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**GENDER ASPECT
OF CENTRAL ASIA TRADE POLICY
IN THE CONTEXT OF WTO ACCESSION
INTERREGIONAL REPORT**

**International Global Network, Central Asia Division
Kazakhstan, Kyrgyzstan, Tajikistan, Uzbekistan
November 2008**

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Abbreviations

ADB	Asian Development Bank
GDP	Gross domestic product
WTO	World Trade Organization
WIPO	World Intellectual Property Organization
HDI	Human development index
GHDI	Human development index with gender factor
GATT	General Agreement on Tariffs and Trade
FL	Fuel and lubricants
GSAC/GTAC	World Bank loan for structural reforms in public management/credit for technical assistance in public management
EurAsEC	Eurasian Economic Community
IMF	International Monetary Fund
IAS	International Audit Standards
IEB	International Epizootic Bureau
OECD	Organization for Economic Cooperation and Development
CACO	Central Asia Cooperation Organization
PIP	Public investment program
CIS	Commonwealth of Independent States
FEZ	Free economic zone
TRIPS	Treaty on the Rights for Intellectual Property Statutes in Trade
CPRF	Centralized Poverty Reduction Fund
SCO	Shanghai Cooperation Organization
ECOTA	ECO Member Countries Trade Cooperation Framework Agreement
UNESCAP	UN Economic and Social Committee for Asia and Pacific

Exchange rate of national currencies as of July 25, 2008

#	Country	National Currency	1 RUR	1 USD
1.	Kazakhstan	Tenge	5,16	12
2.	Kyrgyzstan	Som	1,53	35,9
3.	Tajikistan	Somoni	0,15	3,41
4.	Uzbekistan	Soum	55,6	1302

GLOSSARY

Gender is a specific set of cultural characteristics that determine social behavior of women and men, and relations among them;

Gender fairness is a fair attitude towards women and men regardless of economic and social policy;

Gender equality (balance) means social-economic conditions where women and men have equal status and have equal opportunities to fully realize their rights and human potential;

Gender analysis is a method to measure the extent of effect of a political course, program and legislation on women and men. In case of gender approach in the analysis and clear evidence base for the existing imbalance, it can affect the adjustment of political and economic course by the government to ensure gender equality.

Foreign trade means trade among countries consisting of exports and imports of goods and services. Foreign trade is predominantly implemented through commercial transactions that are legalized through foreign trade contracts. The government regulates foreign trade in a country. Such means as customs tariff, licensing, quotas and other non-tariff constraints are used for these purposes, as well as direct and indirect export subsidies and other means;

Good is an activity (including works, services) product for sale or exchange purposes;

Gross trade output is the amount of trade margins.

Imports (from Latin importare – bring in) is the inbound of goods, works, services, results of intellectual activity, including exclusive rights, onto customs territory of the country from abroad without re-export obligations. Import fact is fixed when a good crosses the customs border and when receiving services and intellectual activity results;

Export is the outbound of goods, works, services, results of intellectual activity, including exclusive rights, from customs territory of the country abroad without re-import obligation. Export fact is fixed when a good crosses the customs border and when providing services and results of intellectual activity;

Elasticity is the reaction of one variable to a small relative change of the other one, for instance change in demand for exported industrial goods due to a change in the exchange rate, or change in demand in the results of change in prices. The goods are considered less “elastic” if price changes insignificantly affect the existing demand for them;

Elasticity rate is the rate that characterizes relative change of one indicator in case of a single relative change in the other one;

License (from Latin licentia – freedom, right):

1) a permit to carry out certain type of activity issued by specially authorized public authority or local government authority ;

2) a right to use an invention, industrial model, useful model or other technical achievement provided under license agreement or court or administrative decision of the competent public authority;

Licensing means activities related to issuance and withdrawal of licenses;

Tariff (customs tariff) – (French tarif) is the system of rates for payments for different production and non-production services rendered to enterprises, organizations, institutions and citizens. Tariff category also includes a system of rates: remuneration, based on which the price for each type of work is set; public insurance contributions. Customs tariff is the classic instrument to regulate foreign trade;

Customs-tariff regulation means a set of customs-tariff measures used as a national trade-political instrument to regulate foreign trade;

Customs duty is a tax collected in relation to bringing in the foreign good into the country (import duty), taking out domestic good abroad (export duty) or in case of transit of goods (transit duty);

Dumping – (English dumping) – sale of goods at foreign market at a price lower than at domestic one. Since dumping goods violate the rules of fair competition and lead to losses for local manufacturers, dumping practice is condemned in countries actively participating in international trade. The state is entitled to pursue anti-dumping policy.

1. Background

Central Asian countries gender policy *legislatively* facilitates the promotion of women activities in public life and the economy. The number of entrepreneur women is growing and economically independent women groups and communities are being formed. The state demonstrates interest in new forms of women activities such as: private entrepreneurship, individual art, participation in social life.

Simultaneously the expansion of market relations in all areas in Central Asian countries affects the transformation of the labor force structure. Labor market competition is accompanied by increased women and men labor supply. Restructured sectors and agriculture form accelerated trends of growing unemployment among population and more active economic activities. Growing number of the unemployed and worsening family wellbeing drive falling prestige of a society cell model with man as the main breadwinner. Accordingly, the role and contribution of women in a household budget increases.

Under economic reform conditions women learn to make money themselves by entering into new labor markets and applying their labor and professional capabilities. Strengthened competition on the labor market to a certain extent stimulates the development of adaptation among women. Women on the labor market become mobile practically among all professional-social groups. In transition countries labor activities of women, as a rule, concentrate around trade, including both internal consumer markets and the linking chain between domestic and foreign trade.

Thus formed is **a new labor capital with a new female face** which is economically dependent on labor market situation and is occupied with low-qualification and lower paid labor in trade, catering enterprises, informal trade sector (street, "go around" trade), small volume imports shuttle business. Shuttle business and trade bring certain stable incomes for women.

Growing competition trend on the labor market and reduced demand for work force on one side negatively affect the social status of women, but on the other side it stimulates their adaptability to these tough conditions. We believe that in future the development of a civilized market will facilitate expanded opportunities for women with certain education potential and other professional advantages.

Research practice reflects the evident fact of women rights violation and infringement on the labor market in trade sector. State's participation and role in providing guaranteed social protection measures and direct economic support to low income families is decreasing. Certain forms of gender discrimination are encountered in all trade segments. General opinions of the respondents indicate that rural women employed in agricultural sectors and sub-sectors are subject to hidden discrimination. One of the reasons for such a situation is the low legal literacy and inadequate legal protection mechanism.

In aggregate all these lead to changed classical labor distribution in all economic sectors which strengthens gender segregation in professional employment areas.

Currently there are broad discussions about WTO accession implications. Trade liberalization caused by this foreign trade reform process in a long term assumes certain benefits for the economy as a whole, but in the short run there would be certain costs and negative impacts for economic sectors. **Affect of trade liberalization on trade involved women and men status is one of the disputable and complex issues.**

Our interest focuses on gender balance interconnection with international and domestic trade.

Modern international trade policy develops towards deepened liberalization. One of the directions in this process is expanded WTO impact. During past decade Central Asian countries actively worked on WTO accession. It is quite natural that national experts evaluate and research at regional level possible implications of WTO membership's affect on further development of the economy and its certain sectors, labor market, social policy possibilities and efficiency of social support measures.

This process is influenced by external and internal economic conditions and peculiarities of national economy reforms. Besides that it is not quite sure whether new opportunities should be considered as benefits or losses. It all depends on:

- 1) how these new opportunities will be utilized;
- 2) how exogenous factors will interact under the influence of internal legislations.

Such a research was not conducted in Central Asia countries and its need is conditioned by existing serious gender problems because of the different impact of national level decisions on women and men status and ensuring the gender balance. The research shows that majority of legal framework theoretically exists in full scope, but so far is only declarative.

Based on the starting positions of economic activity of women in Central Asia and developed trends one can only suppose that labor market for women could expand, but the differentiation compared to men will anyhow exist. And this doesn't fully meet Millennium Development Goals.

Changes in trade policy and its further liberalization not taking into account the gender balance could only aggravate the imbalance.

That is why the goal of the research is to study the process of trade liberalization impact on the nature and differentiation level of gender roles in trade in connection to the employment level, distribution of budget and time of women and men, their access to incomes and various resources, including financial ones.

We tried to reach research objectives in two main directions:

- identify and analyze the gender aspect of employment and economic activity, and access to income for women involved in trade;

- given that addressing gender issues require special intervention from the government and public organizations – identify the possible rate of taking into account the gender factor in the course of developing trade and economic policy, and then based on research results to formulate the objectives for the government, and also measures to efficiently use advantages of trade liberalization while ensuring optimal gender balance.

Main **difficulty of the study is the lack of gender information, and also weak awareness of the population about this problem**, since the state and gender communities still do not pay due attention to this issue. This predetermined difficulties in conducting correct surveys, calculations and identifying “net effects” from WTO accession for men and women separately.

In this work we used so called “intelligence” study. On one side this is the simplest analysis that can cover largest aggregates being researched. On the other – “intelligence” study allows to get day-to-day data in the course of which we also identify respondent's attitude towards the issue. Under these conditions the method of research through expert express-survey of the received results and opinions is deemed as important information source.

The selection of research methods was conditioned by the theme, period allocated and available resources.

We have taken representative questionnaire survey among men and women, ministries and agencies' officials as the basis to collect information. In all countries we surveyed 20 respondents with gender distribution equal among men and women. Questions in the questionnaire are represented in quantitative manner – 25 questions. Survey period – November – December 2007. Sampling – not random (profile specialists having relation to trade or services, and quota based (10 women and 10 men). Technically the processing of results is computer based.

Information collected in the result of a survey was quantitatively analyzed in connection to the existing “scarce” statistics. Surveys were used to understand the representativeness in general aggregates.

2. Brief Trade Policy Characteristics in Central Asia Countries

National reports show that despite trade policy specifics, Central Asian countries after independence have common features in foreign economic activity, main ones are as following:

- foreign economic activity reform, its adaptation to market conditions facilitates accelerated growth of foreign trade turnover;

- positive trade balance is being formed in foreign economic activity structure with dominating imports of technology, raw materials and equipment for basic and processing sectors of industry;

- implementation of measures in foreign economic activity policy ensures balanced market and also food security;

- the number of countries with stable partner relations is growing;

- exports remain raw materials oriented;

- measures to support local manufactures are developed and applied, various regulation mechanisms are used, dumping;
- legal framework for foreign economic activity is improved;
- measures to combat illegal imports of goods are implemented, cause-and-effect factors of its existences also have common features;
- WTO accession is the main component in the strategic course of trade-economic policy of Central Asian countries, whose main objective is to get beneficial conditions for WTO membership that would exclude infringement of rights in international trade and ensure real access to world markets for goods and services;
- CA countries population is practically not informed about an issue of WTO accession prospects and impacts. Survey results demonstrated that over 50% did not even hear about such an organization, and about 50 of those who are familiar with global trends think that CA countries should join the WTO. About 40% answered the question about positive implications from accession, and around 30% answered about negative ones.

