory services
4. Architectural services, urban planning and landscape architectural services
5. Engineering services, integrated engineering services
6. Computer and related services
7. Research and development services
8. Advertising
9. Management consulting services
10. Services related to management consulting
11. Technical testing and analysis services
12. Related scientific and technical consulting services
13. Maintenance and repair of equipment in the context of an after-sales or after-lease services contract
14. Translation services
15. Site investigation work
16. Environmental services
17. Travel agencies and tour operator services
18. Entertainment services.

The Parties shall allow the supply of services into their territory by **independent professionals** of the other Party through presence of natural persons, subject to the conditions specified in Article 218(2), in the following sub- sectors:

1. Legal services in respect of public international law and foreign law (i.e. non-EU law)
2. Architectural services, urban planning and landscape architecture
3. Engineering and integrated engineering services
4. Computer and related services
5. Management consulting services and services related to management consulting
6. Translation services. "

Ukraine made even more generous commitments, extending the 18 areas in the first part to *both* contractual service providers and independent professionals.

⁴² *Contractual service suppliers* are company employees - or contractors - who are sent by their company to fulfil a contract abroad. *Independent professionals* are self-employed specialists who fulfil a contract with an end-consumer in another country. The DCFTA sets the conditions (eg, qualifications, stay, etc) for contractual service suppliers and independent professionals, respectively.

Conclusion on Services: The commitments offer both sides interesting opportunities in Services trade and investment. For Ukraine, these could include new EU business related to tourism, professional services, computer-related services, transport and distribution (including franchising EU brands), and possibly others as capacity and skills are built up. For the EU, clear opportunities exist in the Ukrainian services sector, including through cross border trade (e-commerce) and investment. The main issues for movement of services professionals will remain licensing requirements and recognition of qualifications. These tend to involve bilateral rather than regional procedures in the EU context.

3.6 POTENTIAL IMPACTS ON UKRAINE'S TRADE AND BUSINESS DEVELOPMENT

Impact analyses

Quantitative analyses (but none so recent and comprehensive as the 2011 Ecorys/CASE studies done for Georgia and Moldova) reveal that under a variety of long-run scenarios (e.g., DCFTA and DCFTA minus Russia FTA), the cumulative effect on GDP would be strongly positive; exports and imports would grow an extra 2-6%; wages of unskilled and skilled labour would rise 6-12%; and 3-4% of unskilled labour, and 2% of skilled labour would shift to another sector.⁴³

An inequality analysis using a CGE micro-simulation model revealed only small distributional effects. *"This might be explained by the fact that the biggest reduction of Ukraine's import tariffs was done when the country joined the WTO, resulting in an already low level of protection even before the establishment of the EU-Ukraine FTA."*⁴⁴ A 2007 Ecorys/CASE exercise (before Ukraine joined the WTO but including expected WTO outcomes) showed cumulative long-run welfare gains of 5%, and skilled and unskilled wage gains of 4 and 5%, respectively.⁴⁵

According to the Kiev modelling, the main sectoral 'winners' in Ukraine would be agriculture/agrifood, light industry, electrical equipment, and wholesale/retail activities. Iron/steel and transport equipment might not fare as well.² The Ecorys/CASE study showed positive impacts in agriculture, metallurgy, machinery and electrical equipment, textiles/clothing and wholesale/retail activities.

Ukrainian **food, consumer goods and industrial intermediates producers** may confront additional competition from EU products in terms of price, quality and choice. Consumers will benefit from greater competition in price, quality and choice, though in some areas, food prices may rise due to stricter hygiene rules.

⁴³ Institute for Economic Research and Policy Consulting, Kiev, 2014

⁴⁴ Frey, M. Institute for East and Southeast European Studies and University of Regensburg, Germany (no date), unpublished paper, *The Effects of the EU-Ukraine FTA: An Inequality Analysis Using a CGE-Microsimulation Model for Ukraine*

⁴⁵ EU, Ecorys/CASE (Dec. 2007). *Trade Sustainability Impact Assessment for the FTA between the EU and Ukraine*, available at http://trade.ec.europa.eu/doclib/docs/2008/january/tradoc_137597.pdf

Sectors that should benefit directly and indirectly in the long run

New or expanded business and trade opportunities with the EU and/or other countries may arise from Ukraine's easier access to EU markets, from inbound EU investment, from cheaper EU imported inputs and other products, and from improved SPS and technical regulation measures and management. In fact, the SPS, TBT and Trade Facilitation improvements will have the most beneficial impact on Ukraine's long-term trade prospects.

Sectors that should benefit from the DCFTA <i>(not just from exports but from indirect effects as well)</i>	
Agriculture and agro-processing Live animals, meat Grains/cereals Sunflower seeds/oils Sugar Some niche fresh foods (fruits, vegetables) Some processed foods Some beverages (wine, juice, etc.)	Services: Professional services (legal, accounting, bookkeeping, engineering, advertising, translation, management consulting services) Computer-related services, including IT Research and development services, including scientific R&D and other innovation Testing and analysis services Repair and after-sales-service services Construction services Distribution services (retail, wholesale, commission agent, franchising) Environmental services Financial services (insurance, banking, etc.) Tourism-related services Transport & logistics services (air, road, rail)
Manufacturing Textiles and apparel Machinery and electrical equipment, incl. intermediates Metals Some niche areas (e.g., vehicle parts, certain chemical products)	

Sensitive sectors that may decline, at least temporarily

The analyses identified segments expected to be sensitive to import competition, or otherwise challenged by the Agreement (e.g., by the cost of complying with the new rules and regulations). Some segments may decline only temporarily; they may be able to rebound if they can put in place the necessary quality and other controls and systems required under the AA/DCFTA, and if they engage in innovation.

Sectors that may face challenges due to the DCFTA <i>(some sectors that benefit above may also face pressures; they are listed here)</i>	
Agriculture and agro-processing Live animals, meat Sugar Some fresh foods Some processed foods and beverages	Manufacturing Textiles and clothing Electronic and IT products Motor vehicles (phased-in liberalisation) Machinery & equipment, incl. industrial intermediates Pharmaceuticals Miscellaneous consumer goods

3.7 TRADE-AND-GENDER ISSUES: EU-UKRAINE DCFTA

3.7.1 Production and employment effects

How women's and men's employment is affected by the DCFTA will depend on the composition of the labour force in the sectors that present opportunities for growth and in the sectors that are sensitive to import competition. The negative impacts arise more frequently where import competition is particularly strong in segments employing a large number of women and where employment prospects in growth sectors are limited.

Composition of the work force

Females are very active in the services sector, particularly in social services (health, education, welfare), public service, commerce (wholesale/retail), beauty salons, design/tailoring, cleaning, hospitality, catering, tourism, translation, accounting and bookkeeping, consulting, real estate, etc. In agriculture, they are most active in horticulture and dairy. In manufacturing, they are most numerous in textiles and clothing (76% of permanent full-time employees), food (64%), chemicals (44%), machinery and equipment (29%), and 'other' manufacturing (36%).

"In the manufacturing sector, females are rarely in decision-making positions, despite gender-equality efforts including legislation, programmes and quotas. On average, women earn 25-30% less than men in similar posts.⁴⁶" (NGOs Ukrainian Marketing Association, Ukrainian Women's Fund, Women's Consortium of Ukraine, Women's Perspectives). Reports show that - overall - nearly one fifth of firms have women in senior management, and females own one third of enterprises with less than 50 employees. The indicators below show that Ukraine has made some advances in the past five years, particularly when a variety of gender-related factors are combined. However, individual areas, such as the wage gap, need dedicated attention.

Trade- and Business-Relevant Gender Indicators	2010	2014
Global Gender Index (WEF, 2014 Report). Combines health, education, economic and political participation data. Rank: out of 144 countries Score: 1=equality	#63 0,6869	#56 0,7056
Wage equality ratio Survey Score: 7=equality; Rank: WEF 2014 report	4,30	4,85 #46
Gender wage gap (ILO, ECE)	22%	23%
Ability of women to rise to senior positions in business (7=best score) WEF Survey 2014	4,45	4,7
% firms w/female top managers WEF	-	19%
% firms w/female participation in ownership WEF	-	31%
Professional & Technical Workers Female (% of total), Male (%) F:M ratio (1=equality), WEF Rank	R: 64% M: 36% R: 1,77	F: 64 M: 37 R: 1,74 #10
Decision-makers (WEF) (Legislators, Senior Officials, Mgrs) Female (% of total), Male (%) F:M ratio Rank 2014	F: 39% M: 61% R: 0,63	F: 40 M: 60 R: 0,66 #24

⁴⁶ NGOs' observations: Ukrainian Marketing Association, Ukrainian Women's Fund, Women's Consortium of Ukraine, Women's Perspectives

Men are most prevalent in politics, information technologies (IT), engineering, metallurgy, machinery, energy, fuels, mining, security and military, transport, science-based sectors. "Some men are entering service subsectors like commerce, food, design [...] but this is at the embryonic stage since gender stereotypes still hold that these are women's activities."¹⁵

Growth and sensitive sectors

As shown in the tables above, the main **beneficiaries of the DCFTA** are projected to be agriculture and agro-processing, textiles/apparel, machinery and electrical equipment, some metals and niche chemicals and other production areas; and a long list of services. The areas that will come under the strongest **competitive pressures** will also be agriculture and food, clothing, machinery and equipment, pharmaceuticals, consumer goods, and eventually motor vehicles. The services sector - except possibly financial services - is not expected to suffer setbacks as a result of the DCFTA.

Basically, this means that opportunities and threats will arise within the same broad sectors, and will be driven by similar factors - the need to innovate, meet rigorous quality and technical standards, produce sufficient exportable surpluses, and manage the whole adjustment process efficiently. Those that undertake this rather time-consuming and costly upgrading will be able to find markets - even niche markets - in the EU. Those that do not may find other outlets (e.g., in traditional markets), but their growth prospects may be limited over the longer term.

For the growth sectors: women are most well represented in agriculture (especially horticulture), food processing, textiles/apparel, chemicals and many of the services areas presenting opportunities. Men are in agriculture (especially in the larger-scale crop and livestock activities), agro-processing, machinery, metals and chemicals, fuels, and in a number of the most promising services areas.

For the sensitive sectors (those challenged by tariff cuts and increased EU competition): **women** are most present in the sectors of agriculture, food, clothing and some consumer goods. **Men** are also prevalent in the sectors of agriculture and food, machinery, chemicals, transport equipment, and some consumer goods (e.g., furniture). Segments of these areas may find it difficult to compete with lower-priced, higher-quality EU imports. A few (e.g., vehicles) will benefit from the 10-year tariff phase-out. In some areas, adjustments may be harsh, given the combined impacts of the conflicts and the trade opening (though imports from the EU tend to decline in rough times).

Agriculture, some areas of agro-processing, textiles/apparel, possibly some niche labour-intensive industrial segments, and Services will offer the most employment opportunities over the longer term. The more capital-intensive production activities will only become more so. (Agriculture, too, is becoming more automated.)

The nature of employment, and the skills and aptitudes required, will change. The modelling referred to earlier indicated that the shift to other sectors would affect up to 4% of the labour force, especially the less-skilled workers. The industrial restructuring and adjustment process is likely to have negative social effects in the short run (as people seek work in growth sectors); the projected employment increases will be more notable in the long run. In addition, growth potential will spur investment, entrepreneurship and self-employment in some sectors; this should have positive effects on incomes and poverty reduction in the long run. Reports also indicate that changes in the energy sector and in the energy mix could have potentially large and beneficial social effects on employment, poverty, safety and health issues.

The AA's strong focus on regulatory approximation and implementation of good practices will encourage an overall improvement of working conditions, health and safety standards. The increased employment opportunities, higher wages and improved quality of work may help **reduce migration abroad**, particularly illegal migration and trafficking of women. This would improve the situation of some of the weakest groups, such as low-skilled workers and the uneducated, and would have important social benefits as well.

Agriculture has long underpinned the economy, comprising 12% of GDP and 30% of employment, and contributing directly to one third of Ukraine's exports (including agro-processing). Most poverty in Ukraine is concentrated in the rural agricultural areas. Modelling of DCFTA outcomes for the agricultural sector predicted both employment and wage growth, more pronounced in the long run. This implies poverty can be reduced, both in depth and in breadth, also through flanking policy measures. The positive effects would be most noticeable in the cereals, meat and animal fats and fruits sectors. Harmonisation of technical standards would further enhance agricultural performance, leading to further poverty reduction. Since the lowest incomes are found in the rural areas and agricultural sector, improvement of employment and wages could contribute to an improved Gini coefficient – depending on the size of these effects. Improvement of the Gini coefficient depends most crucially on issues such as tax and education systems, ownership structures and factor returns.

Increased job opportunities may result in more people ‘returning’ to the official labour market. On the other hand, in companies where more people are employed than strictly necessary, growth may not immediately translate into new jobs, but - ideally - into better use of the existing workforce. In addition, in certain sectors the DCFTA will not substantially change the direction of ongoing structural and modernisation processes. Thus, for instance, in the long run the total number of jobs in the agricultural sector may decrease, as the sector is modernised and becomes more efficient, and as employment shifts from agriculture to manufacturing and services.

3.7.2 Supply-side gender-related constraints

*Women's and men's ability to take advantage of new economic opportunities generated by the DCFTAs will depend heavily on their **access to and control over education, assets and resources**. Challenges for business people typically include access to land, credit, market information and opportunities, inputs (goods and services), technology, skills, SPS/TBT support, and reliable infrastructure, including testing facilities. While these challenges are common for all business people, they tend to be more constraining for women, who have the added constraint of finding childcare and time to do housework.*

Challenges Facing Female Entrepreneurs in Ukraine

With the changing economic and employment opportunities in **Ukraine**, women and men have different motivations for starting their own business. Women mostly got into entrepreneurship because they were more challenged by the unemployment that arose when other sectors collapsed in the 1990s: research and educational institutions, state enterprises, collective farms, public service, etc. Women initially registered as entrepreneurs for social security and insurance purposes (registration is important for pension). Later, the motivation changed in favour of independent employment and avoidance of discrimination based on age, family status, etc.

Women entrepreneurs are registered in the category of self-employed physical entities (5 categories of taxpayers depending on the size and type of economic activities) with or without hired employees; or legal entities (firms, companies). In Ukraine, women’s businesses tend to be smaller than those run by men, though they often in time steadily turn into more sustainable small and medium-size businesses.

One of the motives that women start small businesses is because they need to balance work and family responsibilities; they are still expected to do most of the house and family duties. The situation tends to be more equal in family businesses.

Various studies highlight the differences between the small or middle businesses operated by women and men:

Women entrepreneurs concentrate more in the Services sector: tourism, hospitality, hotels, restaurants, catering, retail trade, real estate, tailoring, beauty/hairdressing, education and arts (language, painting, fitness courses, pre-school preparing, coaching, etc.), translation, consulting, accounting, research,; child-and-elderly care services, housecleaning, international projects in Ukraine.

As for agriculture, women are rather active in small family farming (dairy, horticulture and herbs (value-added is

not developed appropriately yet, though there are some successful stories).

Male SME entrepreneurs are found more in IT, construction, engineering services; transport services (including gas-stations, car repairing, taxi, passenger and freight transport, etc.), wood, furniture production. As medium-sized entrepreneurs, men are more prevalent in law firms, trade (supermarkets), manufacturing businesses..

Needs: Currently, women need to strengthen their skills in entrepreneurship, management, finances, planning, marketing, communication with domestic and foreign partners, foreign languages, legal issues, IT, etc.

Source: Local consultant's interviews with NGOs: Ukrainian Marketing Association, Ukrainian Women's Fund, Women's Consortium of Ukraine, Women's Perspectives

The following tables prioritise the key issues facing women in particular, and are based on field interviews.

Women's access to and control over land, credit, market information, inputs, technology, skills and infrastructure

1. Access to land:

Key issues in access to land	Priority (H, M, L)	Urgency (H, M, L)	Potential Impact (H, M, L)
Land reform (moratorium on land selling; local citizens are limited in purchasing the local land). Titling, certification reforms required.	H	H	H
Land privatisation (time-consuming procedures; bulky portfolio of documents, difficult access for rural citizens to privatisation offices and other services)	H	H	H
Capacity to process/use or work on the land (Many women, though they received their land share, do not have capacity to use the lands, so they lease their shares to other landholders for up to 50 years and get leasing fees.)	M	M	H

2. Access to credit, trade credit and financial services in general:

Comment: Women do not face particular constraints legally. The main problem is that the credit system is frozen due to banking system problems. Micro-credits and consumer credits are not available at present.

Key issues/constraints in access to finance	Priority (H, M, L)	Urgency (H, M, L)	Potential Impact (H, M, L)
Collateral, high interest rates, terms	H	H	H
Taxation and reporting	H	H	H
Untransparent changes in system of permits, other regulations	H	H	H
Cost of administrative and fiscal services	H	H	H

3. Access to infrastructure (water, sanitation, energy/electricity, transport, telecommunications, internet, etc.)

Key Issues/Constraints in access to infrastructure	Priority (H, M, L)	Urgency (H, M, L)	Potential Impact (H, M, L)
Unreliable and difficult access to water, gas, electricity,	H	H	H
Access to internet communication is poor, esp. in rural areas	H	H	H
Bad transport and roads	H	H	H

Administrative constraints, lack of transparency	H	H	H
Complicated requirement to register and annually re-register goods and services	H	H	H
Corruption	H	H	H
High prices of basic infrastructure services	H	H	H
Very poor social infrastructure in rural areas, including small towns, villages (no schools, hospitals, food stores in remote areas)	H	H	H

4. Access to Quality Infrastructure: ⁴⁷

Sanitary and Phytosanitary testing and conformity assessment facilities and services (SPS infrastructure). Technical Regulations, Standards and related testing and conformity assessment facilities and services (TBT)

Key Issues/Constraints in access to Quality Infrastructure (SPS/TBT)	Priority (H, M, L)	Urgency (H, M, L)	Potential Impact (H, M, L)
Complicated and time-consuming procedures	M	M	M
Getting information on the requirements (SPS, Technical reg., standards)	H	H	H
Changing standards	H	H	H
Access to accredited testing facilities	H	H	H
Dealing with inspectors	M	M	M
Corruption	M	M	M
Cost of meeting requirements	M	M	M

5. Access to relevant education and skills building

Comment: Beside relatively low remuneration, women often have to deal with work overload (two-shift workdays, 6-day working week), on top of finding childcare and managing households. In addition, the double workload interferes with women's continuing education; being limited in time, women go to short courses (for accountants, hairdressers, etc.) and therefore only get skills for low-paid work.

Key Issues/Constraints in access to education, skills	Priority (H, M, L)	Urgency (H, M, L)	Potential Impact (H, M, L)
Gap between education and market- needs and expectations	H	H	H
Poorly sequenced secondary transition to higher education. Graduating from schools does not guarantee enrolment in higher education. Vocational school students are deprived of equal access to higher education, as their studies are not considered valid for being enrolled.	H	H	H
Financial constraints (major problem)	H	H	H
Society stereotypes related to women's choices of educational spheres	M	M	M
Low quality of educational services	M	M	M
Educational reforms are slow and not transparent (people are unaware of the conditions ensuring access to continuing education)	M	M	M
Inadequate legislation and regulation	H	H	H

⁴⁷ The information is provided by the Ukrainian Marketing Association, Reodl, DSM, GUESS

Access to state education (budget-funded) has been significantly reduced; private education is expensive and not particularly relevant or of good quality.	M	M	M
Young women are limited in finances and rely on family and relatives, as they have no opportunities for getting education loans.	M	M	M

6. Skills deficits

Interviews with business people indicated the following areas where additional skills are needed in order for them to improve their competitiveness.

Agriculture: new agricultural and agro-processing techniques and technologies; ability to operate new equipment; ability to understand and deal with regulatory policy; marketing.

Manufacturing: new manufacturing technologies; ability to operate new equipment; ability to understand and deal with regulatory policy; marketing; IT expertise.

Services: services skills/techniques and technologies; internet applications; communications; ability to understand and deal with regulatory policy; marketing issues

Specific knowledge and skills required to take advantage of trade opportunities	Priority (H, M, L)	Urgency (H, M, L)	Potential Impact (H, M, L)
<i>General (based on interviews with business people)</i>			
Management and planning skills	H	H	H
IT	M	M	M
Marketing and market information	M	M	M
New technologies	M	M	M
Regulatory policy (especially to understand and meet EU requirements)	H	H	H
<i>For women in particular (based on interviews)</i>			
Entrepreneurship	H	H	H
Management	H	H	H
Finance	H	H	H
Planning	H	H	H
Marketing	H	H	H
Legal and regulatory issues	H	H	H
IT and computers, e-commerce, web utilisation, etc.	H	H	H
Communication with domestic and foreign partners, clients	H	H	H
Access to business and trade networks	H	H	H
Foreign languages	H	H	H

3.7.3 Consumption effects

The DCFTA's benefit for consumers, and particularly women as primary family care providers, will depend on (1) tariff cuts and EU investment translating into cheaper consumer goods, better quality and greater choice, and (2) whether the product areas featuring tariff cuts and potential investment constitute an important share in households' consumption baskets. The downsides could be higher prices of some items due to stricter regulatory compliance. The consumption effects would depend on these products' share in household budgets.

Modelling studies all revealed that the DCFTA would have positive long-run effects on household consumption, with projections ranging from 3,5-7% for households with 3 or more people and 4-9% for poor households, to 6-11% for rural families and 8-12% for urban families.

As noted in earlier sections, the DCFTA - and trade in general - are expected to lead to greater imports of consumables - food, apparel, etc. Tariff cuts, combined with additional supply, will generally lead to lower prices. However, due to stricter food- and consumer-safety requirements, some prices may rise. Because food typically accounts for a large percentage (up to 50%) of poorer households' consumption expenditure, higher food prices could have a particularly negative impact on the poor. This is an area that needs to be surveyed and monitored carefully, so that interventions to offset such social costs can be made in a timely fashion.

3.7.4 Revenue impacts of tariff cuts

Tariff cuts can negatively affect government budgets if customs duties form a significant portion of tax receipts. Lower spending can have gender impacts if it reduces public provision of social services like health, education, water, sanitation, energy and other infrastructure. The magnitude of effects will depend on revenue currently collected from tariffs, the relative importance of tariff revenue in budgets, and the government's options to compensate for any losses. At the same time, new business arising from the trade agreements may well produce higher tax revenues over the longer term.

Tariff duties make up about 4% of Ukraine's total tax intake. Part of this derives from EU imports.. Given the 10-year phase-out period for tariffs on sensitive products (2014-2024), imports from the EU will provide decreasing amounts of import duties for state coffers. This gradual approach means that the **impact on government revenues should be minimal**. Over the longer term, the reductions in duties are expected to be offset by tax income from increased consumption and higher business turnover, provided the conflict situation recedes.

3.7.5 Regulatory impacts of DCFTA

Regulatory reform is an increasingly important feature of trade agreements. The way it is managed can have important impacts on women and men, respectively, as well as on crosscutting areas such as the environment. Regulatory issues are in themselves crosscutting. For example, stronger competition and consumer protection policy can have a positive impact on trade and business development and on women and vulnerable groups, but this depends on how well the policies are applied and enforced in practice. Regulatory impact assessment (RIAs), monitoring and evaluation are important tools in this regard.

The extensive Approximation agenda will take up to 15 years to implement, though most of the work must be completed in the next five years. The DCFTA-related measures are an extension of WTO rules and international good practices, plus EU Directives, Regulations, etc. Being a WTO member since 2008, Ukraine should have already implemented many of the basics, such as the SPS/TBT measures. But it has not completed the task. The DCFTA gives additional impetus and urgency.

The positive and negative impacts will depend on how well the reform process and its aftermath are managed. The objectives are a fairer, more transparent administrative, trading, business, consumer and labour environment, and higher-quality products. However, if reforms are not well thought through, and the monitoring and enforcement mechanisms are weak, the benefits will not materialise. Determination and access to funding will play a major role, since both applying and complying with the new rules, regulations and good practices will be time-consuming costly for businesses as well as for government.

