

WOMEN AND MEN IN EUROPE AND NORTH AMERICA 1995



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WOMEN AND MEN IN EUROPE AND NORTH AMERICA 1995



UNITED NATIONS
Economic Commission
for Europe



STATISTICS
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Statistical Office
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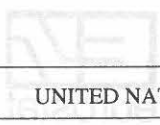


UNITED NATIONS
International Research
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for the Advancement
of Women

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Preface

This publication, *Women and Men in Europe and North America*, has been commissioned by the UN Economic Commission for Europe (ECE) and produced by Statistics Sweden, with additional financial support from INSTRAW and the Statistical Office of the European Communities (Eurostat).

Statistics Sweden has been responsible for preparing the questionnaire, for collecting statistics from ECE member countries, for building a data base with data received and for producing of the draft of the publication. The project manager for preparation of the publication was Agneta Thormaehlenius, assisted by Lena Johansson and Pehr Sundström. The work was undertaken under the direction of Birgitta Hedman.

ECE has been responsible for contacting the countries and organizing the collection of requested data, for the coordination of work and for the printing of the publication. Eurostat

has also contributed by providing statistics on countries of the European Union.

In 1985 the first regional ECE-meeting on "Statistics on women" was held. It was organised jointly by the Statistical Division of ECE and INSTRAW. Since then meetings have been held 1987, 1989, 1992 and 1995. Common statistical problems related to gender issues have been discussed and strategic needs for improvement identified.

At the 1992 meeting a tentative list of basic statistics and indicators on the situation of women and men was discussed and approved. It was recommended that, from this list, statistics available in ECE countries, should be compiled and presented in a publication suitable for a broad audience. It was also concluded that this publication should be a contribution to the 1995 Fourth World Conference on Women.

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Explanatory notes

Presentation of data

The publication gives a statistical overview of women's and men's situation in society today. The statistics cover several fields - population and households, health, paid and unpaid work, income, education, crime and decision-making. Statistics across various sectors are often needed to analyze women's and men's situation in relation to a specific problem including the underlying causes. For example, to analyze the negative effects of occupational segregation and identify actions to be taken to improve the situation, statistics are needed on labour force participation, occupational distribution, salaries and wages, representation in decision-making positions, education, family situation, unpaid work and health.

Completed questionnaires were received from 43 of the 54 countries in the region in 1994. They form the basis of the statistics presented in this publication. A list of the 57 statistics and indicators covered by the questionnaire is shown in annex 2. Of these statistics, 39 are presented in the publication.

In most cases, information is presented on all countries for which data are available. In some cases, where space is insufficient for the graphical presentation to cover all countries, only a small number of countries have been presented.

Basic statistics for all countries providing data are given in annex 1. Countries are presented in alphabetic order.

Tables and graphs present comparisons between women and men within and between countries. "Latest year" can vary between countries. In the graphical presentation, the countries are ranked according to the statistics for women or according to the difference between women and men for the presented indicator.

In most places, the tables and graphs give absolute numbers and/or proportions (%) for

certain attributes, first among women and then among men.

Proportions (%) are used in two ways:

- Proportion (%) of all women and proportion (%) of all men with certain characteristics, such as those who are economically active.
- Distribution of the sexes within a group, such as members of parliament.

Some area graphs reflect both the absolute numbers and the sex distribution in various groups. Such graphs are seen in the section on occupations. The area given each occupation reflects the total number of employed in each occupation compared to other occupations. The areas used in different graphs cannot be compared directly with each other, since the total number of women and men on which the graphs are based vary.

Data coverage

Although completed questionnaires have been received from 43 countries, each of them has a partial non-response for one or more of the tables.

The partial non-response is especially high in statistics on living arrangements, health, time use, caring for children, occupations, crime and power and influence.

Countries have not always been able to present statistics for the requested year or age group. If the deviation from the reference period or age group is small, data have been presented. The correct year or age group is given in connection with the table/graph.

Explanations of symbols

- no observation
- 0 magnitude less than half of unit
- .. data not available or too uncertain to be used
- . category not applicable

Women and men in a changing world – an ECE perspective

A regional platform for action

A region with many disparities–

The ECE region stretches over three continents: the whole of Europe, Canada and the United States, plus part of Asia. Today it comprises 55 countries including 25 countries whose economies are in transition to a market economy. The latest country to join the region, Tajikistan, became a member in December 1994.

The countries differ considerably in size, population, cultural and historical background. Large disparities in the level of economic and social development exist within the region. In particular, a number of countries in transition suffer from economic restructuring, resurgence of nationalism, and ethnic and other types of conflicts.

–but also with common areas of concern

Although it is a region with a large number of rich and advanced countries, the situation of women compared to that of men differs considerably in many spheres of society. Uneven share of education, paid and unpaid work, and power and influence are some of the common areas of concern in this region, as well as in other parts of the world. To eliminate existing discrepancies, The Nairobi Forward-looking Strategies for the Advancement of Women to the Year 2000 were adopted in 1985 by countries world-wide.

ECE meeting reviews the Nairobi Strategies

A high level regional preparatory meeting for the Fourth World Conference on Women (Beijing 4-15 September 1995) was held in Vienna in October 1994. The objectives were to review and appraise the Nairobi Strategies in an ECE perspective and set regional priorities for action. This was done in light of the major changes that have occurred at the regional and global levels.

The participants at the meeting noted that the impact of economic and social changes in the

region has affected women and men differently due to differences in their employment patterns, levels of wages and uneven dependency on welfare. Women to a greater extent than men are experiencing labour-related poverty. Exclusion from the labour market, unemployment and employment in low-waged jobs are more typical for women than for men. In addition, women often have the double burden of housework and caring for children besides paid employment. Also, women's access to decision-making positions in various spheres of society, in politics, trade unions and higher managerial positions in the private and public sectors, in academic and scientific institutions and in media are limited compared to men's. Some of these areas of concern are also highlighted in the statistics presented in this publication.

Regional Platform for Action to reach equality between women and men

At the Vienna meeting, seven critical areas of concern of particular relevance to countries in the ECE region were identified. Within these a series of major problems and new opportunities for promoting equality between women and men were highlighted, and a Regional Platform for Action was adopted.

The platform urged governments to achieve by the year 2000 *"a more equitable and sustainable society where women's knowledge, potential and contributions are recognised and taken fully into account in all policy- and decisionmaking."* (Operative para. 2 of the Preamble Declaration in E/ECE/RW/HLM/8)

A new gender contract is needed

The platform for action states that *"the promotion of equality and partnership among women and men requires a more equitable sharing of authority and responsibilities in family life, work and society, as well as a more equitable sharing of economic and political power."* (Operative para. 2b

of the Preamble Declaration in E/ECE/RW/HLM/8). This calls for women's double workload to be reduced and stereotypes of the roles of women and men to be broken down.

The platform also indicates that a new gender contract should involve "an active and visible policy of mainstreaming a gender perspective into all relevant political, economic and social policy fields at the central, regional and local levels, so that before various decisions are taken in society, an analysis has already been made of the effects on women and men respectively. Such mainstreaming is crucial, not only in order to achieve equality between women and men but also to contribute to sustainable development and political, economic and social efficiency in the region." (Operative para. 2d of the Preamble Declaration in E/ECE/RW/HLM/8).

Strategic objectives derived from the critical areas of concern, as stipulated in the Regional Platform for Action

- To promote, achieve and protect the full realisation of all women's human rights.
 - To promote the eradication of women's poverty.
 - To strengthen and promote the recognition of women's full contribution to their national economies and to sustainable development.
 - To promote equal treatment between women and men workers and the harmonisation of work and family responsibilities.
 - Employment and earnings.
 - Working conditions of women in the workplace.
 - Education and training for women.
 - Access of women to entrepreneurship.
 - Reconciliation of work and family responsibilities.
 - Health needs of women.
 - To promote full participation of women in public life.
 - To develop more gender-specific statistical systems, data and gender research.
 - To promote intra- and interregional solidarity and co-operation for the empowerment of women.
- (Actions recommended to be taken are specified under each area.)

Gender statistics

The need for gender statistics

According to the Regional Platform for Action, one of the critical areas of concern is "insufficient statistical systems, databases and methodologies to inform policies and legislation and to secure equal treatment of women and men" (E/ECE/RW/HLM/8, III, F.). It suggests that most statistical systems do not yet reflect the increasing concern that statistics should be collected, analysed and disseminated disaggregated by sex. Objective facts about the situation of women and men in all areas of society are necessary as support for active

efforts towards equality between women and men. Visibility is a prerequisite for change.

The strategic objective "to develop more gender-specific statistical systems, data and gender research" includes a number of recommended actions to give an objective base for equal opportunity work (E/ECE/RW/HLM/8, paras. 163-177). Improvement of gender statistics should be integrated into the development of the national official statistical system:

"As part of their ongoing programmes statistical services should collect, maintain and improve data,

including economic and financial data disaggregated by sex, including improvements in the concepts and methodologies used to assess and monitor women's contributions to the economy and society. They should analyse these data and provide other timely, reliable statistics on the situation of women and men in order to eliminate gender stereotypes, raise the awareness of policy makers, provide an unbiased basis for policies and measures, promote and provide ideas for change, and monitor and evaluate the impact of the implementation of policies and measures on women and men." (E/ECE/RW/HLM/8, para. 164).

The platform recommends that statistical services produce statistics by sex and age regularly and that they bring them together and distribute them widely in easily understood ways.

User-producer co-operation crucial for improving gender statistics

The importance of improving the understanding of women's and men's full contribution to the economy is stressed in the

platform. Users and producers of statistics should co-operate to develop new concepts and definitions to reflect the situation of women and men. Concepts related to individual, family and household income and paid and unpaid work are specifically mentioned. Measurements of work, especially in agriculture, food production and the household should be improved. Regular production and dissemination of data from time-use surveys and other related approaches should also be encouraged.

Other fields where measurement improvements are specifically recommended are: the participation of women and men in senior and other decision-making positions, in various spheres of society; health and environmental risks; and violence against women.

Finally, it is stated in the platform that "in order to ensure continuity, a special unit or focal point in the national statistical office, and staff with gender expertise, should be considered." (E/ECE/RW/HLM/8, para. 171).

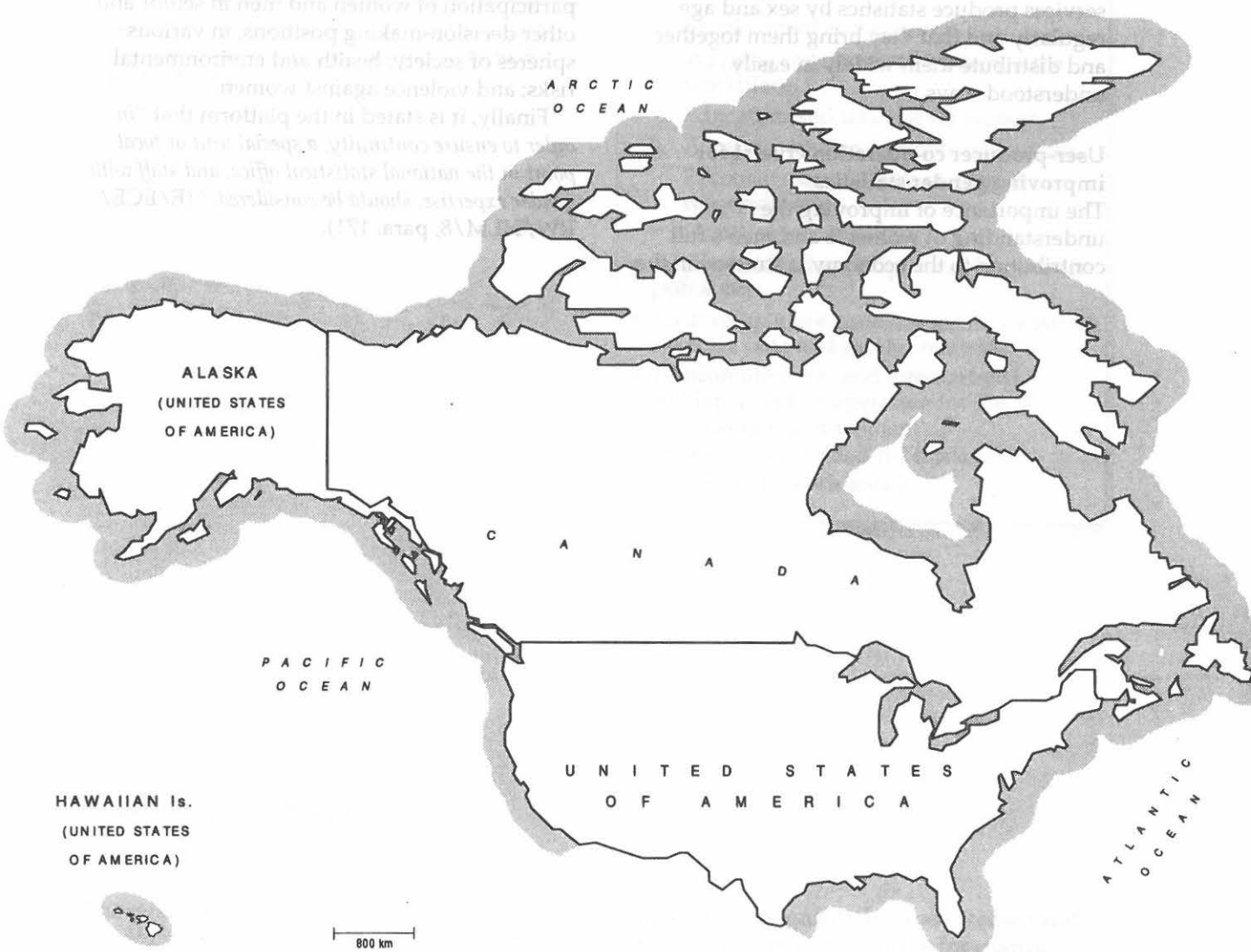
Population by area 1995
Numbers in 1000's percentage distribution and sex distribution (%)

Country	Numbers in 1000's		Percentage distribution		Sex distribution	
	Women	Men	Women	Men	Women	Men
ECE	2 889 407	2 602 950	100.0	100.0	49.5	48.7
World	5 093 680	4 693 650	100.0	100.0	49.5	48.7

Source: World Bank and Statistics Division, United Nations, *World Population Data Sheet* 1995, Table No. 2, p. 25.

ECE countries in the world

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| <input type="checkbox"/> Andorra | <input type="checkbox"/> Canada | <input type="checkbox"/> Georgia | <input type="checkbox"/> Kazakhstan |
| <input type="checkbox"/> Armenia | <input type="checkbox"/> Croatia | <input type="checkbox"/> Germany | <input type="checkbox"/> Kyrgyzstan |
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| <input type="checkbox"/> Bosnia-Herzegovina | <input type="checkbox"/> Finland | <input type="checkbox"/> Italy | <input type="checkbox"/> Malta |



Population by area 1995

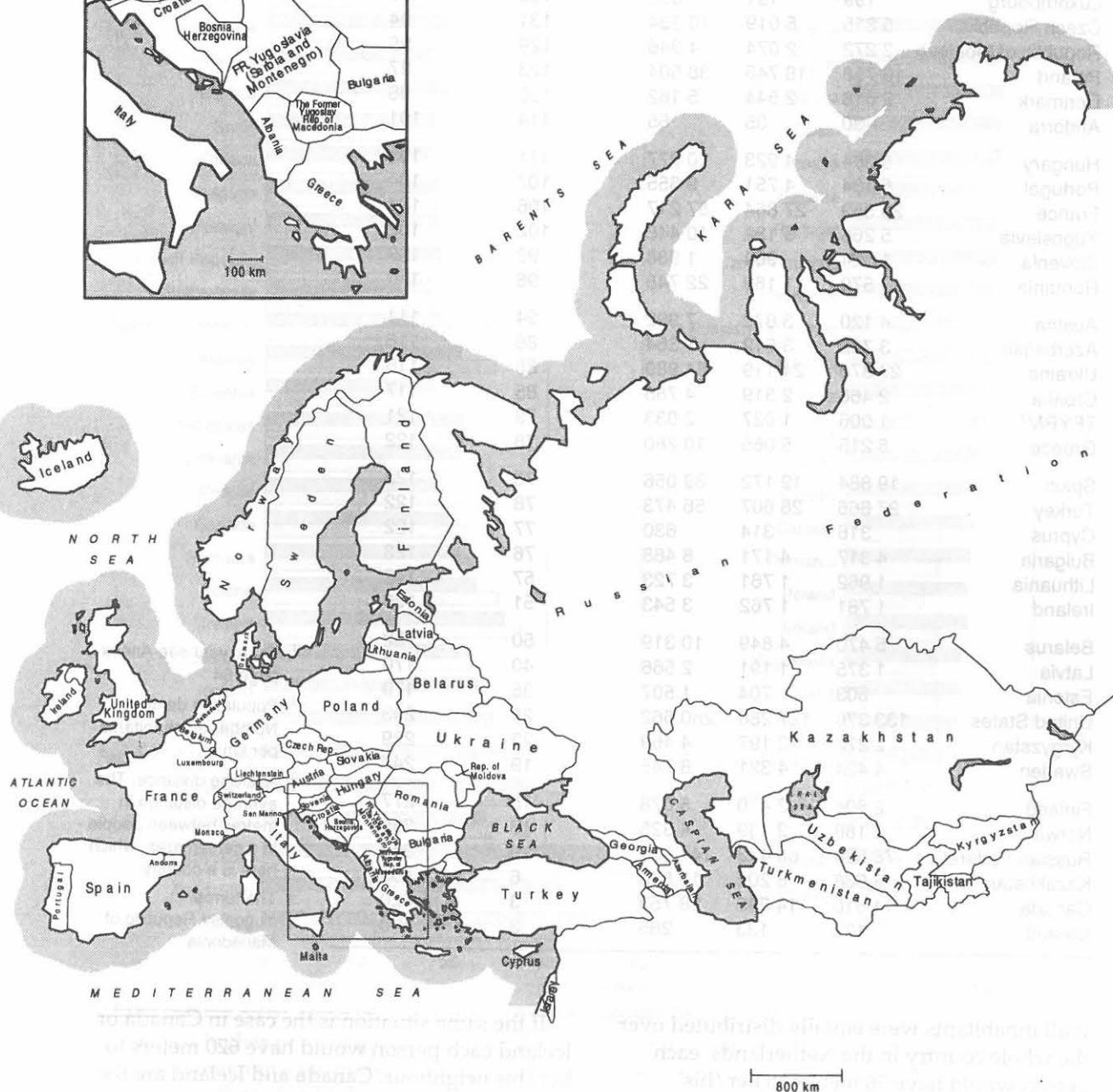
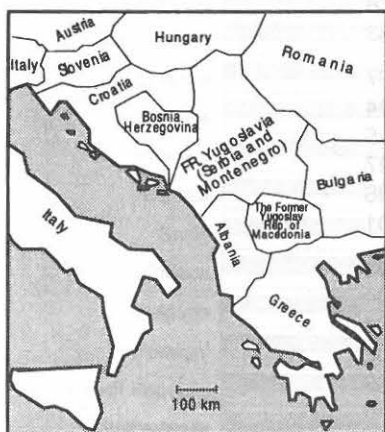
Numbers in 1000's, percentage distribution and sex distribution (%)