At the same time there are trade policy specifics at country level. For instance, **Kyrgyzstan** out of all Central Asia countries became the first WTO member. Trade policy implementation under membership conditions has its own problems. Kyrgyzstan's accession to WTO strengthened, deepened and expedited reforms first of all in the economic area. Changes in the economy immediately affected the social infrastructure and caused changes in the whole society.

Kazakhstan follows the principles of "insignificant" protectionism using tariff and non-tariff regulation methods to stimulate exports, imports and protect domestic manufacturers.

Exports structure is dominated by ferrous and non-ferrous metals, oil and mineral fertilizers.

Further positive structural changes in exports envisage further increase in the production of competitive finished goods, in foodstuffs and machine building, and also agricultural products.

Tajikistan has quite high export agricultural raw materials potential. For Tajikistan WTO accession is the priority task in foreign economic policy which requires assessment approach and timely addressing of this issue at government level.

Liberalization of the foreign economic activity of **Uzbekistan** is viewed as part of the program to ensure rapid economic growth and sustainable development.

There is a positive foreign trade turnover with domination of exports volume over imports. Its structure includes products of the basic sectors, finished textile goods, other goods and services (over 50%). Cotton fiber occupies around 20% of exports.

More than 60% of the foreign trade turnover falls on European countries, 33% - Asian countries. Priorities in imports are machines and equipment (over 40%), chemical products, services and others. The country implemented economic reforms aimed to deepen economy liberalization process, which is the indispensable condition for countries accessing the WTO. These reforms cover *measures to liberalize foreign trade* (adjustment and unification of import tariffs system), *foreign exchange system liberalization*, *pricing policy improvement*.

The number of monopolies and monopoly goods subject to price regulation is being gradually reduced.

In recent years a number of important legislations were developed and adopted, including:

Laws "On customs tariff", "On foreign investments", "On foreign economic activity".

Decrees "On measures to further stimulate the development of private entrepreneurship, small and medium business", "On measures to implement program for liberalization and deepening the reforms in political, economic and moral areas of the society, and ensuring country security"

Updated Tax and Customs Codes were adopted.

3. Range of Negotiations and Status of Central Asia Countries in WTO

Each of the Central Asian countries is at different stages of integration into the international trading system (Table #1). However they already have practical experience of multilateral and regional trade policies, applying analysis to introduce changes in trade policy using alternative approaches to fulfill WTO obligations and reap maximum benefits from integration.

Table #1

#	Central Asian countries	Starting dates for the accession process	Status	Measures taken
1.	Kyrgyzstan	1998	WTO member	Implementation of trade policy within WTO framework Harmonization of legislations;
2.	Kazakhstan	1996	observer	Signing protocols and bilateral agreements with WTO member countries; Settling trade relations Signing MOU with USA;
3.	Tajikistan	2002	observer	Harmonization of foreign economic activity legal framework Signing of a Statement of Intention to access WTO;
4.	Uzbekistan	1994	observer	Preparation and consideration of a Memorandum "On foreign trade regime of the Republic of Uzbekistan"; Harmonization of legislation

Kyrgyzstan is the first CA country to become a full-fledged WTO member from 1998.

The process of **Kazakhstan accession to WTO began in January 1996 from the observer status.** The accession work group was established including 38 countries – main trading partners of Kazakhstan, including USA, EU countries, Canada, Japan, Australia, Switzerland, China and others.

Kazakhstan signed protocols on completion of bilateral negotiations on access to goods and services market with Oman Sultanate, Pakistan, Turkey, China, Georgia, Kyrgyzstan, Republic of Korea, Japan and Cuba. Negotiations with 10 countries are ongoing. Bilateral negotiations with Mexico, Norway are nearing completion, marked progress achieved with EU countries.

Currently 135 WTO member-countries are Kazakhstan's trade partners. The country aims to settle its trade relations with these countries based on acceptable and beneficial conditions. The country faces anti-dumping investigations and measures against Kazakhstan's exports of steel, non-ferrous metallurgy products, ferrosilicon, ferrochrome, titan sponge, highly enriched uranium and others from US, EU, India, Mexico, Brazil, Columbia and Venezuela.

To coordinate WTO accession process an Interagency Commission of WTO issues was established in 1996.

In the course of multilateral negotiations the issues of economic and trade policy, norms and practices for price regulation, state property and privatization, tax system and application of taxes to imported goods, subsidies in certain economic sectors are being addressed.

On December 26, 2002 the **Republic of Tajikistan** and US Embassy signed a Memorandum of Understanding specifying the program to support Tajikistan government in its strive to access World Trade Organization. The program will be implemented with USAID assistance. Support will be in the form of help on WTO accession issues and aligning foreign trade legislation with WTO requirements. Special attention is paid to standards, intellectual property and tax reforms. Currently the Memorandum on Tajikistan's foreign trade regime is being prepared.

Starting June 1994 the **Republic of Uzbekistan** has an observer status in GATT / WTO. In December of the same year a Statement on Uzbekistan's intention to access WTO as a full-fledged member was signed.

Memorandum on foreign trade regime was officially presented in September 1998. In the end of 1998 the active work to prepare the country for WTO accession has commenced. The Government is now in the process of approving the composition of the Interagency Commission for WTO.

Meeting of the Work Group for Uzbekistan's accession to WTO took place on July 17, 2002 in Geneva (Switzerland) to consider the amended Memorandum on foreign trade regime of the Republic of Uzbekistan.

Activities plan to align national legislation with provision of WTO agreements on technical barriers in trade and sanitary and fito-sanitary norms has been developed.

Information table on import subsidies and internal support in agriculture is being prepared.

Second Work Group meeting was held in 2004 to discuss Memorandum on foreign trade regime, at which the information on changes in national legislation in accordance with WTO requirements was presented and the issue of state subsidies for agriculture was discussed.

Undoubtedly accession of Central Asian countries to WTO has its pros and cons. As for the **positive points**, first of all WTO will ensure the growth in competition, will create new incentives to increase the efficiency of local production and will determine the tactics to protect from anti-dumping suits for each country. Acting within agreements' framework and openness of the economy will facilitate development of the domestic market for new technologies, which in turn would allow local production to become competitive at the world market.

4. Development Index with Gender Factor

Social Watch (UNESCO) developed the **Gender Equity Index (GEI)**¹, which is based on accessible international comparative statistical data that allow to place and classify countries taking into account their gender factor in three dimensions: education, participation in economics and politics. GEI is reviewed for 154 countries. This indicator is the evidence that in all these countries women enjoy opportunities much less than men. The indicator ranges from 0 to 100. In countries with lower indicator the level of gender equality is correspondingly low, and in those with highest the equality is provided for at high level.

Table 3

Gender Equity Indicator 2007

Country	GEI 2007
Kazakhstan	64
Kyrgyzstan	57
Region	GEI 2007
Central Asia	60

Of a certain interest are also the indicators that account for gender disparities in education by Central Asian countries (Table 4)

Table 4

Gender Disparities in Education

	Indicators							
	Gender Disparities in Literacy	Year	Gender Disparities in Basic Education	Year	Gender Disparities in Secondary Education	Year	Gender Disparities in Vocational Education	Year
Kazakhstan	99.5	1999	99.7	2005	99.5	2005	143.0	2005

¹ Gender equity is a complex, multifaceted concept and is difficult to measure. This index makes it possible to position and classify countries according to a selection of indicators relevant to gender inequity and based on internationally available and comparable information

Kyrgyzstan	98.8	1999	98.7	2006	101.7	2006	127.4	2006
Tajikistan	99.5	2000	95.6	2006	84.9	2005	36.8	2006
Uzbekistan			98.8	1991			79.7	2004

Source: UNESCO 1999-2006

Analysis of tables evidences that for instance in Kazakhstan, despite the increasing development level in recent years, gender equity indicators are not sustainable. In Kyrgyzstan there is a positive trend because of the effect of WTO accession. In Tajikistan despite the certain economic growth the mechanisms of gender discrimination have strengthened to a certain extent.

Even though in a recent decade in overall there is a marked progress in ensuring gender equality in countries, nevertheless, rating indicators for Central Asian countries demonstrate their serious lagging compared to developed states. This situation points to existing reserves and opportunities that should be utilized to achieve gender equity.

5. Gender Aspect of Trade Policy in the Context of WTO Accession

Legislation. In Central Asia countries certain conditions are created for women and men to implement their rights to live without gender discrimination. Legal framework is being formed to ensure rights and opportunities for self-realization for women.

For instance in **Kyrgyz Republic** the majority of draft laws on gender equality and changes into the trading environment were adopted in the period of WTO accession and in subsequent years. Election Code (1999) provides all citizens above 18 years of age with a statutory right to vote and be elected to management bodies regardless of origin, sex, nationality, religious views and political beliefs.

In Kazakhstan a National commission for family and women affairs has been created as a body under the President of the Republic of Kazakhstan. UN Convention “On liquidation of all forms of discrimination against women” has been ratified. Gender equality strategy has been developed and approved, it envisages to address issues to accomplish the equality of rights and opportunities for men and women in the period of 2006-2016. The Strategy is the foundation document aimed to implement gender policy. Indicators to achieve gender equality in politics, economy, education, healthcare and other issues were developed and included in the Strategy.

In Tajikistan the principle of equal rights and opportunities of women and men is fixed in corresponding legislations that reflect liquidation of disproportions in the representation of women and men in different areas of the society and create basics to develop gender balanced policy. The government of the Republic of Tajikistan signed global programs to ensure gender equality and ratified international conventions to overcome gender inequality.

Effective are Presidential Decrees on democratizing the society and increasing the role of women in a society.

A Public program “Main directions of state policy to ensure equal rights and opportunities for men and women in the Republic of Tajikistan for 2001-2010 period” was adopted along with an addition “Access of rural women to land”. A number of program acts were adopted in the area of protecting the rights of mothers, child care, reproductive health and others. In March 2005 Republic of Tajikistan adopted a Law “On state guarantees for equal rights of men and women and equal opportunities to implement them”

Box 1. “All citizens of the Republic of Uzbekistan have equal rights and freedoms and are equal before the law regardless of sex, race, nationality, language, religion, social origin, beliefs, personal and social status” Constitution of the Republic of Uzbekistan.

Uzbekistan, as a constitutional state pronounced and legislatively fixed in country’s Constitution the provision of equal rights and equal opportunities of a citizen regardless of sex, nationality and religion.