A key objective of the regulatory reforms is to **reduce corruption**. Articles 104-105 of the DCFTA, for example, illustrates how this can, in principle, be achieved by ensuring objective and impartial issuance of licences and permits. Each Party shall ensure that measures relating to licensing and qualification requirements and procedures are based on criteria that prevent authorities from acting in an arbitrary manner. Those criteria must be proportionate to a public policy objective; clear and unambiguous; objective; pre-established; made public in advance; transparent; accessible; and simple. Any fees should be transparent, reasonable and proportionate to the cost of the authorisation procedure.

Positives: These rules have clear public-good benefits.

Negatives: None.

Similarly, for **public procurement**, Article 151: "No later than six months from the entry into force of the Agreement, the Parties should comply with a set of basic standards, deriving directly from the EU's *acquis*, including the principles of non-discrimination, equal treatment, transparency and proportionality, for the award of all contracts."

Positives: This give the EU and Ukraine clearer rights in each other's markets. These will be bolstered by Ukraine's recent accession to the WTO Government Procurement Agreement.

Negatives: Ukrainian companies may find it difficult to compete against EU firms, unless Ukraine inserts a preference 'weighting' in its procurement law, either for locally owned companies in general, or for SMEs.

For **competition policy** (Chapter 10): Each Party is to maintain comprehensive competition laws which effectively address anti-competitive agreements, collusive practices and anti-competitive use of dominant market power, and provide effective control over market concentration. An independent authority is to enforce competition laws. Article 258 establishes disciplines on state monopolies, state enterprises and enterprises entrusted with special or exclusive rights. Article 263 requires that the parties ensure transparency in relation to subsidies and other state aid.

Positives: This is another check on corruption, vested interests and unfair business practices. It upholds WTO and other international rules and good practices. It particularly will benefit SMEs if it is applied properly in practice.

Negatives: None.

4. Additional information on the AA/DCFTA

This chapter introduces the Associations Agreements and the main trade-related and gender-related issues.

On 27 June 2014, the EU⁴⁸ signed Association Agreements (AAs) with Georgia, Moldova and Ukraine. The negotiation process had been underway since 2008-2010. Pending ratification by all parties, the Agreements have been in effect provisionally since September 2014 (1 November 2014 for Ukraine). As of mid-December 2015, all Parties had reportedly ratified the Agreements, but a few still had to deposit the instruments in Brussels. The European Parliament ratified the AAs between September and December 2014, Georgia on 18 July 2014, Moldova on 2 July 2014 and Ukraine on 16 September 2014.

The Agreements are ambitious, focusing on a far-reaching ambit of economic, institutional, regulatory, and social change, with the aim of progressively stronger political association and economic **integration**.

The AAs, in 7-8 'Titles' (main sections) cover all the relevant issues, including democracy, human rights, rule of law, governance, justice, security, corruption, trade facilitation, food safety, technical standards, consumer protection, competition policy, intellectual property rights, government procurement, environment, social policy, labour, gender, dispute settlement, sustainable development and market economy.

The three countries have agreed to apply EU levels of transparency and good practices in these areas through a systematic, 'gradual approximation' of their laws, regulations, enforcement mechanisms, and administrative and other practices to the EU *acquis communautaire* and internationally accepted good practices. The AAs include a strong cooperation agenda, to support implementation and compliance. Implementation commitments are spelled out in the annexes.

The Association Agreement *Table of Contents* for each of the three countries is in Table 1.1 below. A summary of the Georgian *Approximation Agenda* is in Box 1.1, following the Table; Moldova and Ukraine have similar Agendas.

⁴⁸ EU Parties to the Association Agreements: Austria; Belgium; Bulgaria; Croatia; Cyprus; Czech Republic; Denmark; Estonia; Finland; France; Germany; Greece; Hungary; Ireland; Italy; Latvia; Lithuania; Luxembourg; Malta; Netherlands; Poland; Portugal; Romania; Slovak Republic; Slovenia; Spain; Sweden; United Kingdom.

Deep and Comprehensive Free-Trade Area

While trade-related aspects are covered throughout the AAs, the major trade issues are addressed under the Title of 'Trade and Trade-Related Matters' (Title IV for Georgia and Ukraine, and Title V for Moldova). This section establishes a **Deep and Comprehensive Free-Trade Area** (DCFTA) between the EU and the three countries, respectively. This 'Title' and its 15 Chapters reiterate and build on WTO principles (transparency, non-discrimination) and obligations (regulatory reform, transparency, endeavours to adopt international standards and good practices, etc.). The chapters generally feature the same content for all three countries, but the order of these chapters sometimes differs, providing an insight into negotiating priorities.

The **Title IV/V Annexes** include the Parties' tariff elimination schedules, rules of origin (to qualify for preferential treatment), lists of reservations on investment establishment, and commitments on liberalisation of trade in services.

While **Georgia** offered immediate full implementation of the Goods and Services parts of the DCFTA agreement, **Moldova and Ukraine** opted for a 10-year transition period leading to full liberalisation in 2024. All three Parties have detailed schedules of action for 'approximation'.

Long-term objectives of the AAs/DCFTAs

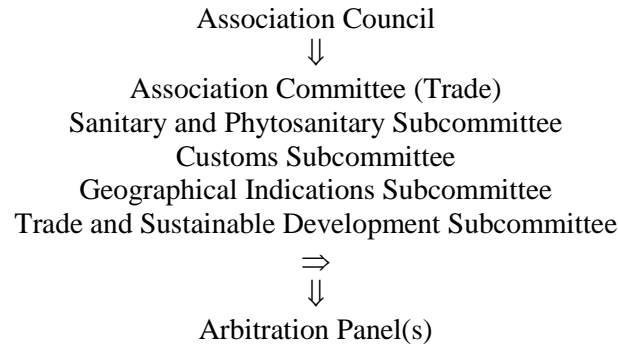
Fully implemented, the AA/DCFTAs (together with full execution of WTO Agreements) are expected to lead to higher-quality, more competitive goods and services, and a more transparent and fair business and labour environment. The key benefits would include:

- **Safer, more competitive products** due to compliance with international food hygiene and industrial/consumer product standards. This would benefit consumers and increase confidence in the three countries' products, allowing them to expand their trade with Europe and other markets.
- **New business opportunities** and market diversification through mutual market-opening
- A more **modern and effective legal and regulatory environment** due to the harmonisation and approximation programme - if it is fully implemented and enforced by the Parties.
- A more **efficient and accountable public sector**, due to institutional and structural reforms with support and monitoring by EU members and international organisations
- Better business environment due to much stronger measures to address unfair competition and corruption
- **More effective consumer protection** due to stricter food safety/ hygiene, and application of international/EU product standards and norms to a wide range of industrial and consumer products
- **Stronger enforcement of intellectual property rights** to protect innovation, invention and creativity
- **More efficient, accountable spending** by central and local governments due to strict accountability rules and increased transparency for public tenders.

The DCFTAs have substantial implications for Georgian, Moldovan and Ukrainian businesses.

The agreements will eliminate many trade and investment barriers to entry, and oblige governments to harmonise business, economic, social and other laws and regulations with the EU regime and with international agreements. This 'approximation' will have a major impact on how business and trade are regulated and conducted, if the laws and good practices are implemented and enforced. Key objectives are fair competition; enhanced consumer protection and product safety; much less corruption; and a harmonised approach to labour rights and practices, environmental and energy issues, human rights, gender equality, etc.

Institutional Framework of the DCFTAs in Each Country



Where there are winners, there are also losers. The most negatively affected will be the market segments that do not have economies of scale, or are otherwise disadvantaged in terms of competing with larger, financially stronger, more efficient or more innovative EU and national firms. Some SMEs will fail, jobs will be lost and prices of some products may rise. New skills and knowledge will be in demand, and people will have to be willing to engage in serious training, retraining and re-skilling in order to find jobs or set up their own businesses.

Implementing the tariff cuts and the legislative approximation agendas will be a time-consuming and costly affair. Governments will have responsibility to **minimise the 'social cost'** of liberalisation and market opening by finding early solutions for future problems (e.g., providing extra support for disadvantaged sectors, upgrading the education and training system to match future needs, providing seed funding, assisting SMEs to comply with SPS/TBT requirements and rules of origin, supporting development of exportable surpluses, facilitating foreign market development, etc.).

Challenges in implementation

The challenges are largely predictable, given experience in countries acceding to the EU:

- Capacity to manage the implementation agenda in an efficient, effective fashion
- Theory of change, changing mind-sets and in-built behaviour (e.g., corruption, power, vested interests, etc.)
- Cost of revving up capacity, building awareness and commitment, and implementing the reforms (especially application in government and the private sector, and enforcement)
- Maintaining the momentum and enthusiasm for reforms (need results and 'wins on board')
- Helping economic operators with the costs of upgrading standards, compliance, etc.
- Helping businesses take advantage of trading opportunities under the DCFTA.

Institution Building

Given the importance of the Association Agreements and the highly technical nature of the DCFTAs in particular, the European Commission has developed comprehensive institution-building initiatives to assist governments in the implementation process. This supports key reforms in the state institutions responsible for implementing the AA/DCFTAs. In the trade area, considerable attention is going to SPS/TBT implementation, given the importance of food and product safety and standards compliance in export development.

The implementation process will also be supported by a broad-based **economic and sectoral cooperation agenda** (see AA Table of Contents below). For trade alone the following areas are covered: transport; energy; environment; climate; industrial and enterprise policy; mining; financial services; company law; accounting and corporate governance; information society; tourism; agriculture and rural development; fisheries and maritime governance; research, technological development; consumer policy; employment, social policy and equal opportunities; public health; education, training and youth; technical fields; audio-visual and media; sport; civil society; regional development; cross border/regional relations; civil protection; participation in EU agencies and programmes. **Many of these areas offer opportunities for SMEs, civil society and women's groups to advocate their interests and seek assistance.** This will require good organisation, planning and coordination - by EU donors, as well as by interest groups.

Table 1
The EU Association Agreements: Tables of Contents by Country

Georgia		Moldova		Ukraine	
Preamble		Preamble		Preamble	
Title I	General Principles	Title I	General Principles	Title I	General Principles
Title II	Political Dialogue and Reform, Cooperation in the Field of Foreign and Security Policy	Title II	Political Dialogue and Reform, Cooperation in the Field of Foreign and Security Policy	Title II	Political Dialogue and Reform, Political Association, Cooperation and Convergence in the Field of Foreign and Security Policy
Title III	Freedom, Security and Justice	Title III	Freedom, Security and Justice	Title III	Justice, Freedom and Security
		Title IV	Economic and Other Sectoral Cooperation		
Title IV	Trade and Trade-Related Matters (DCFTA)	Title V	Trade and Trade-Related Matters (DCFTA)	Title IV	Trade and Trade-Related Matters (DCFTA)
Chapter 1	National Treatment and Market Access for Goods	Chapter 1	National Treatment and Market Access for Goods	Chapter 1	National Treatment and Market Access for Goods
Chapter 2	Trade Remedies	Chapter 2	Trade remedies	Chapter 2	Trade Remedies
Chapter 3	Technical Barriers to Trade, Standardisation, Metrology, Accreditation and Conformity Assessment	Chapter 3	Technical Barriers to Trade, Standardisation, Metrology, Accreditation and Conformity Assessment	Chapter 3	Technical Barriers to Trade
Chapter 4	Sanitary and Phytosanitary Measures	Chapter 4	Sanitary and Phytosanitary Measures	Chapter 4	Sanitary and Phytosanitary Measures
Chapter 5	Customs and Trade Facilitation	Chapter 5	Customs and Trade Facilitation	Chapter 5	Customs and Trade Facilitation
Chapter 6	Establishment (investment), Trade in Services, and Electronic Commerce	Chapter 6	Establishment (investment), Trade in Services, and Electronic Commerce	Chapter 6	Establishment (investment), Trade in Services, and Electronic Commerce
Chapter 7	Current Payments and Movement of Capital	Chapter 7	Current Payments and Movement of Capital	Chapter 7	Current Payments and Movement of Capital
Chapter 8	Public Procurement	Chapter 8	Public Procurement	Chapter 8	Public Procurement
Chapter 9	Intellectual Property Rights	Chapter 9	Intellectual Property Rights	Chapter 9	Intellectual Property Rights
Chapter	Competition	Chapter	Competition	Chapter	Competition

10		10		10	
Chapter 11	Trade-Related Energy Provisions	Chapter 11	Trade-Related Energy Provisions	Chapter 11	Trade-Related Energy
Chapter 12	Transparency	Chapter 12	Transparency	Chapter 12	Transparency
Chapter 13	Trade and Sustainable Development	Chapter 13	Trade and Sustainable Development	Chapter 13	Trade and Sustainable Development
Chapter 14	Dispute Settlement	Chapter 14	Dispute Settlement	Chapter 14	Dispute Settlement
Chapter 15	General Provisions on Approximation Under Title IV	Chapter 15	General Provisions on Approximation Under Title V	Chapter 15	Mediation Mechanism
Title V	Economic Cooperation			Title V	Economic and Sector Cooperation
Title VI	Other Cooperation Policies	Title VI	Financial Assistance, and Anti-Fraud and Control Provisions	Title VI	Financial Cooperation, with Anti-Fraud Provisions
Title VII	Financial Assistance, and Anti-Fraud and Control Mechanisms	Title VII	Institutional, General and Final Provisions	Title VII	Institutional, General and Final Provisions
Title VIII	Institutional, General and Final Provisions				
Annexes	I-XXXIV Supplementary Provisions on Specific Parts of the Agreement I: Freedom, Justice, Security II: Elim of Customs Duties III: Approximation - see Box 1.1 below	Annexes	I-XXXV Supplementary provisions on specific parts of the Agreement	Annexes	I- XLIV: Supplementary Provisions on Specific Parts of the Agreement
Protocol I	(Rules of Origin) Concerning the definition of the concept of "originating products" and methods of administrative cooperation	Protocol I	Framework Agreement between the EU and the Republic of Moldova on the General Principles for the Participation of the Republic of Moldova in Union Programmes	Protocol I	(Rules of Origin) Concerning the definition of the concept of "originating products" and methods of administrative cooperation
Protocol II	Mutual Assistance in Customs Matters	Protocol II	(Rules of Origin) Concerning the definition of the concept of "originating products" and methods of administrative cooperation	Protocol II	Mutual Assistance in Customs Matters
Protocol III	On a Framework Agreement between the European Union and Georgia on the general principles for the participation of Georgia in Union programmes	Protocol III	On mutual administrative assistance in customs matters	Protocol III	On a Framework Agreement between the European Union and Ukraine on the general principles for the participation of Ukraine in Union programmes
Protocol IV	Definitions	Protocol IV	Definitions		

Approximation Timetables

The AA Annexes set out detailed action agendas whereby the three countries undertake to approximate their laws, rules and regulations to EU Directives, Regulations, Recommendations, etc. A timeframe is set for implementation of each instrument. The following box sets out, as an example, Georgia's main milestones. Most of its approximation is to be completed by 2019; some deadlines extend to 2023/24. Similar obligations exist for Moldova and Ukraine, but timeframes may differ.

Projected Milestones in the Georgia-EU Approximation Agenda (as a good example of what all three countries are facing)

Annex III: Approximation on **standards and metrology**

- III-A: 2018-2022: 4-8 years to comply with EU standards and metrology for specific products
- III-B: application of horizontal 'principles and practices in relevant EU *'acquis'* - relating in part to III-A

Annex IV-VII: **Food Safety, SPS, animal welfare**

Annex XI: Approximation for **recognition of equivalence related to SPS and animal welfare**

- 2015: Georgia to submit the list of laws to be reformed within 6 months after AA enters into force

Annex XIII: Approximation of **customs legislation**

- 2017-18: 3-4 years to implement

Annex XV: Approximation of **Services**-related laws, rules, regulations, practices

- XV-A: 2016-2021: **Financial services** rules: 4-7 years; anti-money laundering: 2 years
- XV-B: 2017-2019: **Telecommunications** regime: mostly 3 years to comply with numerous Directives, esp. transparency, fair competition, data protection, etc.
- XV-C: 2019: **Postal** services: 5 years to harmonise with EU postal rules and regulations
- XV-D: 2017-2019: **Maritime transport**: 3-5 years to comply with numerous Directives, rules, etc.

Annex XVI: Approximation related to **public procurement**

- XVI-B: 2017-2022: 'Timeframe for institutional reform, approximation and market access': 3-8 years, with detailed instructions in Annexes XVI-C-P.

Annex XXII: Approximation on **indirect taxation**

- 2016-2019: 2-5 years to implement EU and international instruments on excise, value-added and energy-related taxes

Annex XXIV: Approximation related to **road and rail transport**

- 2014-2021: 0-5 years for most areas; 6-7 years for rail interoperability

Annex XXV: Approximation related to **energy**

- 2017: For a long list of Directives: If Georgia has not acceded to the Energy Community Treaty by 2016 and agreed to a timetable for approximation, then it must present a timetable to the Association Council within 3 years after the AA becomes effective.
- 2017-2022: 3-8 years to implement a variety of other Directives not covered by the Energy Community Treaty

Annex XXVI: Approximation related to **environment**

- 2016-2026: 2-12 years to implement a large number of Directives, Regulations, etc.

Annex XXVII: Approximation related to **climate action**

- 2019-2029: 5-15 years to implement Directives on greenhouse gases, controlled substances, etc.

Annex XXVIII: Approximation related to **company law, auditing, accounting, corporate governance**

- 2015-2020: 1-5 years to implement Directives.
- undertaking made, but no deadline set for implementing a variety of Recommendations, Principles and international good practices (e.g., OECD principles on corporate governance)

Annex XXIX: Approximation related to **consumer policy**

- 2014-2019: 0-5 years to implement numerous Directives on consumer protection (mostly 5 years)

Annex XXX: Approximation related to **employment, social policy and equal opportunity**
-- 2017-2018: 3-4 years to implement 6 Directives on anti-discrimination and **gender equality**
-- 2018-2020: 4-6 years to implement 8 Directives on labour
-- 2017-2023: 3-9 years to implement numerous Directives on occupational health and safety

Annex XXXI: Approximation related to public **health**
-- 2015-2019: 1-5 years to implement Directives

Annex XXXII: Approximation related to **education, training and youth**
-- no deadlines set - just a list of recommendations.

Annex XXXIII: Approximation related to **audio-visual and media**
-- 2017: 3 years to implement 1 Directive

Annex XXXIV: Approximation related to **anti-fraud and control provisions**
-- 2018: 4 years to implement specific provisions and protocols of the EU Convention of 26 July 1995

Association Agreement Coverage of Gender-Related Issues

While the word 'gender' is mentioned rarely, in fact, gender-related issues are covered in several parts of the AA/DCFTAs. The most direct reference is in the Chapter on Employment, Social Policy and Equal Opportunities, by which "*the Parties shall strengthen their dialogue and cooperation on promoting the International Labour Organisation (ILO) Decent Work Agenda, employment policy, health and safety at work, social dialogue, social protection, social inclusion, **gender equality** and anti-discrimination (Ukraine: non-discrimination.) and (Georgia: corporate social responsibility) (Moldova: social rights), and thereby contribute to the promotion of more and better jobs, poverty reduction, enhanced social cohesion, sustainable development and improved quality of life*". (Moldova: Title IV, Chapter 4, Art. 31; Georgia: Title V, Chapter 14, Art. 348; Ukraine Title V, Chapter 21, Article 419, which stops after 'non-discrimination'.)

These objectives are underpinned by a comprehensive **cooperation checklist** set out in the next article, which includes a clause on "*equal opportunities and anti-discrimination, aiming at enhancing **gender equality** and ensuring **equal opportunities between men and women, as well as combating discrimination** (Georgia: based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation) (Moldova: on all grounds). Ukraine has different wording for the same clause: *aim at gender equality and ensure equal opportunities for women and men in employment, education, training, economy and society, and decision-making; combat discrimination on all grounds*".*

For this Report, the most relevant gender-related part is the Approximation agenda, spelled out in Box 2. The three Parties have undertaken to complete the harmonisation process within 3-4 years, i.e., by 2017-2018 in most cases. The box below provides the key elements.

Approximation Timetable for Anti-Discrimination and Gender Equality

Georgia, Annex XXX; Moldova: Annex III, Ukraine: Annex XL Employment, Social Policy and Equal Opportunities

[Georgia, Moldova, Ukraine] undertakes to gradually approximate its legislation to the following EU legislation and international instruments within the stipulated timeframes. [Red text indicates where one or two Parties' commitments differ from the other(s).]

Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin.

Timetable: the Directive's provisions shall be implemented within 4 years of the entry into force of this Agreement. (Georgia: 3 years)

Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation EN L 161/1980 Official Journal of the European Union 29.5.2014

Timetable: the Directive's provisions shall be implemented within 4 years of the entry into force of this Agreement. (Georgia: 3 years)

Georgia and Moldova only: Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation

Timetable: that Directive's provisions shall be implemented within 3 years of the entry into force of this Agreement. (Georgia: 4 years)

Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services

Timetable: the Directive's provisions shall be implemented within 3 years of the entry into force of this Agreement.

Ukraine only: Council Directive 96/34/EC of 3 June 1996 on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC

Timetable: the Directive's provisions shall be implemented within 3 years of the entry into force of this Agreement.

Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (tenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC)

Timetable: the Directive's provisions shall be implemented within 3 years of the entry into force of this Agreement. (Georgia: 4 years)

Council Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security

Timetable: the Directive's provisions shall be implemented within 4 years of the entry into force of this Agreement (Ukraine: 3 years)

Source: AA Annexes

Crosscutting Issues - Employment, Social Policy and Equal Opportunities

The following excerpts from Georgia's, Moldova's and Ukraine's Chapters on Employment, Social Policy and Equal Opportunities (14, 4 and 21, respectively) illustrate each country's commitments and priorities.

Georgia: Article 349 (red indicates where this Article differs from Moldova's Article 32 below)

Cooperation, based on exchange of information and best practices, may cover a selected number of issues to be identified among the following areas:

- (a) poverty reduction and the enhancement of social cohesion;
- (b) employment policy, aiming at more and better jobs with decent working conditions, including with a view to reduce the informal economy and informal employment;
- (c) promoting active labour market measures and efficient employment services, as appropriate, to modernise the labour markets and to adapt to labour market needs of the Parties;
- (d) fostering more inclusive labour markets and social safety systems that integrate disadvantaged people, including people with disabilities and people from minority groups;

- (e) equal opportunities and anti-discrimination, aiming at enhancing **gender equality** and ensuring **equal opportunities between men and women**, as well as **combating discrimination** (Georgia: based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation) (Moldova: on all grounds) ;
- (f) social policy, aiming at enhancing the level of social protection and the social protection systems, in terms of quality, accessibility and financial sustainability;
- (g) enhancing the participation of social partners and promoting social dialogue, including through strengthening the capacity of all relevant stakeholders;
- (h) promoting health and safety at work, and
- (i) **awareness and dialogue in the field of corporate social responsibility.**

Moldova: Article 32 (red indicates where this article differs from Georgia's Article 349 above)

Cooperation, based on exchange of information and best practices, may cover a selected number of issues to be identified among the following areas:

- (a) poverty reduction and the enhancement of social cohesion;
- (b) employment policy, aiming at more and better jobs with decent working conditions, including with a view to reducing the informal economy and informal employment;
- (c) promoting active labour market measures and efficient employment services to modernise the labour markets and to adapt to labour market needs;
- (d) fostering more inclusive labour markets and social safety systems that integrate disadvantaged people, including people with disabilities and people from minority groups;
- (e) **efficient management of labour migration, aiming at strengthening its positive impact on development;**
- (f) equal opportunities, aiming at enhancing **gender equality** and ensuring **equal opportunities between women and men**, as well as **combating discrimination** on all grounds;
- (g) social policy, aiming at enhancing the level of social protection, **including social assistance and social insurance, and modernising social protection systems**, in terms of quality, accessibility and financial sustainability;
- (h) enhancing the participation of social partners and promoting social dialogue, including through strengthening the capacity of all relevant stakeholders; and
- (i) promoting health and safety at work.