Country	Numbers in 1000's		Percentage distribution		Sex distribution	
	Women	Men	Women	Men	Women	Men
ECE	593 650	562 950	20.8	19.4	51.3	48.7
World	2 859 407	2 899 869	100.0	100.0	49.6	50.4

Source: Women's Indicators and Statistics Database (Wistat), version 3, United Nations publication, Sales No. E.95.XVII.6

Population and households

- | | | |
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| <input type="checkbox"/> Monaco | <input type="checkbox"/> Slovak Republic | <input type="checkbox"/> Turkmenistan |
| <input type="checkbox"/> Netherlands | <input type="checkbox"/> Slovenia | <input type="checkbox"/> Ukraine |
| <input type="checkbox"/> Norway | <input type="checkbox"/> Spain | <input type="checkbox"/> United Kingdom |
| <input type="checkbox"/> Poland | <input type="checkbox"/> Sweden | <input type="checkbox"/> United States |
| <input type="checkbox"/> Portugal | <input type="checkbox"/> Switzerland | <input type="checkbox"/> Uzbekistan |
| <input type="checkbox"/> Romania | <input type="checkbox"/> Tajikistan | <input type="checkbox"/> FR.Yugoslavia |
| <input type="checkbox"/> Russian Federation | <input type="checkbox"/> The former Yugoslav Rep. of Macedonia | <input type="checkbox"/> (Serbia and Montenegro) |



Population and households

Population by country around 1993¹

Number, density and average distance

Country	Women	Men	Total	Population ² density	Average ³ distance
Netherlands	7 649	7 480	15 129	370	56
Belgium	5 123	4 899	10 022	330	59
United Kingdom	29 599	28 300	57 899	237	70
Germany	41 435	38 839	80 274	226	71
Italy	29 158	27 599	56 757	189	78
Switzerland	3 565	3 404	6 969	167	83
Luxembourg	199	191	390	153	87
Czech Republic	5 315	5 019	10 334	131	94
Republic of Moldova	2 272	2 074	4 346	129	95
Poland	19 758	18 746	38 504	123	97
Denmark	2 618	2 544	5 162	120	98
Andorra	30	35	65	114	101
Hungary	5 354	4 923	10 277	111	102
Portugal	5 104	4 751	9 855	107	104
France	29 353	27 864	57 217	106	104
Yugoslavia	5 266	5 182	10 448	102	106
Slovenia	1 024	964	1 988	98	109
Romania	11 579	11 169	22 748	96	110
Austria	4 120	3 872	7 992	94	111
Azerbaijan	3 752	3 612	7 364	86	116
Ukraine	27 870	24 119	51 989	86	116
Croatia	2 466	2 319	4 785	85	117
TFYRM ⁴	1 006	1 027	2 033	79	121
Greece	5 215	5 065	10 280	78	122
Spain	19 884	19 172	39 056	78	122
Turkey	27 866	28 607	56 473	78	122
Cyprus	316	314	630	77	122
Bulgaria	4 317	4 171	8 488	76	123
Lithuania	1 962	1 761	3 723	57	142
Ireland	1 781	1 762	3 543	51	150
Belarus	5 470	4 849	10 319	50	152
Latvia	1 375	1 191	2 566	40	170
Estonia	803	704	1 507	36	179
United States	133 376	127 286	260 662	28	203
Kyrgyzstan	2 272	2 197	4 469	22	229
Sweden	4 424	4 321	8 745	19	247
Finland	2 608	2 470	5 078	15	277
Norway	2 186	2 139	4 325	13	298
Russian Federation	78 524	69 473	147 997	9	358
Kazakhstan	8 668	8 202	16 870	6	439
Canada	14 510	14 243	28 753	3	620
Iceland	132	133	265	3	620

¹ Exact year see Annex 1 page 64

² Population density: Number of inhabitants per km²

³ Average distance: The average distance in metres between people in a certain area, which here is a country

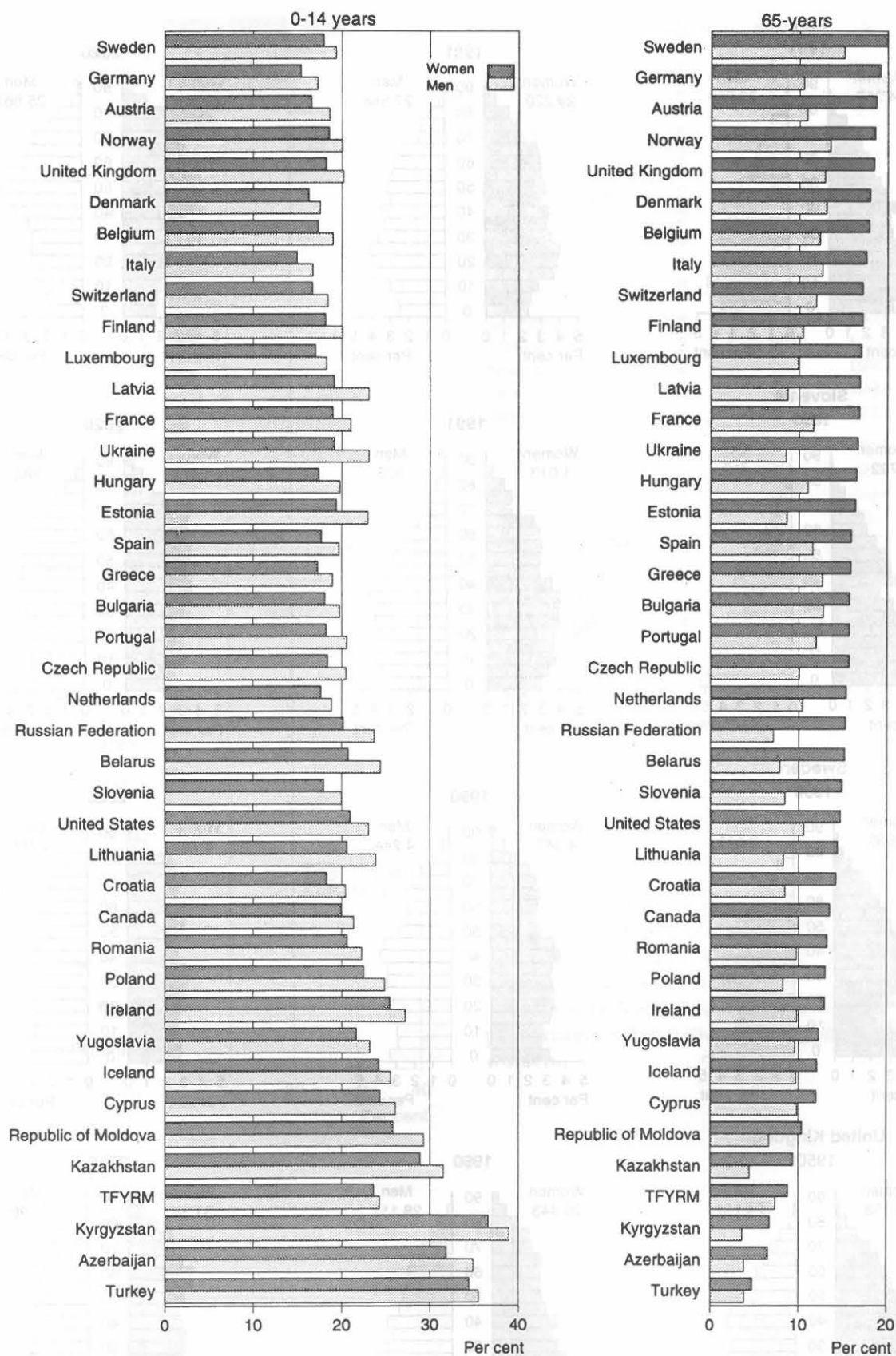
⁴ The former Yugoslav Republic of Macedonia

If all inhabitants were equally distributed over the whole country in the Netherlands, each person would have 56 meters to her/his neighbour. This country has the highest density.

If the same situation is the case in Canada or Iceland each person would have 620 meters to her/his neighbour. Canada and Iceland are the most sparsely populated countries.

Population by age and country around 1993¹

Proportion (%) within age. Countries ranked by women in ages 65 years and over



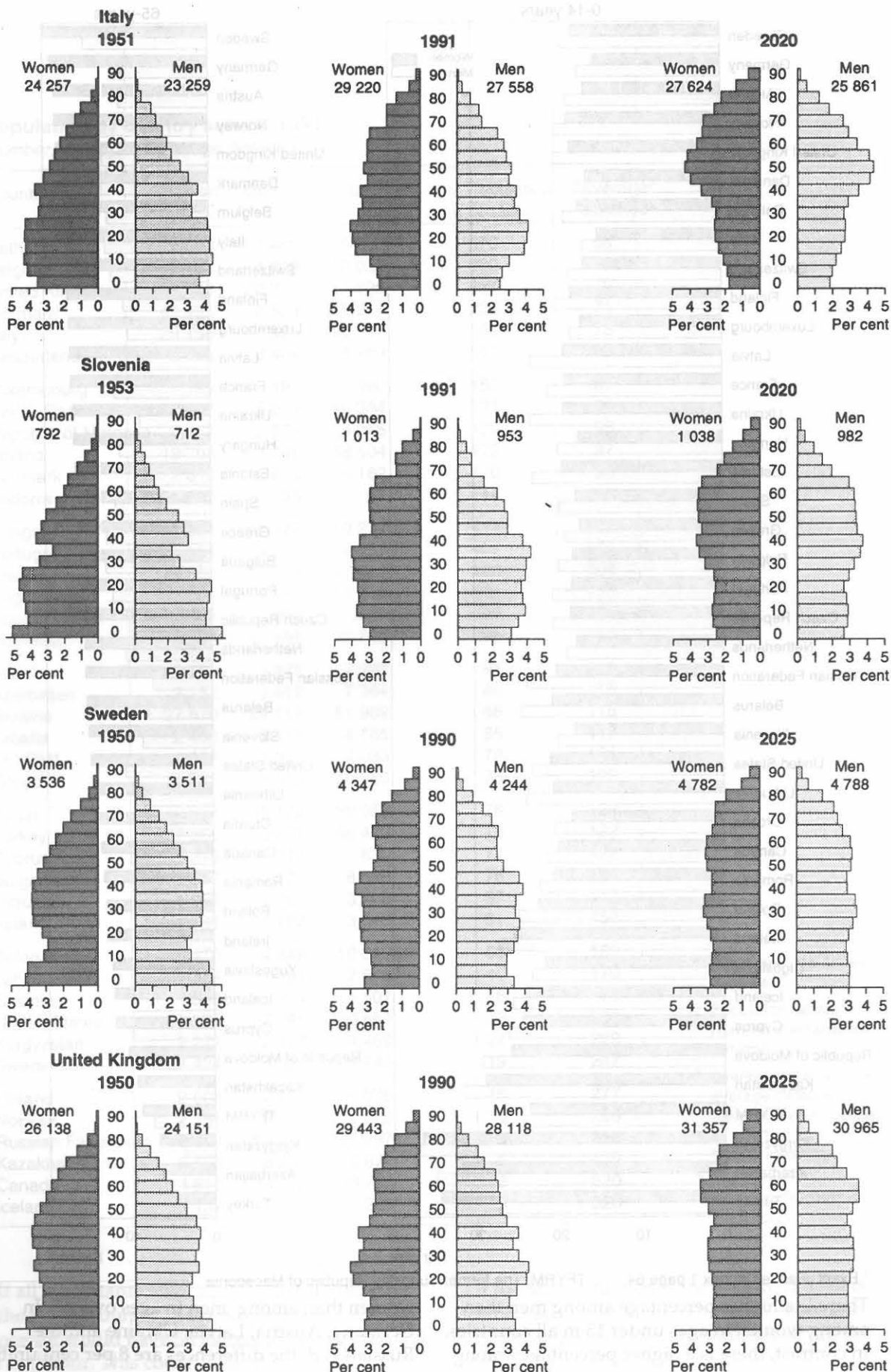
¹ Exact year see Annex 1 page 64

TFYRM: The former Yugoslav Republic of Macedonia

There is a higher percentage among men than among women in ages under 15 in all countries. In contrast, there is a higher percentage among

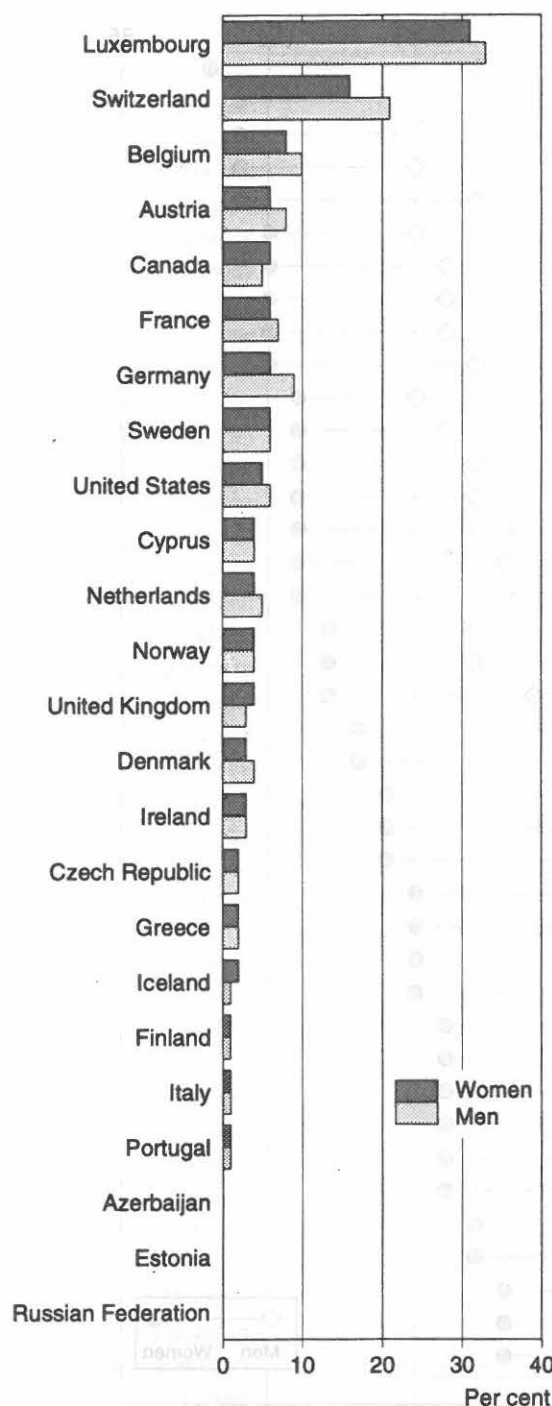
women than among men in ages over 65. In Germany, Austria, Latvia, Ukraine and the Russian Fed. the differences are 8 per cent units.