The government adopted a number of normative acts and program measures, including the National platform of actions. These documents identified the strategy and priority directions of public policy in relation to women, which envisage the implementation of a principle of equal rights and freedoms, creating equal opportunities for women and men in accordance with Uzbekistan Constitution, international obligations of a country and recommendations of the IV World Conference on the status of women: actions in the interests of equality, development and peace.

National action platform envisages to combine the efforts by government, parliament members, public and social organizations and civic sector to increase women potential in the process of setting and developing the democratic society and also changing gender ratio towards women.

National action platform identified for the country its main priorities in actions to strengthen women health, education and increasing professional and functional literacy of women, improving economic status of women and strengthening women's role in political structures.

Decree of the President of the Republic of Uzbekistan "On additional measures to support Women's Committee of Uzbekistan" (May 25, 2004) became the additional impulse to join the efforts.

Implementation of legislation to eliminate women discrimination

Convention to Liquidate all Forms of Women Discrimination notes positive efforts in **Kazakhstan** which were highly evaluated, including initiatives implemented by Government of the Republic of Kazakhstan.

The Government of the country mainstreamed women interests in main public policy directions and priorities. Women entrepreneurship receives credit and financial support. National Commission for Family and Women Issues was established under the President of the Republic of Kazakhstan. The groups of Parliament members "Otbasi" and "Sem'ya" (family) were established under the Parliament. The concept of Gender Policy in the Republic of Kazakhstan was formed and National Action Plan to Improve Women Status was adopted. It was established to ensure the balance among men and women opportunities, and its implementation is regularly monitored. The results of Plan implementation are reported at Parliament meetings.

Women's civic and political activeness is growing. During the years of independence the number of non-government non-commercial women's organizations and movements is sharply increasing.

A special sector for protection of women's rights was established in the National Human Rights Center.

4 women were appointed as ministers, 8 women – as deputy ministers, 3 – as council chairmen, 1 woman is the Rayon Akim (district mayor), 5 are deputy Oblast Akims (region mayor deputy). Women representatives account for more than 10% in political and state structures. Compared to 1999 the number of women nominated as candidates to members of Maslikhat increased by 16% and comprised 1619 people.

More than 150 women non-governmental organizations are actively participating in addressing socially important issues.

Positive feature in the implementation of **Kyrgyzstan's** policy is the adoption of "Ayalzat" National Program and National Action Plan to Achieve Gender Equity. These programs are being financed and their full implementation is expected. In the future the implementation of these two Government documents will receive new direction linked to civil institutions with corresponding obligations of public authorities to actively facilitate their operation.

When forming National Poverty Reduction Strategy gender issues were accounted for separately. A number of public sectoral concepts and programs feature gender approach. When preparing Kyrgyzstan development strategy a comprehensive gender mainstreaming was applied.

Midterm National Action Plan provides for monitoring and identifies main directions and priorities. Action Plan provides for coordination of public authorities, legislative and executive bodies with civil society and international agencies to achieve gender equity targets using the developed mechanism.

However the total number of places in lower chamber of the National Parliament of 72 does not include women.

The developed concept for Millennium Development Goals includes gender indicators.

In Tajikistan the trends of women's political and civil activeness are increasing which is conditioned by implementation of the legislation. For instance with 17.5% of women in the

Parliament, Tajikistan occupies quite a high place among post-soviet countries. As of June 1, 2006 there were 3.8 thousand of women out of total 15.7 thousand public servants, or 24%. Based on data from the administration of Majlisi Milli, Majlisi Namoyandagon of the Republic of Tajikistan as of the April 2005 there was the following composition of men and women in parliament government:

Authority	Total	Including:		Gender Distribution (%)	
		Women	Men	Women	Men
Majlisi Milli	34	4	30	11,8	88,2
Majlisi Namoyandagon	63	11	52	17,5	82,5
MND – oblast	190	34	156	17,9	82,1
MND – city	656	93	563	14,2	85,8
MND – rayon	1869	291	1578	15,6	84,4

The executive power does not reflect the adequate level of gender balance. The lowest indicators for representation are featured by the administrations of ministries and agencies, and also the managing level in the Administration of the President of the Republic of Tajikistan, At this the level of representations tends to decrease. If at the beginning of 1999 women were heads of 2 ministries, which was 7.4% of the total number of ministers, then by mid 2000 there was only one women minister, and in 2004 – none.

Based on 2005 data women comprised 8.1% of the managing staff in ministries and state committees, and 13.8% of the managing staff in the Administration of the President of the Republic of Tajikistan.

In courts the women are represented as follows:

Position	Total	Men	Women	Women in %
Total judges	274	223	51	18,6
Constitutional Court	6	5	1	12,7
Supreme Court	40	33	7	17,5
Supreme Economic Court	11	7	4	36
Courts in Gorno-Badakhshan region	20	19	1	5
Courts in Khatlon region	76	67	9	12
Courts in Sogd region	81	62	19	23,5
Courts in Dushanbe city	66	50	16	24,3

Literacy level of women in **Uzbekistan** is 92.8 %, which evidences no discrimination in education for women. Basic schools attendance does not provide for gender separation, boys and girls study equally and together.

Pension system accounts for privileges for women. Women in the country retire at 54, while men at 60 years of age. Currently 21 women, or 18%, are members of the legislative chamber and 15 women (15%) are members of the Senate of the Oliy Majlis. There is a positive trend in these indicators, in the end of 1990s there were only 12 of them. In higher management bodies of the country women comprise 16%, in local legislative and executive bodies – 15.2%. Representation of women in executive power is 3.4%, in courts – 22.7%. Recently Uzbekistan is targeting increased number of women in executive power authorities. For instance, in the executive power authorities women comprise 15.3%, including 16.7% in the Cabinet of Ministers, 12.5% in the Council of Ministers of the Republic of Karakalpakstan, and 11.9% are khokims (mayors) of deputy khokims of oblasts (regions) and Tashkent city.

As of January 1, 2006 there were 23.5% of women in Constitutional Court, 22.6% in Supreme Court, 13.8% in Higher Economic Court and 17.3% in economic courts of the Republic of Karakalpakstan and regions.

Annually around 400,000 jobs are created in Uzbekistan, and over 40% of them are occupied by women.

Total number of women non-government organizations registered in justice authorities is 210.

Women's Committee of the Republic of Uzbekistan was created. Recently the number of women in political parties is increasing. For instance in 2005 in People's Democratic Party there was 34.2% of women, in Liberal Democratic Party – 33.1%, in Milliy Tiklanish party – 45.6%, in Fidokorlar party – 40.7%, and 38% in Adolat party. Based on the initiative of the Women's Committee of Uzbekistan several non-governmental organizations were established, including Uzbekistan Business Women Association, Scientist Women Association, Civil Association of Women Lawyers and etc.

Actuality of the research topic. Before starting to develop and conduct this study and aggregating its results in the presented draft we have performed media analysis of already implemented studies on similar topic. Analysis of network materials shows that the theory of a link "WTO-trade-gender aspect" in CIS countries is not tracked in any of the analyzed texts. More popular are the themes of WTO accession impact on the behavior of various sectors, development of commodity markets, conditions of forming certain commodity markets when liberalizing trade, access on services market that represent commercial interest and etc.

The abovementioned and the course of express survey allowed to make the following conclusions:

- in Central Asia countries there is economic underestimation of the possible affect of WTO accession on employment, incomes of men and women involved in domestic and foreign trade;
- insufficient measures are taken to mitigate negative gender proportions in current economic conditions, and also measures implemented to "amortize" the implications under conditions of WTO accession, including in the area of trade;
- weak awareness of the public on the possibility and strength of negative implications for Central Asia countries as a whole, certain republics and layers of population, especially those involved in trade, that could suffer more, including women.

Thus such a project in Central Asia countries is implemented to the first time, which assumes the **application of different methodic approaches and author's comparative evaluations in the study.**

5.1. Problems of Gender Equality in Central Asian Countries

Social structure of a society, form of ownership, changes during liberalization and reforms in the economy of **Central Asian countries**, and access to material and financial resources become more liberal. The basic material and non-material benefits have been redistributed. Social stratum are established as a result of dissolution of the society.

Market reforms have positively influenced the development and expansion of consumer market of goods and services due to the filling of market with these resources. Quality of output and services are approaching world standards which stipulates improved consumption structure of the population. Due to competition development the labor market and its diversification are strengthening, opportunities and sources of getting income are expanding.

Experience of Kyrgyz Republic under conditions of economic liberalization and WTO accession demonstrates that, in general, this has positively influenced country's further social-economic development. Accelerated growth of income part of the budget for expansion of trade relations with other countries, as well as trade turnover, enabled to earn additional funds, and direct them to addressing social problems, including development of social infrastructure and increased effectiveness of its utilization. Since the time of WTO accession the volume of funding for social infrastructure facilities increased three times. Nominal growth of wages in social sector in 2007 increased more than 4 times. Thus, **as a whole trade liberalization positively influenced the well-being of workers in social sectors, the creation of additional social infrastructure facilities, which women are the most sensitive to, as shown by international practice,**

However, gender problems of Central Asian countries basically maintain features, inherited from the period when CA countries were in the structure of one state, where unified strategy and tactics of social-economic policy were pursued, which stipulated strong resistance of starting factors of differentiated level of economic activity of women and men.

Problem No.1. High birth rates are the demographic peculiarity of CA countries, causing women to deal with household activities, and accordingly, **reducing level of their economic activity.**

Religious canons, assuming **less important role for women in the society**, than for men, render definite impact on self-realization of women.

At the same time, new conditions and factors are emerging, stipulated by market relations, which change proportions in the gender balance.

Thus, reforming of national economies, development of various patterns of ownership, adaptation to market conditions, stimulate growing motivation for employment of women in connection with general deterioration of a financial position in households. The motivation of female employment is observed in all age categories. Average age of women, occupied in all sectors of economy is increasing.

Problem No.2. Participation of women in political processes and their representation in election bodies is reducing after independence of CA countries.

For example, in Kyrgyzstan the corrective amendments were introduced in a quota system in 2007, providing representation proportions not for the benefit of women, under which 33% of places in elective structures, including Parliament, remained for women, that has led to sharp reduction of women in elective bodies at all levels. As a result, women have made only 6.7% in the number of Parliament members of the Kyrgyz Republic (Jokoru Kengesh), i.e. only 7 out of 105.

The amount of the women occupying government posts was extremely low compared to men. As of October 1, 2003, women occupied only 21.8% of leading posts in the Government. At a medium level an average index of gender parity is also not for the benefit of women. The parity of men and women is at the level 62.6% and 37.4%.