Ukraine: Article 420

Article 420 Cooperation in the area covered by Article 419 of this Agreement shall pursue the following goals:

- (a) improve the quality of human life;
 - (b) meet common challenges, such as globalisation and demographic change;
 - (c) aim at more and better jobs with decent working conditions;
 - (d) promote social fairness and justice, while reforming labour markets;
 - (e) promote conditions of labour markets that combine flexibility with security;
- EN L 161/156 Official Journal of the European Union 29.5.2014
- (f) promote active labour market measures and improve efficiency of employment services to match the needs of the labour market;
 - (g) foster more inclusive labour markets that integrate disadvantaged people;
 - (h) reduce the informal economy by transforming undeclared work;
 - (i) improve the level of protection of health and safety at work, including by education and training on health and safety issues, promotion of preventive measures, prevention of major accident hazards, management of toxic chemicals, and exchange of good practice and research in this area;
 - (j) enhance the level of social protection and modernise social protection systems, in terms of quality, accessibility, and financial sustainability;
 - (k) reduce poverty and enhance social cohesion;
 - (l) aim at gender equality and ensure equal opportunities for women and men in employment, education, training, economy and society, and decision-making;
 - (m) combat discrimination on all grounds;
 - (n) enhance the capacity of social partners and promote social dialogue.

Moldova: Article 33; Georgia: Article 350, Ukraine: Article 421

Georgia, Moldova: The Parties shall encourage the involvement of all relevant stakeholders, including civil society organisations, and particular social partners, in policy development and reforms and in the cooperation between the Parties under this Agreement. Ukraine: The Parties shall encourage the involvement of all relevant stakeholders, in particular social partners, as well as civil society organisations, in Ukraine's policy reforms and in the cooperation between the Parties under this Agreement

Trade and Sustainable Development

Title IV/V (DCFTA): Chapter 13: (Working Together on) Trade and Sustainable Development (red indicates where the three parties' Articles differ).

Georgia Article 239; Moldova: Article 375; Ukraine: Article 302

The Parties recognise the importance of working together on trade-related aspects of environmental and labour policies in order to achieve the objectives of Title IV (Moldova: V) (Trade and Trade-related Matters) of this Agreement. They may cooperate in, *inter alia*, the following areas:

- (a) labour or environmental aspects of trade and sustainable development in international fora, including in particular the WTO, the ILO, UNEP, and MEAs;
- (b) methodologies and indicators for trade sustainability impact assessments;**
- (c) the impact of labour and environment regulations, norms and standards on trade and investment, as well as the impact of trade and investment rules on labour and environmental law, including on the development of labour and environmental regulations and policy;
- (d) the positive and negative impacts of Title IV (V for Moldova) (Trade and Trade-related Matters) of this Agreement on sustainable development and ways to enhance, prevent or mitigate them, respectively, also taking into account the sustainability impact assessments carried out by either or both Parties;**
- (e) promoting the ratification and the effective implementation of fundamental, priority and other up-to-date ILO conventions and MEAs of relevance in a trade context;
- (e) **Georgia only:** exchanging views and best practices on promoting the ratification and the effective implementation of fundamental, priority and other up-to-date ILO conventions and MEAs of relevance in a trade context;
- (f) promoting private and public certification, traceability and labelling schemes, including eco-labelling;
- (g) promoting corporate social responsibility, for instance through actions concerning awareness raising, **adherence (Moldova)**, implementation and **follow-up (Georgia: dissemination)** of internationally recognised guidelines and principles;
- (h) trade-related aspects of the ILO Decent Work Agenda, including on the interlink between trade and full and productive employment, labour market adjustment, core labour standards, labour statistics, human resources development and lifelong learning, social protection and social inclusion, social dialogue and **gender equality**;
- (i) trade-related aspects of MEAs, including customs cooperation;
- (j) trade-related aspects of the current and future international climate change regime, including means to promote low-carbon technologies and energy efficiency;
- (k) trade-related measures to promote the conservation and the sustainable use of biological diversity;
- (l) trade-related measures to tackle deforestation, including by addressing problems regarding illegal logging; and
- (l) **Georgia only:** trade-related measures to promote the conservation and sustainable management of forests, thereby reducing pressure on deforestation including with regard to illegal logging
- (m) trade-related measures to promote sustainable fishing practices and trade in sustainably managed fish products.

Ukraine, in Articles 289-302, takes a different approach to cover similar issues.

AA/DCFTA: Environmental Issues

Chapter 13 addresses trade and sustainable development. It recognises the right of each Party to determine its sustainable development policies and priorities , to establish its own levels of domestic environmental and labour protection , and to adopt or modify accordingly its relevant law and policies, consistently with their commitments to internationally recognised standards and agreements .

The Parties reconfirm their commitment to enhance the contribution of trade to the goal of sustainable development in its economic, social and environmental dimension and agree that they shall strive to facilitate and promote trade and investment in environmental goods and services .

Chapter 13 also covers topics such as: biological diversity , management of forests and trade in forest products (Article 233) and trade and the conservation and the management of fish stocks .

Parties are not allowed to give special treatment to existing or potential investors or traders where this would derogate from its environmental or labour laws.

The Chapter addresses the importance of scientific information when preparing and implementing sustainable development-related measures, and expressly permits the parties to use the precautionary principle. It establishes transparency requirements for measures aimed at protecting the environment and labour conditions. It creates an obligations to review, monitor and assess the impact of the DCFTA on sustainable development, through participative processes and institutions. An indicative list of areas of cooperation between the Parties is provided.

5. National consultations

The team's national experts held consultations with the following offices:

Georgia

- Georgian Trade Unions Confederation
- Committee on Equality and Non-Discrimination at the Parliament of Georgia
- Swedish Embassy in Georgia
- Georgian Chamber of Commerce and Industry
- Ministry of Economy and Sustainable Development
- Centre for Social Sciences
- Women Information Center
- EU Delegation in Georgia
- Georgian Women Business Association
- American Chamber of Commerce
- USAID Georgia
- European Bank for Reconstruction and Development (EBRD)
- Oxfam Georgia
- Kvinna till Kvinna
- United Nations Development Programme (UNDP), Moldova
- Georgian Foundation for Strategic and International Studies (GFSIS)
- UN Women Georgia
- ICC Georgia
- ILO
- Danish Refugee Council
- International School of Economics at Tbilisi State University (ISET)
- EU project - Swedish Technical Assistance
- Entrepreneurship Development Agency of Georgia
- EU-Georgian Business Council

Moldova

- Expert Group Independent Think Thank
- European Business Association
- Association of Women in Business of Moldova (AFAM)
- Swedish Embassy Moldova
- European Bank for Reconstruction and Development (EBRD)
- National Bureau of Statistics

Ukraine

- Ministry of Economics and Trade
- Ministry of Social Policy, Department of gender equality
- United Nations Population Fund (UNFPA) Ukraine
- Delegation of the European Union to Ukraine
- Embassy of Sweden, Ukraine
- UN Women, Ukraine
- USAID, Ukraine
- Embassy of Canada, Ukraine
- Ukrainian Marketing Association (UAM)
- Ukrainian Women's Fund
- West Ukrainian Center "Women's Perspectives"
- Women's Consortium of Ukraine
- National Democratic Institute
- Koninklijke DSM N.V, Ukraine
- Green Energy Sustainable Solution (GESS) Consulting Ukraine (SME)
- Rödl & Partner Ukraine-Germany (SME)

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Country-specific

Georgia

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7. Socio-economic data by country

7.1 GEORGIA

Production/employment socioeconomic data

Table 1.1: Working-age population by sex and age (thousands)

Source: OE - Estimates based on Annual Demographic Survey and Population Census (ILOSTAT)

Year: 2014

Age	Total	Male	Female
Total	3080,4	1437,1	1643,3
15-24	516,2	264,8	251,4
25-34	575,3	288,7	286,6
35-44	512,4	249,4	263
45-54	522,4	242,5	279,9
55-64	435	195,2	239,8
65+	519,1	196,5	322,6

Table 1.2: Labour force by sex and age (thousands) and labour force participation rate by sex and age (%)

Source: Integrated household survey (ILOSTAT)

Year: 2014

Age	Total (thousands)	Male (thousands)	Male (%)	Female (thousands)	Female (%)
Total	1991,1	1071,5	77,4	919,7	57,1
15-24	185,3	123,4	50,3	61,9	25,85
25-34	371,1	219,2	92,3	151,9	60
35-44	379,4	206	91,8	173,4	74,65
45-54	438,1	216,8	92,2	221,3	80,2
55-64	356,9	183,6	87,15	173,2	68,75
65+	260,4	122,5	52,1	137,9	37,3

Table 1.3: Employment by sex and age (thousands) and employment-to-population rate by sex and age (%)

Source: Integrated Household Survey (ILOSTAT)

Year: 2014

Age	Total (thousands)	Male (thousands)	Male (%)	Female (thousands)	Female (%)
Total	1745,2	921,6	67	823,6	51
15-24	128,3	84	35	44,3	19
25-34	295,5	173,6	73	121,9	48
35-44	328,7	175,4	78	153,2	66
45-54	401,2	197,2	84	203,9	74
55-64	333,5	170,3	81	163,1	65
65+	258,1	121	52	137,1	37

Table 1.4: Unemployment by sex and age (thousands) and unemployment rate by sex and age (%)

Source: Integrated household survey (ILOSTAT)

Year: 2014

Age	Total (thousands)	Total (%)	Male (thousands)	Male (%)	Female (thousands)	Female (%)
Total	246	12,4	149,9	14	96,1	10,4
15-24	57,1	30,8	39,4	31,9	17,6	28,4
25-34	75,5	20,3	45,6	20,8	30	19,8
35-44	50,7	13,4	30,5	14,8	20,2	11,6

45-54	36,9	8,4	19,6	9	17,4	7,9
55-64	23,4	6,6	13,4	7,3	10	5,8
65+	2,3	0,9	1,5	1,2	0,9	0,6

Table 1.5: Unemployment by sex and education (thousands) and unemployment rate by sex and education (%)

Source: Integrated Household Survey (ILOSTAT)

Year: 2014

Education	Total	Male	Male (%)	Female	Female (%)
Total (Aggregate levels)	246	149,9	18,7	96,1	14,3
Less than basic (Aggregate levels)	-	0	0	-	-
Basic (Aggregate levels)	9,8	7	18,2	2,9	12,6
Intermediate (Aggregate levels)	139,7	90,6	16,9	49,1	11,8
Advanced (Aggregate levels)	96,4	52,2	20,9	44,1	18,5

Table 1.6 Unemployment by sex and rural / urban areas (thousands) and unemployment rate by sex and rural / urban areas (%)

Source: Integrated Household Survey (ILOSTAT)

Year: 2014

Geographical coverage	Total (thousands)	Total (%)	Male (thousands)	Female
National	246	12,4	149,9	96,1
Rural	62,7	5,4	42,4	20,3
Urban	183,2	22,1	107,5	75,7

Table 1.7: Unemployed plus discouraged job-seekers as a percent of the labour force plus discouraged job-seekers by sex (thousands)

Source: Integrated Household Survey (ILOSTAT)

Year: 2013

Age	Total	Male	Female
15+	16,9	19,5	13,8
15-64	19	21,5	15,9
15-24	38	38,3	37,4
25+	14,5	16,8	11,9

Table 1.8: Unemployment by sex and duration (thousands) and unemployment rate by sex and duration (%)

Source: Integrated Household Survey (ILOSTAT)

Year: 2014

Duration	Total	Total (%)	Male	Male (%)	Female	Female (%)
Less than 3 months	35.2	14.3	26.4	17.6	26.4	17.6
3 months to less than 6 months	39.1	15.9	26.8	17.9	26.8	17.9
12 months to less than 24 months	106.2	43	59.4	39.6	59.4	39.6
Not else classified	65.4	26.6	37.3	24.9	37.3	24.9
Total	246		149.9		149.9	

Table 1.9: Employment by sex and economic activity (thousands)

Source: Integrated Household Survey (ILOSTAT)

Year: 2014

Economic activity	Total	Male	Female
Total (Broad sector)	1745,2	921,6	823,6
Agriculture (Broad sector)	888,2	442,4	445,8
Industry (Broad sector)	174,8	138,9	35,9
Services (Broad sector)	682,2	340,4	341,8
Total (Aggregate activities)	1745,2	921,6	823,6
Manufacturing (Aggregate activities)			
Construction (Aggregate activities)			

Mining and quarrying; Electricity, gas and water supply (Aggregate activities)			
Trade, Transportation, Accommodation and Food, and Business and Administrative Services (Aggregate activities)			
Public Administration, Community, Social and other Services and Activities (Aggregate activities)			

Table 1.10: Female share of employment by economic activity (%)
Source: Integrated Household Survey (ILOSTAT)
Year: 2007 and 2014

Economic activity	2007	2014
TOTAL. Total (ISIC-Rev.3)	47,9	47,2
A. Agriculture, hunting and forestry (ISIC-Rev.3)	50,8	
B. Fishing (ISIC-Rev.3)		
C. Mining and quarrying (ISIC-Rev.3)	8,5	
D. Manufacturing (ISIC-Rev.3)	26,7	
E. Electricity, gas and water supply (ISIC-Rev.3)	19,2	
F. Construction (ISIC-Rev.3)	6,5	
G. Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods (ISIC-Rev.3)	47,7	
H. Hotels and restaurants (ISIC-Rev.3)	61,1	
I. Transport, storage and communications (ISIC-Rev.3)	8,4	
J. Financial intermediation (ISIC-Rev.3)	53,8	
K. Real estate, renting and business activities (ISIC-Rev.3)	37,8	
L. Public administration and defence; compulsory social security (ISIC-Rev.3)	26	
M. Education (ISIC-Rev.3)	82,9	
N. Health and social work (ISIC-Rev.3)	84,5	
O. Other community, social and personal service activities (ISIC-Rev.3)	49,4	
P. Activities of private households as employers and undifferentiated production activities of private households (ISIC-Rev.3)	88,3	
Q. Extraterritorial organizations and bodies (ISIC-Rev.3)	62,1	
X. Not elsewhere classified (ISIC-Rev.3)		
Total (Broad sector)	47,9	47,2
Agriculture (Broad sector)	50,8	50,2
Non-Agriculture (Broad sector)	44,6	
Industry (Broad sector)	17,3	20,5
Services (Broad sector)	52,4	50,1
Not classified (Broad sector)		
Total (Aggregate activities)	47,9	47,2
Agriculture (Aggregate activities)	50,8	

Manufacturing (Aggregate activities)	26,7	
Construction (Aggregate activities)	6,5	
Mining and quarrying; Electricity, gas and water supply (Aggregate activities)	17	
Trade, Transportation, Accommodation and Food, and Business and Administrative Services (Aggregate activities)	38,6	
Public Administration, Community, Social and other Services and Activities (Aggregate activities)	66,5	
Not classified (Aggregate activities)		

Table 1.11: Female share of paid employment in non-agriculture (%)

Source: Integrated Household Survey (ILOSTAT)

Year: 2014

Female (%)

47,3

Table 1.12: Employment by sex and status in employment (thousands)

Source: Integrated Household Survey (ILOSTAT)

Year: 2014

Status in employment	Total	Male	Female
TOTAL. Total (ICSE-93)	1745,2	921,6	823,6
1. Employees (ICSE-93)	692,3	370,4	321,9
2. Employers (ICSE-93)	18,3	14,1	4,2
3. Own-account workers (ICSE-93)	606,8	400,6	206,2
5. Contributing family workers (ICSE-93)	421	133,4	287,6
6. Workers not classifiable by status (ICSE-93)	6,8	3,1	3,7

Table 1.13: Working-age population living below the nationally-defined poverty line by sex and labour force status (thousands)

Source: Integrated Household Survey (ILOSTAT)

Year: 2014

Sex	Labour market status	Total	Male	Female
Total (Sex)	Total (Status)	602,5	284,3	318,2
Total (Sex)	Employed (Status)	323,5	174,5	149,1
Total (Sex)	Unemployed (Status)	67,5	43,4	24
Total (Sex)	Outside the labour force (Status)	211,6	66,4	145,1

Table 1.14: Employed persons living below the nationally-defined poverty line by sex and age (thousands) and share of employed persons living below the nationally-defined poverty line by sex and age

Source: Integrated Household Survey (ILOSTAT)

Year: 2014

Age	Total (thousands)	Total (%)	Male (thousands)	Male (%)	Female (thousands)	Female (%)
15+	323,5	18,5	174,4	18,9	149,1	18,1
15-64	289,8	19,5	160	20	129,8	18,9
15-24	28,3	22,1	19,7	23,4	8,6	19,4
25+	295,2	18,3	154,7	18,5	140,5	18

Table 1.15: Employed persons living below the nationally-defined poverty line by sex and status in employment (thousands) and share of employed persons living below the nationally-defined poverty line by sex and status in employment (%)

Source: Integrated Household Survey (ILOSTAT)

Year: 2014

Status in employment	Total (thousands)	Male (thousands)	Male (%)	Female (thousands)	Female (%)
TOTAL. Total (ICSE-93)	323,5	174,5	18,9	149,1	18,1

1. Employees (ICSE-93)	79	45,1	12,2	33,9	10,5
2. Employers (ICSE-93)	0,7	0,6	4,3	0,1	2,4
3. Own-account workers (ICSE-93)	132,1	87,3	21,8	44,8	21,7
5. Contributing family workers (ICSE-93)	110,4	40,9	30,7	69,5	24,2
6. Workers not classifiable by status (ICSE-93)	1,3	0,6	19,4	0,7	18,9

Table 1.16: Gender wage gap by economic activity (%)

Source: Wage Survey (ILOSTAT)

Year: 2013

Economic activity	Gender wage gap (%)
TOTAL. Total (ISIC-Rev.3)	36,4
A. Agriculture, hunting and forestry (ISIC-Rev.3)	22,7
B. Fishing (ISIC-Rev.3)	44,3
C. Mining and quarrying (ISIC-Rev.3)	29,1
D. Manufacturing (ISIC-Rev.3)	35
F. Construction (ISIC-Rev.3)	25,2
G. Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods (ISIC-Rev.3)	37,4
H. Hotels and restaurants (ISIC-Rev.3)	32,8
I. Transport, storage and communications (ISIC-Rev.3)	30,3
J. Financial intermediation (ISIC-Rev.3)	41,6
K. Real estate, renting and business activities (ISIC-Rev.3)	13,6
L. Public administration and defence; compulsory social security (ISIC-Rev.3)	12,9
M. Education (ISIC-Rev.3)	19,8
N. Health and social work (ISIC-Rev.3)	35
O. Other community, social and personal service activities (ISIC-Rev.3)	29,4
Total (Broad sector)	36,4
Total (Aggregate activities)	36,4

Georgia supply socioeconomic data

Table 1.17: Gender

Source: Enterprise Survey (World Bank)

Year: 2013

Subgroup	Top Subgroup Level	Subgroup Level	Percent of firms with female participation in ownership	Percent of firms with a female top manager	Percent of firms with majority female ownership	Percent of firms with majority female ownership
All	All	All	33,9	32,0	19,2	19,2
Sector	Manufacturing	All	32,0	6,7	15,6	15,6
Sector	Services	All	34,5	39,3	20,2	20,2
Sector	Services	Retail	38,1	44,3	28,1	28,1
Sector	Services	Other Services	32,0	35,7	14,9	14,9
Size		Small (5-19)	32,6	32,4	20,6	20,6
Size		Medium (20-99)	39,6	36,2	16,0	16,0
Size		Large (100+)	23,2	8,0	18,0	18,0
Location		Coastline	39,8	24,9	24,4	24,4
Location		Kakheti	57,6	16,7	32,2	32,2
Location		Kvemo Kartli	17,0	18,0	10,8	10,8
Location		Mtskheta-Mtianeti And Shida Kartli	15,3	15,1	3,3	3,3
Location		Tbilisi	33,4	37,4	18,6	18,6

Location		West	42,2	29,5	25,4	25,4
Exporter Type		Direct exports are 10% or more of sales	22,6	40,1	10,8	10,8
Exporter Type		Non-exporter	34,2	31,8	19,4	19,4
Gender of Top Manager		Top manager is female	63,3	100,0	44,4	44,4
Gender of Top Manager		Top manager is male	20,2	0,0	7,6	7,6
Ownership Type		Domestic	33,5	32,3		
Ownership Type		10% or more foreign ownership	44,5	31,6		

Table 1.18: Corruption
Source: Enterprise Survey (World Bank)
Year: 2013

Subgroup Level	Bribery incidence (percent of firms experiencing at least one bribe payment request)	Bribery depth (% of public transactions where a gift or informal payment was requested)	Percent of firms expected to give gifts in meetings with tax officials	Percent of firms expected to give gifts to secure government contract	Value of gift expected to secure a government contract (% of contract value)	Percent of firms expected to give gifts to get an operating license	Percent of firms expected to give gifts to get an import license	Percent of firms expected to give gifts to get a construction permit	Percent of firms expected to give gifts to get an electrical connection	Percent of firms expected to give gifts to get a water connection	Percent of firms expected to give gifts to public officials "to get things done"	Percent of firms identifying corruption as a major constraint	Percent of firms identifying the courts system as a major constraint
All	2,2	1,3	0,2	1,1	0,0	0,0	0,0	11,5	0,0	0,0	1,9	2,9	1,2
Top manager is female	1,6	0,5	0,0	2,4	0,0	n.a.	...	16,6	0,0	0,0	0,9	1,4	2,5
Top manager is male	2,8	2,0	0,3	0,2	0,0	0,0	0,0	10,1	0,0	0,0	2,3	3,7	0,6

Table 1.19: Access to finance
Source: Enterprise Survey (World Bank)
Year: 2013

Sub-group Level	Percent of firms with a checking or savings account	Percent of firms with a bank loan/line of credit	Proportion of loans requiring collateral (%)	Value of collateral needed for a loan (% of the loan amount)	Percent of firms not needing a loan	Percent of firms whose recent loan application was rejected	Percent of firms using banks to finance investments	Proportion of investments financed internally (%)	Proportion of investments financed by banks (%)	Proportion of investments financed by supplier credit (%)	Proportion of investments financed by equity or stock sales (%)	Percent of firms using banks to finance working capital	Proportion of working capital financed by banks (%)	Proportion of working capital financed by supplier credit (%)	Percent of firms identifying access to finance as a major constraint
All	94,2	35,8	95,6	223,3	59,8	4,6	22,1	75,2	12,1	1,1	10,8	27,6	15,3	3,5	18,3
Top manager is female	99,9	41,2	97,2	193,0	57,2	0,0	30,5	64,4	15,2	1,2	16,9	29,9	16,5	2,7	20,9
Top manager is male	91,5	33,4	94,7	237,9	60,9	7,6	18,7	79,5	10,9	1,1	8,3	25,5	14,3	3,9	17,3

Table 1.20: Access to infrastructure
Source: Enterprise Survey (World Bank)

Year: 2013

Subgroup Level	Number of electrical outages in a typical month	Duration of a typical electrical outage (hours)	If there were outages, average duration of a typical electrical outage (hours)	Losses due to electrical outages (% of annual sales)	If there were outages, average losses due to electrical outages (% of annual sales)	Percent of firms owning or sharing a generator	Proportion of electricity from a generator (%)	If a generator is used, average proportion of electricity from a generator (%)	Days to obtain an electrical connection (upon application)	Percent of firms identifying electricity as a major constraint	Number of water insufficiencies in a typical month*	Proportion of products lost to breakage or spoilage during shipping to domestic markets (%)*	Percent of firms identifying transportation as a major constraint
All	1,0	0,7	3,3	0,5	2,2	28,6	0,5	2,2	8,7	31,1	0,2	0,4	13,2
Top manager is female	1,1	0,8	2,9	0,3	1,3	33,5	1,1	4,2	6,5	40,2	0,0	0,7	16,8
Top manager is male	0,9	0,6	3,6	0,6	2,7	26,4	0,2	1,1	9,6	26,1	0,3	0,4	11,7

Table 1.21: Access to innovation and technology

Source: Enterprise Survey (World Bank)

Year: 2013

Subgroup Level	Percent of firms with an internationally-recognized quality certification	Percent of firms using technology licensed from foreign companies*	Percent of firms having their own Web site	Percent of firms using e-mail to interact with clients/suppliers	Percent of firms with an annual financial statement reviewed by external auditors
All	7,7	20,2	49,4	75,9	28,4
Top manager is female	10,7	2,3	58,5	71,7	28,9
Top manager is male	6,4	21,6	45,8	77,5	27,4

Table 1.22: Performance

Source: Enterprise Survey (World Bank)

Year: 2013

Subgroup Level	Capacity utilization (%)*	Real annual sales growth (%)	Annual employment growth (%)	Annual labor productivity growth (%)	Percent of firms buying fixed assets
All	72,3	5,7	5,4	1,3	44,0
Top manager is female	39,0	22,5	14,3	12,3	...
Top manager is male	60,9	22,6	11,1	12,5	...