Age distribution in some ECE countries around 1950, around 1990 and a projection for 2025
 Percentage distribution within age and sex



Foreign nationals by country of residence around 1992

Proportion (%) of all women/men



Country	Women	Men	Year
Austria	6	8	1992
Azerbaijan ¹	0	0	1989
Belgium	8	10	1992
Canada	6	5	
Cyprus	4	4	1992
Czech Republic	2	2	1991
Denmark	3	4	1992
Estonia ¹	0	0	1989
Finland	1	1	1993
France	6	7	1992
Germany	6	9	1992
Greece	2	2	1992
Iceland	2	1	1993
Ireland	3	3	1992
Italy	1	1	1992
Luxembourg	31	33	1992
Netherlands	4	5	1992
Norway	4	4	1994
Portugal	1	1	1992
Russian Federation ¹	0	0	1989
Sweden	6	6	1993
Switzerland	16	21	1993
United Kingdom	4	3	1992
United States	5	6	

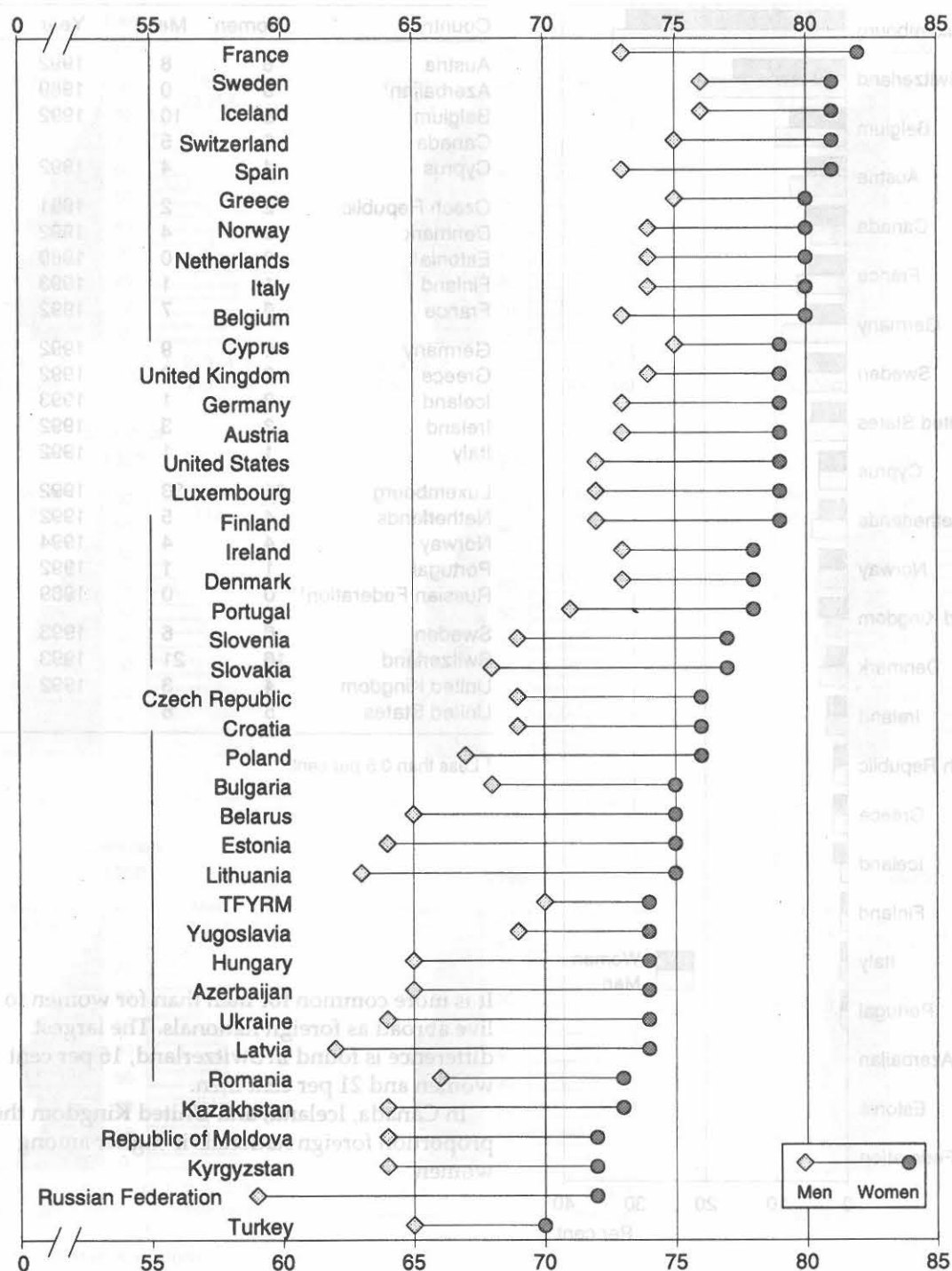
¹ Less than 0.5 per cent

It is more common for men than for women to live abroad as foreign nationals. The largest difference is found in Switzerland, 16 per cent women and 21 per cent men.

In Canada, Iceland, and United Kingdom the proportion foreign nationals is higher among women.

Average life expectancy at birth by country around 1993¹

Countries ranked by women's average life expectancy at birth



¹ Exact year see Annex 1 page 66

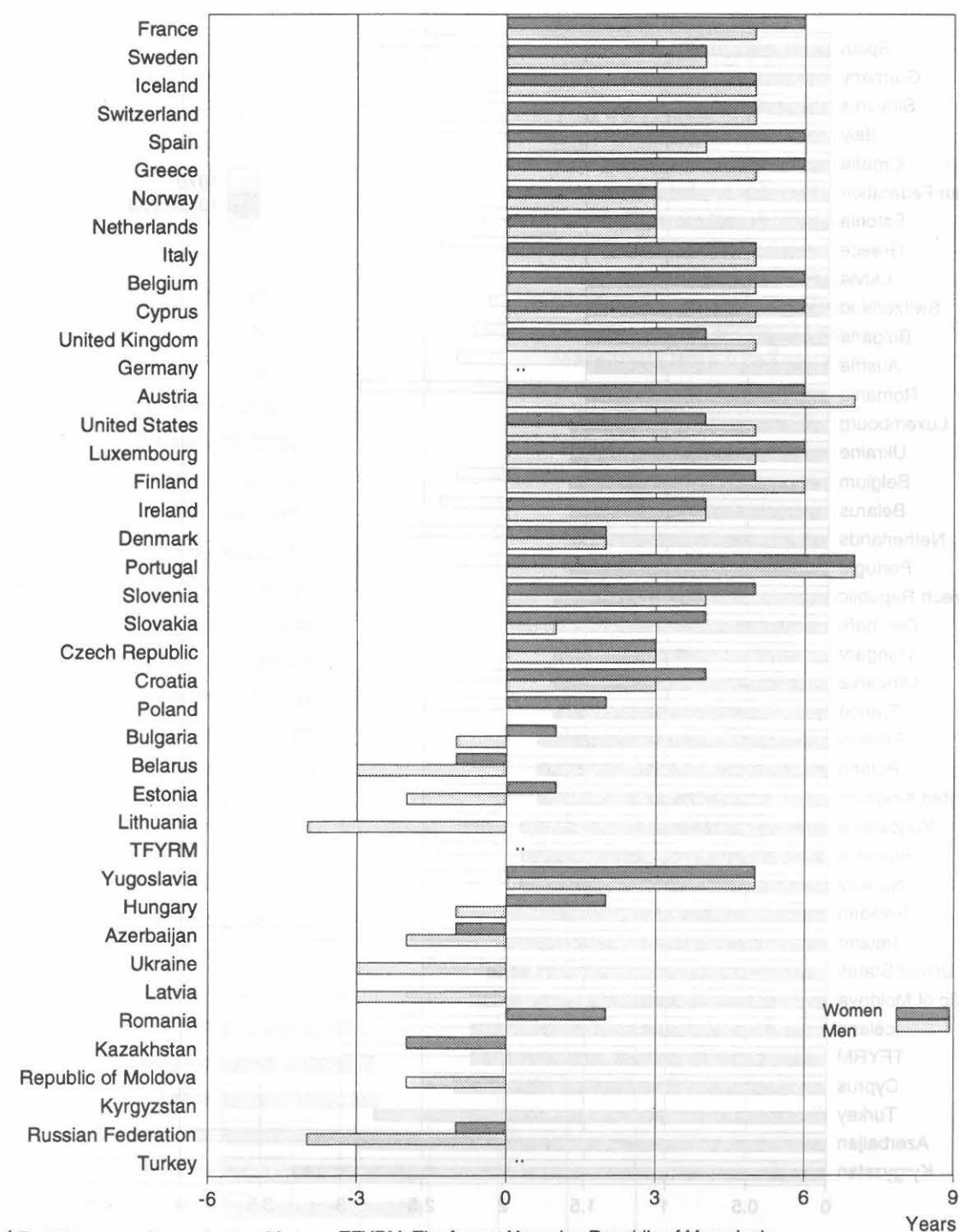
TFYRM: The former Yugoslav Republic of Macedonia

Women live longer than men in all countries studied. French women have the longest average life expectancy at birth, 82 years as do men in Iceland and Sweden, 76 years. Turkish women have the shortest average life expectancy at birth, 70 years and men in the Russian

Federation, 59 years.

The widest gap between women and men is found in the Russian federation, 13 years and the narrowest in Cyprus and the former Yugoslav Republic of Macedonia, 4 years.

Difference between average life expectancy by country around 1993¹ and 1970
 Countries ranked by women's average life expectancy at birth around 1993. (Same as page 10)



¹ Exact year see Annex 1 page 66

TFYRM: The former Yugoslav Republic of Macedonia

Average life expectancy has increased in most countries for both women and men since 1970. The highest increase is found in Portugal, 7 years for both women and men and in Austria, 7 years for men.

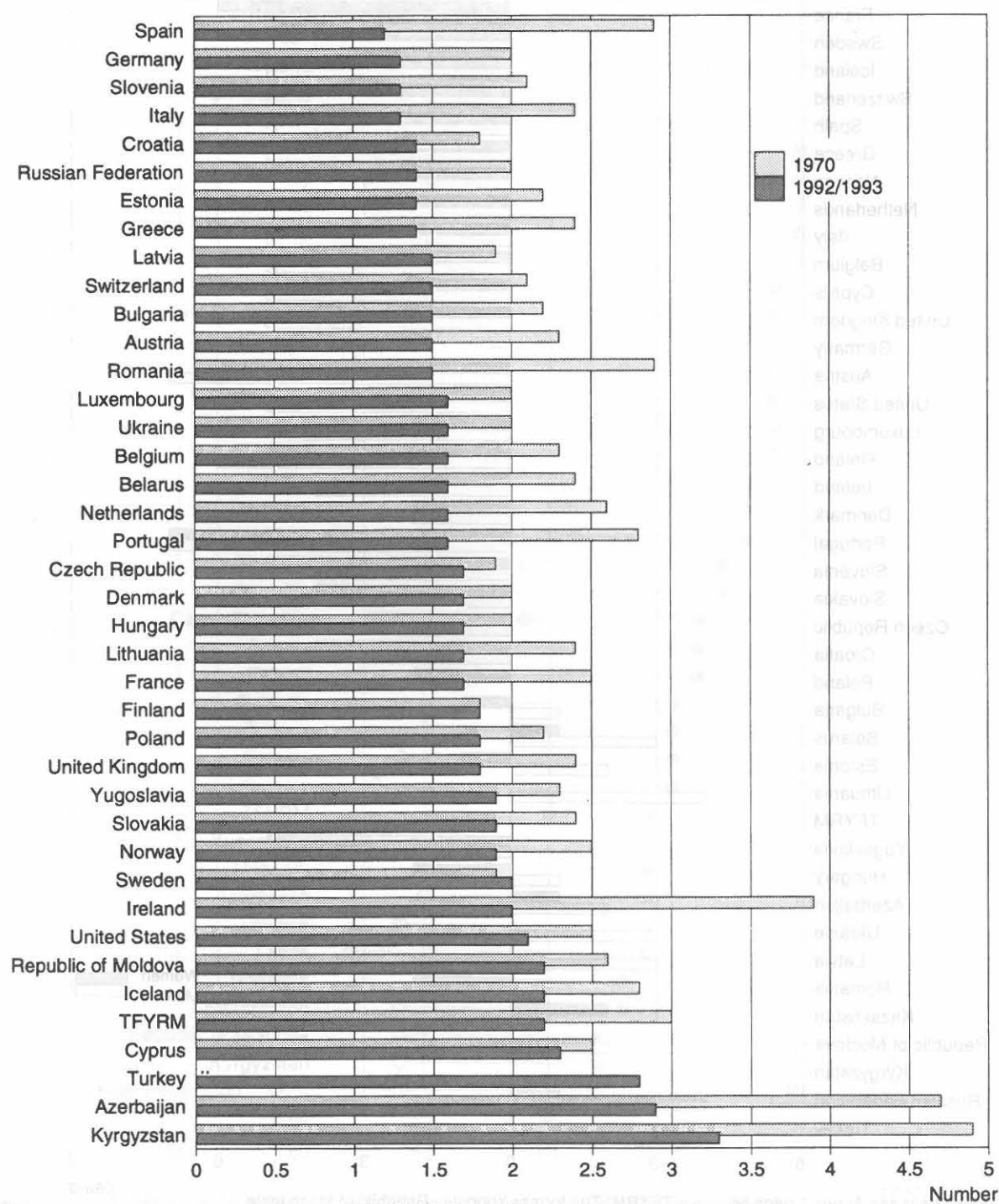
In Bulgaria, Estonia and Hungary the average life expectancy has increased for

women but decreased for men.

The highest decrease for women is found in Kazakhstan, 2 years and for men in Lithuania and the Russian Federation, 4 years. In Belarus, Latvia and Ukraine the decrease is 3 years for men.

Total fertility rate by country 1970–around 1993¹

The average number of children per woman in her reproductive life based on current fertility levels. Countries ranked by average number of children around 1993



The total fertility rate has decreased in almost all countries between 1970 and 1993. Only in Sweden it has increased somewhat from 1.9 to 2.0 and in Finland it is the same as in 1970, 1.8.

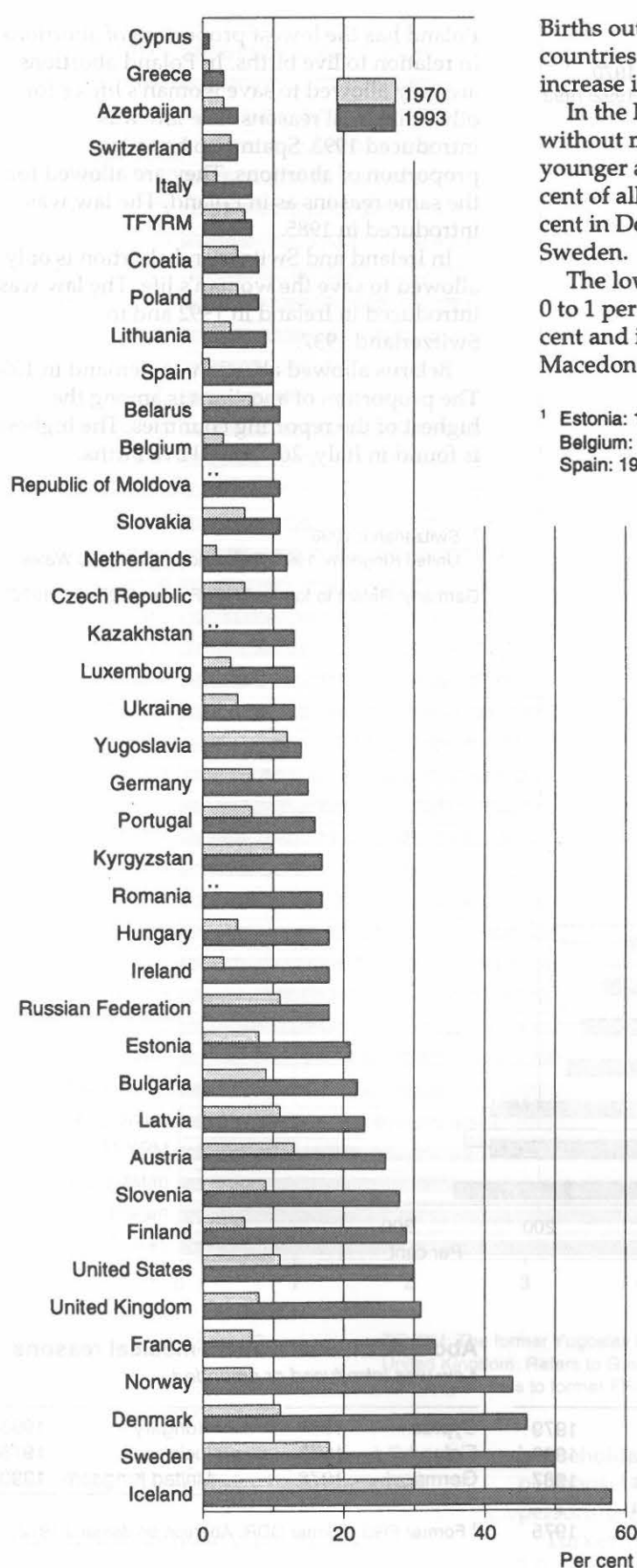
The highest decrease is found in Ireland,

from 3.9 to 2.0, in Kyrgyzstan from 4.9 to 3.3 and in Spain from 2.9 to 1.2.

Kyrgyzstan still has the highest rate. Spain now has the lowest rate from having one of the highest in 1970.

Births to unmarried women by country 1970–1992/1993¹

Proportion (%) of all births



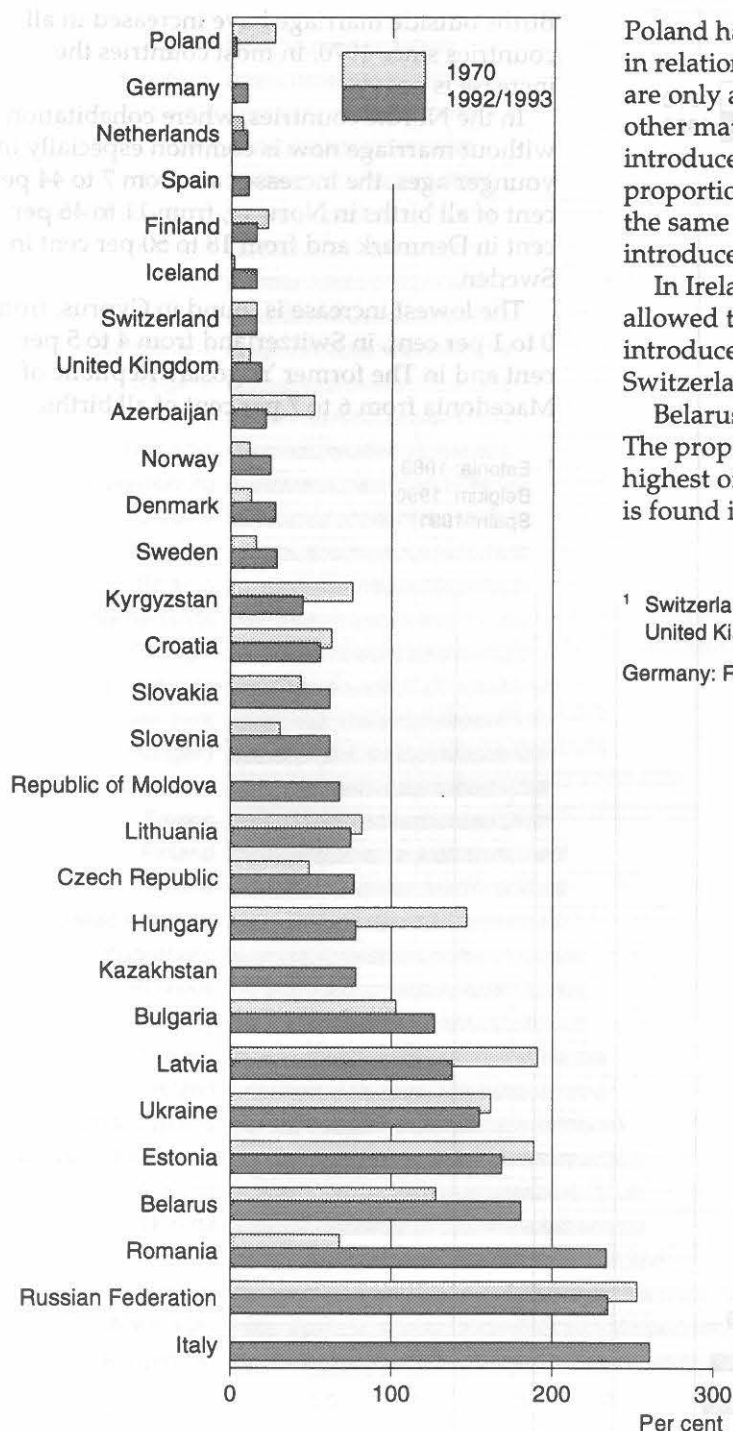
Births outside marriage have increased in all countries since 1970. In most countries the increase is heavy.