Now, taking into account developed gender balance in management structures and governmental bodies, the National action plan to achieve gender equality provides legislatively separate measures on increase representation of women at a decision-making level.

Despite improvements in the situation with representation of women in management structures, a platform of political parties still seldom take into account problems of gender equality.

Box 2. In Kyrgyzstan, «the women, making the majority of electorate «promote men - politicians in authority, but themselves, do not become equal in rights partners in decision-making process». «Programs of the majority of parties have no plans for support of women and their involvement in the process of political decisions, encouragement of women promotion to leading posts, or attraction of party members ». (National report of the Kyrgyz Republic to Committee of the Convention on elimination of all forms of discrimination against women CEDAW.(2004).

trained in the whole education system, our of them 3.5 million are women (48.2 percent out of the total number of students), and 3.8 million men (51.8 percent).

The choice of specialties while studying in educational institutions between women and men appreciably differs, which is influenced by the distributive stereotype of professions exclusively for women and men. As survey results show, woman in receiving their specialty prefer such sectors of the economy as education, public health services. Men choose specialties connected to construction, servicing technical equipment, in the field of information technologies, mechanical engineering, agriculture, etc.

At the same time, measures taken, program implementation and effective gender legislation in the education system of Central Asia countries will be further carried out in a direction of granting equal education access conditions for women and men, and, consequently, motivation incentive for education and more highly remunerated work will appear for women.

Problem No.4 . In spite of the legislation in the fields of rights protection and equality of women and men **in Central Asia countries women and men have different opportunities in access to economic and financial resources** that prove to be true by results of the research and national statistics. Thus, in Kazakhstan, 15% grain state reserves are supplied by the farms, controlled by women, and the share of subsidies, which are provided to the above-named enterprises, makes only 8.4% from overall subsidies allocated to the sector (data of Ministry of Agriculture of the Republic of Kazakhstan).

Thus, **the role of women in decision-making regarding WTO accession, development of corresponding legal framework so far remains insignificant.**

Problem No.3. Essential influence of conservative views on the role and destination of women in family and society results in that men have **higher level of access to education, and accordingly to literacy compared to women.** For example, in Uzbekistan more than 7 million people are

Problem No.5. Backwardness of a labor market and infringement of gender balance in connection with strengthened labor migration of men. For instance, in Tajikistan, gender distribution of those occupied in the economy among women and men is at the ratio of 41.2% and 58.8%. The share of men occupied in the economy of the country is reducing, and in 2006 it made 76.6% against 23.4 percent of women (Table #2). **Such tendency is caused** not only by positive trends for the benefit of women, but also by **influence of migratory processes, the majority of which falls on men.** Relative growth of employment of a female manpower is related, first of all, to the increase in the quantities of men-labor migrants seeking for work in CIS countries.

Migration is massive and negatively affects the efficiency of using national expenditures for education, since received knowledge is applied by migrants outside the country.

Table #2

**Occupation Level of the Population in the Economy,
Trade and Services of the Republic Tajikistan for a Number of Years**

Branches	Year						
	2000	2001	2002	2003	2004	2005	2006
Economy	1745	1829	1857	1885	2090	2112	2137
Inc. women	248,6	259,0	248,8	337,0	405,0	410,0	499,4
Men,%	85,8	85,8	86,6	82,2	80,6	80,6	76,6
Women,%	14,2	14,2	13,4	17,8	19,4	19,4	23,4
Trade and services	72	68	65	78	99	91	100
Inc. Women in		5,4	5,5	5,5	7,4	7,6	6,6
Trade and services	6,4						
Men,%	91,1	92,1	91,5	92,9	92,5	91,6	93,4
Women,%	8,9	7,9	8,5	7,1	7,5	8,4	6,6

Problem No.6. Prevalence of women in the category of underpaid professional groups. The share of employment of women in public health services, education, services, agriculture is the highest. For instance, in Uzbekistan, the share of women in social sectors fluctuates from 73.0 to 75.0 percent.

Simultaneous survey of occupation level of men and women in the economy was carried out in 2004 in the Republic of Tajikistan, its results are presented in Table #3

Table #3

**Number of Men and the Women Occupied in the Economy
of the Republic of Tajikistan by Types of Economic Activities**
(According to labor survey data)

	Thousand men		Weight,%	
	men	women	men	women
Occupied in economy, total	1441,7	1010,8	58,8	41,2
Agriculture	602,3	758,7	44,3	35,7
Wholesale trade	153,8	48,3	76,1	23,9
Hotel business	12,2	1,6	51,1	48,9
Financial activity	14,7	4,2	77,6	22,4
Operations with the real estate, rent and services	14,4	2,1	87,1	12,9
Government	59,2	11,5	83,8	16,2
Health care	21,2	41,6	33,7	66,3
Education	59	63,8	48	52
Social services (including municipal)	46,8	10,4	81,9	18,1
Rendering housekeeping services	2,4	1	70,7	29,3

High share of men work in industrial sector (construction, mining industry, generation and distribution of electric power, gas and water, transport and communications) and in Tajikistan it makes more than 90 percent, in the government – 83.8 percent, in financial sector – 77.6 percent, in wholesale trade – 76.1 percent.

Among those occupied in the industry of Uzbekistan in heavy physical work the share of women makes 3.9 percent, men – 96.1 percent, and only men are working on the equipment not meeting safety requirements.

In construction sector 0.9 percent of women worked in adverse conditions out of the total number of the women occupied in this sector, and 11.7 percent of men. Out of them 8 percent of women have been working in conditions not adequate to sanitary-and-hygienic norms, and 12.5 percent are occupied in heavy physical work, for men – 75.8 percent and 24.2 percent accordingly.

Problem No.7. Remuneration on average in the economy is higher than in trade. For instance, in 2000-2006 monthly average wages of the population occupied in the economy of Tajikistan increased from 8.5 dollars to 35.2 dollars, or 4.1 times, in trade and services sector it grew from 9.2 dollars to 32.4 dollars, or 3.5 times accordingly.

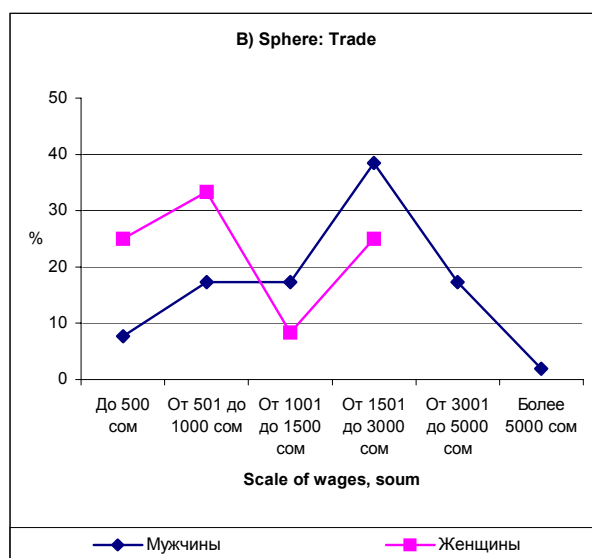
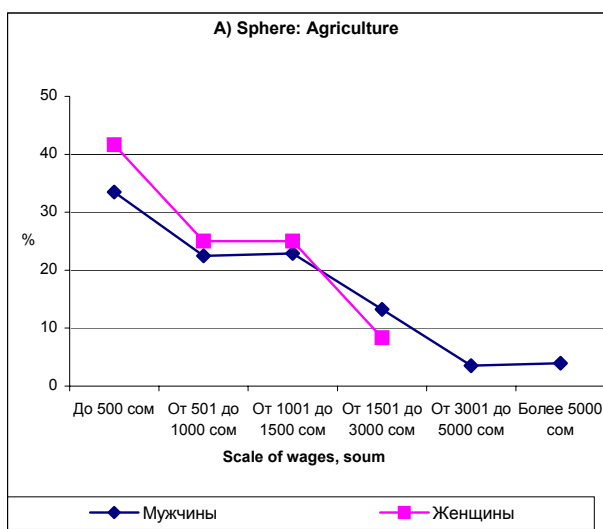
Problem No.8. Correlation between share of women occupied in economic sectors and level of remuneration compared to men is negative. Incomes of women lag behind incomes received by men. Formation of gender gap between incomes of men and women is influenced by sectors structure, at which with higher level of involvement of women lower wages are observed (for example, agriculture and processing of agricultural products, textile, processing sectors, social sector, etc.) .

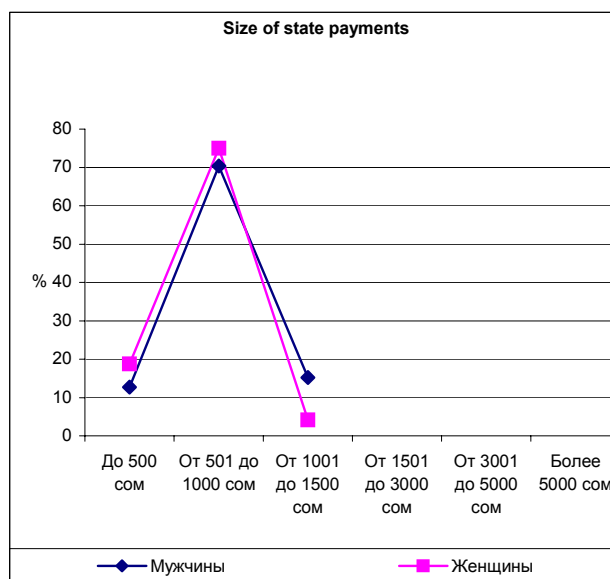
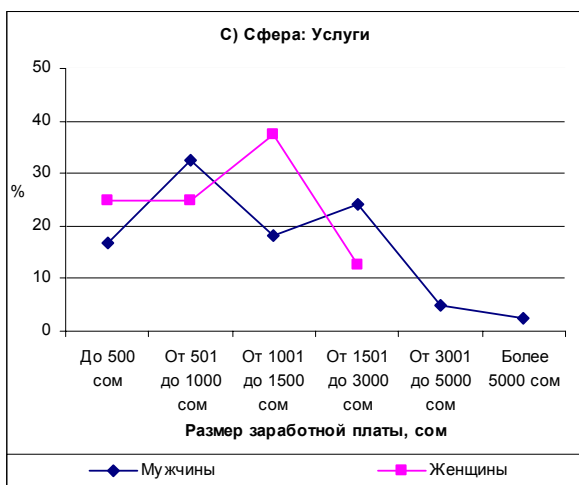
For example, in Kazakhstan, difference in levels of wages of men and women in agriculture, (hunting, fish breeding) is less than in economy as a whole. However according to official data in 2003 the average nominal salary of women working on hire in agriculture was 75.7% of the salary of men (7,734 tenge and 10,217 tenge accordingly), while in the economy as a whole gender difference in incomes is less expressed and makes 60.8%. Women on the average have incomes at a level of 17,304 tenge, and the man - 28,476 tenge.