Table 1.23: Regulations and taxes
Source: Enterprise Survey (World Bank)
Year: 2013

Subgroup Level	Average/SE/N	Senior management time spent dealing with the requirements of government regulation (%)	Number of visits or required meetings with tax officials	If there were visits, average number of visits or required meetings with tax officials	Days to obtain an operating license	Days to obtain a construction-related permit	Days to obtain an import license	Percent of firms identifying tax rates as a major constraint	Percent of firms identifying tax administration as a major constraint	Percent of firms identifying business licensing and permits as a major constraint
All	Average	0,9	0,6	2,7	4,9	34,1	7,2	27,1	6,6	0,0
Top manager is female	Average	0,5	1,0	3,0	n.a.	88,0	...	33,9	7,7	0,0
Top manager is male	Average	1,1	0,5	2,5	5,3	18,7	7,2	23,2	6,2	0,0

Table 1.24: Trade
Source: Enterprise Survey (World Bank)
Year: 2013

Subgroup	Subgroup Level	Average/SE/N	Days to clear direct exports through customs	Percent of firms exporting directly or indirectly (at least 1% of sales)	Percent of firms exporting directly (at least 1% of sales)	Proportion of total sales that are domestic sales (%)	Proportion of total sales that are exported directly (%)	Proportion of total sales that are exported indirectly (%)	Days to clear imports from customs*	Percent of firms using material inputs and/or supplies of foreign origin*	Proportion of total inputs that are of domestic origin (%)*	Proportion of total inputs that are of foreign origin (%)*	Days of inventory of main input*	Percent of firms identifying customs and trade regulations as a major constraint
All	All	Average	2,9	7,4	4,2	97,7	1,3	1,0	2,2	56,0	67,7	32,4	34,3	2,9
Gender of Top Manager	Top manager is female	Average	n.a.	6,7	5,5	98,2	1,8	0,1	n.a.	50,2	64,9	35,1	54,9	2,9
Gender of Top Manager	Top manager is male	Average	3,4	7,8	3,6	97,5	1,1	1,5	2,2	56,6	67,8	32,2	32,6	3,0

Table 1.25: Distribution of households by type of ownership of dwellings and sex of household head (%)

Source: Integrated Household Survey (Geostat)

Year: 2014

	Male (%)	Female (%)
National	93,1	93,9
Belongs to the household	3,1	2,1
Hired	0,4	0,5
Rented in exchange of interest-free loan (With dwelling as collateral)	3,4	3,4
Is in free use	88,9	89,4
Urban		
Belongs to the household	88,9	89,4
Hired	5,5	4,4
Rented in exchange of interest-free loan (With dwelling as collateral)	0,7	1,1
Is in free use	4,8	5,1
Rural		
Belongs to the household	98,2	98,0
Hired	0,1	0,1
Rented in exchange of interest-free loan (With dwelling as collateral)	0,0	0,0
Is in free use	1,7	2,0

Georgia consumption socioeconomic data

Table 1.26: Relative poverty

Source: Geostat

Years: 2010 and 2014

	2010			2014		
	Urban	Rural	Georgia	Urban	Rural	Georgia
Share of population under 60 percent of the median consumption (%)	18,6	26,7	22,7	15,1	27,4	21,4
Share of population under 40 percent of the median consumption (%)	8,0	11,9	10,0	5,2	10,7	8,0

Table 1.27: Distribution of income (%)

Source: World Bank

Year: 2014

Income share held by highest 10 % (%)	Income share held by lowest 10 % (%)
29.9	2.1

Table 1.28: Household income (GEL)

Source: Geostat

Year: 2014

	GEL
Cash income and transfers	771,8
Wages	325,5
From self-employment	75,8
From selling agricultural production	70,5
Property income (leasing, interest on deposit etc.)	9,1
Pensions, scholarships, assistances	151,1
Remittances from abroad	36,0
Money received as gift	103,7
Non-cash income	89,9
Income, total	861,6
Other cash inflows	122,3

Property disposal	9,1
Borrowing and dissaving	113,2
Cash inflows, total	894,0
Cash and non-cash inflows, total	983,9

Table 1.29: Mean real monthly earnings of employees by sex (GEL)

Source: LRES - Establishment Survey (ILOSTAT)

Year: 2013

Total	Male	Female
777,1	925	588

Table 1.30: Consumer price index for goods and services (2005 = 100)

Source: Geostat

Years 2010 and 2015

2010	2015
137,9	159,7

Table 1.31: Average monthly household expenditure (GEL)

Source: Geostat

Year: 2014

	GEL
Cash consumption expenditure	628,9
On food, beverages, tobacco	230,0
On clothes and footwear	24,9
On household goods	29,4
On healthcare	75,4
On fuel and electricity	72,3
On transport	65,5
On education	23,5
Other consumption expenditure	108,0
Non-cash expenditure	89,9
Consumption expenditure, total	718,8
Cash non-consumption expenditure	237,4
On agriculture	20,6
On transfers	35,8
On saving and lending	145,0
On property acquirement	35,9
Cash expenditure, total	866,3
Expenditure, total	956,2

Table 1.32: Share of average monthly expenditure of women headed households compared to men headed households (%)

Source: Geostat

Year: 2014

	Per household	Per capita
Cash consumption expenditure	74	98
Food, beverages, tobacco	73	97
Clothes and footwear	72	95
Household goods	75	100
Healthcare	75	99
Fuel and electricity	85	113
Transport	58	76
Education, culture and recreation	72	95
Other consumption expenditure	78	103
Non-cash expenditure	63	84
Consumption expenditure, total (1+2)	72	96
Cash non-consumption expenditure	53	70
Agriculture	55	73
Transfers	56	74

Saving and Lending	52	69
Property acquirement	53	70
Cash expenditure (total 1+4)	68	90
Expenditure, total (2+5)	67	89

Georgia revenue socioeconomic data

Table 1.33: Persons receiving pension package distributed by sex (thousands and %)

Source: Geostat / Ministry of Labour, Health and Social Affairs of Georgia

Year: 2014

Male (thousands)	Male (%)	Female (thousands)	Female (%)
205	29	492	71

Table 1.34: Persons receiving social package distributed by sex (thousands and %)

Source: Geostat / Ministry of Labour, Health and Social Affairs of Georgia

Year: 2014

	Male (thousands)	Male (%)	Female (thousands)	Female (%)
Total	105	62	64	38
Disability pensioners	73	59	51	41
Survivor's pensioners	14	53	12	47
Victim of political repressions	1	77	0	23
State compensation receivers	9	93	1	7
Housing subsidy receivers	8	93	1	7
Others	0	72	0	28

Table 1.35: Persons receiving a social package distributed by sex and age (thousands and %)

Source: Geostat / Ministry of Labour, Health and Social Affairs of Georgia

Year: 2014

	Male (thousands)	Male (%)	Female (thousands)	Female (%)
0-17	19	18	16	25
18-59	66	63	47	73
60+	19	19	1	2

Table 1.36: Share of women and men registered as internally displaced persons (%)

Source: The Ministry of Internally Displaced Persons from the Occupied Territories, Accommodation and Refugees of Georgia (Geostat)

Year: 2014

Region	Female (%)	Male (%)
Tbilisi	54	46
Adjara AR	53	47
Guria	54	46
Imereti	54	46
Mtskheta-Mtianeti	51	49
Kakheti	54	46
Samtskhe-Javakheti	54	46
Samegrelo-Zemo Svaneti	54	46
Racha-Lechkhumi and Kvemo Svaneti	52	48
Kvemo kartli	53	47
Shida kartli	51	49

Table 1.37: Social security

Source: ILO Country Profile

Years: 2008, 2011, 2013

	Year	Value
Share of unemployed receiving regular periodic social security unemployment benefits	2013	0.0
Share of population above statutory pensionable age receiving an old age pension	2011	89.8
Active contributors to an old age contributory scheme as a percent of the working-age population	2008	22.7

Table 1.38: State revenue and expenditure (% of GDP)

Source: World Bank

Year: 2012 and 2013

	% of GDP	Year
Tax revenue	24,1	2012
Government expenditure on education, total (% of GDP)	2	2012

Government expenditure on education, total (% of government expenditure)	6,7	2012
Health expenditure, total (% of GDP)	9,4	2013
Health expenditure, public (% of total health expenditure)	21,5	2013

Maternity policy: Labour code of Georgia provides the following provisions: employed person is entitled to take time off the work due to being pregnant, in order to deliver a child or for taking care of a child up to 730 calendar days. Out of those 730 calendar days 183 are to be covered (paid for), though in case of a difficult child delivery or delivering twins up to 200 days are to be paid for. The payment of those days is made from the state budget and the amount may be paid maximum 1000 GEL.

7.2 MOLDOVA

Moldova production/employment socioeconomic data

Table 2.1: Working-age population by sex and age
Source: Labour force survey and estimates based on Population census (ILOSTAT)
Year: 2014

Age	Total	Male	Female
Total	2987,8	1418	1569,9
15-24	529,9	270,3	259,6
25-34	662,5	337,2	325,2
35-44	494,6	244,1	250,5
45-54	486,6	229,1	257,5
55-64	451,9	201	250,9
65+	362,4	136,3	226,1

Table 2.2: Labour force by sex and age (thousands) and labour force participation rate by sex and age (%)
Source: Labour force survey (ILOSTAT)
Year: 2014

Age	Total (thousands)	Total (%)	Male (thousands)	Male (%)	Female (thousands)	Female (%)
Total	1232,4	41,2	625,5	44,1	606,9	38,6
15-24	104,8	18	63,6	20,4	41,2	15,25
25-34	316,7	48,4	171	51,9	145,7	44,8
35-44	294,3	60,3	135,6	57,55	158,8	62,8
45-54	300,4	60,75	137,4	59,9	163	61,45
55-64	184,5	40,45	101,5	51,2	83	32,1
65+	31,6	8,9	16,4	12,3	15,3	6,8

Table 2.3: Employment by sex and age (thousands) and employment-to-population.rate by sex and age (%)
Source: Labour Force Survey (ILOSTAT)
Year: 2014

Age	Total (thousands)	Total (%)	Male (thousands)	Male (%)	Female (thousands)	Female (%)
Total	1184,9	39,6	596,6	42,1	588,3	37,4
15-24	94,5	16,2	57,6	18,45	37	13,6
25-34	302	46,2	163	49,55	139	42,75
35-44	282,6	57,9	127,8	54,3	154,9	61,25
45-54	292,6	59,15	132,9	57,95	159,7	60,15
55-64	181,5	39,8	99	49,95	82,5	31,95
65+	31,6	8,9	16,4	12,3	15,3	6,8

Table 2.4: Employment rate of persons aged 25-49 years by area, number of children and sex (%)
Source: National Bureau of Statistics, Labour Force Survey

Year: 2014

Whole country	Both sexes	Male	Female
Total	51.7	50.3	53.1
At least one child	53.9	54.0	38.9
No children	46.4	48.8	58.9
Urban			
Total	56.2	57.5	54.9
At least one child	50.1	64.2	37.0
No children	58.9	54.5	62.8
Rural			
Total	49.5	46.8	52.1
At least one child	44.4	48.7	40.0
No children	51.5	46.0	56.9

Table 2.5: Unemployment by sex and age (thousands) and unemployment rate by sex and age (%)

Source: Labour force survey (ILOSTAT)

Year: 2014

Age	Total (thousands)	Total (%)	Male (thousands)	Male (%)	Female (thousands)	Female (%)
Total	47,5	3,9	28,9	4,6	18,6	3,1
15-24	10,3	9,8	6,1	9,6	4,2	10,2
25-34	14,7	4,6	8	4,7	6,7	4,6
35-44	11,7	4	7,8	5,8	3,9	2,5
45-54	7,8	2,6	4,5	3,2	3,3	2
55-64	3,1	1,7	2,6	2,5	0,5	0,6

Table 2.6: Unemployment by sex and education (thousands) and unemployment rate by sex and education (%)

Source: Labour Force Survey (ILOSTAT)

Year: 2013

Education	Total	Total (%)	Male	Male (%)	Female	Female (%)
Total (Aggregate levels)	63,1	5,1	38	6	25,1	4,1
Less than basic (Aggregate levels)	0,1	29,4	0,1	40,2		
Basic (Aggregate levels)	12,2	5,3	7,9	6,5	4,4	4
Intermediate (Aggregate levels)	35,9	5,2	21,9	6	14	4,2
Advanced (Aggregate levels)	14,8	4,7	8,1	5,6	6,7	4

Table 2.7: Unemployment by sex and rural / urban areas (thousands)

Source: Labour Force Survey (ILOSTAT)

Year: 2014

Geographical coverage	Total	Male	Female
National	47,5	28,9	18,6
Rural	18,1	11	7,1
Urban	29,4	17,9	11,5

Table 2.8: Share of long term unemployment in total unemployment by sex (%)

Source: Labour Force Survey (ILOSTAT)

Year: 2012

Total	Male	Female
12,6	12,2	13,3

Table 2.9: Share of part-time workers by marital status, age and sex (%)

Source: National Bureau of Statistics, Labour Force Survey

Year: 2014

Total by marital status	Both sexes	Male	Female
Total	6.1	5.3	6.9
15-24 years	6.8	5.8	8.4
25-49 years	5.8	4.8	6.7
50-64 years	6.1	5.7	6.5

65 years and over	11.6	10.6	12.6
Single			
Total	5.6	5.3	6.0
15-24 years	7.0	5.8	9.3
25-49 years	4.2	4.7	3.3
50-64 years	13.4	12.6	14.1
65 years and over	0.0	0.0	0.0
Married			
Total	6.1	5.2	7.0
15-24 years	6.2	6.3	6.2
25-49 years	5.9	4.6	7.2
50-64 years	6.0	5.6	6.4
65 years and over	10.0	10.3	9.4
Widowed			
Total	6.9	5.4	7.2
15-24 years	0.0	0.0	0.0
25-49 years	5.4	4.9	5.4
50-64 years	5.6	3.6	6.1
65 years and over	14.6	12.6	15.2
Divorced			
Total	7.1	7.4	7.0
15-24 years	5.9	0.0	6.9
25-49 years	7.1	7.8	6.9
50-64 years	6.4	6.7	6.2
65 years and over	20.5	21.0	20.5

Table 2.10: Employment by sex and economic activity (thousands)
Source: Labour Force Survey (ILOSTAT)
Year: 2014

Sex	Economic activity	Total	Male	Female
Total (Sex)	TOTAL. Total (ISIC-Rev.4)	1184,9	596,6	588,3
Total (Sex)	A. Agriculture, forestry and fishing (ISIC-Rev.4)	361,1	204,2	156,8
Total (Sex)	B. Mining and quarrying (ISIC-Rev.4)	3,5	3,3	0,1
Total (Sex)	C. Manufacturing (ISIC-Rev.4)	118,3	57,4	60,9
Total (Sex)	D. Electricity, gas, steam and air conditioning supply (ISIC-Rev.4)	15,1	11,8	3,3
Total (Sex)	E. Water supply; sewerage, waste management and remediation activities (ISIC-Rev.4)	9,4	6,9	2,5
Total (Sex)	F. Construction (ISIC-Rev.4)	66,5	60,7	5,8
Total (Sex)	G. Wholesale and retail trade; repair of motor vehicles and motorcycles (ISIC-Rev.4)	174,4	74,8	99,5
Total (Sex)	H. Transportation and storage (ISIC-Rev.4)	56,5	43	13,6
Total (Sex)	I. Accommodation and food service activities (ISIC-Rev.4)	26,1	7,6	18,5
Total (Sex)	J. Information and communication (ISIC-Rev.4)	20,8	13	7,9
Total (Sex)	K. Financial and insurance activities (ISIC-Rev.4)	16,5	5,3	11,3
Total (Sex)	L. Real estate activities (ISIC-Rev.4)	7,9	3,9	4
Total (Sex)	M. Professional, scientific and technical activities (ISIC-Rev.4)	23,7	11,7	11,9
Total (Sex)	N. Administrative and support service activities (ISIC-Rev.4)	12,6	9,7	2,8
Total (Sex)	O. Public administration and defence; compulsory social security (ISIC-Rev.4)	57,7	34,1	23,6
Total (Sex)	P. Education (ISIC-Rev.4)	108,6	21,7	86,8
Total (Sex)	Q. Human health and social work activities (ISIC-Rev.4)	63,5	9,4	54,1
Total (Sex)	R. Arts, entertainment and recreation (ISIC-Rev.4)	15,9	8,4	7,5
Total (Sex)	S. Other service activities (ISIC-Rev.4)	23,3	8,9	14,3
Total (Sex)	T. Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use (ISIC-Rev.4)	3,3	0,3	3
Total (Sex)	U. Activities of extraterritorial organizations and bodies (ISIC-Rev.4)	0,4	0,4	0,1
Total (Sex)	Total (Broad sector)	1184,9	596,6	588,3
Total (Sex)	Agriculture (Broad sector)	361,1	204,2	156,8

Total (Sex)	Non-Agriculture (Broad sector)	823,8	392,3	431,4
Total (Sex)	Industry (Broad sector)	212,7	140,1	72,6
Total (Sex)	Services (Broad sector)	611,1	252,3	358,9
Total (Sex)	Total (Aggregate activities)	1184,9	596,6	588,3
Total (Sex)	Agriculture (Aggregate activities)	361,1	204,2	156,8
Total (Sex)	Manufacturing (Aggregate activities)	118,3	57,4	60,9
Total (Sex)	Construction (Aggregate activities)	66,5	60,7	5,8
Total (Sex)	Mining and quarrying; Electricity, gas and water supply (Aggregate activities)	27,9	22	5,9
Total (Sex)	Trade, Transportation, Accommodation and Food, and Business and Administrative Services (Aggregate activities)	338,5	169	169,4
Total (Sex)	Public Administration, Community, Social and other Services and Activities (Aggregate activities)	272,6	83,2	189,4

Table 2.11: Employed persons by age, sex and economic activity
Source: National Bureau of Statistics, Labour Force Survey
Year: 2014

Total	Both sexes	Male	Female
Total by sectors	1,184.9	596.6	588.3
Agriculture	361.1	204.3	156.8
Industry	145.6	78.1	67.5
Services	678.2	314.2	364.0
15-24 years			
Total by sectors	94.5	57.6	37.0
Agriculture	27.5	20.3	7.2
Industry	12.0	6.0	6.0
Services	55.0	31.2	23.8
25-49 years			
Total by sectors	718.1	349.4	368.7
Agriculture	187.3	100.6	86.7
Industry	94.1	47.1	47.0
Services	436.8	201.7	235.0
50-64 years			
Total by sectors	340.6	173.2	167.4
Agriculture	125.9	72.7	53.2
Industry	38.1	23.9	14.3
Services	176.6	76.6	99.9
65 years and over			
Total by sectors	31.6	16.4	15.3
Agriculture	20.5	10.7	9.8
Industry	1.3	1.1	0.2
Services	9.8	4.6	5.2

Table 2.12: Female share of employment by economic activity (%)
Source: Labour Force Survey (ILOSTAT)
Year: 2014

Economic activity	Female share (%)
Total (Aggregate activities)	49,6
Agriculture (Aggregate activities)	43,4
Manufacturing (Aggregate activities)	51,5
Construction (Aggregate activities)	8,8
Mining and quarrying; Electricity, gas and water supply (Aggregate activities)	21,2
Trade, Transportation, Accommodation and Food, and Business and Administrative Services (Aggregate activities)	50,1
Public Administration, Community, Social and other Services and Activities (Aggregate activities)	69,5

Table 2.13: Female share of employment by occupation (%)
Source: Labour Force Survey (ILOSTAT)
Year: 2014

Occupation	2014
Total (Aggregate categories)	49,6

Managers, professionals, and technicians (Aggregate categories)	59,3
Clerical, service and sales workers (Aggregate categories)	75
Skilled agricultural and trades workers (Aggregate categories)	37,3
Plant and machine operators, and assemblers (Aggregate categories)	9,6
Elementary occupations (Aggregate categories)	47
Armed forces (Aggregate categories)	6,7

Table 2.14: Female share of employment in senior and middle management (%)

Source: Labour Force Survey (ILOSTAT)

Year: 2014

Female share (%)
46,8

Table 2.15: Female share of paid employment in non-agriculture (%)

Source: Labour Force Survey (ILOSTAT)

Year: 2014

Female share (%)
55,4

Table 2.16: Share of informal employment by sex, rural/urban, agriculture/non-agriculture (%)

Source: Labour Force Survey (ILOSTAT)

Year: 2013

Geographical coverage	Economic activity	Total	Male	Female
National	Total	30,9	34,7	27,1
National	Agriculture	73,8	67,9	81,4
National	Non-Agriculture	13,6	19	8,6
Rural	Total	46,4		
Rural	Agriculture	74,5		
Rural	Non-Agriculture	17,1		
Urban	Total	13,4		
Urban	Agriculture	63		
Urban	Non-Agriculture	11,5		

Table 2.17: Share of informal employment outside the informal sector by sex, rural/urban, agriculture/non-agriculture (%)

Source: Labour Force Survey (ILOSTAT)

Year: 2013

Sex	Geographical coverage	Economic activity	Total	Male	Female
Total (Sex)	National (Geographical coverage)	Total	6,2	6,1	6,3
Total (Sex)	National (Geographical coverage)	Agriculture	7,5	7,6	7,3
Total (Sex)	National (Geographical coverage)	Non-Agriculture	5,6	5,3	6
Total (Sex)	Rural (Geographical coverage)	Total	6,8		
Total (Sex)	Rural (Geographical coverage)	Agriculture)	7,4		
Total (Sex)	Rural (Geographical coverage)	Non-Agriculture	6,3		
Total (Sex)	Urban (Geographical coverage)	Total	5,4		
Total (Sex)	Urban (Geographical coverage)	Agriculture	9,2		
Total (Sex)	Urban (Geographical coverage)	Non-Agriculture	5,3		

Table 2.18: Employment by sex and status in employment (thousands)

Source: Labour Force Survey (ILOSTAT)

Year: 2014

Sex	Status in employment	Total	Male	Female
Total (Sex)	TOTAL. Total (ICSE-93)	1184,9	596,6	588,3
Total (Sex)	1. Employees (ICSE-93)	797,6	371,9	425,7
Total (Sex)	2. Employers (ICSE-93)	8,5	5,7	2,8

Total (Sex)	3. Own-account workers (ICSE-93)	350,3	211,1	139,2
Total (Sex)	5. Contributing family workers (ICSE-93)	28,5	7,9	20,6

Table 2.19: Working-age population living below the nationally-defined poverty line by sex and labour force status (thousands)

Source: Labour Force Survey (ILOSTAT)

Year: 2014

Sex	Labour market status	Total	Male	Female
Total (Sex)	Total (Status)	307,3	142	165,3
Total (Sex)	Employed (Status)	181,6	88	93,6
Total (Sex)	Unemployed (Status)	8,5	6,7	1,8
Total (Sex)	Outside the labour force (Status)	117,2	47,3	69,9

Table 2.20: Employed persons living in households with income below the nationally-defined poverty line by sex (thousands)

Source: Household Budget Survey (ILOSTAT)

Year: 2010

Total	Male	Female
624	314	310,1

Table 2.21: Employed persons living below the nationally-defined poverty line by sex and age (thousands)

Description: Employed persons living below the nationally-defined poverty line by sex and age

Source: Household Budget Survey (ILOSTAT)

Year: 2013

Sex	Age	Total	Male	Female
Total (Sex)	15+ (Youth, adults)	203,7	105,3	98,4
Total (Sex)	15-64 (Youth, adults)	173,2	91,1	82,1
Total (Sex)	15-24 (Youth, adults)	21,6	12,8	8,8
Total (Sex)	25+ (Youth, adults)	182	92,4	89,6