In the Nordic countries, where cohabitation without marriage now is common especially in younger ages, the increases are from 7 to 44 per cent of all births in Norway, from 11 to 46 per cent in Denmark and from 18 to 50 per cent in Sweden.

The lowest increase is found in Cyprus, from 0 to 1 per cent, in Switzerland from 4 to 5 per cent and in The former Yugoslav Republic of Macedonia from 6 to 7 per cent of all births.

¹ Estonia: 1989
Belgium: 1990
Spain: 1991

Legal abortions by country 1970–around 1992/1993¹
 Proportion (%) of live births. Countries ranked by proportion 1992/1993



Poland has the lowest proportion of abortions in relation to live births. In Poland abortions are only allowed to save woman's life or for other maternal reasons. The law was introduced 1993. Spain also has a low proportion of abortions. They are allowed for the same reasons as in Poland. The law was introduced in 1985.

In Ireland and Switzerland abortion is only allowed to save the woman's life. The law was introduced in Ireland in 1992 and in Switzerland 1937.

Belarus allowed abortion on demand in 1955. The proportion of abortions is among the highest of the reporting countries. The highest is found in Italy, 261 on 100 live births.

¹ Switzerland: 1990

United Kingdom: 1991. Refers to England and Wales

Germany: Refers to former FRG. Former GDR: 54 (1992)

Abortion on demand

Law was introduced or amended

Belarus	1955	Norway	1979
Belgium	1990	Romania	1989
Czech Republic	1958	Slovakia	1987
Denmark	1973	Slovenia	1977
Italy	1978	Sweden	1975
Kyrgyzstan	1992		

Abortion on social/socio-medical reasons

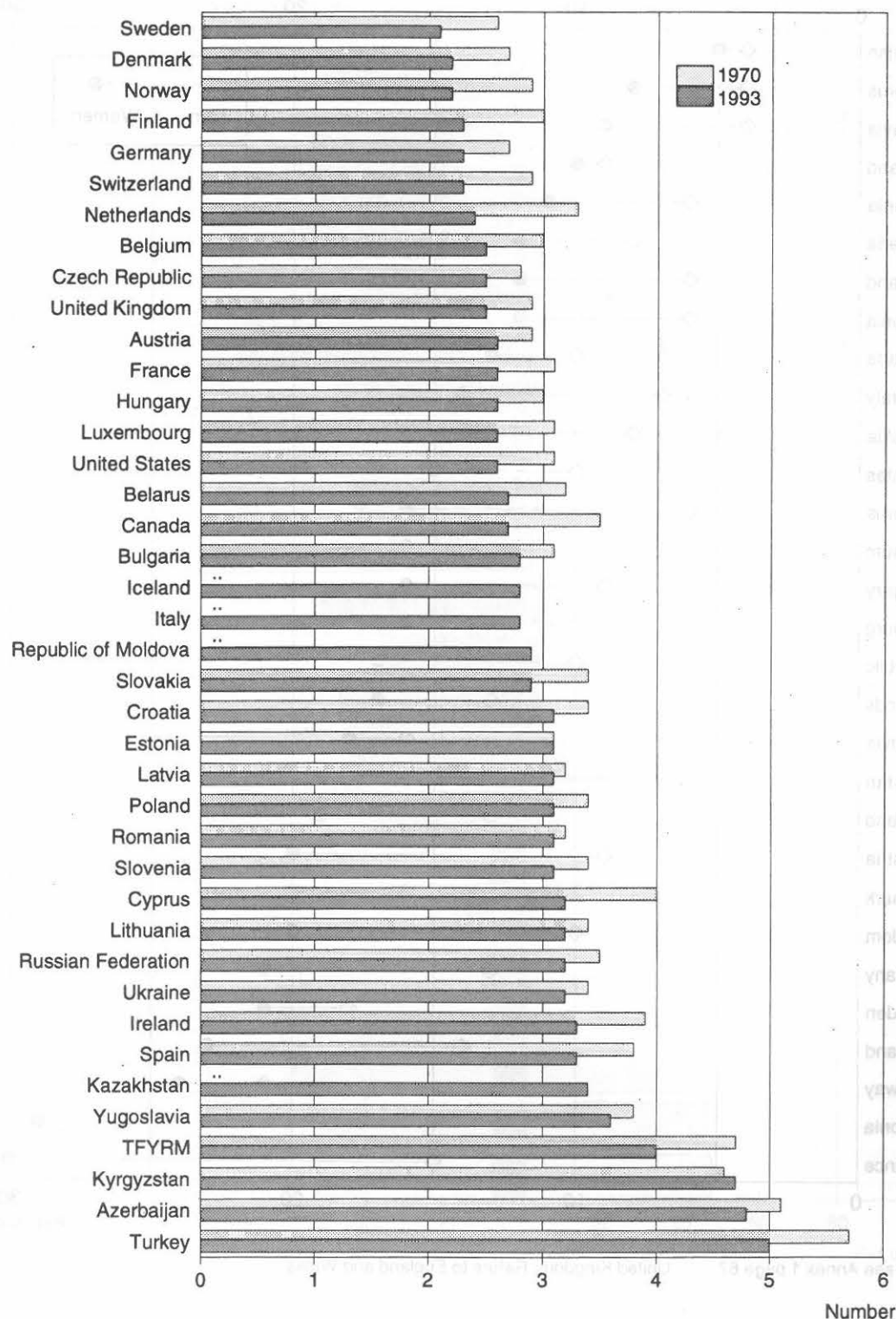
Law was introduced or amended

Cyprus	1974	Hungary	1993
Finland	1970	Iceland	1975
Germany ¹	1976	United Kingdom	1990

¹ Former FRG. Former GDR: Abortion on demand 1972

Average household size by country 1970–around 1993¹

Number of persons per private household



¹ Exact year see Annex 1 page 67

TFYRM: The former Yugoslav Republic of Macedonia

United Kingdom: Refers to Great Britain

Germany: Refers to former FRG

In all countries except Kyrgyzstan and Estonia the average household size have decreased since 1970.

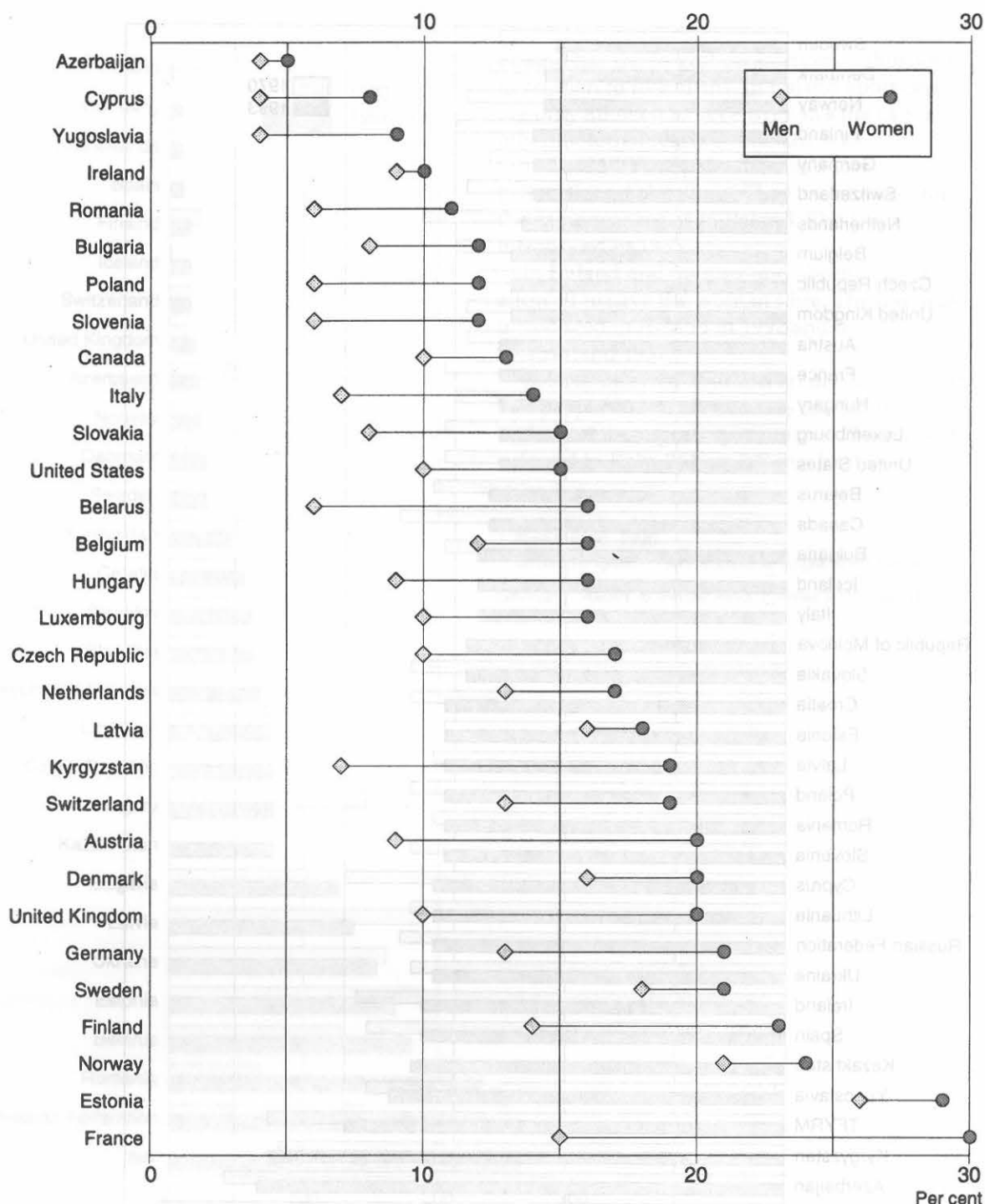
The highest decrease is found in the Netherlands, from 3.3 to 2.4 persons per

household, in Canada from 3.5 to 2.7 persons per household and in Cyprus from 4.0 to 3.2 persons per household.

Turkey now has the largest household size, 5.0 and Sweden the smallest, 2.1 persons.

One-person households by country around 1992¹

Proportion (%) of all private households



¹ Exact year see Annex 1 page 67

United Kingdom: Refers to England and Wales

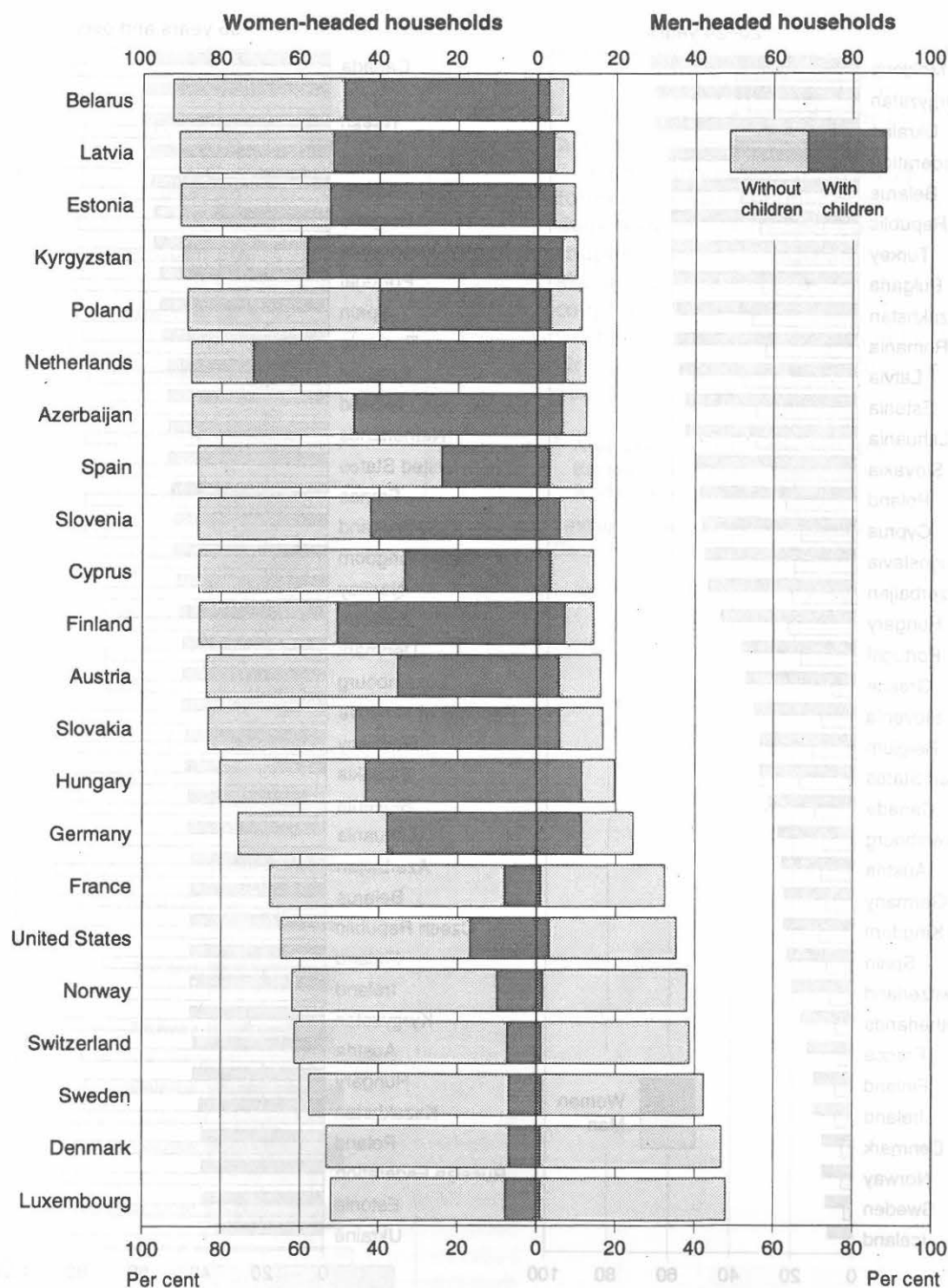
Women dominate in one-person households in all countries. The highest proportion for women is found in France and for men in Estonia. The lowest proportion for women is found in Azerbaijan and for men in Azerbaijan, Cyprus and Yugoslavia.

Among women, one-person households are most frequent in ages 65 and over, and among men at the younger ages.

Exceptions from the above are found in Canada, Estonia, Finland, Latvia, the Netherlands and Switzerland where one-person households among women are more common within younger ages.

The exception for men is Kyrgyzstan where one-person households are more common within older ages.

One adult family member households with and without children by country around 1990
Sex distribution (%) and proportion (%) within sex with/without children



The women dominate in one adult family member households in all countries. In Belarus the domination is heavy, 92 per cent of the households are women-headed and 8 per cent men-headed. Luxembourg has the narrowest gap, 52 per cent for women and 48 per cent for men.

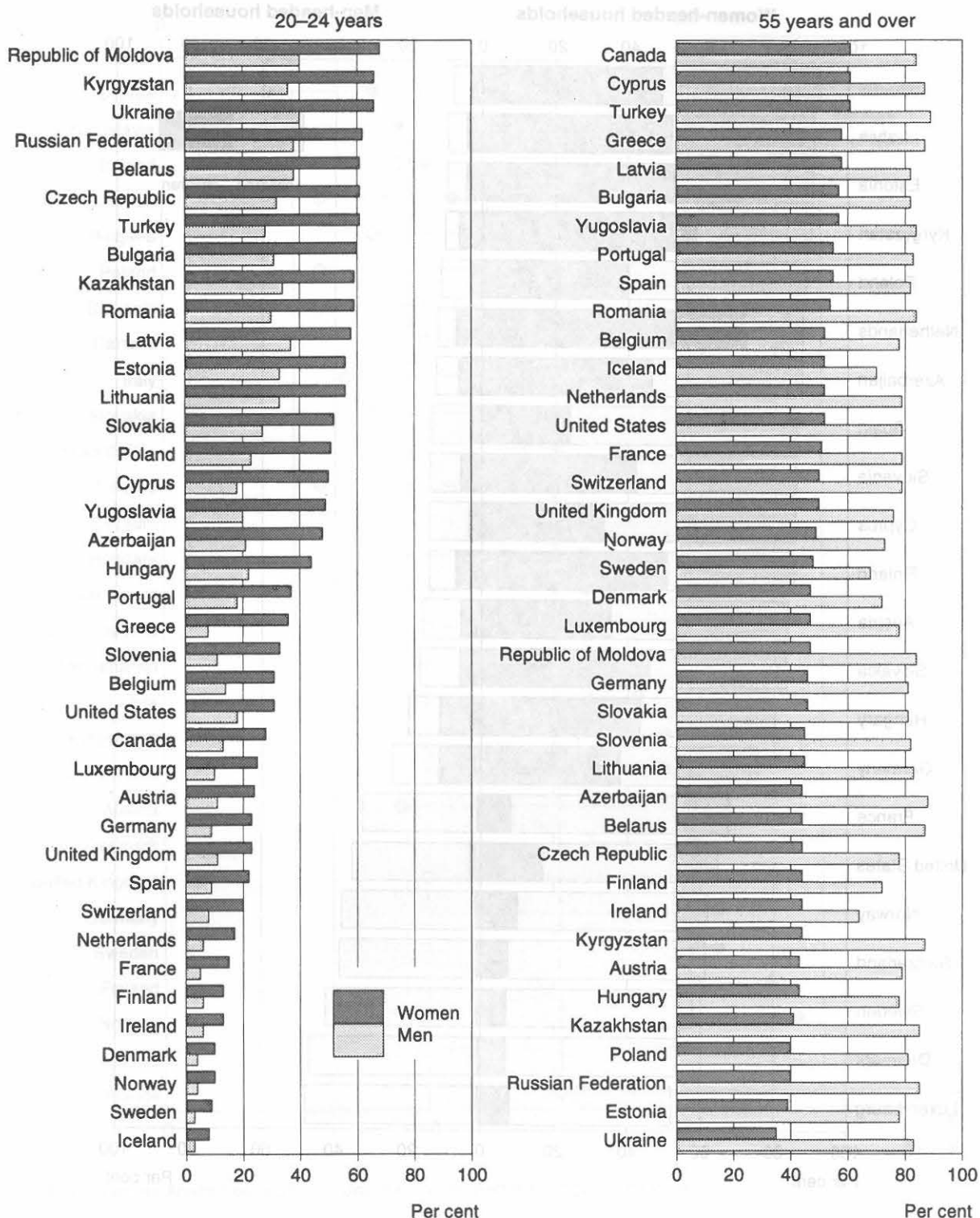
When there are children in the households they are mostly found in the women-headed households. In the Netherlands 82 per cent of

the women-headed households have children. In Kyrgyzstan 62 per cent of the men-headed households have children. These are the highest figures.