According to research in Kyrgyzstan monthly average income of rural women makes 793.7 som per month, and men – 1,420.9 som. Thus, monthly average incomes of men exceed incomes of women 1.7 times.

Analysis of the cumulative income shows that the aggregate monthly income of men in researched households makes 66% which is almost twice the aggregate income of women (34%).

Diagram reflecting average indices of incomes of men and women in employment sectors is as following:





It is obvious that men and women occupied in the same sector receive different wages. Thus, for example, in agriculture 33% of men and 42% of women receive up to 500 som per month, from 500 to 1,500 som - 45% of men and 50% of women, from 1,500 to 3,000 som - 13% of men and 8% of women. Except for this women in agricultural production sector have no incomes exceeding 3,000 som. The share of men having incomes higher than 3,000 som makes 8%.

As of January 1, 2005 in the supreme bodies of government of the Republic Uzbekistan, the number of women comprised 16%, 84% were men, in regulatory authorities – 15.2 percent and 84.8 percent accordingly. These data reflect tendencies of gender preference towards men caused by features of administrative work and stability of the stronger sex. Among public servants the major payroll falls on men, while the work of women in connection to pursued administrative reform and replacement of women from higher posts and profitable workplaces is paid much less. To some extent it is explained by the fact that men can work under conditions of not normalized working hours.

Practice and the analysis show that practically in all countries of CA there is a tendency at which with increased competitiveness and profitability of certain sectors of economy the overflow of men towards these sectors is observed. In all CA countries for the last 15 years one can see mass inflow of a men labor and a mental potential to sectors of management and also hi-tech, raw materials and key economic sectors..

Problem No.9. Insufficient time for self-education and to increase professional level of women in connection with their high role in household activities. Time for leisure of men is longer than of women. So, the analysis of time budget of household members in Kazakhstan based on survey data reveals that women per day spend 3 hours more for housekeeping than men; in one year this gap makes 96 days, or 3 months.

In rural families, gap in time used by men and women for rest within a week makes 15 hours (in the city 23 hours) (Table #4).

Table #4

Distribution of Time Budget between Household Members by Sex within 7 Days of a Week
(according to selective survey in 2000 in Kazakhstan)

(hours)

	Rural population in the age of 23-40 years		Rural population in the age of 41-60 years (men) and 41-57 years (women)	
	Men	Women	Men	Women
Work on a household farm, on a personal plot	67,26	55,09	78,04	75,32
Study, improvement of professional skills and self-education	16,10	19,50	9,10	8,48
Search and purchase of products	12,03	9,25	13,16	13,39
Search and purchase of non-food industrial goods	9,01	6,26	9,14	8,36
Cooking and washing of dishes	26,18	39,30	28,47	57,10

Cleaning, repair of home appliances	28,15	23,15	36,35	36,20
Washing, ironing, sewing of clothes	12,44	14,07	13,19	21,12
Care of children under 12 years, living in family	24,40	26,25	60,54	98,18
Care of children under 12 years, not living in family	21,14	39,12	17,03	30,21
Care of the elderly relatives requiring help	26,50	22,12	25,03	31,17
Sleep	51,55	52,00	58,43	57,38
Leisure time	42,14	20,52	46,37	23,25

Box 3. In Tokabay settlement of the Aral area, Kyzyl Orda region, a woman spends 4 hours per week for search and purchase of products and foodstuffs. Cooking, cleaning of a household and washing take for female population more than 35 hours, care of children and elderly - almost 39 hours, while men for all these things use 28 hours of their free time, that is 2.7 times less than for women.

trade and services spend 2/3 of their free time for servicing families, and this factor varies depending on in what sphere of trade or services they find additional incomes for themselves.

Thus, it is necessary to recognize, that men are more occupied than women in farmer work, care of cattle, cultivation of land, and other kinds of non-paid work inside households.

Results of survey in Uzbekistan show, that women informally working in

Box 4.

Survey of time used in UK in 1997 (minute per day)

№	Indicators	Men	Women
1.	Children care	16	26
2.	Study	25	32
3.	Communication	53	54
4.	Self-care	53	54
5.	Food	79	86
5.	Other leisure	96	78
7.	Travel	107	87
8.	Watching TV	127	117
9.	Work	211	137
10	Care of house	127	208
11	Sleep	445	443
12	Other	99	113
	Total	1440	1440

Trade and services sector where the big share is occupied with women, changes a gender structure. So, results of the express survey carried out in Tajikistan, have revealed the following parity of men and women in retail and shuttle trade:

		Women	Men
1	Wholesale trade	20%	80%
2	Shuttle business	10%	90%

Significant number of women occupied in trade work under the patents registered for men.

5.2. Gender Realities and Trade Policy Impact

In the countries of Central Asia there is a serious problem with employment. Under these conditions domestic and foreign trade are one of the basic sectors generating incomes for the part of the population which have not found work in other sectors of the economy, i.e. market reforms of the economy promoted an overflow of women in trade. Despite for expansion of formal and informal forms of trade relations which attracts population without employment, including trade, **a gender component of this segment is so far unsatisfactory.**

Women prevail both in external and domestic trade. So, in capital of Kyrgyzstan, there are a lot of women involved in small trade in the vegetable markets. The majority of small dealers of Bishkek «Osh market» are women.

Interview with respondents conducted in October - December 2007 and survey of markets in Central Asian countries show that the informal sector of trade is freer from administrative mechanisms and obstacles, requiring lower starting capital and other costs to maintain the business. Adaptation of women in its frameworks allows them to combine work, care of children and other household matters. Respondents note that insufficiency of a starting capital and absence

of access to credit resources have influenced their participation in domestic trade to a certain extent.

By working in the informal sector of trade women have the opportunity to pay for various services, including services of children's preschool establishments. However, in spite of the advantages the work in informal sector of trade is vulnerable to poverty, risks, and it is not paid adequately. Women-dealers are deprived of access to any mechanisms of social protection, as payments for temporary disability and maternity leave. Most marked gender segregation by level of wages is observed in trade in Kyrgyzstan. For instance, the income of any woman occupied in trade does not exceed 3,000 som per month, while one fifth (19%) of men working in this field have incomes above the mentioned level.

Women are also mainly engaged in export sale of cheap goods made in Kyrgyzstan. Despite the introduction of new customs rules and measures to reduce such exports it continues to exist in illegal forms.

More than 50% of the total number of surveyed working women of Kazakhstan have declared that they have been employed without signing the contract. This group also included those who count themselves as employers, self-employed, members of production co-operatives, workers working free-of-charge in family business, and those, who work on their household plots.²

As research results show significant number of women in the Central Asian countries is engaged in "shuttle business" and retail trade selling the goods brought in from neighboring countries. Obviously it is not possible to estimate the number of women in informal trade within the framework of this study, and **thus, additional target research** is required. Its implementation is important to more precisely estimate the contribution of informal sector to economic growth and poverty reduction, to develop new directions of gender strategy, providing targeted social protection and also other kinds of assistance, such as financial assistance as credits, increase vocational training, etc. Additional research will allow to estimate not only the gender balance in informal trade, but also to reveal main reasons and factors causing their presence in the informal sector, obvious and hidden benefits and obstacles.

Box 5. The size of shadow sector in Kyrgyzstan makes 50-51% from gross national product, and though both women and men are involved in it, participation of women in the informal sector is underestimated as statistical surveys (including labor force surveys) do not include one-time or informal work performed by women.³

Though official data on the size and structure of the informal labor market are poor, there are assumptions that women comprise the big share of the market in shuttle business, in-home, trading on markets, and working as paid nurses.

In the Republic of Uzbekistan the occupation level of women in trade and services is estimated by parameters presented in Table #5. Data of this table reflect dynamics in the share of women in trade sector, which in 2000-2007 practically does not undergo any changes. In services, the share of women is insignificantly reduced also in 2007, making about 30%.

Table #5

**Level of Economic Activity of the Population by Gender
for a number of years in the Republic of Uzbekistan**

Years	All people		Official trade		Official services		(%)
	women	men	women	men	women	men	
2000	65,7	34,3	72	28	68	32	
2001	63,5	36,5	72,1	27,9	69,3	30,7	
2002	63,1	36,9	73,5	26,5	70	30	
2003	62,9	37,1	73,2	26,8	70,2	29,8	
2004	63,2	36,8	74	26	70,3	29,7	
2005	63,5	36,5	74,4	25,6	70,5	29,5	
2006	63,7	36,3	73,6	26,8	71	29	
2007	64	36	72	28	71,3	28,7	

² The government of Kyrgyz Republic, a) 2003 In the same place, page 57.

³ OECD /UNESCAP/ADB, 2004. «Report on OECD /UNESCAP/ADB activities to evaluate and improve collection of statistical data: Definition of scale of shadow economy (FR)», STAT/WAISQ/Report, page 8.

5.3. Indicators of Gender Elasticity in Trade within WT (example of Kyrgyzstan)

As data in the Appendix show, agriculture, mining, processing industries, generation and distribution of the electric power, gas and water became the most sensitive to changes in trading environment by sectors of the economy of the Republic of Kyrgyzstan.

Other sectors of the economy, despite their acceleration, are indirectly influenced by foreign trade. In this connection, this study examines the processes, including the degree of dependence of a change in commercial policy from trends in export-import parameters; and also the foreign trade turnover structure is determined in the view of gender component.

The ratio of a gender and trade (branches) has been studied through **elasticity parameters**.

Arguments for the benefit of applying elasticity indicators of gender and trade ratio are the opportunity of derive ranges of changes in elasticity parameters and their economic sense.

Thus the big values, close on modular value to 1, specify strong elasticity, and small ones, close to 0, - weak elasticity. Positive values characterize positive correlation between variables.

5.3.1. Calculation of men and women employment elasticity to changes in trading environment.

The following formulas are used in analysis methodology:

$$\% \Delta(L^f/L) / \% \Delta (EX) \quad (A)$$

$$\% \Delta(L^m/L) / \% \Delta (EX) \quad (B)$$

$$\% \Delta(L^f/L) / \% \Delta (EX+IM) \quad (C)$$

$$\% \Delta(L^m/L) / \% \Delta (EX+IM) \quad (D)$$

These indicators reflect degree of export growth (EX), or export and import – EX and IM impact on the share of women and men in the composition of a labor force (Lf/L).