Table 2.22: Employed persons living below the nationally-defined poverty line by sex and status in employment (thousands)

Source: Household Budget Survey (ILOSTAT)

Year: 2014

Sex	Status in employment	Total	Male	Female
Total (Sex)	TOTAL. Total (ICSE-93)	181,6	88	93,6
Total (Sex)	1. Employees (ICSE-93)	77,1	38,9	38,2
Total (Sex)	3. Own-account workers (ICSE-93)	101,4	47,1	54,3
Total (Sex)	5. Contributing family workers (ICSE-93)	2,3	1,2	1,1
Total (Sex)	6. Workers not classifiable by status (ICSE-93)	0,8	0,8	

Table 2.23: Gender wage gap by economic activity (%)

Source: Labour Cost Survey (ILOSTAT)

Year: 2014

Economic activity	Gender wage gap
TOTAL. Total (ISIC-Rev.4)	12,4
A. Agriculture, forestry and fishing (ISIC-Rev.4)	9,5
B. Mining and quarrying (ISIC-Rev.4)	14,7
C. Manufacturing (ISIC-Rev.4)	12,7
D. Electricity, gas, steam and air conditioning supply (ISIC-Rev.4)	6,8
E. Water supply; sewerage, waste management and remediation activities (ISIC-Rev.4)	7,1
F. Construction (ISIC-Rev.4)	9,6
G. Wholesale and retail trade; repair of motor vehicles and motorcycles (ISIC-Rev.4)	8,9
H. Transportation and storage (ISIC-Rev.4)	1,5
I. Accommodation and food service activities (ISIC-Rev.4)	8,6
J. Information and communication (ISIC-Rev.4)	23
K. Financial and insurance activities (ISIC-Rev.4)	27,6
L. Real estate activities (ISIC-Rev.4)	9,9
M. Professional, scientific and technical activities (ISIC-Rev.4)	6,9
O. Public administration and defence; compulsory social security (ISIC-Rev.4)	10,8

P. Education (ISIC-Rev.4)	7,7
Q. Human health and social work activities (ISIC-Rev.4)	10,9
R. Arts, entertainment and recreation (ISIC-Rev.4)	15,1
S. Other service activities (ISIC-Rev.4)	5,7
Total (Broad sector)	12,4
Total (Aggregate activities)	12,4

Moldova supply socioeconomic data

Table 2.24: Gender
Source: Enterprise Survey (World Bank)
Year: 2013

Subgroup	Top Subgroup Level	Subgroup Level	Percent of firms with female participation in ownership	Percent of firms with a female top manager	Percent of firms with majority female ownership	Proportion of permanent full-time workers that are female (%)	Proportion of permanent full-time production workers that are female (%)*	Proportion of permanent full-time non-production workers that are female (%)*
All	All	All	47,3	25,7	28,5	42,0	40,9	35,8
Sector	Manufacturing	All	56,9	27,4	32,7	39,9	40,9	35,8
Sector	Manufacturing	Manufacturing	56,9	27,4	32,7	39,9	40,9	35,8
Sector	Services	All	44,9	25,3	27,4	42,5	...	...
Sector	Services	Retail	50,4	32,5	32,0	54,3	...	...
Sector	Services	Other Services	41,7	21,3	24,7	35,8	...	...
Size		Small (5-19)	44,3	28,7	31,8	45,1	39,0	40,0
Size		Medium (20-99)	51,9	21,0	19,3	33,7	47,2	25,3
Size		Large (100+)	70,4	2,9	30,6	33,9	29,3	43,6
Location		Central	41,0	27,7	30,3	42,3	44,0	38,7
Location		North	62,8	14,2	22,8	35,3	34,6	23,9
Location		South	73,3	31,3	25,1	53,5	30,6	38,5
Location		South East	59,6	35,4	20,8	58,0	32,3	34,7
Exporter Type		Direct exports are 10% or more of sales	66,9	10,3	32,9	46,3	48,2	34,4
Exporter Type		Non-exporter	46,2	26,9	28,4	42,0	40,2	36,5
Gender of Top Manager		Top manager is female	99,6	100,0	86,5	64,7	70,8	53,6
Gender of Top Manager		Top manager is male	28,8	0,0	7,1	34,5	30,8	31,2
Ownership Type		Domestic	46,4	27,6	29,4	42,7	40,7	38,7
Ownership Type		10% or more foreign ownership	60,1	8,9	12,2	34,2	34,2	16,5

Table 2.25: Corruption
Source: Enterprise Survey (World Bank)
Year: 2013

Subgroup Level	Bribery incidence (percent of firms experiencing at least one bribe payment request)	Bribery depth (% of public transactions where a gift or informal payment was requested)	Percent of firms expected to give gifts in meetings with tax officials	Percent of firms expected to give gifts to secure government contract	Value of gift expected to secure a government contract (% of contract value)	Percent of firms expected to give gifts to get an operating license	Percent of firms expected to give gifts to get an import license	Percent of firms expected to give gifts to get a construction permit	Percent of firms expected to give gifts to get an electrical connection	Percent of firms expected to give gifts to get a water connection	Percent of firms expected to give gifts to public officials "to get things done"	Percent of firms identifying corruption as a major constraint	Percent of firms identifying the courts system as a major constraint
All	30,9	22,2	13,5	10,8	0,4	22,1	8,8	48,6	31,3	48,7	16,4	37,8	7,3
Top manager is female	19,5	14,6	8,7	75,2	6,0	0,0	n.a.	61,6	49,4	7,9	3,5	49,1	1,2
Top manager is male	34,8	24,8	15,6	4,5	0,0	28,6	9,9	46,5	31,4	56,6	21,3	34,4	9,5

Access to finance

Source: Enterprise Survey (World Bank)

Year: 2013

Sub-group	Sub-group Level	Percent of firms with a checking or savings account	Percent of firms with a bank loan/line of credit	Proportion of loans requiring collateral (%)	Value of collateral needed for a loan (% of the loan amount)	Percent of firms not needing a loan	Percent of firms whose recent loan application was rejected	Percent of firms using banks to finance investments	Proportion of investments financed internally (%)	Proportion of investments financed by banks (%)	Proportion of investments financed by supplier credit (%)	Proportion of investments financed by equity or stock sales (%)	Percent of firms using banks to finance working capital	Proportion of working capital financed by banks (%)	Proportion of working capital financed by supplier credit (%)	Percent of firms identifying access to finance as a major constraint
All	All	94,3	26,0	95,0	215,3	63,4	23,2	20,0	80,0	7,7	4,1	6,2	26,6	11,4	3,9	7,2
Gender of Top Manager	Top manager is female	94,2	27,6	95,6	193,6	71,6	28,1	25,9	69,7	8,5	0,9	13,4	31,3	10,8	3,6	9,4
Gender of Top Manager	Top manager is male	94,2	25,4	94,8	232,1	61,1	19,7	18,9	81,8	7,6	4,7	4,9	24,8	11,4	4,0	6,5

Table 2.26: Access to infrastructure

Source: Enterprise Survey (World Bank)

Year: 2013

Subgroup Level	Number of electrical outages in a typical month	Duration of a typical electrical outage (hours)	If there were outages, average duration of a typical electrical outage (hours)	Losses due to electrical outages (% of annual sales)	If there were outages, average losses due to electrical outages (% of annual sales)	Percent of firms owning or sharing a generator	Proportion of electricity from a generator (%)	If a generator is used, average proportion of electricity from a generator (%)	Days to obtain an electrical connection (upon application)	Percent of firms identifying electricity as a major constraint	Number of water insufficiencies in a typical month*	Proportion of products lost to breakage or spoilage during shipping to domestic markets (%)*	Percent of firms identifying transportation as a major constraint
All	0,4	1,3	8,6	0,2	0,7	7,5	0,1	4,9	10,5	19,7	0,0	0,7	14,6
Top manager is female	0,3	2,2	20,9	0,1	0,9	14,6	0,0	3,6	7,7	20,4	0,0	0,1	4,3
Top manager is male	0,4	1,0	6,0	0,2	0,7	5,1	0,1	5,0	12,8	19,8	0,0	0,9	18,4

Table 2.27: Access to innovation and technology

Source: Enterprise Survey (World Bank)

Year: 2013

Subgroup	Subgroup Level	Percent of firms with an internationally-recognized quality certification	Percent of firms using technology licensed from foreign companies*	Percent of firms having their own Web site	Percent of firms using e-mail to interact with clients/suppliers	Percent of firms with an annual financial statement reviewed by external auditors
All	All	18,7	19,3	58,6	65,9	25,8
Gender of Top Manager	Top manager is female	11,8	12,1	45,8	46,5	12,8
Gender of Top Manager	Top manager is male	20,8	18,2	63,5	72,8	30,1

Table 2.28 Performance

Source: Enterprise Survey (World Bank)

Year: 2013

Subgroup	Subgroup Level	Capacity utilization (%)*	Real annual sales growth (%)	Annual employment growth (%)	Annual labour productivity growth (%)	Percent of firms buying fixed assets
All	All	82,7	3,1	3,2	-0,7	37,2
Gender of Top Manager	Top manager is female	83,8	4,1	2,7	0,8	...

Gender of Top Manager	Top manager is male	82,3	2,8	3,5	-1,2	...
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Table 2.29 Regulations and taxes
Source: Enterprise Survey (World Bank)
Year: 2013

Subgroup	Subgroup Level	Senior management time spent dealing with the requirements of government regulation (%)	Number of visits or required meetings with tax officials	If there were visits, average number of visits or required meetings with tax officials	Days to obtain an operating license	Days to obtain a construction-related permit	Days to obtain an import license	Percent of firms identifying tax rates as a major constraint	Percent of firms identifying tax administration as a major constraint	Percent of firms identifying business licensing and permits as a major constraint
All	All	6,8	1,7	2,4	12,7	31,0	9,5	13,4	4,5	5,4
Gender of Top Manager	Top manager is female	4,7	1,8	2,6	9,5	27,1	n.a.	21,0	5,0	1,8
Gender of Top Manager	Top manager is male	7,2	1,6	2,3	13,7	31,3	9,0	10,8	4,3	6,8

Table 2.30 Trade
Source: Enterprise Survey (World Bank)
Year: 2013

Subgroup	Subgroup Level	Days to clear direct exports through customs	Percent of firms exporting directly or indirectly (at least 1% of sales)	Percent of firms exporting directly (at least 1% of sales)	Proportion of total sales that are domestic sales (%)	Proportion of total sales that are exported directly (%)	Proportion of total sales that are exported indirectly (%)	Days to clear imports from customs*	Percent of firms using material inputs and/or supplies of foreign origin*	Proportion of total inputs that are of domestic origin (%)*	Proportion of total inputs that are of foreign origin (%)*	Days of inventory of main input*	Percent of firms identifying customs and trade regulations as a major constraint
All	All	21,2	11,9	8,0	95,0	2,4	2,6	3,2	48,3	65,4	34,6	21,2	17,5
Gender of Top Manager	Top manager is female	5,1	6,2	3,8	96,1	1,6	2,3	4,0	58,3	56,1	43,9	17,2	4,6
Gender of Top Manager	Top manager is male	29,5	13,5	8,9	95,1	2,2	2,8	3,1	44,4	69,0	31,0	22,5	22,3

Moldova consumption socioeconomic data

Table 2.31: Disposable incomes average monthly per capita by sex of household head (LEI)

Source: National Bureau of Statistics of the Republic of Moldova, Household Budget Survey

Year: 2014

	Whole country			
	Male		Female	
	Lei, average monthly per capita	Percent of total	Lei, average monthly per capita	Percent of total
Disposable income - total	1,772.8	100.0	1,757.3	100.0
Employment	781.7	44.1	644.6	36.7
Self-employment in agriculture	192.5	10.9	122.1	7.0
Self-employment in non-agricultural sector	145.9	8.2	59.7	3.4
Property income	1.5	0.1	2.5	0.1
Social protection payments	328.8	18.5	414.0	23.6
..pensions	281.5	15.9	366.6	20.9
..child allowances	18.0	1.0	12.8	0.7
..compensations	-	-	-	-
..social support	4.2	0.2	6.3	0.4
Other incomes	322.3	18.2	514.3	29.3
..remittances	256.1	14.4	419.3	23.9

Table 2.32: Consumer price index for goods and services (previous year = 100)

Source: National Bureau of Statistics of the Republic of Moldova, Household Budget Survey

Years: 2014

Total	105.1
Foodstuff products	106.5
..Meat and meat products	104.3
..Fish and fish products	104.9
..Milk and dairy products	108.8
..Vegetables	114.6
..Fresh fruits	107.0
..Alcoholic drinks	104.1
..Other foodstuff products	108.2
Non-foodstuff products	105.5
..Clothing	105.8
..Fuel	104.7
Services	102.5
..Education services	102.8
..Cultural services	101.8
..Tourism	116.8
..Utilities	101.2
..Passenger transport services	110.9
..Communication services	100.6
..Public catering services	104.8

Table 2.33: Average monthly household expenditure by sex of household head (LEI)

Source: National Bureau of Statistics of the Republic of Moldova, Household Budget Survey

Year: 2014

	Whole country			
	Men		Women	
	Lei, average monthly per capita	Percent of total	Lei, average monthly per capita	Percent of total
Consumption expenditures - total	1,783.1	100.0	1,881.7	100.0
Food	776.7	43.6	833.5	44.3
Alcoholic beverages, tobacco	28.6	1.6	16.0	0.9
Clothing and footwear	191.5	10.7	196.2	10.4
Household maintenance	330.2	18.5	370.2	19.7
Dwelling equipment	63.8	3.6	65.0	3.5
Medical care and health	96.3	5.4	114.2	6.1
Transport	88.0	4.9	61.2	3.3
Communication	77.6	4.3	81.1	4.3
Entertainment	22.5	1.3	23.4	1.2
Education	11.8	0.7	15.7	0.8
Hotels, restaurants, cafes etc.	27.1	1.5	24.7	1.3
Miscellaneous	69.0	3.9	80.6	4.3

Moldova revenue socioeconomic data

Table 2.34: Pensioners registered at the social security authorities by category of retirement and sex
Source: National Bureau of Statistics of the Republic of Moldova
Year: 2014

	Both sexes	Female	Male
Total categories	669.9	445.2	224.7
Pension for age limit	507.5	357.6	149.9
Disability pension	136.7	68.6	68.1
Survivor's pension	16.6	13.8	2.8
Other categories of retirement	9.1	5.2	3.9

Table 2.35 Social security
Source: ILO Country Profile
Years: 2011 and 2012

Share of unemployed receiving regular periodic social security unemployment benefits	2012	11.4
Share of population above statutory pensionable age receiving an old age pension	2011	72.8
Active contributors to an old age contributory scheme as a percent of the working-age population	2011	33.6

Table 2.36 State revenue and expenditure (% of GDP)
Source: World Bank
Year: 2012 and 2013

	% of GDP	Year
Tax revenue (%of GDP)	18,6	2012
Government expenditure on education, total (% of GDP)	8,3	2012
Government expenditure on education, total (% of government expenditure)	20,8	2012
Health expenditure, total (% of GDP)	11,8	2013
Health expenditure, public (% of total health expenditure)	46	2013

Table 2.37: Time use by sex (hours/day)
Source: National Bureau of Statistics of the Republic of Moldova
Year: 2013

	Male	Female
Time allocated for childcare (hours/day)	1,3	2,4
Time allocated for paid work (hours per day and % of total)	8,1	7,5
Time allocated for unpaid work (hours per day and % of total)	2,8	4,9

7.3 UKRAINE

Ukraine production/employment socioeconomic data

Table 3.1: Labour force by sex and age (thousands) and labour force participation rate by sex and age (%)
Source: Sample survey of the population (households) on economic activity (ILOSTAT)
Year: 2013

Age	Total (thousands)	Male (thousands)	Male (%)	Female (thousands)	Female (%)
Total	21980,6	11479,7	71,6	10500,9	58,9
15-24	2216,8	1282,6	40,	934,2	31,1
25-34	6042,1	3398,4	91.4	2643,7	73,05
35-44	5540,1	2816,8	90,35	2723,3	83,35
45-54	5358,6	2532,5	83,35	2826,1	80
55-64	2464,1	1294,9	50,25	1169,2	34,2
65+	358,9	154,5	20,6	204,4	16,4

Table 3.2: Employment by sex and age (thousands) and employment-to-population.rate by sex and age (%)
Source: Sample survey of the population (households) on economic activity (ILOSTAT)
Year: 2013

Age	Total (thousands)	Total (%)	Male (thousands)	Male (%)	Female (thousands)	Female (%)
Total	20404,1	60,3	10556,5	65,9	9847,6	55,3
15-24	1831,3	29,4	1049,6	32,75	781,7	25,95
25-34	5577,7	78,6	3113,8	(83,8	2463,9	68,1
35-44	5184,1	81,2	2612,4	83,75	2571,7	78,75
45-54	5046,2	76,8	2381,7	78,35	2664,5	(75,45
55-64	2405,9	40,2	1244,5	48,4	1161,4	33,95
65+	358,9	18	154,5	20,6	204,4	16,4

Note the 2014 employment to population ratio (Source: <http://www.ukrstat.gov.ua/>)

M: 61,8 %

F: 51,9 %

Table 3.3: Unemployment by sex and age (thousands) and unemployment rate by sex and age (%)

Source: Sample survey of the population (households) on economic activity (ILOSTAT)

Year: 2013

Age	Total (thousands)	Total (%)	Male (thousands)	Male (%)	Female (thousands)	Female (%)
Total	1576,5	7,2	923,2	8	653,3	6,2
15-24	385,5	17,4	233	18,2	152,5	16,3
25-34	464,4	7,7	284,6	8,4	179,8	6,8
35-44	356	6,4	204,4	7,3	151,6	5,6
45-54	312,4	5,8	150,8	6	161,6	5,7
55-64	58,2	2,4	50,4	3,9	7,8	0,7

Note the 2014 unemployment rate (Source: <http://www.ukrstat.gov.ua/>)

M: 10,8 %

F: 7,5 %

Table 3.4: Unemployment by sex and education (thousands) and unemployment rate by sex and education (%)

Source: Sample survey of the population (households) on economic activity (ILOSTAT)

Year: 2013

Education	Total	Total (%)	Male	Male (%)	Female	Female (%)
Total (Aggregate levels)	1576,5	7,2	923,2	8	653,3	6,2
Less than basic (Aggregate levels)	1,4	3,5	1,1	6,6	0,3	1,3
Basic (Aggregate levels)	71,1	6,9	43,1	7,7	28	6
Intermediate (Aggregate levels)	761,5	7,6	521,4	8,6	240,1	6
Advanced (Aggregate levels)	742,5	6,8	357,6	7,4	384,9	6,4

Table 3.5: Unemployment by sex and rural / urban areas (thousands)

Source: Sample survey of the population (households) on economic activity (ILOSTAT)

Year: 2013

Geographical coverage	Total	Male	Female
National	1576,5	923,2	653,3
Rural	502,1	317,5	184,6
Urban	1074,4	605,7	468,7

Table 3.6: Share of long term unemployment in total unemployment by sex

population. Source: Sample survey of the population (households) on economic activity (ILOSTAT)

Year: 2013

Total	Male	Female
20,9	20,6	21,3

Table 3.7: Employment by sex and economic activity and female share of employment by economic activity (%)

Source: Sample survey of the population (households) on economic activity (ILOSTAT)
Year: 2013

Economic activity	Total	Male	Female	Female share of employment (%)
TOTAL. Total (ISIC-Rev.4)	20404,1	10556,5	9847,6	48,3
A. Agriculture, forestry and fishing (ISIC-Rev.4)	4082,8	2186,1	1896,7	46,5
B. Mining and quarrying (ISIC-Rev.4)	638,4	514,9	123,5	19,4
C. Manufacturing (ISIC-Rev.4)	2572,4	1614,8	957,6	37,2
D. Electricity, gas, steam and air conditioning supply (ISIC-Rev.4)	451,1	311,1	140	31
E. Water supply; sewerage, waste management and remediation activities (ISIC-Rev.4)	159,4	104	55,4	34,8
F. Construction (ISIC-Rev.4)	1240,1	1118,2	121,9	9,8
G. Wholesale and retail trade; repair of motor vehicles and motorcycles (ISIC-Rev.4)	3481,1	1487,4	1993,7	57,3
H. Transportation and storage (ISIC-Rev.4)	1296	942,9	353,1	27,2
I. Accommodation and food service activities (ISIC-Rev.4)	388,4	110,4	278	71,6
J. Information and communication (ISIC-Rev.4)	298,3	193,9	104,4	35
K. Financial and insurance activities (ISIC-Rev.4)	333,3	120,1	213,2	64
L. Real estate activities (ISIC-Rev.4)	121,6	59,6	62	51
M. Professional, scientific and technical activities (ISIC-Rev.4)	387	204,4	182,6	47,2
N. Administrative and support service activities (ISIC-Rev.4)	259,2	159,7	99,5	38,4
O. Public administration and defence; compulsory social security (ISIC-Rev.4)	1016,2	526,5	489,7	48,2
P. Education (ISIC-Rev.4)	1680,4	366,1	1314,3	78,2
Q. Human health and social work activities (ISIC-Rev.4)	1279	239,6	1039,4	81,3
R. Arts, entertainment and recreation (ISIC-Rev.4)	192,6	65,5	127,1	66
S. Other service activities (ISIC-Rev.4)	475	209,6	265,4	55,9
T. Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use (ISIC-Rev.4)	51,8	21,7	30,1	58,1
U. Activities of extraterritorial organizations and bodies (ISIC-Rev.4)	0	0	0	48,3
X. Not elsewhere classified (ISIC-Rev.4)	0	0	0	46,5
Total (Broad sector)	20404,1	10556,5	9847,6	48,7
Agriculture (Broad sector)	4082,8	2186,1	1896,7	27,6
Non-Agriculture (Broad sector)	16321,3	8370,4	7950,9	58,2
Industry (Broad sector)	5061,4	3663	1398,4	48,3
Services (Broad sector)	11259,9	4707,4	6552,5	46,5
Not classified (Broad sector)	0	0	0	37,2
Total (Aggregate activities)	20404,1	10556,5	9847,6	9,8
Agriculture (Aggregate activities)	4082,8	2186,1	1896,7	25,5
Manufacturing (Aggregate activities)	2572,4	1614,8	957,6	50,1
Construction (Aggregate activities)	1240,1	1118,2	121,9	69,6
Mining and quarrying; Electricity, gas and water supply (Aggregate activities)	1248,9	930	318,9	48,3
Trade, Transportation, Accommodation and Food, and Business and Administrative Services (Aggregate activities)	6564,9	3278,4	3286,5	46,5
Public Administration, Community, Social and other Services and Activities (Aggregate activities)	4695	1429	3266	19,4
Not classified (Aggregate activities)	0	0	0	

Table 3.8: Female share of employment by occupation (%)

Source: Sample survey of the population (households) on economic activity (ILOSTAT)

Year: 2013

Occupation	Female share of employment (%)
Total (Aggregate categories)	48,3
Managers, professionals, and technicians (Aggregate categories)	57,8
Clerical, service and sales workers (Aggregate categories)	71
Skilled agricultural and trades workers (Aggregate categories)	14,4
Plant and machine operators, and assemblers (Aggregate categories)	18,2
Elementary occupations (Aggregate categories)	49,4

Table 3.9: Female share of employment in senior and middle management (%)
Source: Sample survey of the population (households) on economic activity (ILOSTAT)
Year: 2013

Female share of employment in senior and middle management (%)
39,7

Table 3.10: Female share of paid employment in non-agriculture (%)
Source: Integrated Household Survey (ILOSTAT)
Year: 2014

Female share of paid employment in non-agriculture (%)
47,3

Table 3.11: Persons in informal employment (thousands)
Source: Ukrstat
Year: 2014

Total	Male	Female
2867.6	1637,5	1230,1

Table 3.12: Employment by sex and status in employment (thousands)
Source: Sample survey of the population (households) on economic activity (ILOSTAT)
Year: 2013