Luxembourg, Denmark, Sweden, Switzerland and France have low proportions of women- and men-headed households with children.

Married persons aged 20-24 and 55 and over by country around 1990

Proportion (%) within age



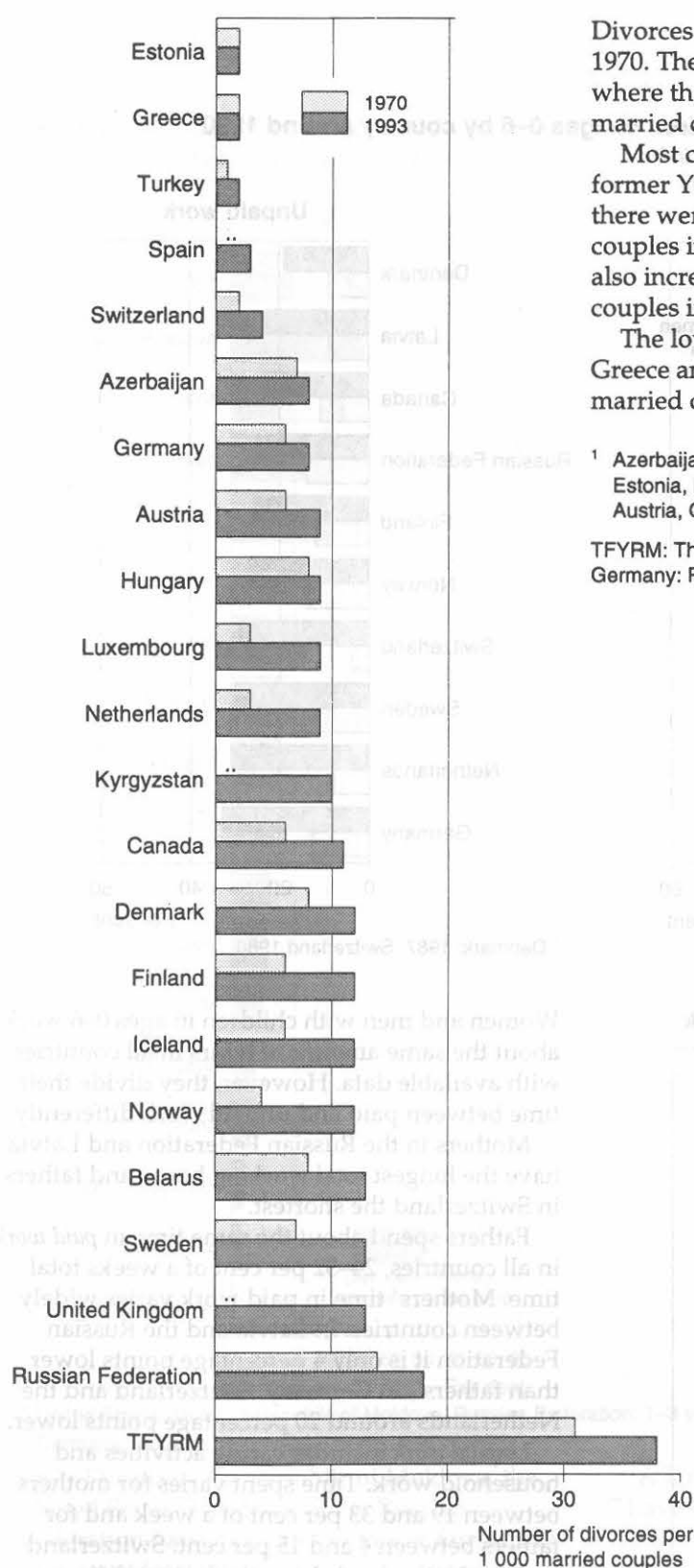
Poland, Ukraine: 60 years and over

Women are married to a higher extent than men in ages 20-24. The highest proportions are in the Republic of Moldova, 68 per cent for women and 40 per cent for men. There are few widows in these ages but 4 per cent of the women in Kyrgyzstan, the Republic of Moldova, the Russian Federation and Ukraine are divorced.

In ages 55 and over it is more common that men are married than women. Canada has the highest proportion for women, 61 per cent and Azerbaijan for men, 88 per cent.

Around 40 to 50 per cent of the women in ages 55 and over in most countries are widows. The proportions for men vary between 2 to 14 per cent.

Divorces by country 1970–1992/1993¹
 Number of divorces per 1 000 married couples



Divorces have increased in most countries since 1970. The largest increase is found in Norway where the rates increased from 4 to 12 per 1 000 married couples.

Most common now are divorces in the former Yugoslav Republic of Macedonia, where there were 38 divorces per 1 000 married couples in 1992. The Russian Federation has also increased the rate to 18 per 1 000 married couples in 1993.

The lowest rates are now found in Estonia, Greece and Turkey were 2 couples per 1 000 married divorced.

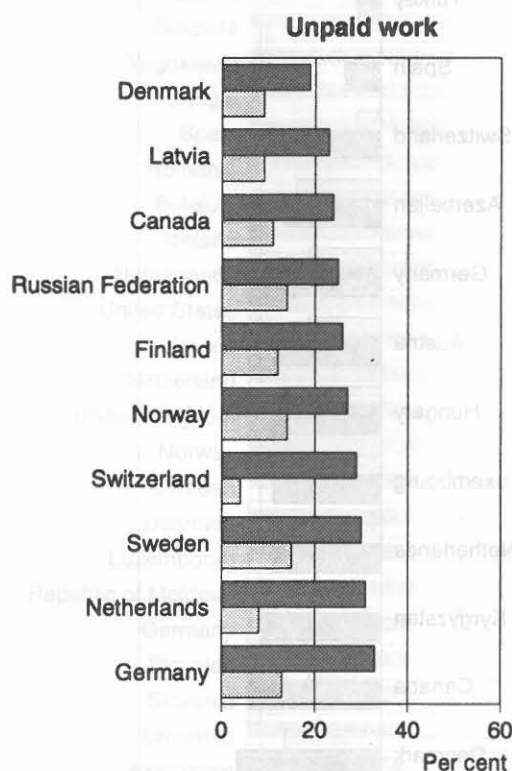
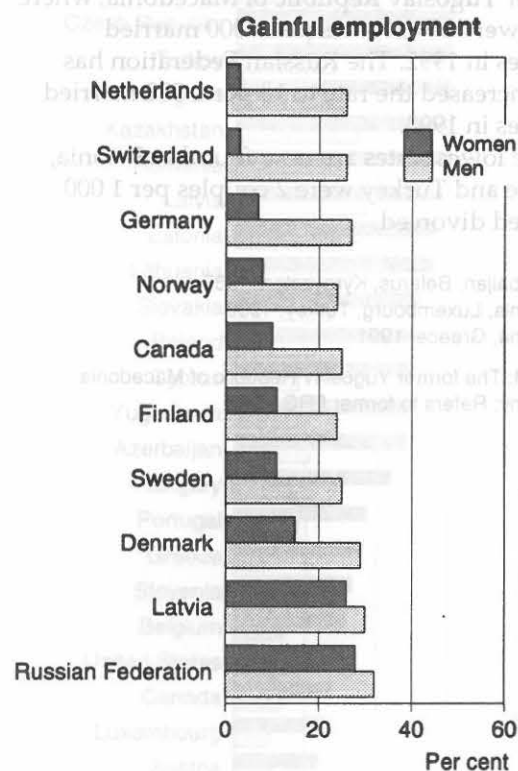
¹ Azerbaijan, Belarus, Kyrgyzstan: 1989
 Estonia, Luxembourg, Turkey: 1990
 Austria, Greece: 1991

TFYRM: The former Yugoslav Republic of Macedonia
 Germany: Refers to former FRG 1970

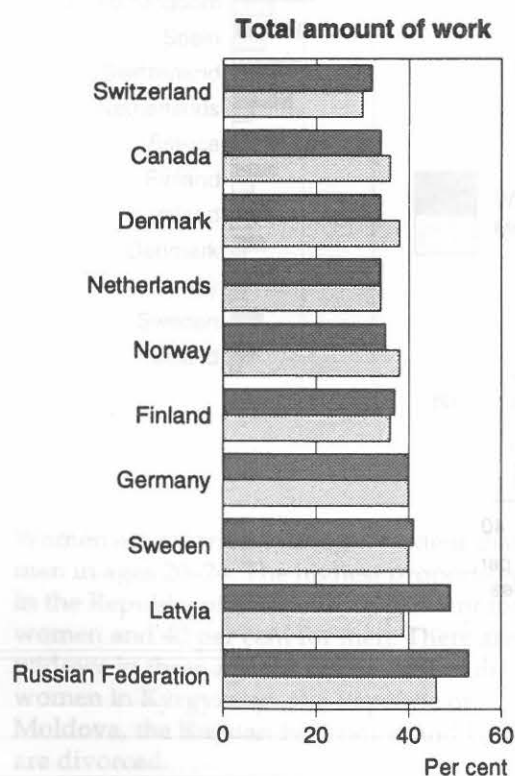
Time use

Use of time among parents with children in ages 0-6 by country around 1990¹

Proportion (%) of time per week for some activities



¹ Denmark: 1987 Switzerland 1980



Women and men with children in ages 0-6 work about the same amount of hours in all countries with available data. However, they divide their time between paid and unpaid work differently.

Mothers in the Russian Federation and Latvia have the longest total working hours and fathers in Switzerland the shortest.

Fathers spend about the same time in *paid work* in all countries, 24-32 per cent of a week's total time. Mothers' time in paid work varies widely between countries. In Latvia and the Russian Federation it is only 4 percentage points lower than fathers', in Germany, Switzerland and the Netherlands around 20 percentage points lower.

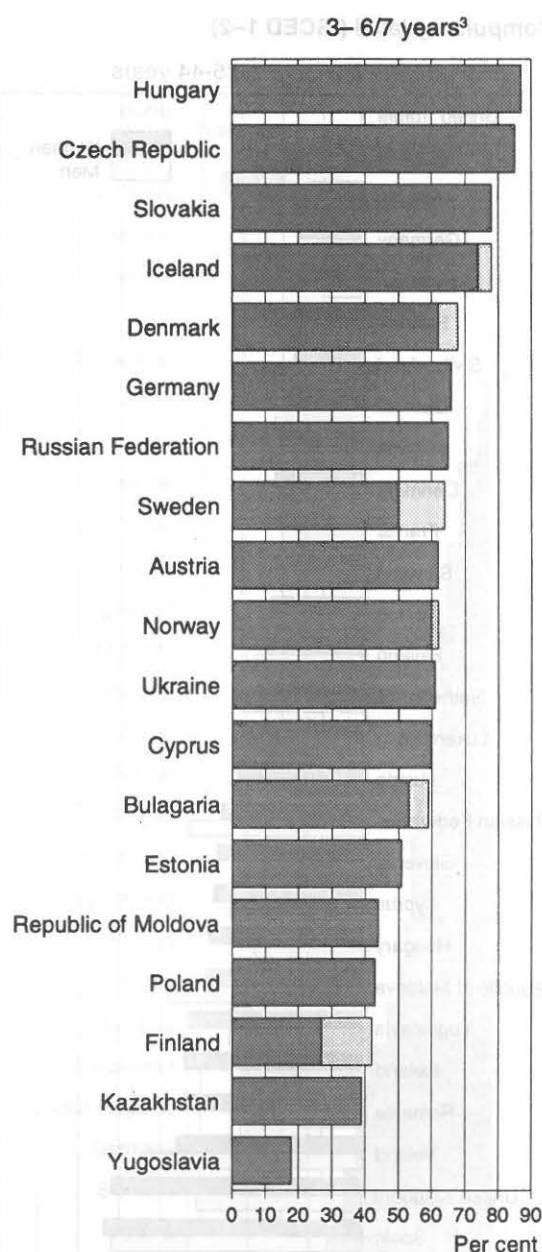
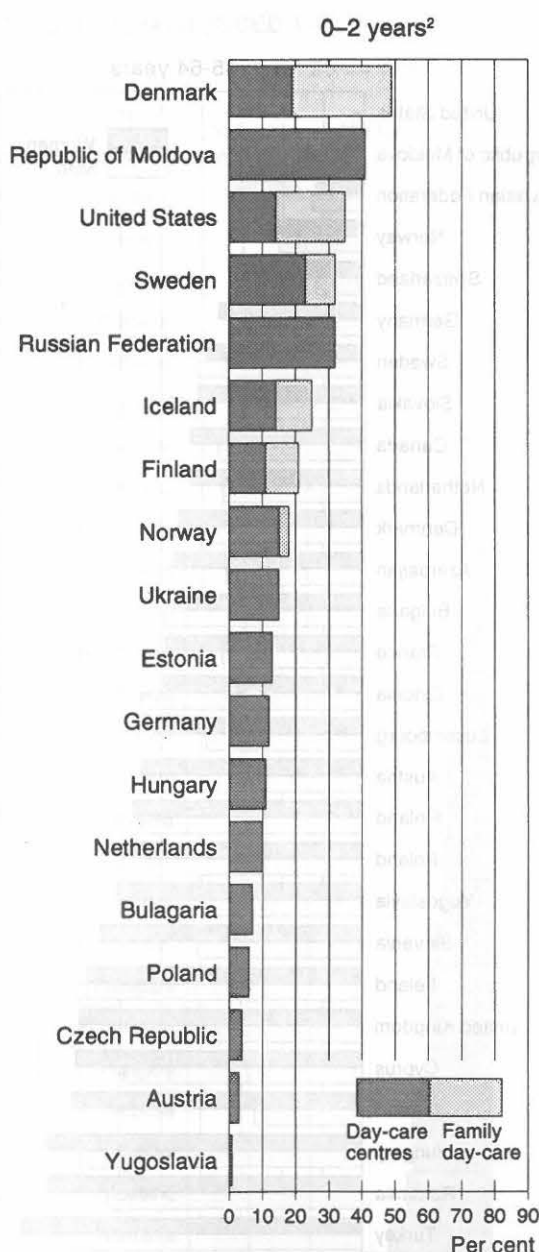
Unpaid work includes caring activities and household work. Time spent varies for mothers between 19 and 33 per cent of a week and for fathers between 4 and 15 per cent. Switzerland and the Netherlands have the largest difference between mothers and fathers, 25 and 23 percentage points, the Russian Federation and Denmark the smallest, 9 and 10 percentage points.

Care of children

Education

Pre-school children at day-care centres and family day-care by country 1992/1993¹

Proportion (%) of all children within age group



¹ United States: 1991 ² Republic of Moldova, Russian Federation: 1-3 years. Netherlands: 0-3 years

³ Germany, Slovakia: 3-5 years. Cyprus: 2-6 years

Only Denmark, the Republic of Moldova, the United States, Sweden and the Russian Federation have day-care centres or family day-care for at least one third of the youngest children.

In five countries only a few per cent of these children are in day-care centres or family day-care.

A larger proportion of the children in ages 3-7 have day-care, mostly in day-care centres.