For Kyrgyzstan values in formulas are as following (Table #6):

Table #6

	2002	2003	2004	2005	2006
Number of men occupied in economy by types of economic activities in 000'	1051,41	1083,76	1140,67	1195,90	1214,45
Number of women occupied in economy by types of economic activities in 000'	798,69	846,70	850,53	881,15	881,63
Aggregate number occupied in economy	1850,10	1930,46	1991,20	2077,06	2096,08
L^m/L	56,83%	56,14%	57,29%	57,58%	57,94%
$\% \Delta(L^m/L)$					1,95%
L^f/L	43,17%	43,86%	42,71%	42,42%	42,06%
$\% \Delta(L^f/L)$					-2,57%
EX, th.USD	485544,00	581728,90	718840,50	672013,70	794067,40
$\% \Delta (EX)$					63,54%
EX+IM, th.USD	1072296,50	1298688,70	1659866,80	1773347,40	2512264,10
$\% \Delta (EX+IM)$					134,29%
$\% \Delta(L^m/L) / \% \Delta (EX)$					3,07%
$\% \Delta(L^f/L) / \% \Delta (EX)$					-4,04%
$\% \Delta(L^m/L) / \% \Delta (EX+IM)$					1,45%
$\% \Delta(L^f/L) / \% \Delta (EX+IM)$					1,91%

Growth of exports and the foreign trade turnover in researched years comprised 63.54% and 134.29% accordingly. Changes in the share of women and men in the structure of overall

employment in the economy for the researched period comprised -2.57% and 1.95% accordingly. Indicators of elasticity from exports according to formula A for men and women comprise 3.07% and 4.04%. At the same time, elasticity from changes in volumes of foreign trade operations have made for men and women 1.45% and -1.91% accordingly.

Taking into account that each percent increase in growth of export operations of a country results in the increased share of employment of men in the overall employment structure by 3.07%, and reduces a share of employment of women in the overall employment structure by 4.04%, **this means, that increase in export indicators is negatively reflected on women employment, and also that men have more benefits from trade system liberalization.**

The size of increase in wages of men and women in export-oriented branches is not identical.

The same connection of influence factors develops between gender and changes in foreign trade turnover. The share of men in overall employment has grown by 1.45% for each 1% growth in the volume of foreign trade operations of the country, and has reduced the share of women in employment by 1.91%.

5.3.2. Calculation of indicator for elasticity of employment gender structure from changes in trading environment

As an estimate describing the correlation between change in trade gender balance with changes in trading environment one can take the indicator which reflects elasticity of unemployment structure among women and men related to changes in commercial policy, which is determined by the following formula:

$$\% \Delta (U^f/U^m) / \% \Delta (EX) \quad (E)$$

$$\% \Delta (U^f/U^m) / \% \Delta (EX+IM) \quad (F)$$

These parameters show changes in unemployment rate among women (U-unemployment) in comparison with unemployment rate among men (Uf/Um) related with changes in commercial policy (Table #7).

Table #7

	2002	2003	2004	2005	2006
Number of the registered unemployed, 000' including	60,2	57,4	58,2	68,0	73,4
Men	27,6	26,5	26,8	32,2	35,5
Women	32,6	30,9	31,4	35,8	37,9
$\% \Delta (U^f/U^m)$					-9,53%
EX, Th.USD	485544	581728,9	718840,5	672013,7	794067,4
$\% \Delta (EX)$					63,54%
EX+IM, Th.USD	1072296,50	1298688,70	1659866,80	1773347,40	2512264,10
$\% \Delta (EX+IM)$					134,29%
$\% \Delta (U^f/U^m) / \% \Delta (EX)$					-15,00%
$\% \Delta (U^f/U^m) / \% \Delta (EX+IM)$					-7,10%

Elasticity indicators show **that each percent growth in export operations and volume of foreign trade turnover results in the growth of unemployment rate among men by 15%, and among women by 7%** which evidences the potential growth of unemployment rate among men compared to women.

At first sight the contradiction between first and second indicators of elasticity seems obvious. However, the given contradiction is leveled by circumstances of more rare reference of men in agencies for labor and employment, where registration and assignment of the unemployed status are performed.

Objectivity the submitted data can cause assumptions about more often references by women to official bodies for employment, in the result, compared to men, woman will get registration. In the given situation, it is necessary to consider the probable increased frequency of references of women in bodies for employment, caused by the structure of offers in employment departments, where not prestigious, underpaid workplaces in services and manufacture and works frequently having temporary nature prevail.

Questions arising in connection with trends in the growth of female and male unemployment cause the need to develop more informative indicators to reflect factors of different women and men behavior on the labor market.

5.1.3. Calculation of elasticity of men and women incomes to changes in trading environment.

The next level of analysis of “trade and gender” interrelation in this study is about the assessment of interrelation between trading rules liberalization and level of incomes of men and women in trade.

The following formulas are used for the analysis:

$$\% \Delta(Y^f/Y) / \% \Delta (EX) \quad (G)$$

$$\% \Delta(Y^m/Y) / \% \Delta (EX) \quad (I)$$

$$\% \Delta(Y^f/Y) / \% \Delta (EX+IM) \quad (J)$$

$$\% \Delta(Y^m/Y) / \% \Delta (EX+IM) \quad (K)$$

These indicators demonstrate impact of trade growth on the size of men and women incomes ($Y^{f,m}/Y$, Y^f , Y^m). They indirectly express total income volume received by all women and men formally occupied in the economy, and the rate of remuneration for cumulative women and men’s labor.

Results of calculations are presented in Table #8:

Table #8

Indicators and formulas of interrelation	2002	2003	2004	2005	2006
Income of men, som:	1861732	2235356	2879969	3656115	4285065
Income of women, som:	918335	1119167	1430331	1682560	2047059
Total income, som	2780067	3354523	4310300	5338674	6332123
Y^m/Y	66,97%	66,64%	66,82%	68,48%	67,67%
$\% \Delta(Y^m/Y)$					1,05%
Y^f/Y	33,03%	33,36%	33,18%	31,52%	32,33%
$\% \Delta(Y^f/Y)$					-2,13%
EX, th.USD	485544	581728,9	718840,5	672013,7	794067,4
$\% \Delta (EX)$					63,54%
EX+IM, Th.USD	1072296,5	1298688,7	1659866,8	1773347,4	2512264,1
$\% \Delta (EX+IM)$					134,29%
$\% \Delta(Y^m/Y) / \% \Delta (EX)$					1,66%
$\% \Delta(Y^f/Y) / \% \Delta (EX)$					-3,36%
$\% \Delta(Y^m/Y) / \% \Delta (EX+IM)$					0,78%
$\% \Delta(Y^f/Y) / \% \Delta (EX+IM)$					-1,59%

According to calculations, changes in shares of income of women and men in the total income over the analyzed period were -2.13% and 1.05% respectively. Elasticity from exports indicators under formula A for men and women were 1.66% and 3.36% respectively.

At the same time, foreign trade elasticity indicators were 0.78% for men and -1,59% for women.

As in previous section of the analysis, elasticity indicator for correlation of changes in employment structure and foreign trade turnover for women was negative, which evidences unequal distribution of foreign trade liberalization benefits between women and men. **Each percent of exports increase leads to increase in the share of income of men in the total by 1.66% and vice versa, each percent of increase in exports decreases the share of income of women in the total by 3.36%.** Therefore men enjoy more financial benefits from trade liberalization as opposed to women.

Growth of foreign trade turnover by 1 percent ensures greater growth of income per a man by 0.78% compared to per capita average income in the entire country, while the respective indicator for women lags by 1.59%.

The above situation is explained by the following:

- increased commercialization of agriculture in 90th following land and market reforms, including price liberalization and refusal from majority of subsidies affecting level of output in this sector; and
- productivity of agriculture which was considered low by international standards improved due to emerged large number of private (peasant) farms. High production costs and imperfect supply chains, however, coupled with other hindrances such as lack of flexibility in land issues, limited access of farmers to credit resources, inefficient and poorly developed infrastructure, decline in investment, obsolete equipment and low level of mechanization of labor impede development of the sector.

Overall, the research identified complexity in determining labor remuneration of men and women in peasant farms in monetary terms. This is first of all because of the fact that in most cases such farms are families employing all household members and having no accounting of the labor input of its single members. At the same time participants of survey noted increase in the share of unskilled labor of women while share of mechanized labor in agriculture is decreasing. It was found that only hired labor is accounted to pay wages. Besides, considerable portion of reproductive labor has never been expressed in monetary terms (housekeeping, child care, nursing, gardening and looking after household cattle).

The research showed that in general the changes in demand for men and women labor, i.e. gender dimension labor in trade in particular, is becoming more harsh both for men and women. Labor market in trade is becoming mature and its functioning nature is approaching labor market in other important sectors, such as industry and agriculture. It becomes more flexible, and reacts more quickly to changes in the economic situation.

The assumption that labor market in trade does not provide same opportunities for men and women was confirmed. Both aspects are flexible, quickly react to changes in economic situation in foreign trade of countries both in short and long term. Women labor market in the area of trading services will be formed with higher unemployment level (under other conditions equal), will have higher elasticity for volumes of export and import, and salary amount, but lower wage elasticity for productivity. An interesting point is negative and statistically important value of wage elasticity for women employed in trade, which confirms "wage curve" hypothesis among men and women. When taking certain measures of public social policy one should keep these peculiarities in mind. In trade labor market for men the overall foreign trade turnover growth will stimulate increased demand for labor and reduced acuteness of employment for men, involved in trade, without any state interference. However for women trade labor market requires special programs to create additional trade jobs and increase demand for women labor.

6. Major Findings of Express Survey

The research under this project undoubtedly revealed both positive and negative trade liberalization impacts on survival strategy of different population groups. Likewise, growth in exports might create additional jobs for both women and men. Imports growth is associated with

inflow of cheaper goods to the internal market which in turn can decrease competitiveness of domestic producers and value of women labor in the respective sectors of the economy (light industry, textile, agriculture). Reducing import tariffs can result in growth in the informal market of women labor and increase in the share of women engaged in trade.

According to findings, women will be mostly affected by adverse impacts of foreign trade liberalization due to increasing competition in goods and services market because they, being partly engaged in servicing their households, are less capable to withstand tough competitive conditions. In turn, trade liberalization will affect paid and unpaid labor of women in households by increasing their physical and time burden.

1. Assessment of economy liberalization impact on social status of women and men made by respondents was the following: 45 percent of respondents were uncertain, 40 percent (equally men and women) believe that economy liberalization will make positive effect on economic activity of women and men. Ten percent of respondent believe that only men will benefit and five percent think that both men and women might lose jobs in non-competitive sectors.

2. The distribution of opinions on the role of women and men in trade policy of Uzbekistan, as well as in the Central Asia were as following: 5 respondents of 20 or 25 percent were uncertain. Half (6 men and 4 women) believe that economy liberalization will **be favorable for economic activity of highly skilled women and men** and 10 percent believe that participation of men and women is not significant.