Status in employment	Total	Male	Female
TOTAL. Total (ICSE-93)	20404,1	10556,5	9847,6
1. Employees (ICSE-93)	16502,2	8590,1	7912,1
2. Employers (ICSE-93)	207,8	142,4	65,4
3. Own-account workers (ICSE-93)	3625,3	1780	1845,3
5. Contributing family workers (ICSE-93)	68,8	44	24,8

Table 3.13: Employed persons living below the nationally-defined poverty line (thousands)
Source: HIES - State survey of household income and expenditure (ILOSTAT)
Year: 2013 and 2014

Age	2013	2014
15+ (Youth, adults)	6,3	6,2

Table 3.14: Gender wage gap by economic activity (%)
Source: LRES - Survey of enterprises on labour statistics (ILOSTAT)
Year: 2013

Economic activity	Wage gap
TOTAL. Total (ISIC-Rev.4)	22,8
A. Agriculture, forestry and fishing (ISIC-Rev.4)	12,1
B. Mining and quarrying (ISIC-Rev.4)	44,2
C. Manufacturing (ISIC-Rev.4)	24,9
D. Electricity, gas, steam and air conditioning supply (ISIC-Rev.4)	21,6
E. Water supply; sewerage, waste management and remediation activities (ISIC-Rev.4)	14
F. Construction (ISIC-Rev.4)	10,5
G. Wholesale and retail trade; repair of motor vehicles and motorcycles (ISIC-Rev.4)	18,5

H. Transportation and storage (ISIC-Rev.4)	22,4
I. Accommodation and food service activities (ISIC-Rev.4)	15,4
J. Information and communication (ISIC-Rev.4)	12,2
K. Financial and insurance activities (ISIC-Rev.4)	33,2
L. Real estate activities (ISIC-Rev.4)	10,8
M. Professional, scientific and technical activities (ISIC-Rev.4)	10,9
N. Administrative and support service activities (ISIC-Rev.4)	2,5
O. Public administration and defence; compulsory social security (ISIC-Rev.4)	12,8
P. Education (ISIC-Rev.4)	8,7
Q. Human health and social work activities (ISIC-Rev.4)	10,2
R. Arts, entertainment and recreation (ISIC-Rev.4)	37,8
S. Other service activities (ISIC-Rev.4)	20,6
Total (Broad sector)	22,8
Total (Aggregate activities)	22,8

Ukraine supply socioeconomic data

Table 3.15 Gender
 Source: Enterprise Survey (World Bank)
 Year: 2013

Subgroup	Top Subgroup Level	Subgroup Level	Percent of firms with female participation in ownership	Percent of firms with a female top manager	Percent of firms with majority female ownership	Proportion of permanent full-time workers that are female (%)	Proportion of permanent full-time production workers that are female (%)*	Proportion of permanent full-time non-production workers that are female (%)*
All	All	All	31,5	18,8	12,8	41,4	41,5	46,7
Sector	Manufacturing	All	26,3	15,5	11,2	42,1	41,5	46,7
Sector	Manufacturing	Food	31,0	17,1	8,8	64,2	70,4	46,0
Sector	Manufacturing	Garments	60,7	55,3	49,5	75,7	80,2	68,3
Sector	Manufacturing	Non-Metallic Mineral Products	23,5	7,9	6,8	30,3	26,6	46,0
Sector	Manufacturing	Machinery & Equipment	24,1	5,3	2,9	28,6	23,9	47,1
Sector	Manufacturing	Other Manufacturing	20,0	11,3	6,9	35,7	33,9	42,9
Sector	Services	All	34,3	20,5	13,7	41,0	...	...
Sector	Services	Retail	45,8	32,4	23,4	62,4	...	...
Sector	Services	Other Services	30,9	17,3	10,9	34,7	...	...
Size		Small (5-19)	36,0	24,1	17,6	43,8	45,6	47,1
Size		Medium (20-99)	21,4	10,7	5,3	36,8	35,4	42,6
Size		Large (100+)	32,3	8,8	1,3	38,2	42,9	55,3
Location		East	30,7	22,0	13,7	45,7	40,7	55,2
Location		Kyiv	26,4	21,6	13,7	36,1	32,9	39,1
Location		North	46,2	14,3	12,5	46,6	34,6	48,8
Location		South	31,0	19,0	14,7	43,5	48,8	56,1
Location		West	32,9	11,4	8,7	36,0	53,9	36,3
Exporter Type		Direct exports are 10% or more of sales	22,4	3,2	1,3	30,3	33,3	37,5
Exporter Type		Non-exporter	31,9	19,8	13,6	42,0	42,7	48,6
Gender of Top		Top manager is female	97,8	100,0	68,7	66,0	68,6	72,7

Manager													
Gender of Top Manager		Top manager is male	15,3	0,0	0,6	35,3	36,3	41,7					
Ownership Type		Domestic	32,0	19,3	13,4	41,5	41,4	46,0					
Ownership Type		10% or more foreign ownership	23,4	9,6	2,6	36,5	33,7	50,9					

Table 3.16 Corruption
Source: Enterprise Survey (World Bank)
Year: 2013

Subgroup Level	Bribery incidence (percent of firms experiencing at least one bribe payment request)	Bribery depth (% of public transactions where a gift or informal payment was requested)	Percent of firms expected to give gifts in meetings with tax officials	Percent of firms expected to give gifts to secure government contract	Value of gift expected to secure a government contract (% of contract value)	Percent of firms expected to give gifts to get an operating license	Percent of firms expected to give gifts to get an import license	Percent of firms expected to give gifts to get a construction permit	Percent of firms expected to give gifts to get an electrical connection	Percent of firms expected to give gifts to get a water connection	Percent of firms expected to give gifts to public officials "to get things done"	Percent of firms identifying corruption as a major constraint	Percent of firms identifying the courts system as a major constraint
All	50,4	44,7	50,0	99,1	14,2	35,0	41,9	73,0	27,6	16,5	73,1	37,7	4,4
Top manager is female	51,0	48,9	48,4	n.a.	n.a.	42,0	23,4	76,2	n.a.	13,5	91,7	28,7	2,3
Top manager is male	50,8	44,2	50,9	98,9	15,0	32,3	44,1	73,5	27,8	16,8	69,4	40,1	4,7

Table 3.17 Access to finance
Source: Enterprise Survey (World Bank)
Year: 2013

Subgroup Level	Percent of firms with a checking or savings account	Percent of firms with a bank loan/line of credit	Proportion of loans requiring collateral (%)	Value of collateral needed for a loan (% of the loan amount)	Percent of firms not needing a loan	Percent of firms whose recent loan application was rejected	Percent of firms using banks to finance investments	Proportion of investments financed internally (%)	Proportion of investments financed by banks (%)	Proportion of investments financed by supplier credit (%)	Proportion of investments financed by equity or stock sales (%)	Percent of firms using banks to finance working capital	Proportion of working capital financed by banks (%)	Proportion of working capital financed by supplier credit (%)	Percent of firms identifying access to finance as a major constraint
All	88,7	18,5	56,4	160,5	37,7	11,2	30,3	66,9	11,0	8,3	6,4	14,8	3,6	12,4	12,5

Top manager is female	84,0	14,3	62,3	152,1	46,5	2,0	41,5	59,0	24,3	10,5	0,8	13,0	4,5	15,4	9,7
Top manager is male	89,6	19,3	54,9	162,5	35,7	12,8	27,7	68,6	7,9	7,8	7,7	15,1	3,4	11,8	13,0

Table 3.18 Access to infrastructure
Source: Enterprise Survey (World Bank)
Year: 2013

Subgroup Level	Number of electrical outages in a typical month	Duration of a typical electrical outage (hours)	If there were outages, average duration of a typical electrical outage (hours)	Losses due to electrical outages (% of annual sales)	If there were outages, average losses due to electrical outages (% of annual sales)	Percent of firms owning or sharing a generator	Proportion of electricity from a generator (%)	If a generator is used, average proportion of electricity from a generator (%)	Days to obtain an electrical connection (upon application)	Percent of firms identifying electricity as a major constraint	Number of water insufficiencies in a typical month*	Proportion of products lost to breakage or spoilage during shipping to domestic markets (%)*	Percent of firms identifying transportation as a major constraint
All	0,3	0,4	3,1	0,2	2,0	8,8	1,6	23,0	6,7	6,5	0,1	0,7	4,5
Top manager is female	0,3	0,7	3,5	0,4	3,1	6,2	0,2	4,7	8,8	6,2	0,2	0,6	4,9
Top manager is male	0,3	0,4	2,9	0,2	1,6	9,3	1,9	25,8	6,4	6,6	0,1	0,7	4,4

Table 3.19 Access to innovation and technology

Source: Enterprise Survey (World Bank)

Year: 2013

Subgroup Level	Percent of firms with an internationally-recognized quality certification	Percent of firms using technology licensed from foreign companies*	Percent of firms having their own Web site	Percent of firms using e-mail to interact with clients/suppliers	Percent of firms with an annual financial statement reviewed by external auditors
All	16,6	13,8	55,3	87,9	32,8
Top manager is female	15,7	3,1	38,3	82,5	29,5
Top manager is male	16,9	15,5	59,0	89,2	33,2

Table 3.20 Performance

Source: Enterprise Survey (World Bank)

Year: 2013

Subgroup Level	Capacity utilization (%)*	Real annual sales growth (%)	Annual employment growth (%)	Annual labour productivity growth (%)	Percent of firms buying fixed assets
All	75,6	-2,7	-3,0	-0,4	19,1
Top manager is female	77,4	0,4	-1,6	-2,7	...
Top manager is male	74,9	-2,9	-3,5	0,6	...

Table 3.21 Regulations and taxes

Source: Enterprise Survey (World Bank)

Year: 2013

Sub-group Level	Senior management time spent dealing with the requirements of government regulation (%)	Number of visits or re-quired meetings with tax officials	If there were visits, average number of visits or re-quired meetings with tax officials	Days to obtain an operating license	Days to obtain a construction-related permit	Days to obtain an import license	Percent of firms identifying tax rates as a major constraint	Percent of firms identifying tax administration as a major constraint	Percent of firms identifying business licensing and permits as a major constraint
All	19,6	1,3	2,1	16,5	1,3	17,4	42,9	15,2	5,4
Top manager is female	22,6	1,5	2,4	11,4	2,6	n.a.	45,3	13,5	5,2
Top manager is male	18,9	1,2	2,1	17,9	1,0	16,3	42,5	15,8	5,4

Table 3.22 Trade

Source: Enterprise Survey (World Bank)

Year: 2013

Sub-group Level	Days to clear direct exports through customs	Percent of firms exporting directly or indirectly (at least 1% of sales)	Percent of firms exporting directly (at least 1% of sales)	Proportion of total sales that are domestic sales (%)	Proportion of total sales that are exported directly (%)	Proportion of total sales that are exported indirectly (%)	Days to clear imports from customs*	Percent of firms using material inputs and/or supplies of foreign origin*	Proportion of total inputs that are of domestic origin (%)*	Proportion of total inputs that are of foreign origin (%)*	Days of inventory of main input*	Percent of firms identifying customs and trade regulations as a major constraint
	4,0	17,0	8,2	93,5	3,3	3,2	3,9	48,2	75,4	24,6	35,8	8,6
Top manager is female	2,8	12,4	1,3	95,3	0,5	4,3	3,9	44,1	78,5	21,5	26,4	6,2
Top manager is male	3,8	18,1	9,8	93,1	3,9	3,0	4,0	48,9	74,8	25,2	37,6	9,2

Ukraine consumption socioeconomic data

Table 3.23 Relative poverty (%)

Source https://www.unecp.org/fileadmin/DAM/stats/documents/ece/ces/ge.15/2013/WP_12_Ukraine_D_En.pdf
Years: 2012

	Urban	Rural	Ukraine
Share of population under 75 percent of the median consumption (%)	29,6	35,5	25,5

The data on the poverty level, which could be observed is presented in the fragmentary and narrative way for the period of 2010-2012, periods of 9 months of 2013 year; there is not available systemic comparison on the numbers for different years. The summarized data for urban and rural areas was not available, there was the data by oblasts (regions). It was stated in the report that "gender indicators practically did not influence the poverty indicators in Ukraine: in 2012 the relative poverty level among women was 25.6% and men-25.4%; the level of absolute poverty among women was 19.7% and men-19.4%.

57% of households are beneficiaries of at least one social assistance program; 2 30% of the poorest are traditionally allocated with less than 50% of social assistance funds

Table 3.24 Household income (local currency or %)

Source: http://www.ukrstat.gov.ua/operativ/operativ2007/gdvvg_rik/dvdg_u/strukt_res2010_u.htm
Year: 2010 and 2014

	2010	2014
Average monthly total resources per one household, UAH	3481,0 (UAH)	4563,3 (UAH)
Cash income and transfers	89,1%	91,2%

Wages	47,6	48,8
From self-employment	6,1	5,2
From selling agricultural production	3,4	3,2
Property income (leasing, interest on deposit etc.)	-	92016 mln hrv ⁴⁹
Pensions, scholarships, assistances /cash pensions, stipends and social benefits	25,8	27,0
Remittances from abroad/cash support from relatives, other persons and other cash income	6,2	7,0
Money received as gift (not specified, might be considered in the upper line)	-	-
Value of consumed products that were produced at private subsistence farms or individually procured	5,0	4,6
Non-cash benefits and subsidies to pay for housing and communal utilities, electricity, fuel	0,6	0,4
Non-cash benefits to pay for goods and services on health protection, travel services, to pay for places in recreation departments etc., to pay for transportation and communications services	0,5	0,4
Non-cash income		-
Income, total		-
Other cash inflows/Other receipts	4,8	3,4
Property disposal		-
Borrowing and dis-saving		73,5% ⁵⁰
Cash inflows, total		-
Cash and non-cash inflows, total		-
For information: total income, UAH	3369,8	4470,9

Table 3.25: Mean real monthly earnings of employees by sex
Source: Statistic digest "Women and men of Ukraine", for 2012, issued in 2013/https://ukrstat.org/uk/druk/publicat/Arhiv_u/15/Arch_gc_zb.htm
Year: 2010, 2012

Total	Male, UAH	Female, UAH (% of men's earnings)
2010	2538	1974 (77,8%)
2012	3429	2661(77,6%)

Table 3.26: Consumer price index for goods and services
Source: Ukrstat
Years: January 2010 and 2015

Consumer price indices	93,3	2010, January
	135,0	2015, January
Food and non-alcoholic beverages	93,3	2010, January
	129,0	2015, January
Alcoholic beverages, tobacco	82,4	2010, January
	168,9	2015, January
Housing, water, electricity, gas and other	88,2	2010, January

⁴⁹ Express issue (I-Ivquarters, 2014 та 2014) (previous data) 31.03.2014 №52/0/02.2BH-15

⁵⁰ Express issue (I-Ivquarters, 2014 та 2014) (previous data) 31.03.2014 №52/0/02.2BH-15

fuels	151,4	2015, January
Furnishings, household equipment and routine maintenance of the house	98,9	2010, January
	136,5	2015, January
Health	94,9	2010, January
	149,7	2015, January
Transport	95,4	2010, January
	182,7	2015, January
Communication	109,6	2010, January
	108,9	2015, January
Recreation and culture	97,6	2010, January
	133,2	2015, January
Restaurants and hotels	93,6	2010, January
	129,4	2015, January
Miscellaneous goods and services	92,8	2010, January

Table 3.27: Average monthly household expenditure (%)

Source: Ukrstat

Year: 2014

Food	51.9
Housing/ Utilities (electricity, gas, water)	9.4
Transport	4.3
Alcohol, tobacco, drugs	3.4
Clothes and footwear	6.0
Healthcare	3.6
Leisure and culture	1.8
Home appliances	2.3
Restaurants, hotels	2.3
Education	1.1
Miscellaneous goods and services	2.7

Ukraine revenue socioeconomic data

Table 3.28: Share of women and men registered as internally displaced persons (thousands or %)

Source: <http://www.internal-displacement.org/europe-the-caucasus-and-central-asia/ukraine/figures-analysis>

Year: August, 2015

Region	Total	Female	Male
From Crimea	5%	66%	-
From Eastern Ukraine	95 %		
IDPs receiving some type of pension/assistance	59.1 %	-	-

Social security:

For non-working person (pensioners, disabled, children) = 884 UAH per person per month (family member)

For working person = 442 UAH per person per month (family member)

Total amount for a family is calculated as the summary of support payments and cannot be more 2400 UAH per mon

Notes: As of August 2015⁵¹ the Ministry of Social Policy had registered 1,459,226 IDPs in areas under government control. The vast majority were from the eastern Ukraine; while around 20,000 were from the Crimea. The IDPs from eastern Ukraine now make up 95 % of the total displaced Ukrainians, while those from Crimea account for 5%. IDPs make 3.5% of the total population of Ukraine⁵².

The data disaggregated by sex, age, disability is quite approximate. Anyway, according to the UNHCR⁵³ update on international protection considerations⁵⁴, as of August, 2015, among IDPs there adult women make up to the 66% ; IDPs are of working age - 23.7 %; elderly or disabled IDPs - 19%; children - 31% of IDPs. 59.1 % of IDPs are receiving some type of pension/assistance.

Source: ILO Country Profile

Years: 2011 and 2012

Share of unemployed receiving regular periodic social security unemployment benefits	2012	20.9
Share of population above statutory pensionable age receiving an old age pension	2011	95.0

Table 3.29: State revenue and expenditure (% of GDP)

Source: World Bank; <http://data.worldbank.org/indicator/SH.XPD.PUBL.ZS>

Year: 2012 and 2013

	% of GDP	Year
Tax revenue	18,3	2012
Government expenditure on education, total (% of GDP)	6,7	2012
Government expenditure on education, total (% of government expenditure)	13,7	2012
Health expenditure, total (% of GDP)	7,8	2013
Health expenditure, public (% of total health expenditure)	54,5	2013

⁵¹ Internal Displacement Monitoring Center (IDMC) (August 2015) *Ukraine IDP Figures Analysis*, available at <http://www.internal-displacement.org/europe-the-caucasus-and-central-asia/ukraine/figures-analysis>

⁵² Franck Düvell and Irina Lapshyna (15 July 2015), *The EuroMaidan Protests, Corruption, and War in Ukraine: Migration Trends and Ambitions*, available at <http://www.migrationpolicy.org/article/euromaidan-protests-corruption-and-war-ukraine-migration-trends-and-ambitions>

⁵³ <http://unhcr.org.ua/en/who-we-help/internally-displaced-people>

⁵⁴ UNHCR, (January 2015) *International Protection Considerations Related to the Developments in Ukraine – Update II*, available at <http://www.refworld.org/docid/54c639474.html>

8. Donor Activities

8.1 GEORGIA

GEORGIA DONOR ⁵⁵ INITIATIVES IN THE FIELDS OF TRADE AND OF GENDER: 2014 - 2020 and beyond								
	Initiative	Donor	Implementer	Objectives	Timeframe	Budget	Key partners	Target beneficiaries
1	“Gender Assessment of Agriculture and Local Development Systems in Georgia“	Austrian Development Agency (ADA) & Swiss Development Cooperation (SDC)	UN Women	This small project aims to assess agriculture and local development systems in selected regions of Georgia in order to come up with recommendations and share findings with relevant government partners at the national as well as local levels.	August 2015 – march 2016	EUR 61,000	Austrian Development Agency (ADA) & Swiss Development Cooperation (SDC)	Women in rural areas in Georgia

⁵⁵ Project list funded by some donors are available on the website of the Donor Coordination Unit under the GoG at the following address:

<https://eaims.ge/#fDE=>

Moreover, information on the European Neighbourhood Instrument (ENI) 2014-2020 – Single Support Framework

for EU Support to Georgia (2014-2017), please see: http://eeas.europa.eu/enp/pdf/financing-the-enp/georgia_2014_2017_summary_of_the_programming_document_en.pdf

GEORGIA
DONOR⁵⁵ INITIATIVES IN THE FIELDS OF TRADE AND OF GENDER: 2014 - 2020 and beyond

	Initiative	Donor	Imple- ple- menter	Objectives	Timeframe	Budget	Key part- ners	Target beneficiaries
2	“Women for Equality, Peace and Development in Georgia” (WEPD)	Norwegian Royal Government	UN Women	UN Women project “Women for Equality, Peace and Development in Georgia” (WEPD, funded by Norway) has been working with internally displaced and conflict affected women with ethnic minority women in order to advance their human rights and ensure their access to legal, social, and economic services.	December 2009 – 31 December 2015 (two phases)	About USD 3.5 mln	Georgian Government, Organization Taso Foundation , Women’s Information Center (WIC)	IDP and conflict-affected women, their families and communities in five target regions of Georgia, specifically in 19 locations (two towns and 17 villages).
3	UN Joint Programme to Enhance Gender Equality in Georgia	SIDA	UN Women, UNDP, UNFPA	In partnership with government and NGO stakeholders and funding from Sida, UN agencies work in different areas – UN Women works on prevention and response to violence against women and domestic violence and succeeded in setting up the first state supported services for the victims / survivors of violence, such as shelters (in Tbilisi, Gori, Kutaisi and Tsnori) and a nation-wide hotline for the victims/survivors of domestic violence. Since May 2011, the State Fund for the Protection and Assistance to the (Statutory) Victims of Domestic Violence has been maintaining the shelters and hotline with funding from the state budget. UNDP supports women’s political and economic empowerment, while UNFPA promotes sexual and reproductive health and rights.	January 2012 – November 2015	About USD 5 million	Georgian government and NGOs	Women who are the victims of domestic violence
5	Promoting Gender Equality in Employment	USAID	Article 42 of the Constitution www.article42.ge	The Promoting Gender Equality in Employment project seeks to launch advocacy and awareness initiatives designed to increase gender equality and women’s economic empowerment in Georgia and ensure inclusive economic growth in which women participate on an equal basis with men. This is done through mobilizing women to demand enforcement of their rights to equality at	Sep 2013 – Jun 2016		GTUC, CSS; JumpStart, New Media Advocacy (N-Map).	Medium and large company owners & managers; female and male employees; state agencies, non-state institutions, and supervisory agencies that have to ensure there is no gender-based discrimination at the work places.

GEORGIA								
DONOR ⁵⁵ INITIATIVES IN THE FIELDS OF TRADE AND OF GENDER: 2014 - 2020 and beyond								
	Initiative	Donor	Implementer	Objectives	Timeframe	Budget	Key partners	Target beneficiaries
				different work places; increasing the incentives for employers to comply with the existing non-discrimination provisions in Georgian law and enhancing the current legislative and regulatory framework to increase protection for women's right to equality in the workplace.				
5	Women as Agents for Change and Empowerment	USAID	Women's Information Center (WIC)	The project's goal is to enhance women's political participation, along with economic engagement and self-sustainability through providing grassroots rural, internally displaced and national minority women's access to small scale grants, business counselling, job coaching and banking systems and micro finance institutions. The project is being implemented by the Women's Information Center.	Sep 2013 – Dec 2015	853 438 USD	Taso Foundation, Association of Young Economists of Georgia, and the Institute for War and Peace Reporting (IWPR)	internally displaced and national minority women's.
6	'Broadening Horizons: Improved Choices for the Professional and Economic Development of Women and Girls'	USAID	International Center on Conflict and Negotiation (ICCN)	The goal of the program is to have increased involvement in and benefit from educational, professional and economic opportunities for women and girls. The main objectives are: 1) 2,000 women and 1,000 girls in municipalities have increased participation in decision making at community and municipal levels, and 2) 3,000 women and girls in 13 municipalities able to make more informed choices based on increased access to information and services in the areas of education, training, employment, and professional development.	Sep 2013 – Apr 2016		International Center on Conflict and Negotiations (ICCN), United States Agency for International Development (USAID), Mercy Corps Georgia.	Women and girls in 13 municipalities of KvemoKartli and Samtskhe-Javakheti regions in Georgia.