Not shown in graph above:

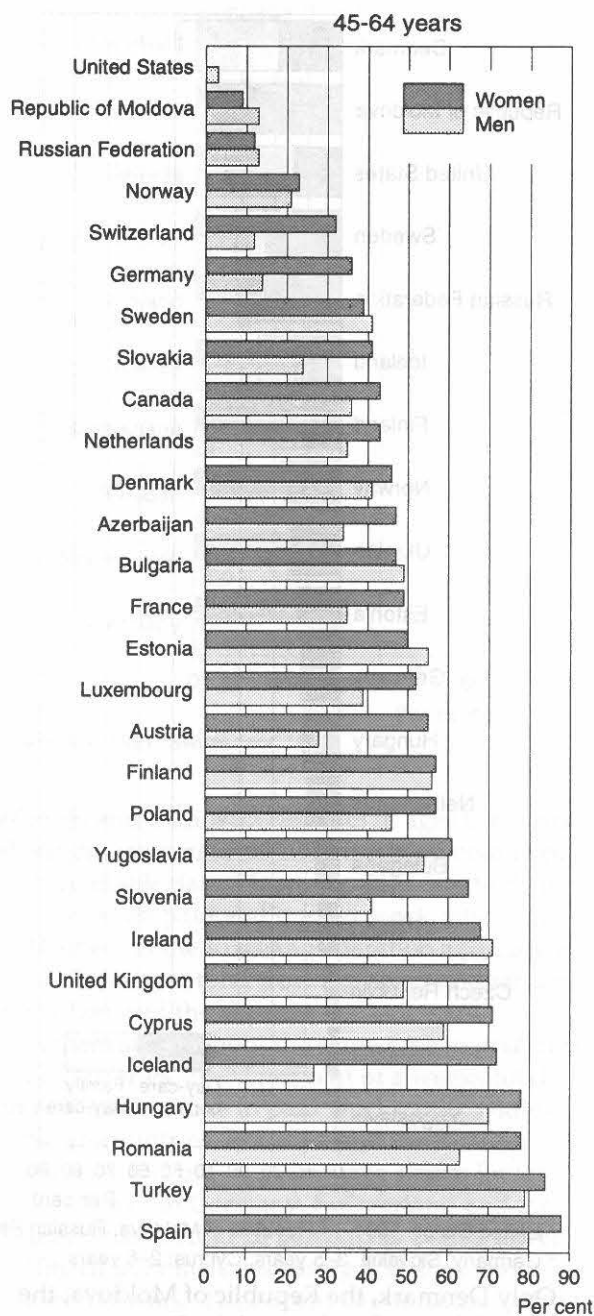
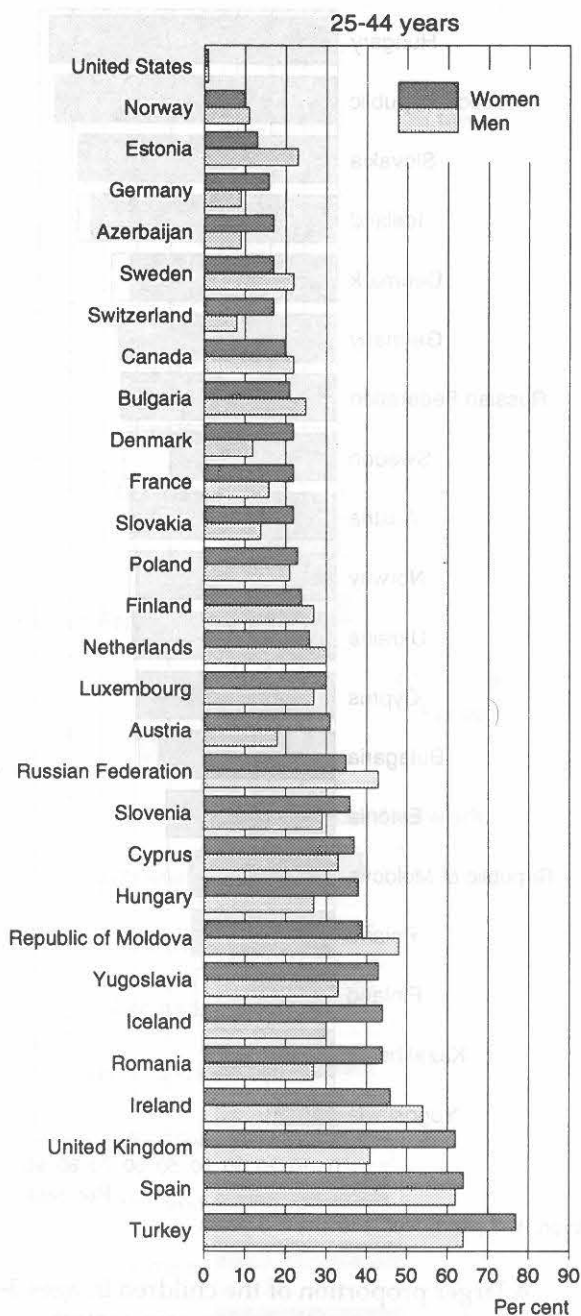
In the United States 33 per cent of children aged 3-4 are in day-care centres or family day-care. In Belarus 55 per cent and in Latvia 28 per cent of 1-6 years old are in day-care. In Azerbaijan 16 per cent and in Kyrgyzstan 13 per cent of children aged 0-6 are in day-care.

Education

Education level by country 1993. (Exact year see Annex 1 page 68)

Proportion (%) with compulsory level as highest attained

Compulsory level (ISCED 1-2)



In almost all countries both women and men aged 45-64 years have a higher proportion in compulsory level of education than younger women and men. Exceptions from this are the Russian Federation and the Republic of Moldova.

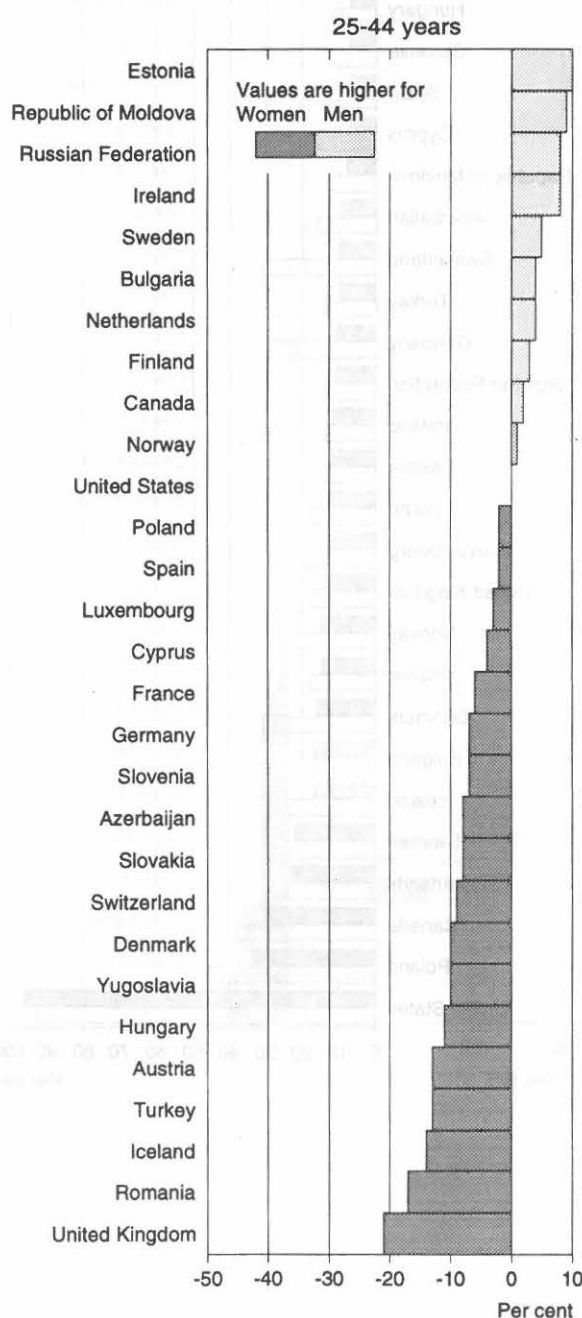
Spain and Turkey are countries with more than 60 per cent of both younger and older women and men with compulsory level of education as highest attained level.

In some countries, older women have a much higher proportion than older men.

Education level by country 1993. (Exact year see Annex 1 page 68)

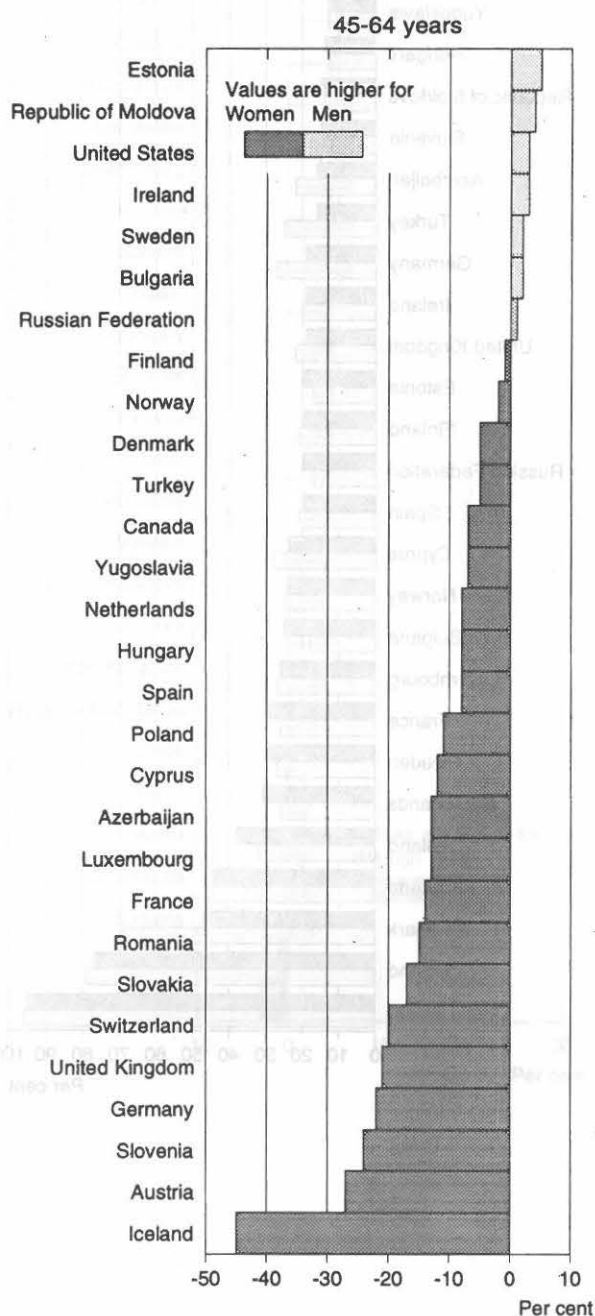
Difference between men's and women's proportions

Compulsory level (ISCED 1-2)



Among younger women and men the difference in proportion in compulsory level is lower than for elderly in most countries.

The difference between women and men in the younger group varies between 2 and 21 percentage points.

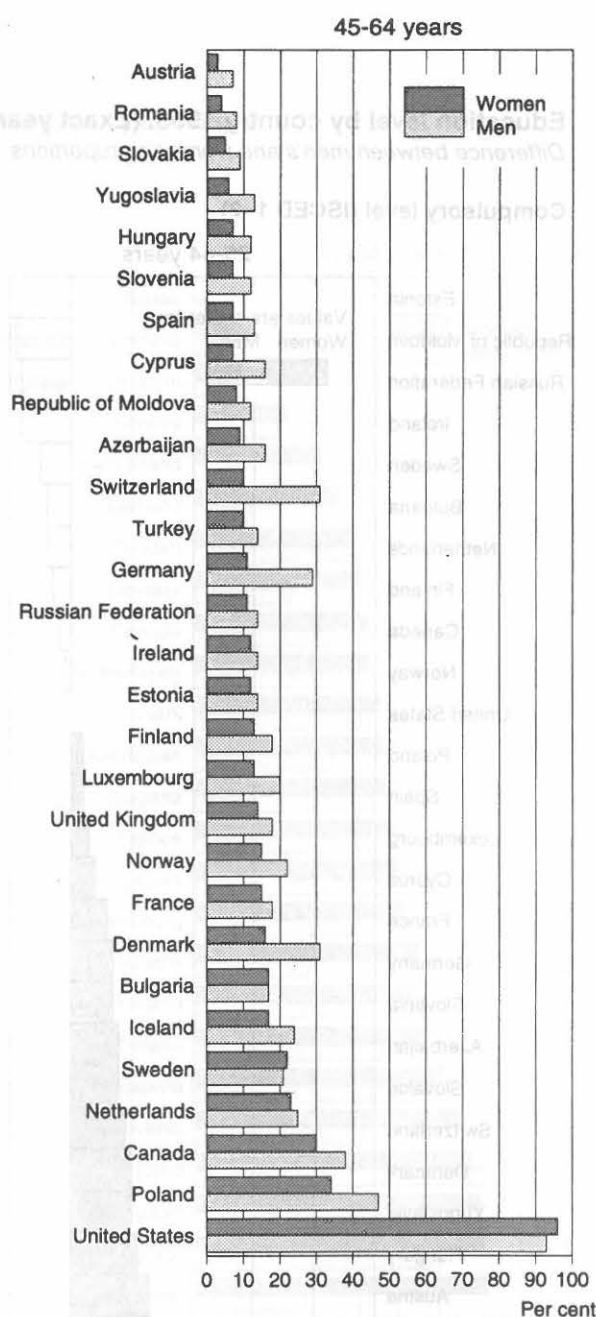
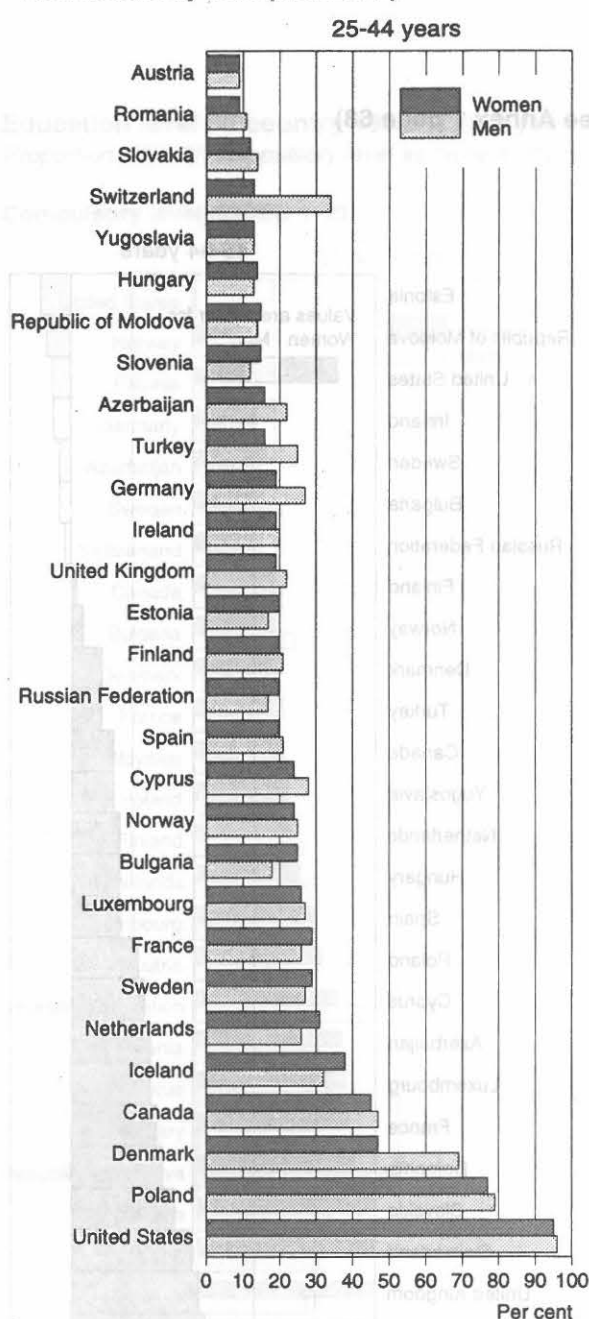


Among the elderly, the difference between women and men varies from 1 to 27 percentage points with the exception of Iceland, where the difference is 45 percentage points.

Education level by country 1993. (Exact year see Annex 1 page 68)

Proportion (%) with post secondary level as highest attained

Post secondary level (ISCED 5-7)



In most countries women and men aged 25-44 have a higher proportion with post secondary level as highest attained level than those aged 45-64 years. In a few countries the level is about the same.

The United States is outstanding with more than 90 per cent of both younger and elderly

women and men in post secondary level.

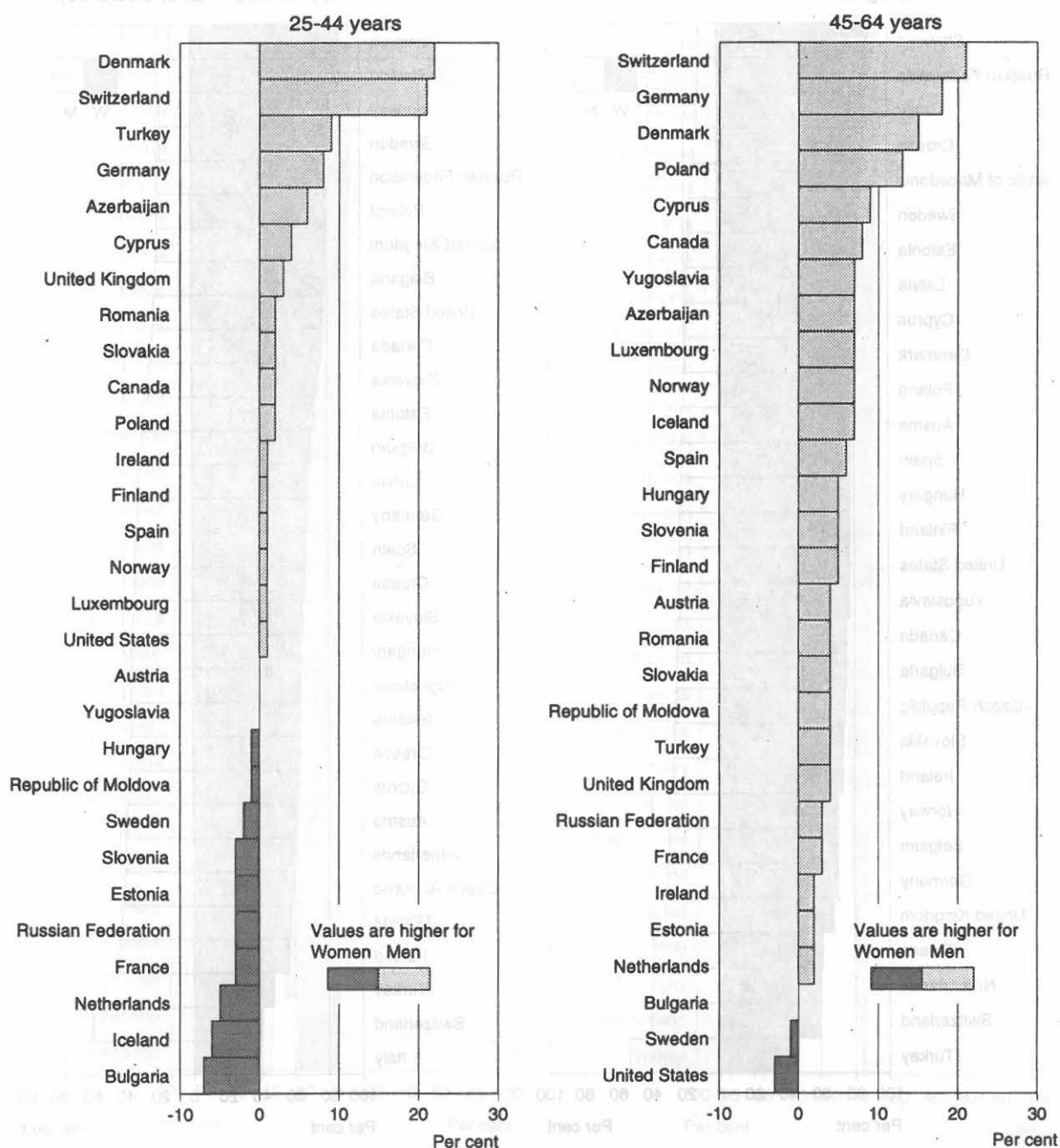
Poland, Denmark and Canada also have high proportions of women and men in post secondary level. (ISCED 3 is not separately reported for Poland).