15 percent of respondents believe that men prevail in trade, are more active and manage trade processes while women perform low skilled work.

3. **Examination of men and women employment forms** in trade and services sector indicate that 65 percent of respondents believe that women have access to all types of activity in trade equally with men. Ten percent of women stated that women can perform all types of activities in trade except transportation and forwarding services for shipment of goods.

Approximately half of respondents believe that men have access to all types of activities in trade and service sector.

20 percent of women and men think that men tend to be mainly engaged in trading large-size goods and goods strategic for the market. This number of respondents believe that men will be having access to employment in service sector, transportation, communications, financial and banking sectors, tourism and construction.

Five percent of respondents think that men can be engaged in all sectors where laborious work/toil is required.

4. Ten percent or 2 respondents of 20 were uncertain with regards to **types of activities in trade and services where women or men prevail**. At the same time 45 percent of respondents (9 women) believe that women tend to be employed in general services and public catering because of fixed working hours and possibility to save time budget.

Seven men or 35 percent of respondents believe that women are mainly engaged in office work, marketing and so forth. 55 percent of respondents think that men can fulfill themselves in trade.

Ten percent of men think that women are engaged in lower paid work. Such difference in opinions is because women are lacking professional skills and their housework takes a lot of their spare time.

55 percent of respondents believe that sales of large-size goods, construction of housing and repair of household appliances as well as trades where manual power is required are more appropriate for men.

Five percent of respondents think that given current practice, men are physically and intellectually more capable and therefore can fulfill themselves in management and organization without reducing their spare time budget and these types of activity generate more income. Men feel more comfortable as distributors, and tend to work in transportation because such types of activity are linked with psychological risk.

5. Answers to the question of how labor differentiation between women and men in trade and services affects their income, stability, employment and social security are mainly affected by existing stereotype that in fact there are no standard differences in wages of men and women.

20 percent of respondents think that in order to ensure gender balance in trade and services from access to resource standpoint, women should be granted economic freedom of

choice to generate income, expand their autonomy and status in household framework and public institutions. Measures to ensure minimum level of income for each family should be undertaken.

7. Forecasted Estimates of Gender Balance in Trade (example of Uzbekistan)

Attempts to determine the degree of adverse factors' impact on changes in employment and growth of income of women and men were made on the basis of surveys of entrepreneurs in Uzbekistan, computations and aggregation of available data and findings (Table #9).

Table #9

Social Indicators of Entrepreneurs Engaged in Trade by Gender in Uzbekistan

Differentiation of Selected Indicators by Gender Across Individuals Engaged in Trade			
	Women	Men	Relative factor
Rate of employment increase in trade	1.02	1.08	0.94
Rate of annual income growth in trade	1.155	1.2	0.96
Coefficient of income share used for servicing households	1.0	0.8	1.25
Coefficient of opposite sex income relation	0.8	1.25	0.64
Working hours coefficient	0.42	0.46	0.91
Working hours coefficient including time used for servicing household	0.58	0.5	1.16
Share of women and men engaged in trade after professional training courses	0.2	0.35	0.57
Aggregated coefficient	4.175	5.64	0.74

(based on expert's opinion)

Findings of surveys indicate differentiation in social welfare indicators of women and men engaged in trade.

Likewise, increase in employment in trade among women is 2 percent. Men are getting involved in trade at a faster rate and the annual increase is 8 percent. Increase in profitability of trade transactions ensures growth of respective income among women at the level of 115.5%, while among men this indicator equals 120%.

At the same time, men enjoying higher income spend less on household. Women basically spend their entire income for family needs, while men – 80 percent on average. Surveys reveal that average income of women is approximately 80 percent of income of men, while men's income exceeds that of women by 25%.

Work hours coefficient computed as a relation of time used for employment to daily changes is 0.46 for women and 0.42 for men, i.e. women's is by 9 percent less than for men.

Aggregated analysis of obtained indicative coefficients demonstrates that development of trade relations under liberalization in mid-term perspective under inertial development will result in economic conditions for women which will be 26% lower on average that those for men due to the following:

- lagging in employment due to decrease in competitiveness by 6 percent;
- decrease in average income of women compared to that of men on average by 4 percent a year due to employment of women in sectors of trade with lower wages;
- increase in primary expenses for households by 25 percent compared to men;
- lagging of paid working time by 9 percent compared to men due to use of labor for low-skilled functions;
- increase of labor intensity by 16 percent compared to men due to use of considerable portion of time for servicing households; and
- relative restriction of chances for professional improvement for further increase in income from employment in trade by 43 percent.

According to expert assessment men tend to dominate in exports of goods and their income level exceeds that of women (Table #10).

Table #10

**Forecast of Relation of Men and Women Ratio, their Income in Exports given
Uzbekistan's Accession to the WTO**

Year	Number of employed in export ('000 people)			Men-to-Women ratio	Men-to-Women income ratio	Share of exports in trade turnover
	total	Men	Women			
2000	248	127	121	1.05	1.35	52.6
2001	255	138	117	1.18	1.44	50.3
2002	263	145	118	1.22	1.54	52.4
2003	270	151	119	1.26	1.65	55.7
2004	279	158	121	1.3	1.76	55.9
2005	287	166	121	1.36	1.89	56.2
2006	296	173	123	1.4	2.02	55.8
2007	305	181	124	1.5	2.17	56.4
Forecasted year under WTO conditions				1.3	1.53	40

Over the period from 2005 to 2007 number of men engaged in trade exceeds the number of women 1.5 times. Our estimates show that number of men engaged in exports under condition of accession to the WTO will be by 30 percent greater than that of women, while income of women-exporters will be by 53 percent lower than the respective income of men.

It is envisaged that in the first years under WTO conditions the share of imports in foreign trade balance should increase. Partial spillover of men from export to import operations is foreseen which will result in growth in their income and increase in the gap between income of women and men (Table #11).

Table #11

**Forecast of Relation of Men and Women Ratio, their Income in Imports given
Uzbekistan's Accession to the WTO**

Year	Number of employed in imports ('000 people)			Men-to-Women ratio	Men-to-Women income ratio	Share of imports in trade turnover
	total	Men	Women			
2000	173	99	74	1.05	1.32	47.3
2001	178	107	71	1.18	1.51	49.7
2002	184	113	71	1.22	1.59	47.6
2003	190	117	73	1.26	1.63	44.6
2004	195	123	72	1.3	1.71	44.1
2005	201	129	72	1.36	1.8	43.8
2006	207	135	72	1.4	1.85	44.2
2007	213	141	72	1.5	1.95	43.6
Forecasted year under WTO conditions				2.68	2.9	60

It is envisaged that development of trade liberalization under WTO will be accompanied by tendency towards imports expansion. It is estimated that trade balance in the first years will be negative and import of goods will be at the level of 60 percent. Under such conditions number of men in imports will exceed the number of women 2.5 times, while income of women will be 3 times lower than income of men.

Repetitive cycle of adverse impacts on economic status of women will affect status of their families. There is a method in research literature enabling to compute risk factor among people with specific shortage in nutrition and care. We decided to use this method for assessment of risks for children in case of their families' income decrease and if they lack adequate care by their mothers. This risk factor indicates higher risks as a result of poor care, including nutrition due to reduced income of their mothers, in a range from 1.75 to 8 times compared to those enjoying adequate care. Based on this method and taking into account family coefficient and number of women engaged in trade, estimates of annual average number of such children were made (Table #12).

Table #12

Possible Implications of Adverse Impact on Economic Status of Women				
Indicator	Extent		Risk factor under increasing inequality between income of women and men in trade (relative risk)	Approximate number of children annually lacking balanced nutrition and proper care due to worsening of financial state of women engaged in trade ('000 children)
	%	Number of risks related to decrease in share of women engaged in trade		
Lagging in physical development in families with income level below the average	4.8%	27	4	48
Lack of full value nutrition	53%	24	1.75	63
Lack of adequate care by low paid mothers	5%	41	2.5-8.4	30
Total				141

Estimates illustrate that more than 140 thousand children and teenagers of a mother engaged in trade will be exposed to increasing risk of lagging and deficit of care and nutrition.

Modeling using number of children and extent of inadequate care reflect adverse tendencies which will lead to future annual losses in economic growth and GDP. This will be affected by the following factors:

1. Worsening of child care and financial state of women engaged in trade, sub-standard physical and intellectual development of their children will result in decrease of labor force and efficiency of its use.

2. Longer stay in medical institutions of the above mentioned children with the purpose to improve their health will increase government expenditure.
3. Productivity of women deprived of adequate compensation in trade will decrease.

8. Findings and Proposals

Research outputs demonstrated that overall in the Central Asian countries free trade facilitates welfare improvement and expansion of opportunities due to increase in sales markets, employment and income.

Liberalization of all sectors, including trade encourages economic growth and GDP increase which enables to strengthen human capacity through more efficient social policy, increase government expenditures for welfare, healthcare, education, social services and so forth.

Despite the fact that national legislations provide for gender equality, economic policy of the Central Asian countries in trade and services remain discriminatory with regard to women due to multiple existing problems affecting sustainability of **horizontal and vertical gender segregation (hidden forms of discrimination)** which is expressed in the following:

- lower access to education and training;
- differentiation in wages of men and women;
- high level of unemployment and its longer time among women;
- unequal opportunities for self-reliance, employment and career building and promotion;
- adverse from gender equity aspects of labor market functioning.

The research revealed existence of institutional barriers for equalization of opportunities for men and women in trade and services. Likewise, while adapting to market relations women tend to primarily improve their financial state, however they have less likely access to adequately paid employment compared to men. **This will aggravate with trade liberalization.**

Women employment under trade expansion is growing at a slower rate as opposed to the respective indicator among men. Nominal growth in trade indicator does not lead to stable employment and parallel increase in wages.

Liberalization of trade in Central Asian countries and its expansion in future will disproportionately affect other aspects of human development.

Based on experience of Kyrgyzstan this research showed that growth in exports adversely affected women employment. Men will have better access to labor market in trade and therefore trade liberalization will have more favorable impact on income of men versus women.

Development of foreign trade turnover facilitates increase in income of men engaged in trade compared to growth in income in general. Income of women engaged in trade will be under average income growth level per an individual.

Therefore, mainly men will enjoy benefits from trade liberalization and expansion of production and market.

Government will be undertaking measures for leveling economic benefits from trade to ensure more equal distribution of income among various population groups.

Kyrgyz Republic example, however, demonstrates that after accession to the WTO foreign trade liberalization did not lead to decrease in women employment in informal trade. Given lacking or insufficient mechanisms of equal distribution of benefits from trade expansion, forecast for relative improvement of welfare among vulnerable groups, where women prevail, would be unfavorable.

Worsening of financial state of women engaged in trade will ultimately affect economic growth and GDP.