GEORGIA
DONOR⁵⁵ INITIATIVES IN THE FIELDS OF TRADE AND OF GENDER: 2014 - 2020 and beyond

	Initiative	Donor	Imple- ple- menter	Objectives	Timeframe	Budget	Key part- ners	Target beneficiaries
7	UN Joint Programme To Enhancing Gender Equality in Georgia	Swedish International Development Cooperation Agency (SIDA).	The United Nations Development Programme (UNDP), UN Women and The United Nations Population Fund (UNFPA)	The programme has three main goals: <ul style="list-style-type: none"> • Political and economic empowerment of women • Eliminating violence against women, especially domestic violence • Realization of sexual and reproductive rights of the population 	October 2012 - July 2015	SIDA-USD 5 million. UNDP-USD 2 million.	Georgian Government and CSOs	Minorities, marginalized and vulnerable groups; IDPs and conflict-affected, ethnic and religious minorities and persons with disabilities. Women who head their households, are in low-middle income groups, live in rural areas or are victims/survivors of domestic violence.
8	'Strong Women in the Village'	OXFAM Georgia		The aim of the project is to support and empower women working in the field of agriculture to further ensure the sustainable economic development of the country. The project is implemented in the five regions of Georgia and informs local population and women on gender equality issues, as well as on issues related farming. The aim is to raise awareness of women and to help increase the number of women participating in agricultural sector.	October 2014 - present	50 000 GBP	Organizations 'Women and Business' & 'International Business Development Center'	Women in 5 regions of Georgia to
9	'European Neighbourhood Programme for Agriculture and Rural Development in Georgia' (ENPARD Georgia)	EU	CARE Int. Caucasus	The aim of the project is to achieve Sustained increase of food production and rural poverty reduction in Georgia via by providing financial support and technical assistance to develop business-oriented small farmer group (agricultural cooperatives) in Georgia and namely in Khobi, Abasha, Senaki, Ozurgeti, Lanchkhuti, Chokhatauri, Tsageri.	January 2014 – December 2017	4,095,315 .14 EU-RO	CARE Int. Caucasus, International School of Economics at Tbilisi State University (ISET),	Business-oriented small farmer groups, women and rural poor

GEORGIA								
DONOR ⁵⁵ INITIATIVES IN THE FIELDS OF TRADE AND OF GENDER: 2014 - 2020 and beyond								
	Initiative	Donor	Implementer	Objectives	Timeframe	Budget	Key partners	Target beneficiaries
							Regional Development Association (RDA)	
10	“Support strengthening the role of young women in building peace and stability in the South Caucasus”	OSI (Open Society Institute)	IGPN - International Gender Policy Network in partnership with Taso Foundation in Georgia	<p>The project focuses on the empowerment and involvement of young women in the process of building peace and stability in the Region with the goal to advance more open and participatory process as well as effective and stable security and peace-building activities in the post-conflict environment of these countries.</p> <p>The project aims to support a viable Regional Network – South Caucasus Young Women Expert’s Group on Peace and Security and to support public awareness and advocacy activities on the role and importance of international instruments such as UNSCR 1325 and its follow up resolutions on Women, Peace and Security in peace-building and post-conflict reconstruction processes with special emphasis on its implementation.</p>	December 2013- December 2015	26 000 USD (1st year) 1000 USD (2nd year) 1000 (3rd year) (in total 28 000 USD)	Gender Policy Network in partnership with Foundation 'Taso'	Young women and students
Economic & Trade Development								
11	'Alliances Lesser Caucasus Programme'	Swedish Agency for Development and Cooperation (SIDA)	Mercy Corps Georgia	The aim of the project is to improve the livelihoods of poor men and women who are dependent on livestock via improving the livestock market system in the Beef, Sheep, Honey and Dairy sectors in the selected regions of the country.	March 2014 - February 2019			Women and poor in Kvemo Kartli, Samstkhe Javakheti and Ajara Regions of Georgia.

GEORGIA
DONOR⁵⁵ INITIATIVES IN THE FIELDS OF TRADE AND OF GENDER: 2014 - 2020 and beyond

	Initiative	Donor	Imple- ple- menter	Objectives	Timeframe	Budget	Key part- ners	Target beneficiaries
12	Comprehensive Institution Building Programme (CIB) EU	EU	EU	The European Union (EU) set up a Comprehensive Institution Building Programme (CIB) in 2013, to enable GNFA to build capacity in its area of responsibility so as to be able to meet EU and international standards in food safety.	2013 - 2015	M€ 12.4 and additional M€ 2.6		Georgia's National Food Agency
13	European Neighbourhood Program for Agriculture and Rural Development" (ENPARD)	EU	EU	European Neighbourhood Program for Agriculture and Rural Development" (ENPARD) launched in 2013, EUR 40 million was allocated to support agriculture development and implementation of Agriculture Development Strategy of Georgia. The project is progressing successfully; therefore, the EU has additionally allocated EUR 12 million under the project. The objectives of the project include strengthening agricultural cooperation, improving capacity of small farmers, and developing the capacity of individuals involved in agricultural activities.	March 2013 – March 2018	52 mln. EURO	Oxfam Care International Ministry of Agriculture of Georgia Cooperative Development Agency of Georgia UNDP FAO Ministry of Agriculture of Georgia	Farmers and individuals involved in the agricultural sector in Georgia.

14	EBRD SME Support Program”	EBRD	EBRD	<p>As part of the technical support component, a memorandum of cooperation was signed with the European Bank for Reconstruction and Development (EBRD), according to which the beneficiaries of will be able to participate in the “EBRD SME Support Program” and <u>use EBRD consultancy services</u>. The program envisages financial and technical support to micro businesses in the regions. The program implementation will commence in the 1st quarter 2015.</p> <p>The programme provides much needed finance to local entrepreneurs SMEs in Georgia, Moldova, and Ukraine, targeting individual investments between €0.5 million and €10 million, mainly for medium-sized companies. This programme is part of a facility supporting the implementation of the Deep and Comprehensive Free Trade Area.</p>	2015--	EU grant of €10 million & €69 million of EBRD	“Produce in Georgia”	Local entrepreneurs and SMEs in Georgia, Moldova, and Ukraine.
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8.2 MOLDOVA

MOLDOVA								
DONOR INITIATIVES IN THE FIELDS OF TRADE (including DCFTA) AND OF GENDER: 2014 - 2020 and beyond								
	INITIATIVE	DO-NOR	IMPLE-MENT ER	OBJECTIVES	TIMEFR AME	BUDG-ET ⁵⁶	KEY PART-NERS	TARGET BENE-FICIARIES
1.	Pre-core support Women's Law Centre	Sida	Women's Law Centre	<p>During the first 6 months WLC's internal capacities will be developed and enhanced and internal necessary routines will be put in place. This will then be followed by a long term core support to the organisation.</p> <p>WLC was established by a number of women-lawyers from Moldova to ensure that a gender perspective is present during the law-making process and in the application of law, and that women and men are equal before the law. The Centre advocates for equal status opportunities for women and men in public life and within the family. The organization has been involved in the advocacy and development of effective legislation on gender equality and domestic violence and is supporting women exposed to domestic violence by providing legal counselling and representation.</p>	October, 2015 - April, 2016	Pre core phase 300 000 SEK ≈ 32 400 EUR	Women's Law Centre	Women in need of legal assistance
2.	Moldova's Parliament and Central Electoral	Sida	UNDP	The Project goal is to support increased participation of women in politics and decision making process in Moldova by creating a conducive environment for their meaningful participation and capacity development for women before, during	2014-2016	39 000 000 SEK ≈ 4 200 000 EUR	Moldova's Parliament and Central Electoral	Women in politics and decision making process

⁵⁶ The budgets are from a variety of sources including websites and donor reports and may need to be verified.

MOLDOVA								
DONOR INITIATIVES IN THE FIELDS OF TRADE (including DCFTA) AND OF GENDER: 2014 - 2020 and beyond								
	INITIATIVE	DO-NOR	IMPLEMENTER	OBJECTIVES	TIMEFRAME	BUDGET ⁵⁶	KEY PARTNERS	TARGET BENEFICIARIES
	Commission (CEC) 2014-2016			and after the elections at central (2014) and local levels (2015), as well as through increasing demand by the public and women themselves.			Commission (CEC)	
3.	Engaging Citizens, Empowering Communities	Sida	East Europe Foundation (EEF)	The objective of the intervention is to strengthen CSO in Moldova to promote democratic development. EEF contributes to increased influence in decision-making processes by enhancing participation in local communities, by promote qualitative media, transparent & free elections, empower young citizens etc.	201205-201711	26 500 000 SEK ≈ 4 212 870 EUR	East Europe Foundation (EEF)	East Europe Foundation (EEF)
4.	Agriculture Competitiveness	Sida	World Bank	The Agricultural Competitiveness project promotes Moldova's potential to integrate better into regional trade with horticulture products.	2012-2015	Sida contribution: 20 000 000 SEK ≈ 2 160 450 EUR	Ministry of Agriculture and Food Industry	
5.	Improving Trade Statistics	Sida	Moldovan National Bureau of Statistics	The contribution aims at assisting Moldova in meeting the requirements imposed by the Deep and Comprehensive Free Trade Agreement (DCFTA) with EU, particularly in producing reliable trade statistics. Sweden, through Statistics Sweden, will assist the National Bureau of Statistics of Moldova to strengthen its general capacity, to improve the institution's planning and implementation system, and to improve statistical methodology. Swedish experts will also assist their Moldovan colleagues in improving trade statistics, business statistics, environment statistics and the national accounts system.	2013-2016	21 000 000 SEK	Statistics Sweden and the National Bureau of Statistics of Moldova.	National Bureau of Statistics of Moldova.
6.	Capacity building to the Ministry of Economy in the area of	Sida	Ministry of Economy	TA to support capacity for strategic planning and coordination of reforms for increased energy efficiency and use of renewable energy resources as part of Moldova's EU approximation in the energy sector. Includes support to a revision of Moldova's Energy Strategy, national action plans for energy efficiency	2011-2015	22 000 000 SEK ≈ 2 376 500 EUR	Ministry of Finance	Ministry of Finance

MOLDOVA								
DONOR INITIATIVES IN THE FIELDS OF TRADE (including DCFTA) AND OF GENDER: 2014 - 2020 and beyond								
	INITIATIVE	DO-NOR	IMPLE- PLE- MENT ER	OBJECTIVES	TIMEFR AME	BUDG- ET ⁵⁶	KEY PART- NERS	TARGET BENE- FICIARIES
	energy efficiency and renewable energy in Moldova			and renewable, and capacity building to for sector planning, coordination, implementation, monitor.				
7.	Boosting the Democratic Process	Sida	Soros Foundation Moldova	Civil society support. Funds to SFM are directed to three projects; I. Legal empowerment of rural communities through a network of community-based paralegals; II. Empowerment of women from rural areas; III. Strengthen regional media network for informed citizenry, participatory governance and accountability. The project seeks to support the empowerment of people in rural communities to claim their rights and demand accountability from local governments. One of the project areas is empowerment of women as active leaders in rural communities through leadership academy, annual leaders forum and mentorships.	June 2012 – 30 September 2015	10 800 000 SEK ≈1 166 640 EUR	Soros Foundation Moldova	Rural communities, women
8.	Enhancing Women's Political Representation through improved capacity and enhanced support in Moldova	UN Moldova Multi-Donor Trust Fund (MDTF)	UNDP and UN Women, with East-Europe Foundation and Center Partnership for Development	Support increased participation of women in politics and decision making process by creating environment conducive for their meaningful participation. Proposed program will support realization of women's rights and commitment undertaken by the Government of Moldova.	2014 - 2016	UNDP 908 998 USD UN Women: 1 996 922 USD "	Parliament, Central Election Commission	Parliament, Central Election Commission
9.	Joint Integrated Local Development Programme/ Policy Framework	DANI DA, Sida	UNDP, UN Women	Support better and equitable service provision and sustainable local development, facilitated by the improved legal and institutional framework resulting from the implementation of the National Decentralization Strategy.	2013-2015	UNDP: 4 598 794 USD UN Women 588,151	State Chancellery	

MOLDOVA								
DONOR INITIATIVES IN THE FIELDS OF TRADE (including DCFTA) AND OF GENDER: 2014 - 2020 and beyond								
	INITIATIVE	DO-NOR	IMPLE-MENTER	OBJECTIVES	TIMEFRAME	BUDGET ⁵⁶	KEY PART-NERS	TARGET BENE-FICIARIES
	Support for the Implementation of the Decentralization Strategy (2013-2015)					USD		
10	Regional Project on Promoting Gender Responsive Policies in South East Europe – Phase II”, implemented in ALB, BIH, MKD and MDA	Austrian Development Agency, Finland	UN Women	Regional Project aiming at contributing to the implementation of international and national gender equality commitments through the integration of GRB into national and local planning and budgeting systems. The project aims to further strengthen the capacities of central and local governments to fully integrate GRB in the planning and budgeting systems; and of non-governmental actors to hold governments accountable to gender equality commitments using GRB as a tool	1 Dec.2013 – 30 Nov.2016	UN Women: 322 196 USD	Ministry of Finance, Academy of Economics Studies Moldova	Ministry of Finance, Academy of economics Studies Moldova
11	Women Economic Empowerment in the Republic of Moldova	Sida	UN Women	This program is aimed at addressing the needs of rural and sub-urban population, especially poor women in exercising their social and economic rights through increasing access to quality information and services in employment and social protection areas.	2014-2015	120 000 USD	Ministry of Labour, Social Protection and Family (MLSPF), Ministry of Economy (MoEc), State Chancellery, Think Tanks	Ministry of Labour, Social Protection and Family (MLSPF), Ministry of Economy (MoEc), State Chancellery, Think Tanks

MOLDOVA								
DONOR INITIATIVES IN THE FIELDS OF TRADE (including DCFTA) AND OF GENDER: 2014 - 2020 and beyond								
	INITIATIVE	DONOR	IMPLEMENTER	OBJECTIVES	TIMEFRAME	BUDGET ⁵⁶	KEY PARTNERS	TARGET BENEFICIARIES
	Investment Climate Reform Moldova	Government of Sweden (SID A)	World Bank/ IFC Moldova	The Investment Climate Reform Project aims to improve the conditions for doing business in Moldova and streamline agribusiness regulations with the aim of attracting new investments in the sector. The project works with the Government of Moldova to improve the investment climate for business operations, streamline agribusiness regulation, and promote investment in agribusiness.	January 2012 – August 2015	US\$ 3,488,041	Ministry of Economy, Ministry of Agriculture, Food and Safety Agency of the Republic of Moldova, Moldovan Investment and Export Promotion Organization	Central and local public authorities; Private sector, SMEs, FBOs
12	Women in Business Programme	Sida and EBRD	EBRD	Aims at promoting and encouraging women in Moldova to develop a career in the business field and develop or start their own business. Assistance is offered to businesses, run or owned by women, women start-ups, and businesses where most employees are women. Support is also provided for diversifying consulting services offered by women consultants	2011-2015	1 000 000 EUR	EBRD	Women in business
	EBRD Small Business Support Moldova	Multiple (EU, Government of Sweden) EU	EBRD	The Small Business Support team aims to help small and medium-sized businesses grow, succeed, then grow again, thus becoming genuine catalysts for their local economies and their region.	2005 – to date	Open	Moldovan SMEs; Representatives of the local consultancy sector	Moldovan SMEs; Representatives of the local consultancy sector

MOLDOVA								
DONOR INITIATIVES IN THE FIELDS OF TRADE (including DCFTA) AND OF GENDER: 2014 - 2020 and beyond								
	INITIATIVE	DONOR	IMPLEMENTER	OBJECTIVES	TIMEFRAME	BUDGET ⁵⁶	KEY PARTNERS	TARGET BENEFICIARIES
13	Promoting Gender Responsive Policies in South East Europe – Phase II	Austrian Development Agency	UN Women (Office Moldova)	A regional project; It aims to further strengthen the capacities of central and local governments to fully integrate GRB in the planning and budgeting systems; and of non-governmental actors to hold governments accountable to gender equality commitments using GRB as a tool.	2013-2016	1 100 00 EUR (for Albania, Bosnia and Herzegovina, the Former Yugoslav Republic of Macedonia and the Republic of Moldova)	Government, universities and civil society	Civil servants
14	Support to the implementation of DCFTA process in Moldova	EU		<p>The overall objective of this action is to assist the Government of Moldova in promoting sustainable and inclusive growth, and consolidating and improving democratic and economic governance.</p> <p>The specific objective is to support to the implementation of DCFTA process in Moldova in the following areas: a) quality infrastructure including metrology, standardisation and conformity assessment, b) market surveillance and enforcement, c) internal and external market conditions and opportunities and d) competitiveness/DCFTA awareness.</p> <p>The expected results of the budget support include:</p> <ul style="list-style-type: none"> • Support the creation of new (woman-owned) businesses and generate more and better paid (woman) jobs. <p>The expected results of complementary support include:</p> <ul style="list-style-type: none"> • Enhanced capacity of local Civil Society Organisations (CSOs) and Small and medium-sized enterprises 	2014-2017	EUR 30,075,000 (EUR 25 million for budget support, EUR 5 million for complementary support, co-financing by potential grant beneficiaries: EUR 75,000)	Government of the Republic of Moldova	All-parties

MOLDOVA								
DONOR INITIATIVES IN THE FIELDS OF TRADE (including DCFTA) AND OF GENDER: 2014 - 2020 and beyond								
	INITIATIVE	DO-NOR	IMPLE-MENT-ER	OBJECTIVES	TIMEFR-AME	BUDG-ET ⁵⁶	KEY PART-NERS	TARGET BENE-FICIARIES
				(SMEs), to grasp the benefits of DCFTA market conditions and opportunities, including gender equality and women empowerment (GEWE) focused initiatives;				
	Moldova Employment and Entrepreneurship Education and Training Activity, MEEETA Phase III (MEEETA III)	Liechtenstein	Center for Entrepreneurial Education and Business Support	The project promotes economic empowerment of young people by facilitating the development of their job and income generation skills with special focus on entrepreneurship. MEEETA III goal is to increase the chance for VET school graduates to find a job or to start a business.	March 2014 – February 2017	US\$ 757,912	Ministry of Education	Students of vocational schools, teachers and administrators at vocational schools, unemployed young men and women – former VET graduates.
	Innovative Entrepreneurship for Sustainable Employment	Multiple (Government of Norway, United Nations)	UNDP	The project aims to create and manage career development centres in four most important regions of the Republic of Moldova which will train and help qualified unemployed, recent graduates and returning migrants in getting a decent job on the local market.	January 2013 – January 2015	US\$871,568	Ministry of Economy	Motivated skilled unemployed workers in search of relevant employment or self-employment

MOLDOVA								
DONOR INITIATIVES IN THE FIELDS OF TRADE (including DCFTA) AND OF GENDER: 2014 - 2020 and beyond								
	INITIA-TIVE	DO-NOR	IMPLE-MENT-ER	OBJECTIVES	TIMEFR-AME	BUDG-ET⁵⁶	KEY PART-NERS	TARGET BENE-FICIARIES
	Business Regulatory, Investment and Trade Environment (BRITE)	USA /US AID	USAID	The purpose of BRITE is to institutionalize a process of continuous improvement in the business enabling environment while achieving specific and measurable reforms in those areas of greatest concern to the business community. The BRITE Program is designed to support this transition by fostering the reforms necessary to attract investment, encourage entrepreneurship, increase competitiveness, and solidify the foundation of the country's market economy.	June 2012 – June 2016	US\$9,000,000	State Tax Service Moldova Customs Service Ministry of Economy	Enterprises in Moldova; Select public authorities
	Second Competitiveness Enhancement (CEP II)	World Bank	Ministry of economy	The development objective of the Second Competitiveness Enhancement Project (CEP) for Moldova is to increase the export competitiveness of Moldovan enterprises and decrease the regulatory burden they face. The project has three main components: Component 1: Regulatory Reform Component 2: Small and Medium Enterprise (SME) Development Component 3: Access to Finance	July 2014 – January 2020	US\$45,000,000	Ministry of Finance	Enterprises in Moldova; Government institutions
For all EU funded programmes in relation to the DCFTA, please see the European Union's Directory of DCFTA-related support Programmes and Projects in the Republic of Moldova, Sept, 2015.								

8.3 UKRAINE

Ukraine: DONOR INITIATIVES IN THE FIELDS OF TRADE AND OF GENDER: 2014 - 2020 and beyond								
	INITIATIVE	DONOR	IMPLEMENTER	OBJECTIVES	TIMEFRAME	BUDGET	KEY PARTNERS	TARGET BENE- FICIARIES
USAID-funded projects related to trade and AA/DCFTA								

1.	Commercial Law Reform http://www.commercialaw.com.ua/en	USAID	Commercial Law Center	The USAID Commercial Law Reform project is helping the Government of Ukraine draft laws and secondary legislation related to public-private partnerships, taxation, bankruptcy, registration of companies, and other areas critical to economic development. CLC was launched in 2003 as a legacy of previous USAID activities that helped the Government of Ukraine develop modern legislation and market-oriented policies to replace Soviet-style laws and outdated command economy regulations.	October 16, 2011 – October 15, 2015	3 200 000 USD	Ministry of Justice of Ukraine (MoJU); National Securities and Stock Market Commission (NSSMCU) ⁵⁷ ; Verkhovna Rada Committee on Industrial and Regulatory Policy and Entrepreneurship (CIRPE) ⁵⁸ ; Ministry of Economic Development and Trade (MoEDTU) ⁵⁹ ; State Service on Industrial and Regulatory Policy and Entrepreneurship (SSIRPE) ⁶⁰	Ministry of Justice of Ukraine (MoJU); National Securities and Stock Market Commission (NSSMCU) ⁶¹ ; Verkhovna Rada Committee on Industrial and Regulatory Policy and Entrepreneurship (CIRPE) ⁶² ; Ministry of Economic Development and Trade (MoEDTU) ⁶³ ; State Service on Industrial and Regulatory Policy and Entrepreneurship (SSIRPE) ⁶⁴
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⁵⁷ NSSMCU - National Securities and Stock Market Commission : <http://www.nssmc.gov.ua/>

⁵⁸ CIRPE -Verkhovna Rada/Parliament Committee on Industrial and Regulatory Policy and Entrepreneurship: http://w1.c1.rada.gov.ua/pls/site2/p_komity?pidid=2088

⁵⁹ MoEDTU - Ministry of Economic Development and Trade of Ukraine: <http://www.me.gov.ua/>

⁶⁰ SSIRPE - State Service on Industrial and Regulatory Policy and Entrepreneurship: <http://www.dkrp.gov.ua/>

⁶¹ NSSMCU - National Securities and Stock Market Commission : <http://www.nssmc.gov.ua/>

⁶² CIRPE -Verkhovna Rada/Parliament Committee on Industrial and Regulatory Policy and Entrepreneurship: http://w1.c1.rada.gov.ua/pls/site2/p_komity?pidid=2088

⁶³ MoEDTU - Ministry of Economic Development and Trade of Ukraine: <http://www.me.gov.ua/>

⁶⁴ SSIRPE - State Service on Industrial and Regulatory Policy and Entrepreneurship: <http://www.dkrp.gov.ua/>

2.	Business Investments and Loans	USAID	Western NIS Enterprise Fund/Horizon Capital	The Western NIS Enterprise Fund (WNISEF) is an investment fund capitalized with \$150 million by the U.S. Government in 1994 to promote expansion of a wide array of private enterprises in Ukraine, Moldova and Belarus. The Fund provides capital and management tools for its companies. Since its inception the Fund has invested a total of \$168 million in 118 companies in the region, employing 25,700 people and training hundreds of local managers in finance, accounting, marketing, rules and management	September 21, 1994 – August 26, 2016	n/a ⁶⁵	Ministry of Finance, Ministry of Economic Development and Trade	Ministry of Finance, Ministry of Economic Development and Trade
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⁶⁵ This information is taken from the USAID's site, not from the MoEDTU's registration table, the budget was not specified