Austria, Romania and Slovakia have the lowest proportions in post secondary level.

Education level by country 1993. (Exact year see Annex 1 page 68)

Difference between men's and women's proportions

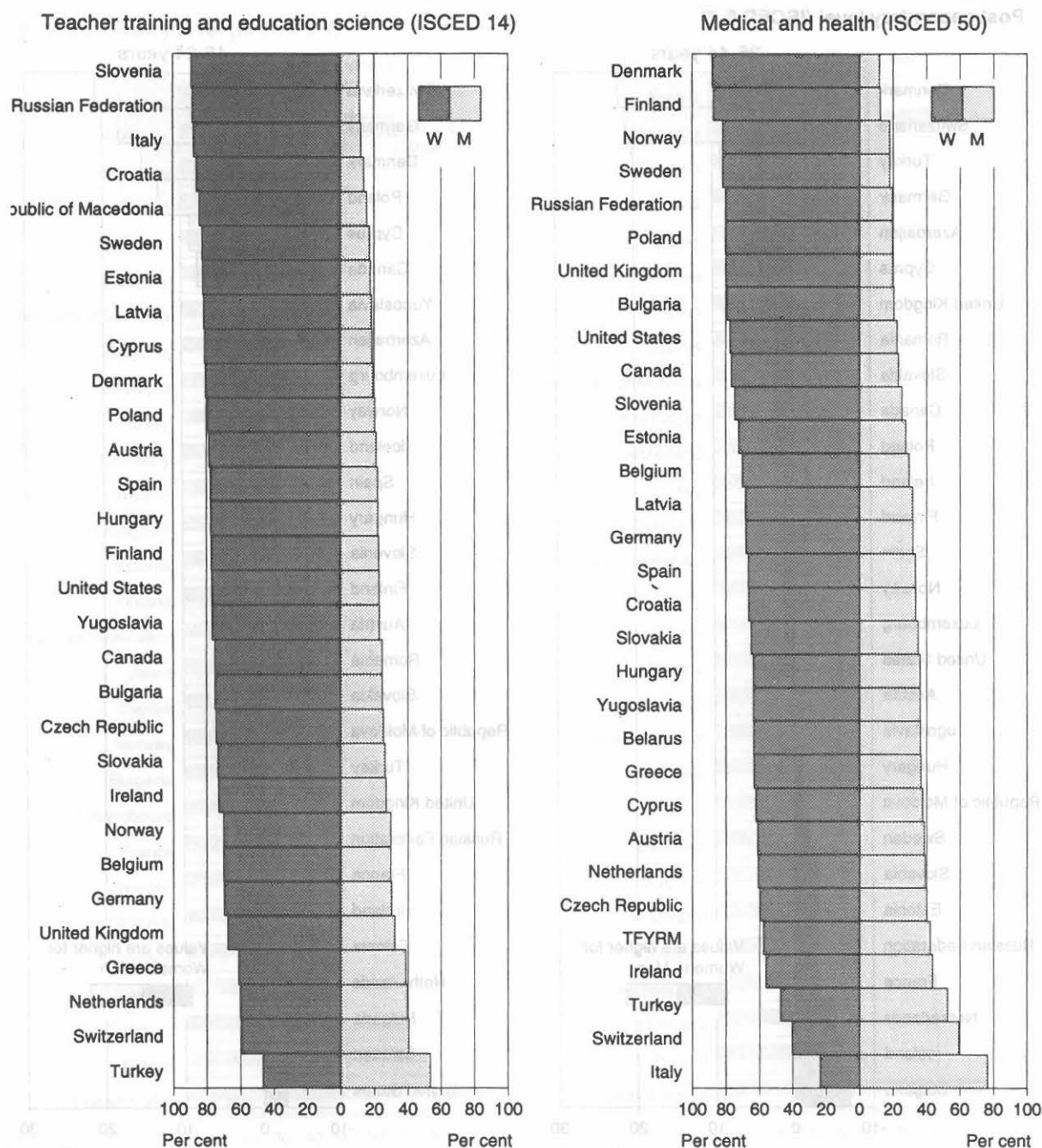
Post secondary level (ISCED 5-7)



Men aged 45-64 years have a higher proportion in post secondary level of education than women in almost all countries, except for Sweden and the United States.

For younger women and men there is a higher proportion for men in two thirds of the countries and for women in one third of the countries.

Completed degrees in higher education by field of study and country 1992 or 1993¹
Sex distribution (%)



¹ Denmark, Germany, Ireland, Italy, Netherlands, Spain and United Kingdom: 1991
 Russian Federation: 1994

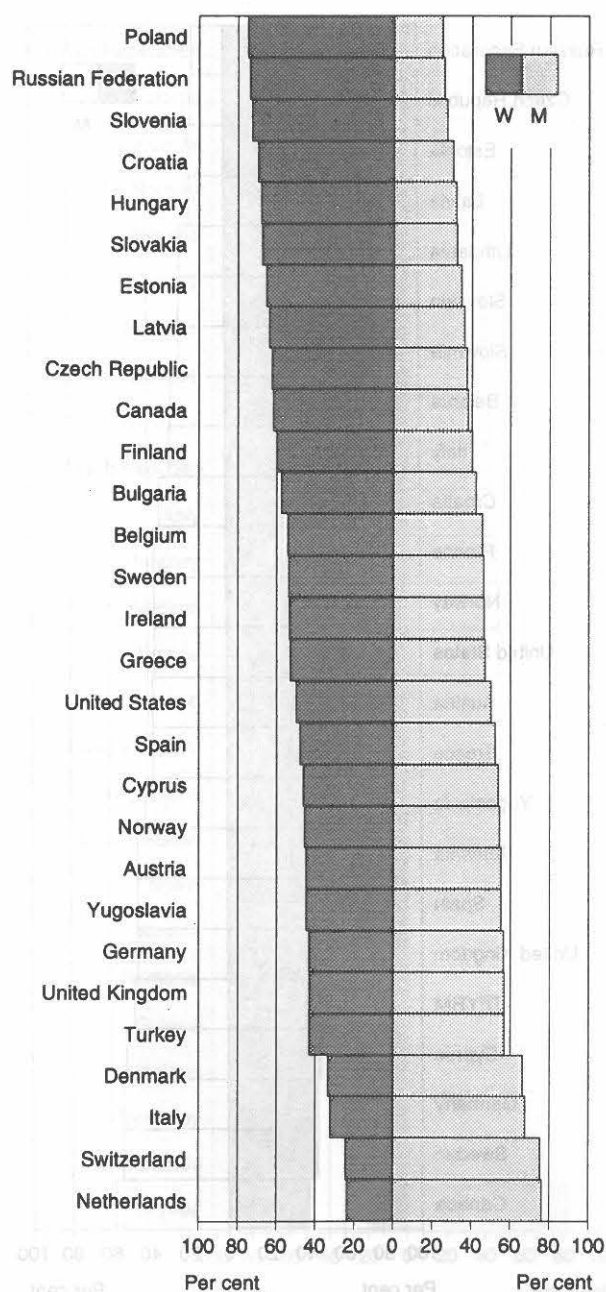
"Teacher training and education science" is a field of study highly dominated by women in all countries. With the exception for Turkey the percentage of women among those who completed a degree in higher education in this field varies from 60 to 90 between countries. Ten of the countries have more than 80 per cent women in this field.

"Medical and health" is also a field of study dominated by women, presumably with nurses as the major occupation. Only one country, Turkey, has an even sex distribution. In Switzerland and Italy there are more men than women. In all other countries women are a majority. Four of the Nordic countries are having between 80 and 90 per cent women.

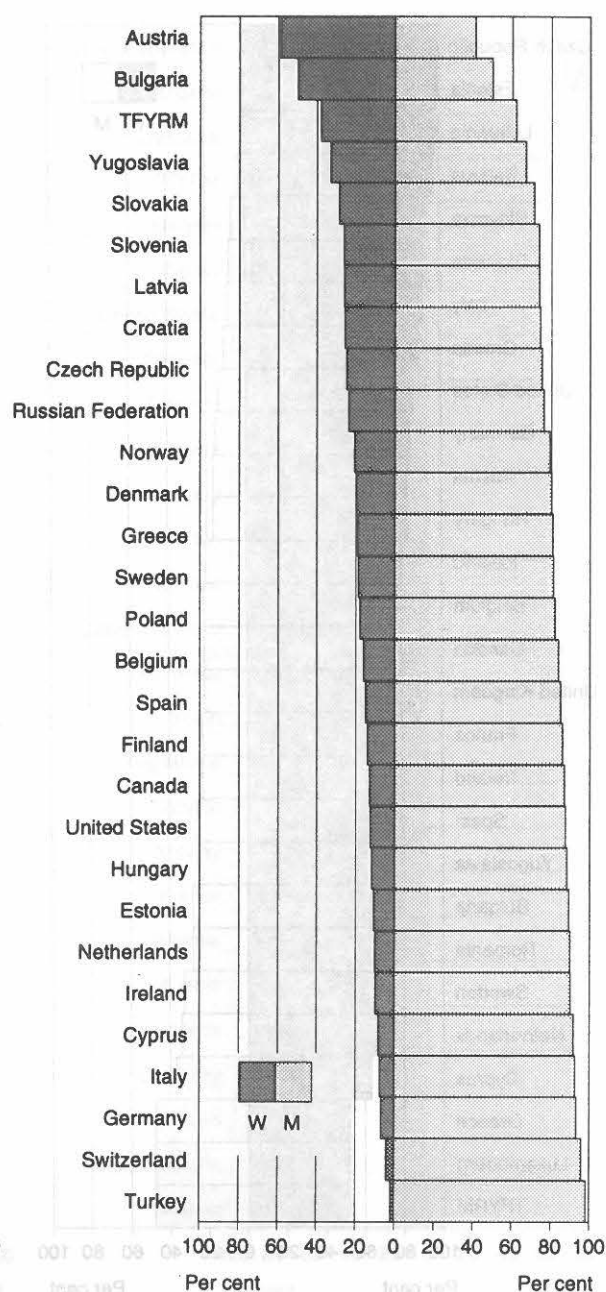
Completed degrees in higher education by field of study and country 1992 or 1993¹

Sex distribution (%)

Commerce and business administration (ISCED 34)



Engineering (ISCED 54)

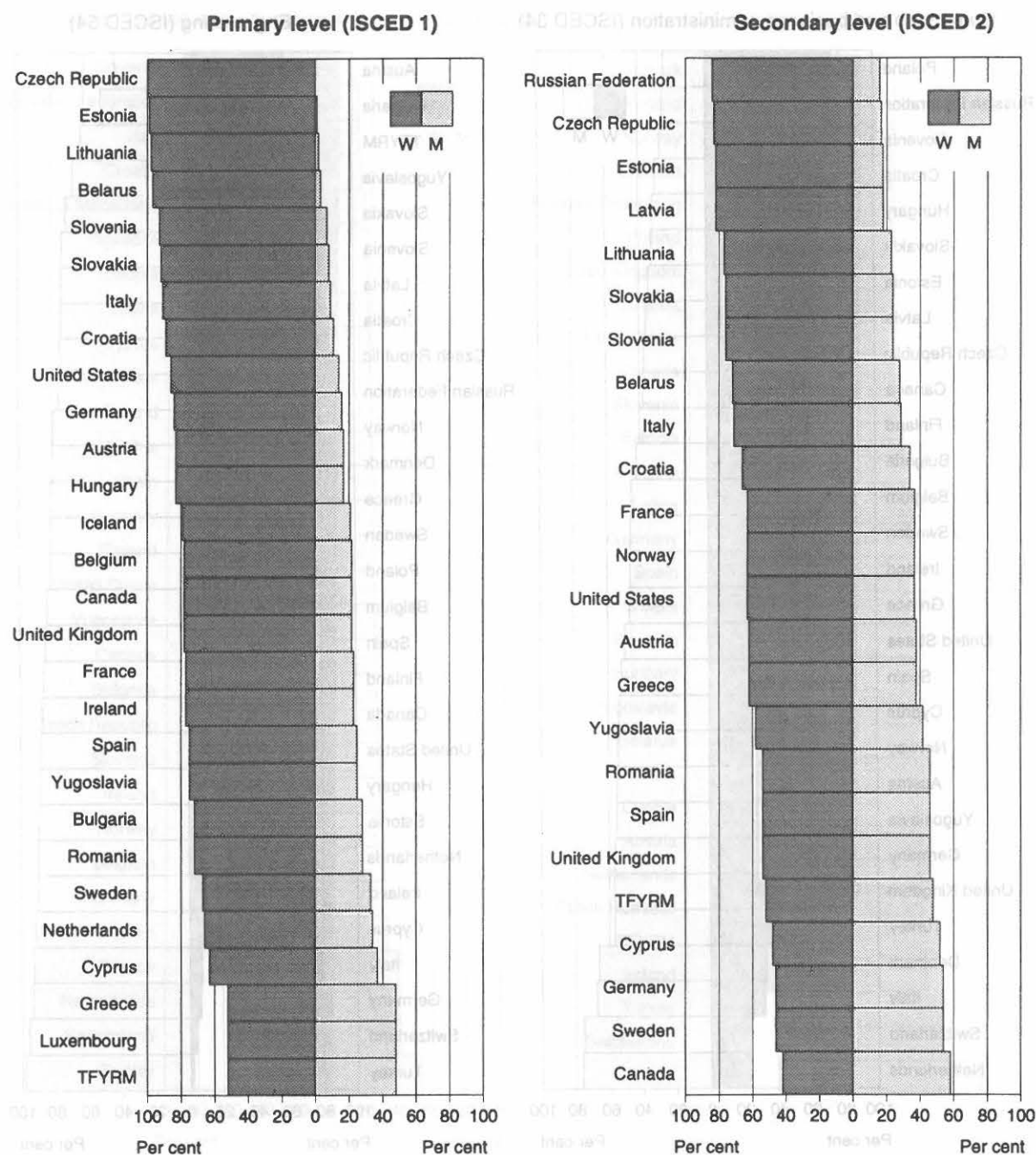


"Commercial and business administration" is a female field of study in many countries in Eastern Europe, while it is dominated by men in many of the countries in Western Europe. In Poland, the Russian Federation and Slovenia between 70 and 75 per cent are women of those who completed a degree in higher education in this field. In Italy, Switzerland and the Netherlands, similar figures are found for men.

"Engineering" is a field of study dominated by men in all countries except for Bulgaria, where the sex distribution is even and in Austria, where 60 per cent are women. In Ireland, Cyprus, Italy, Germany, Switzerland and Turkey 90 per cent or more are men of those who completed degrees in engineering.

Teachers by level and country 1992 or 1993¹

Sex distribution (%)



¹ Finland, Norway, United States: 1991

Belarus, Czech Republic, The former Yugoslav Republic of Macedonia (TFYRM): 1994

Women teachers dominate the lower levels of the school system (primary and secondary level), while there are more men at upper secondary and especially at post secondary level. This is characteristic for almost all countries, with some exceptions.

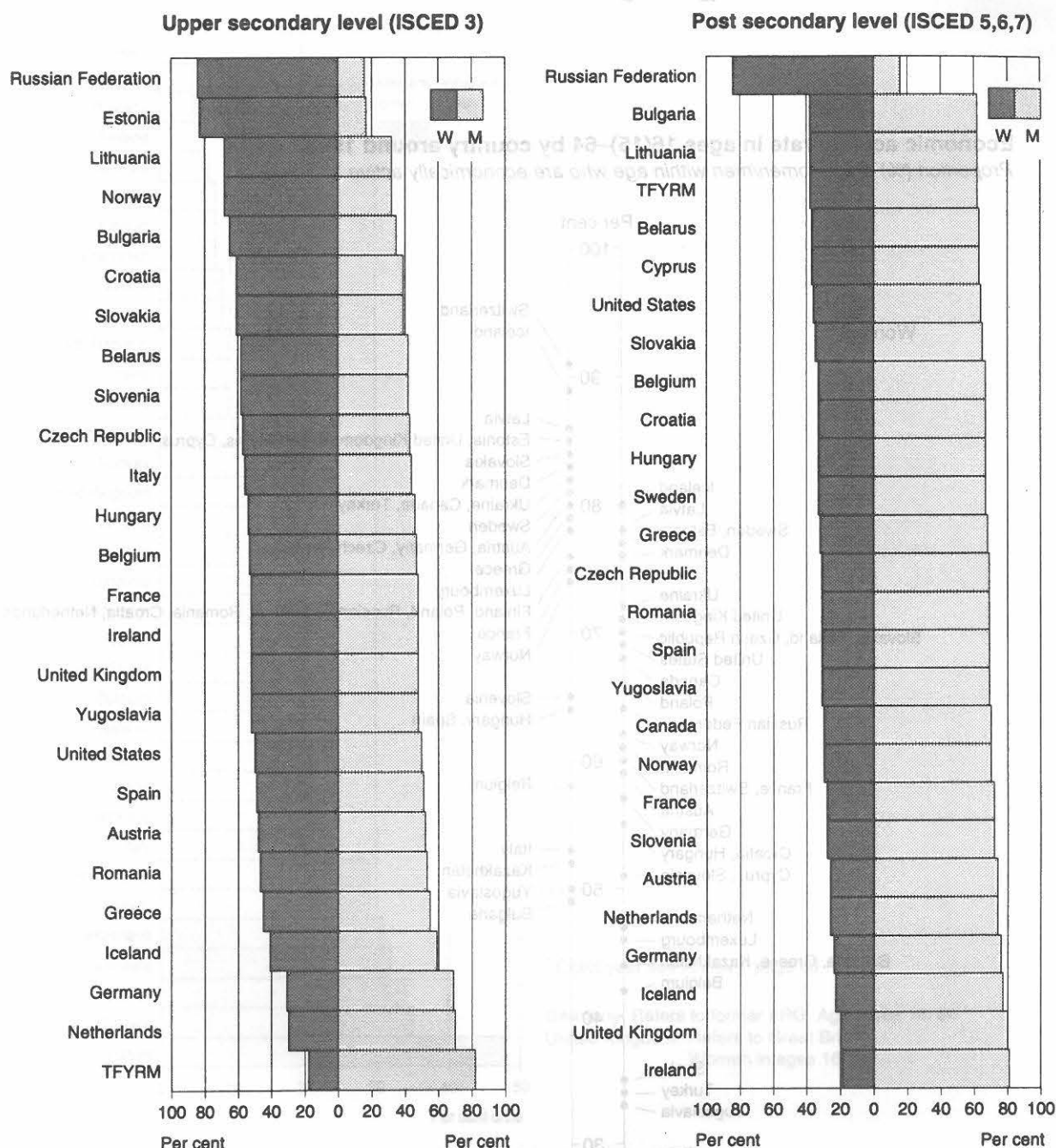
In the Russian Federation more than 80 per

cent of the teachers at secondary, upper secondary and post secondary levels are women.