Studies in Kazakhstan proved that in future women will have to work harder in order to attain income level of men and adequate labor remuneration and at the same time save time for housework.

Surveys revealed the following:

- women adapt faster to work in trade, agriculture, more actively implement principles of self-organization promoted by NGO's, they are ready to get loans and micro-credits from financial institutions, although their access to resources is still limited;

- women are engaged in trade, services and agriculture at low-paid and low-skilled jobs with respective level of labor efficiency;
- women have low income from production and sale of agricultural output grown at their plots of land;
- aggravation of financial status of women will in future affect reduction in opportunities and access to all social services, including pre-school facilities, health care and education.

Studies in Tajikistan show that accession to the WTO will lead to **growth in economic opportunities at the labor market and decrease in migration of men to other countries, therefore gender shift would be unfavorable for women.**

There are scientifically proved evidences that efficient and low-cost measures can mitigate adverse impacts of trade liberalization and increase economic growth through implementation of key gender equality priorities in trade policy.

Taking into account the above, national implementation process should focus on the following:

- multisector consultations with participation of key stakeholders and affected parties from public and private sector;
- development of gender analysis methodology and gender balance assessment criteria taking into account local specifics, including:
 - overview of statistics, well-known facts and economic coefficients which are used for forecasting in assessment of gender ratio and economic impact of trade liberalization on women engaged in trade;
 - determining key areas for implementing cost-effective measures for gender development;
 - development of strategy of transition from current economic conditions of women in trade towards integrated, coordinated and targeted program administered at national level;
 - determining of key activities, objectives, tasks and strategic approaches, including schedule of key measures and budgets for their implementation.

Experts who studied this problem in countries of the Central Asia recommend governments to focus their efforts on development of practical areas of government support and efficient measures for its integration into special program. It would be advisable to determine priority measures at the national level as gender development obligations and formulate objectives and mechanisms of their achievement according to a sample presented in Table 13.

Table #13

Objectives and Ways of their Achievement to Ensure Gender Equity in Trade Policy	
Objective	Achievement Mechanism
Objective 1: ensure single-level employment of men and women in trade	Expand possibilities for financing implementation of measures for improving gender policy, especially in women employment in trade under its liberalization, access to credit resources to support of women employment in trade, subsidizing of employers creating jobs for women in trade
Objective 2: Overall coverage of men and women engaged in trade by training and re-training in accordance with market requirements	Using of gender approaches in current social policy in education, improvement of government management of Gender process.
Objective 3: Ensure gender equity in creation of economic conditions for development of trade entrepreneurship irrespective of sex	Facilitate access to free plots of land, including lease for women-entrepreneurs for further development of entrepreneurial activity in trade, enhance their opportunities and labor efficiency
Objective 4: Decrease in labor intensity of women in order to use labor more efficiently for housework and improving reproductive functions	Implement state-of-the-art methods, efficient logistic chains in wholesale trade, build specialize social infrastructure of healthcare, recreational culture of women, ensure financial support for women taking care of their children
Objective 5: Increase in income of women engaged in trade	Create and enforce legislation, standards in wages regardless of sex

The above tasks should be addressed by development of respective legislation and regulations.

What should be the starting point? First of all, integration of gender approaches is a mandatory requirement for mitigation of vulnerability of men and women to external shocks.

Researchers, government economists and public should review current legislation and determine degree of its formality or viability. This will require additional research and express surveys. Questions to respondents should be targeted to identification of weaknesses and existing discrimination, stimulate process of public discussion of legislation-related problems and search for legally correct decisions.

Effective legislation should be thoroughly and systemically analyzed in order to reveal gender issues and how the legislation addresses such issues.

It is recommended to use practice of developed countries of creating parliamentary or government commissions to consider all draft legislation from gender standpoint.

Drafting new legislation or amending the existing legislation should be supported by positive examples from international practice and public awareness should be built through mass media for discussion of the respective legislation.

It is advisable to undertake expert comparison of national legislation with standards in international law.

All international norms and standards ensuring gender equality should be considered taking into account national specifics and economic development tendencies.

Drafting of new legislation or amending the existing legislation should be based on consultations with affected parties.

It is necessary to expand national capacity. Pilot projects show that local capacity is undertapped and considerable results can be achieved in this area.

In future, adoption and enforcement of regulation should include gender impact assessment evaluating benefits of women and men from instruments of export and import regulation.

According to forecasts, growth in export of finished products of textile sector, output of mechanical engineering, processing industry, construction materials, and power resources is expected in future. It is necessary to monitor situation with elasticity of various cost/benefit indicators related to both genders.

In addition, countries of the Central Asia should ensure institutional framework for rapid development of formal types of activity. Key policy measures in this area can include further elimination of administrative barriers, simplification of licensing system hindering development of business, enhancement of legal and regulatory framework and creation of optimal tax conditions for economic entities..

Based on research results identified is a need for further study of main components, and assessment of market volume for trade services by women rendered in:

- shuttle imports of consumer goods;
- informal sector of internal trade, which assumes assessment of women's income in abovementioned segments, and also added value in country's economy.

Recommendations.

We think that at the country level under conditions of WTO accession and also more acute financial crisis the following measures could be developed and implemented:

- vocational training and retraining as a measure to facilitate mitigation on the labor market. Special attention should be given to privileged training system for women with complex family situation;

- organize and improve the system for continuous capacity building;

- reduce the needs of certain groups of women involved in trade in the paid work. This means that the state should **create the possibility to chose whether to work or not**, since in trade the main target are young women with children. If the state would increase financial support for families with children, then a part of women involved in trade would voluntarily agree not to compete on the labor market. Ideally allowance for a child under 3 years of age should be at the level close to average wage, or at least at the level of a living wage. Then tradere-women will have a choice among work and raising their children.

- actively apply international experience for early retirement. It is deemed reasonable to vary it within five years before retirement age, but with mandatory account for work history.
- use in practice different methods to support jobs, quotations which envisage guarantees for places on the labor market for women and financial support, subsidizing women employment in trade to encourage voluntary part time employment
- stimulate small business in trade

Main social measures of the public policy to improve status of women involved in trade should be developed in the following directions:

1. analyze the implementation of legislation directly and indirectly affecting the labor market in trade for men and women, entrepreneurship, study the implementation of legislation not only gender wise, but also its affect on population groups with different social-economic characteristics (age, sex, family status, number of family members and etc.), develop and submit to Central Asian Governments the proposals to improve current legislation, make corresponding amendments, and lobby the interests of target groups;

2. create and strengthen the role of structures whose main activity should be aimed to support self-employment and small business in trade, control existing legislation on trade services market, including through application to courts;

3. an important direction in labor market policy should be adaptation support for women – vocational education, development of social and psychological support programs aimed to overcome dependence, reduce psyscho-emotional tension, form adequate evaluation of possibilities, self-presentation, communication and etc.;

4. form the competitiveness of women working in trade through regulation of tariffs, providing taxation privileges to increase wages in low paid sectors of the economy where women work force is concentrated, allocating target financing to support women small entrepreneurship in trade;

5. a big amount of work should be done to legalize informal employment of women and their incomes, and ensuring social and pension insurance deductions;

6. form mechanisms to educate women on labor rights, develop a model of social technology to develop women initiatives, distribute legal knowledge and skills for protection of women's labor right.

9. Attachment 1

Primary Trade-related Legislation, 2006 (Kyrgyzstan)

Legislation	Description	Date of Enactment
Civil Code (Part II, Section 5 – Intellectual Property)	Basic legal provisions related to Intellectual Property Rights	01.03.1998
Patent Law	Patents, timing and conditions for issuing patents	04.02.1998
Law On Trade Marks, Service Marks and Names of Places of Origin of Goods	Trade marks, service marks, names of places of origin of goods	28.02.1998
Law On Copyright and Neighboring Rights	Copyright and neighboring rights	23.02.1998
Law On Legal Protection of Software and Databases	Software and electronic data base	04.04.1998
Law On Legal Protection of Integrated Circuit Topology	Topology and IC chips	10.04.1998
Law on Commercial Secret	Protection of commercial information	10.04.1998
Law On Legal Protection of Breeding Achievements	Legal safeguards for inventions and achievements of breeders	26.06.1998
Law On Company's Invention, Useful Models, Industrial Designs	Inventions in the area of services, utility models and industrial designs	13.08.1999
Law On Business Names	Registration and protection of trade names	31.12.1999
Law On Patent Attorneys	Regulation of rights and responsibilities of patent attorneys	28.02.2001
Law On Restriction of Monopolistic Activity, Development and Protection of Competition	Prevention or restriction of monopolistic activity and unfair competition	05.04.1994
Customs Code, 2004 (new version)	Regulates import, export and customs procedures	12.07.2004
Law On Investment	Regulates foreign and internal investment; establishes special body on investment policy, oversight and coordination	27 March 2003 (as amended of 14 June 2004)
Law On Quarantine of Plants	Conditions and terms for imported plants	As amended of 2 June 1998
Law On Veterinary Service	Veterinary services; legal basis for veterinary bodies (inspections) and so forth.	As amended of 2 June 1998
Law On Framework of Technical Regulation	Technical regulation, standards; regulating bodies and their functions; development and implementation of standards and rules	01.12.2004
Law On Legal and Regulatory Acts	Legal and regulatory acts	As amended of 4 June 2005
Laws on Antidumping, Protective Measures, Subsidies and Compensatory Measures	Application of antidumping, compensatory and protecting measures	31.10.1998
Tax Code	Types of taxes, tax rates and tax procedures	As amended of 20 September 2000
Law On Customs Tariff	Annual customs import tariff	10.03.2005

Law On Advertising	Regulates advertising activity	As amended of 25 July 2002
Law On Natural and Permitted Monopolies in Kyrgyz Republic	Regulates natural and permitted monopolies	As amended of 10 December 2004
Law On Protection of Consumers' Rights	Regulated relation among consumer, producer, seller and their agents	As amended of 17 February 2003
Law On Public Procurement	Government procurement of goods, services and construction works	24.05.2004
Law On Railway Transportation	Regulation of rail transportation; establishment of government supervisory body	As amended of 24 June 2003
Law On Auditing Activity	Regulates auditing activity	03.06.1998
Law On Banks and Banking	Licensing of banks and regulatory functions of the National Bank	As amended of 27 January 2006
Law On Tourism	Travel business and related activities	As amended of 21 October 2003
Law On Insurance Organizations	Rules of insurance activity	23.07.2003
Law On Mail Service	Regulates mail services	20.06.2001
Law On Post and Savings System	Legal basis for post and savings activity	13.08.2004
Law On Government Regulation of Foreign Trade	Regulation of foreign trade	02.07.1997
Air Code	Regulates airspace	15.04.1994

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