3.	Financial Sector Development Program II (FINREP II) http://www.finrep.kiev.ua	USAID	Financial Markets International, Inc. (FMI)	The purpose of FINREP-II is to increase financial sector stability and restore public trust in financial markets. The project has three broad objectives: 1) strengthen supervision and regulation of the financial industry; 2) develop financial and derivatives markets; and, 3) increase financial literacy of the general population.	October 1, 2012 – September 30, 2017	USD 12 423 387	Fund for Ensuring Deposits; Pension Fund of Ukraine; Ministry of Social Policy; National Securities and Stock Market Commission; Ministry of Finances; National Bank of Ukraine	Fund for Ensuring Deposits; Pension Fund of Ukraine; Ministry of Social Policy; National Securities and Stock Market Commission; Ministry of Finances; National Bank of Ukraine
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4.	Municipal Finance Strengthening Initiative (MFSI-II) http://www.ibser.org.ua/news/435/?lang=en	USAID	Roll-Out Institute for Budgetary and Socio-Economic Research (IB-SER)	<p>The purpose of the activity is to promote efficient and transparent implementation of local budgets to foster local social and economic development. MFSI-II will advance the following objectives: 1) provide legislative, methodological and organizational support to central and local government bodies to expand Performance Program Budgeting (PPB) to all local budgets in Ukraine; 2) build the capacity of 15 selected cities to develop and implement multi-year development strategies, including the introduction of financial practices that foster energy efficiency; and 3) enhance public awareness and understanding of the public budgeting process, revenues and expenditures.</p>	September 30, 2011 – February 28, 2017	n/a	Ministry of Finances	Ministry of Finances
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5.	Public-Private Partnerships Development http://ppp-ukraine.org/en/	USAID	Program FHI Development 360	<p>The Public-Private Partnership (PPP) Development Program promotes PPPs as a model of collaboration, with a focus on private sector funding and operational expertise to improve infrastructure and public services in both urban and rural areas. Program activities are centred on: 1) legal and institutional reforms; 2) establishing a national public-private partnership within unit that connects government and private sector interests; 3) training government and private sector representatives on Public-Private Partnership project design and implementation, and informing the public on the PPPs potential impact for social and economic development; and 4) developing and implementing 10 PPP pilot projects.</p>	October 1, 2010 – September 30, 2015	USD 12 500 000	Ministry of Economic Development and Trade; State Agency for Investments and National Projects Management; Consortium of Management-Education Advancement	Ministry of Economic Development and Trade; State Agency for Investments and National Projects Management; Consortium of Management-Education Advancement
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6.	Supporting Urgent Reforms to Better Ukraine's Business Environment (SURE)	USAID	Center for International Private Enterprise (CIPE)	Supporting Urgent Reforms to Fight Corruption and Improve the Business Environment in Ukraine (SURE) is a one-year activity that will support the introduction and implementation of urgently needed reforms to improve the business climate for Ukraine's small and medium-sized enterprises (SMEs). The activity will leverage a Ukrainian and international partner network and other assets to provide technical expertise on anti-corruption and pro-SME policy reforms to the Ukrainian government at the national and sub-national levels, including through the existing Reanimation Reform Package initiated by Ukraine's civil society; to provide direct support to the Ukrainian government	September 26, 2014 – September 25, 2015	n/a	Ukrainian government; Ukrainian business associations, think tanks, and other civil society groups	Ukrainian government; Ukrainian business associations, think tanks, and other civil society groups
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7.	Financial Management Capacity Development Initiative (FMCDI)	USAID	Financial Markets International, Inc. (FMI)	To give local partners in Ukraine, Moldova and Belarus the financial and operational capabilities to manage awards and implement programs funded by USAID and other donors, FMCDI enhances the quality and range of audit and consulting services available to local organizations.	September 26, 2014 – September 25, 2016	n/a	Ministry of Finances	Ministry of Finances
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8.	Leadership in Economic Governance (LEG/LEV)	USAID	East Europe Foundation (EEF), in partnership with the Institute for Economic Research and Policy Consulting (IER), CASE Ukraine (CASE) and the Kyiv Economics Institute under the Kyiv School of Economics (KEI)	The Leadership in Economic Governance activity seeks to improve the country's business enabling environment by identifying local organizations with recognized technical proficiency and knowledge and then strengthening their capacity to identify and correct policy weaknesses and motivate concrete institutional reform. The activity has three objectives: 1) identify legal, regulatory and administrative measures that improve the business environment for Ukrainian small and medium enterprises (SME); 2) support central and local governments in developing, promoting and implementing effective pro-SME reforms; and, 3) coordinate with and support stakeholders in the business community to advocate for economically sound and fiscally responsible reforms.	December 19, 2014 – December 18, 2019	USD 5 mln	the Institute for Economic Research and Policy Consulting (IER), CASE Ukraine (CASE) and the Kyiv Economics Institute under the Kyiv School of Economics (KEI); All-Ukrainian Association of small and middle business "Fortetsya"	Central and local government; State Regulatory Service of Ukraine; entrepreneurs
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9.	AgroInvest Project www.agroinvest.org.ua/eng/	USAID	Chemonics International Inc.	to accelerate and broaden economic recovery in Ukraine and contribute to global food security efforts by creating a more inclusive and competitive agricultural industry; to increase awareness among rural landholders and producers of their land rights, facilitate the adoption of market-oriented legislation needed for agricultural land reform, increase agricultural lending to small and medium agricultural producers, establish wholesale and regional markets, and strengthen the capacity of producer organizations and industry associations.	January 25, 2011 – January 24, 2016	USD 18 755 641	Ministry of Agrarian Policy and Food; Association “Land Union of Ukraine”; Trade Complex “New Market”; Agro-Cooperative “Milk Dniester”; Union of Rural Women; Ukrainian Grain Association; Association of Credit Unions; First Agrarian Cluster; Institute of Transition Societies; National association of Advisory Services; Association of Farmers and Private Landowners; Ukrainian Women’s Fund	Ministry of agrarian Policy and Food; Association “Land Union of Ukraine”; Trade Complex “New Market”; Agro-Cooperative “Milk Dniester”; Union of Rural Women; Ukrainian Grain Association; Association of Credit Unions; First Agrarian Cluster; Institute of Transition Societies; National association of Advisory Services; Association of Farmers and Private Landowners; Ukrainian Women’s Fund
10	Ukraine: Leadership for Export, Investment Assistance and Development (ULEAD)	USAID	Western NIS Enterprise Fund (WNISEF)	To create 20 trade representations for Ukrainian export and trade perspectives	21.09.1994 – 31.12.2018	30 mln USD	Ministry of Economic Development and Trade; “Karameya Ltd.”	Ministry of Economic Development and Trade
11	Trade Policy Development Project	USAID	USAID	To assist in development of trade policy in Ukraine	06.04.2015 – 04.04.2017	USD 2 997 691	Ministry of Economic Development and Trade	Ministry of Economic Development and Trade;

EU –funded projects http://eeas.europa.eu/delegations/ukraine/projects/list_of_projects/164720_en.htm

12	<p>Harmonisation of Public Procurement system in Ukraine with EU standards</p> <p>http://eupublicprocurement.org.ua/</p>	EUD	The Crown Agents For Overseas Governments And Administrations Limited	<p>To cover both the reform of the public procurement system and specific support for the development of the Ukrainian state aid system.</p> <p>to contribute to the development of a solid and consistent public finance management through the establishment of a comprehensive and transparent regulatory framework for public procurement, an efficient public procurement institutional infrastructure, the accountability and integrity of public authorities in regard to public procurement and the development of the Ukrainian state aid system.</p>	from 11/2013 to 11/2016	<p>USD 4 365 930</p> <p>(€ 3 998 400)</p>	<p>Ministry of Economic Development and Trade (MDET); Anti-Monopoly Committee of Ukraine (AMCU). Collaboration with the Cabinet of Ministers, the Parliament (Verkhovna Rada), the Ministry of Finance, the Ministry of Justice, the Accounting Chamber, the State Financial Inspection</p>	<p>Ministry of Economic Development and Trade (MDET); Anti-Monopoly Committee of Ukraine (AMCU). Collaboration with the Cabinet of Ministers, the Parliament (Verkhovna Rada), the Ministry of Finance, the Ministry of Justice, the Accounting Chamber, the State Financial Inspection and other organizations involved and with an interest in the public procurement and state aid sectors.</p>
13	<p>Organization of workshops and study tours with the purpose to identify priorities and to monitor implementation of Association Agreement between Ukraine and EU, and related assistance.</p>	EUD	EUD	<p>To organize workshops and study tours with the purpose to identify priorities and to monitor implementation of Association Agreement between Ukraine and EU, and related assistance.</p>	12.01.2015–31.12.2015	<p>USD 114 304</p> <p>(Euro 123 860)</p>	<p>Cabinet Ministers' Secretariat, Office for European Integration</p>	<p>Cabinet Ministers' Secretariat, Office for European Integration</p>

14	Communication on the AA between Ukraine and EU: what does it mean to me?	EUD	EUD's contractor (by tender)	To create and promote opportunities for the future development of SMEs and algorithm of actions for Ukrainian agrarians under the DCFTA implementation.	15.01.2014–14.01.2015	USD 63 868,2 (Euro 58 950)	Ministry of Economic Development and Trade (MDET)	Ministry of Economic Development and Trade (MDET)
15	Twinning project "Assistance in Development of Open and Transparent Agricultural Land Market in Ukraine"	EUD	Dienst Landelijk Gebied	The purpose of the Twinning project is to support State Agency of Ukraine on Land Resources (SALR) in development of an open and transparent agricultural land market in line with the best practices within the EU Member States through improvement of agricultural land market and state-owned land administration frameworks	from 12/2013 to 09/2015	USD 1 965 460 (€ 1800000)	State Agency of Ukraine on Land Resources (SALR)	State Agency of Ukraine on Land Resources (SALR)

16	<p>Building capacity of the National Accreditation Agency of Ukraine according to the European practices</p> <p>http://www.naaau.org.ua/ua/projects/twinning.html</p>	EUD	British Standards Institution Royal Charter	The project aims at achievement of the international recognition of the National Accreditation Agency of Ukraine (NAAU) in providing accreditation services in the Testing Laboratories, Calibration Laboratories, Management System Certification Bodies, Product Certification Bodies, and Inspection Bodies.	USD 1 637 880 € 1,5mln	from 10/2011 to 10/2013	National Accreditation Agency of Ukraine (NAAU); Testing Laboratories, Calibration Laboratories, Management System Certification Bodies, Product Certification Bodies, and Inspection Bodies.	National Accreditation Agency of Ukraine (NAAU).
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17	<p>Complementary measures to promoting mutual trade by removing technical barriers to trade between Ukraine and the European Union</p> <p>www.no-trade-barriers.com</p>	EUD	<p>Implementing organisation: Ukraine</p>	<p>to support programme the Sector policy 'Promoting mutual trade by removing technical barriers to trade between Ukraine and the European Union', such as technical assistance, evaluation and visibility; to achieve gradual integration of the country's economy into the European Union's Internal Market through the design and implementation of policy measures, including legal and institutional reforms, to remove technical barriers to trade between the EU and Ukraine.</p>	<p>18.05.2011– 17.10.2015</p>	<p>USD 7233985 (€ 6 mln)</p>	<p>Ministry of Economy of Ukraine, State Inspection for Consumer Protection, National Accreditation Agency of Ukraine.</p>	<p>Ministry of Economy of Ukraine, State Inspection for Consumer Protection, National Accreditation Agency of Ukraine.</p>
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18	<p>Promoting mutual trade by removing technical barriers to trade between Ukraine and the European Union</p> <p>www.no-trade-barriers.com</p>	EUD	Ukraine	<p>The specific objective of the sector policy support programme is to implement policy measures to remove technical barriers to trade between the EU and Ukraine, including the modernisation of the institutional framework for quality assurance. The support comprises EUR 39 million of untargeted budget support, and EUR 6 million for complementary measures, including evaluation and audit, visibility and technical assistance.</p>	from 12/2009 to 12/2013	<p>USD 42 584 900</p> <p>€ 39mln</p>	Ministry of Economic Development and Trade of Ukraine.	Ministry of Economic Development and Trade of Ukraine.
19	<p>Twinning project "Supporting Ukraine in approximating its phytosanitary legislation and administration with the EU standards"</p>	EUD	Bundesrepublik Deutschland	<p>The overall objective of the project is to support the State Veterinary and Phytosanitary Service of Ukraine in effective protection of the country against the introduction and spreading of harmful organisms and ensuring the phytosanitary compliance with EU requirements.</p>	from 09/2012 to 06/2014	<p>USD 1310 300</p> <p>(€ 1,2 mln)</p>	State Veterinary and Phytosanitary Service of Ukraine	State Veterinary and Phytosanitary Service of Ukraine

20	9. Innovation hybrid strategy IT-outsourcing partnership with enterprises (IHSITOP) http://en.stu.cn.ua/staticpages/IHSITOP-1/	10. EUD, Tempus	11. Technical University of Wildau, Germany	12. Cooperation between universities and enterprises of Ukraine to improve IT-education, provision of IT-outsourcing services professional qualifications, development of virtual innovation space between the Ukrainian students, scholars and professionals in the IT field.	13. 15.10.2012 –14.10.2015	14. USD 15. 508 929 16. (Euro 17. 469 739)	Kharkiv National University of Radio-electronics, Institute of applied system analysis, Kharkiv Chamber of Trade; Odessa National Politechnic University; Chernigiv State technological University; 'Maluby-Sports.Ltd'	Ministry of Science, Education, Youth and Sports of Ukraine
21	"Expert Deployment for Governance and Economic Growth (EDGE)"	Canada, DFATD via Ministry of Foreign Affairs, Trade and Development of Canada	Agriteam Canada Consulting Ltd.	Establishment of the NAB through the secondment of its long-term advisor Donald Bowser to the organization as a capacity and institutional building advisor, focusing on training of the core staff of corruption investigators (detectives) and analysts.	10.11.2014-31.07.2019	USD 14 381 000 (CAD 18 824 758)	Ministry of Economic Development and Trade; National Anti-corruption Bureau of Ukraine (NABU) National Anti-corruption Bureau of Ukraine (NABU)	Ministry of Economic Development and Trade; National Anti-corruption Bureau of Ukraine (NABU) Non-Governmental Union "Foundation For Support Of Reforms In Ukraine"
22	18. Program on re-training of administrative personnel Germany-Ukraine 19.	20. Federal Ministry of Economics and Technologies, (BMWI) 21. Germany	22. GIZ	23. Support to reforms and promotion of economic development; internships for entrepreneurs after special training in higher educational institutions.	24. 01.05.2005 – 31.12.2015 25.	26. USD 8 402 320 27. 28. Euro 7 695 000 29.	Ministry of Economic Development and Trade 30.	Ministry of Economic Development and Trade
23	31. Institutional support to the Ministry of Social Policy of Ukraine 32. 33.	Federal Ministry of economic cooperation (BMZ) via Credit Union for Development (KfW)	34. KfW	35. To provide professional consultations to Ministry of Social Policy; Ukrainian Fund for Social Investments	36. 16.11.2010 – 15.11.2016	37. USD 496 824 38. (Euro 455 000)	39. Ministry of Social Policy; Ukrainian Fund for Social Investments	Ministry of Social Policy; Ukrainian Fund for Social Investments

24	German-Ukrainian Agricultural Policy Dialogue (APD) http://www.ier.com.ua/en/agricultural_dialogue	German Federal Ministry of Food and Agriculture and jointly coordinated by the IAK Agrar Consulting GmbH, Leibniz Institute for Agricultural Development in Transition Economies (IAMO), and Centre for International Migration and Development (CIM)	Institute for Economic Research and Policy Consulting (IER)	Assistance to Ukrainian politicians and lawmakers on reforming agricultural policy and legislation taking into account German experience and other countries' practices as well as those of international organizations (EU, WTO) on the basis of market economy principles.	01.01.2013 – 31.12.2015	USD 595 376 (Euro 545 256)	Ministry of Agricultural Policy, other sectoral ministries, Cabinet of Ministers of Ukraine, President's Secretariat, Verkhovna Rada; associations of agricultural producers; mass media	Ministry of Agricultural Policy, other sectoral ministries, Cabinet of Ministers of Ukraine, President's Secretariat, other executive bodies; Verkhovna Rada; associations of agricultural producers; mass media and journalists' associations.
Switzerland								
25	Support to decentralization in Ukraine DESPRO	SDC	SDC	Improving the quality of services and access to them in the target regions. Implementation of effective models related to knowledge management in the areas of decentralization and local governance. Supporting the national reforming processes in the sphere of decentralization and local governance.	01.05.2013 – 30.04.2017	USD 9 323 430 (CHF 9 277 003)	Ministry of regional development, construction and municipal economy of Ukraine	Ministry of regional development, construction and municipal economy of Ukraine

26	State-private partnership for sanitary-technical education in Ukraine	Switzerland	SDC	To develop and appropriate courses on sanitary-technical education	01.08.2014 – 31.07.2018	USD 475 778	Ministry of Science and Education; State professional colleges/vocational schools/ of Ukraine	Ministry of Science and Education; State professional colleges/vocational schools/ of Ukraine
Sweden								
27	Project “Trade policy and practice in Ukraine”	Sida	Sida; Swedish National Board of Trade ; Institute for Economic Research and Policy Consulting	Aimed at enhancing the capacity building and activities of Ukraine within the WTO framework. In execution of WTO provisions and meeting the challenges of the EU-Ukraine DCFTA, the country needs to take measures to gradually achieve conformity with EU technical regulations and standardization practices.	01.01.2015- 31.12.2015	USD 65438,14	Ministry of Economic Development and Trade of Ukraine and Swedish National Board of Trade with Swedish Development Agency (SIDA) ; Institute for Economic Research and Policy Consulting	Ministry of Economic Development and Trade of Ukraine
28	Institutional cooperation between Department of Cooperation with WTO and trade protection, between MoEDTU and SNBT	Sida	Sida, Swedish National Board of Trade (SNBT)	To elaborate and strengthen the institutional mechanisms related to trade protection?? and WTO	01.01.2015 – 31.12.2015	USD 1107872 (SEK 9560506)	Ministry of Economic Development and Trade of Ukraine	Ministry of Economic Development and Trade of Ukraine
UNDP								

29	Acceleration of Millennium Development Goals Progress in Ukraine	UNDP	UNDP	Monitor national MDGs targets and indicators through an open platform for data collection, analysis and interpretation on poverty and MDGs, human development, social inclusion and quality of life for subsequent policy-making. In addition, the project helps to identify most serious gaps and shortcomings, as well as successes and best practices and to prepare and disseminate regular reports to the national, sub-national and international stakeholders	40. 01.01.2012 –31.12.2016	USD240 000	Ministry of Economic Development and Trade of Ukraine	Ministry of Economic Development and Trade of Ukraine
Gender projects								

30	Strengthening Policy Environment and Civil Society Involvement in Family Planning/ Reproductive Health in Ukraine	USAID	Women's Health & Family Planning Foundation	1) Improve the national policy environment for family planning and reproductive health, 2) Create a forum to promote family planning and reproductive health in collaboration with other stakeholders. The project will be implemented in close cooperation of the Ministry of Health, Ministry of Education, Ministry of Social Policy, relevant Parliamentary Committees, UNFPA, UNICEF, WHO and other NGOs working in the area of women's health and women's rights.	October 2013 – September 2016	USD 600 000	Women's Health and Family Planning Foundation; Ministry of Healthcare of Ukraine; Ukraine's leading NGOs	Women's Health and Family Planning Foundation; Ministry of Healthcare of Ukraine
31	Healthy Women of Ukraine (HWUP) http://www.tfh.jsi.com	USAID	JSI Research and Training Institute	To improve counselling skills for women in selected oblasts. USAID is also pursuing partnerships with private pharmaceutical companies to improve the dissemination of information about modern family planning (FP) methods.	October 1, 2011 – September 30, 2016	USD 8 200 000	Ministry of Healthcare of Ukraine; Ukrainian federation of young medical specialists; ChF "Woman's Health and Family Planning"; Regional Departments on Healthcare	Ministry of Healthcare of Ukraine; Ukrainian federation of young medical specialists; ChF "Woman's Health and Family Planning"; Regional Departments on Healthcare

32	41. Equal Opportunities for getting profession by mother-students in higher educational establishment (HEE)	EUD	EUD and Sumy State University	The project aims at increasing awareness of management of higher educational establishments about the necessity to create conditions and services for the successful studies of young mother students and thus, ensure equal opportunities for them in getting education and occupation.	10.12.2012–10.12.2015	USD 206 285 (Euro 190 400)	Ministry of Science and education; Ministry of Social Policy of Ukraine; Sumy State University; Sumy and 27 regions of Ukraine with national universities	Ministry of Science and education; Ministry of Social Policy of Ukraine; Sumy State University; Women's equality organisations and institutions
33	Back to work: re-integration of parents to professional life after the maternity/parental leave http://www.znovudoroboty.org.ua	EUD	All Ukrainian Non-Governmental Association League Of Social Workers Of Ukraine	The objective of the project is to create environment for parents getting back to work after maternity/parental leave by developing comprehensive model of reintegration. Location : Volyn, Vinnytsa, Zhytomir, Dnepropetrovsk, Kyiv	from 11/2012 to 11/2015	USD 610,638 (€ 559233)	Companies of all forms of ownership; Confederation of Employers of Ukraine; Ministry of Social Policy of Ukraine and its regional departments; State Employment Service and regional employment centres; Trade unions ; NGOs working in the sector of gender equality	All Ukrainian Non-Governmental Association League Of Social Workers Of Ukraine; Confederation of Employers of Ukraine; Ministry of Social Policy of Ukraine and its regional departments; State Employment Service and regional employment centres; Trade unions ; NGOs working in the sector of gender equality

34	Gender-responsive budgeting in Ukraine	Sida	Sida In cooperation with UN Women, F.Ebert Foundation	Gender responsive budgeting (GRB) brings together two issues that are not commonly associated with one another: gender equality and public financial management. GRB argues that gender equality principles should be incorporated into all stages of the budget process. GRB is a tool for integrating social dimensions, based on gender relevance, into the planning and budgeting process.	12.11.2013 – 31.12.2018	5 433 560 USD (46 625 844 SEK)	Ministry of Finances of Ukraine	Ministry of Finances of Ukraine
35	Prevention and combatting of violence against women and domestic violence	Sida	Council of Europe	The capacity of national institutions to prevent and combat violence against women and domestic violence is enhanced, and the awareness of the relevant law and policy makers responsible for providing effective assistance and redress to victims of violence against women and domestic violence is increased.	01.09.2013 – 28.02.2016	USD 1 316 850 (11 300 000 SEK)	Ministry of Social Policy, Ministry of Internal Affairs, Ministry of Justice, Ministry of Health, Ministry of Foreign Affairs, General Prosecutor's Office, Supreme Court, Ombudsperson, State Statistical Service, State Court Administration and 2 Oblast/regions, Verkhovna Rada, non-governmental organisations (NGOs).	Ministry of Social Policy, Ministry of Internal Affairs, Ministry of Justice, Ministry of Health, Ministry of Foreign Affairs, General Prosecutor's Office, Supreme Court, Ombudsperson, State Statistical Service, State Court Administration and 2 Oblast/regions, Verkhovna Rada, non-governmental organisations (NGOs).

36	Gender mainstreaming in the context of conflict in Ukraine : preventing violence	EU; DFAITD (Canada)	OSCE	To provide awareness on GE; types of gender-based violence against women, children; to assist and support the work of “hot-lines” for abused people.	13.03.2015 – 31.12.2015	USD80 911 (Euro 74 100)	Ministry of Social Policy	Ministry of Social Policy
37	Prevention of trafficking in people via strengthening of economic opportunities for risk-groups	OSCE Project- Coordinat- or, with the support of govern- ments of Canada and Norway	OSCE, Ministry of Social Policy of Ukraine	To promote gender equality and combat gender-based violence in Ukraine, the Co-ordinator supports re-search on gender main-streaming and socio-economic development; helps amend domestic violence and gender-related legislation; and organizes training courses for social ser-vice providers, media, and law enforcement officials.	01.01.2013 – 31.12.2020	USD 465485 (Euro 426300)	Ministry of Social Policy of Ukraine	Ministry of Social Policy of Ukraine
38	Strengthening of the national mechanism for cooperation between different related stakeholders in the preventing trafficking in people in Ukraine	OSCE Project- Coordinat- or with the support of govern- ments of Canada and Norway	OSCE, Ministry of Social Policy of Ukraine	To support and strengthen cooperation between different relat-ed stakeholders in the preventing trafficking in people	01.2012 – 31.12.2020	USD 2 199 240 (Euro 2 014 100)	Ministry of Social Policy of Ukraine	Ministry of Social Policy of Ukraine