Greece, Luxembourg and the former Yugoslav Republic of Macedonia have the most equal sex distributions among teachers at primary level and Canada, Sweden, Germany and Cyprus at secondary level.

Teachers by level and country 1992 or 1993¹

Sex distribution (%)



¹ Finland, Norway, United States: 1991

Belarus, Czech Republic, The former Yugoslav Republic of Macedonia (TFYRM): 1994

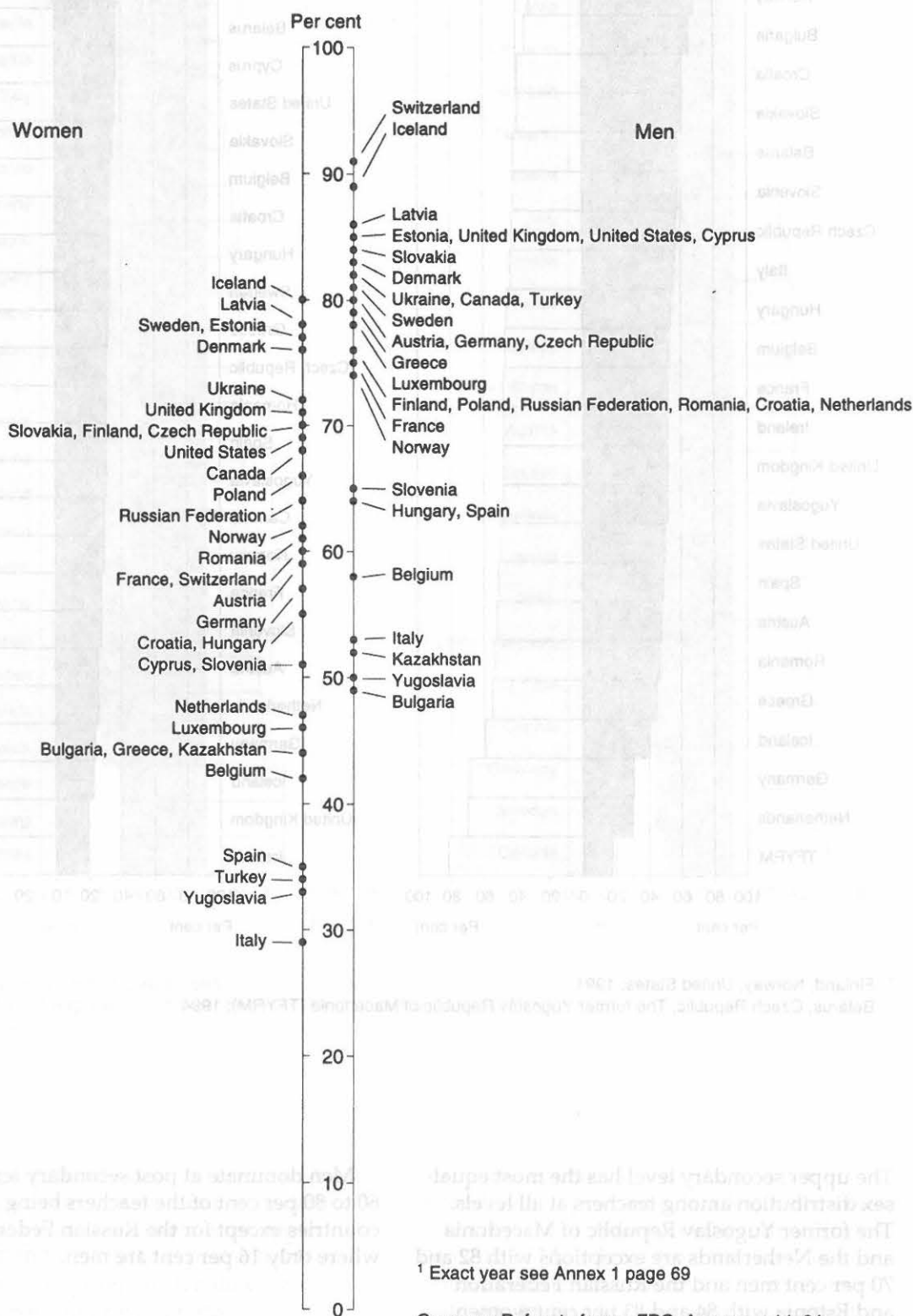
The upper secondary level has the most equal sex distribution among teachers at all levels. The former Yugoslav Republic of Macedonia and the Netherlands are exceptions with 82 and 70 per cent men and the Russian Federation and Estonia with 84 and 83 per cent women.

Men dominate at post secondary level, with 60 to 80 per cent of the teachers being men in all countries except for the Russian Federation, where only 16 per cent are men.

Gainful employment

Economic activity rate in ages 16(15)–64 by country around 1993¹

Proportion (%) of all women/men within age who are economically active



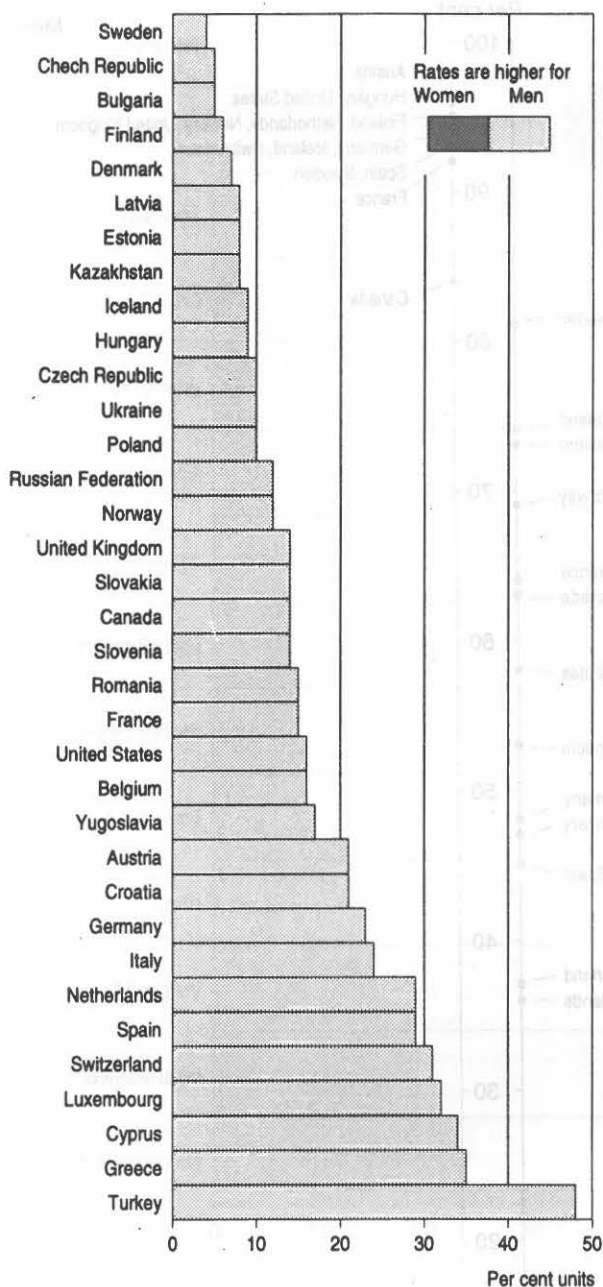
¹ Exact year see Annex 1 page 69

Germany: Refers to former FRG. Age group 14–64

United Kingdom: Refers to Great Britain. Women in ages 16–59

Economic activity rate in ages 16(15)–64 by country around 1993¹

Difference between men's and women's economic activity rates



¹ Exact year see Annex 1 page 69

Germany: Refers to former FRG. Age group 14–64
United Kingdom: Refers to Great Britain.
Women in ages 16–59

Women's activity rates vary more between countries than men's and are on the average lower. The difference between men's and women's activity rates is large in many countries.

The highest activity rate for women is found in Iceland, 80 per cent, and for men in Switzerland, 91 per cent.

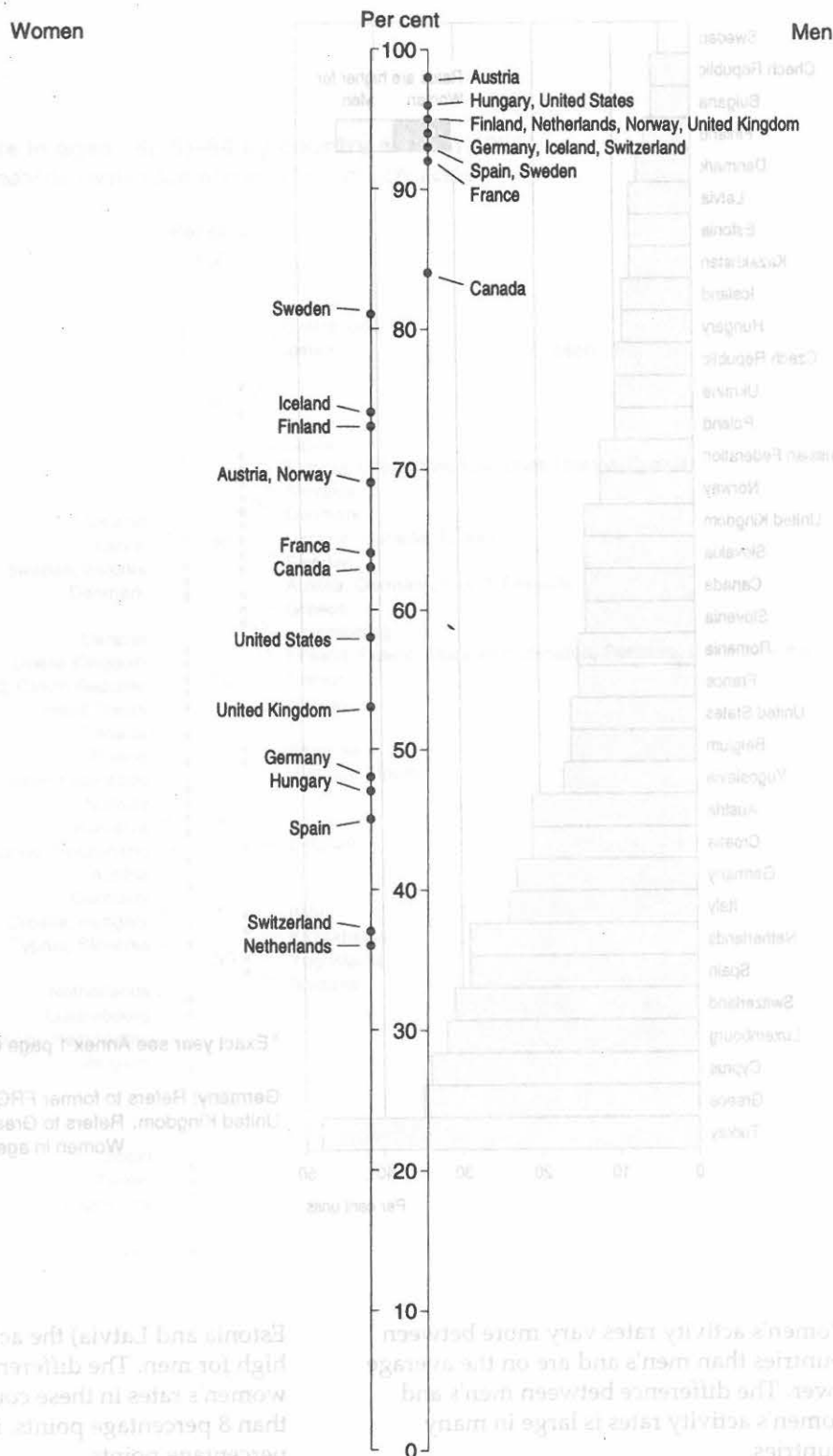
The lowest activity rate for women is found in Italy, 29 per cent, and for men in Bulgaria, 49 per cent.

In the 5 countries with the highest activity rates for women (3 of the Nordic countries,

Estonia and Latvia) the activity rates are also high for men. The difference between men's and women's rates in these countries is not larger than 8 percentage points, in Sweden only 4 percentage points.

In the 4 countries with the lowest rates for women (Spain, Turkey, Yugoslavia and Italy) the rates for men are also among the lowest for men in all countries except for Turkey. Still, the difference between men's and women's rates is large. In Turkey the difference is 48 percentage points and in Spain 29 percentage points.

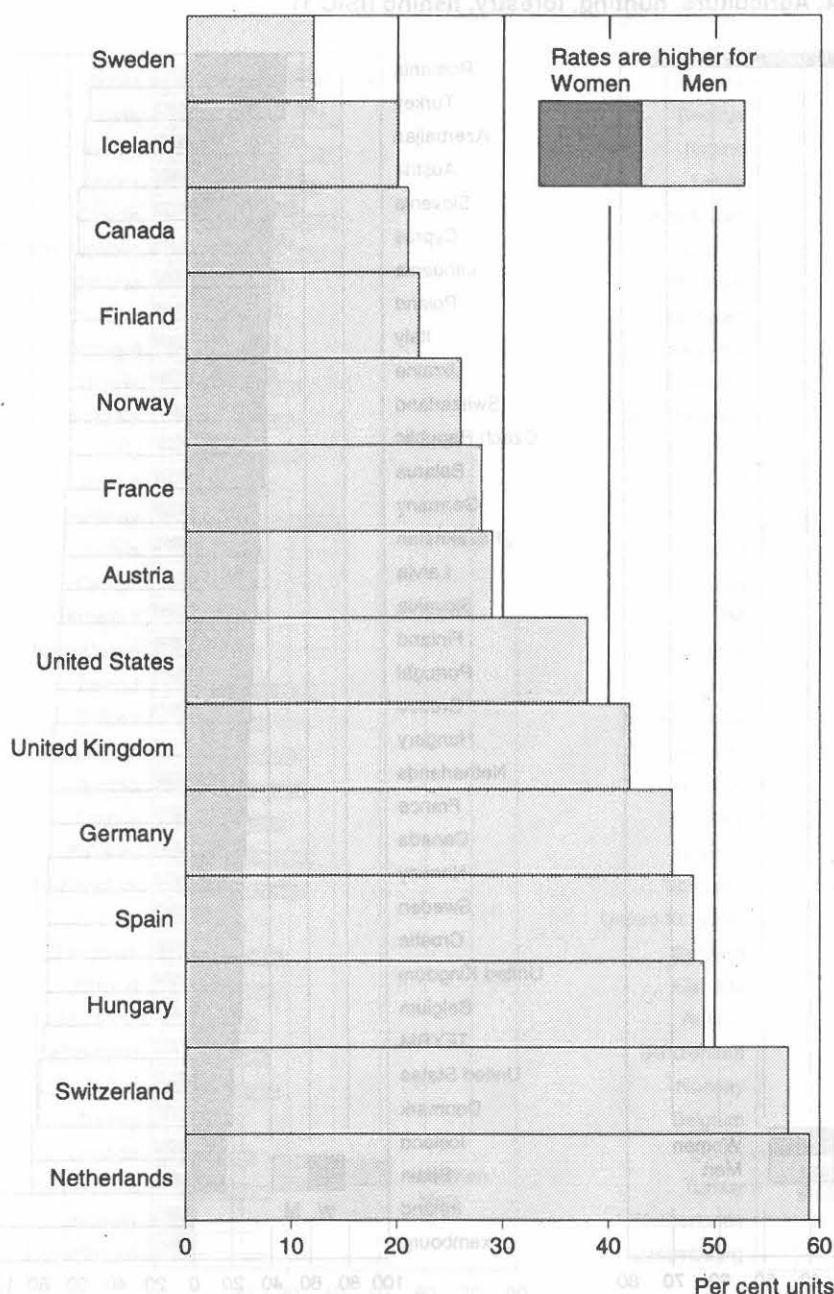
Economic activity rate for persons with children in ages 0–5(6) by country around 1993
Proportion (%) of all women/men with children in ages 0–5(6)



¹ Norway, Hungary, Switzerland: 1990
Germany, Netherlands: 1992
France: 1994

Germany: Refers to former FRG
United Kingdom: Refers to Great Britain

Economic activity rate for persons with children in ages 0-5(6) by country around 1993¹
 Difference between men's and women's economic activity rates



¹ Norway, Hungary, Switzerland: 1990
 Germany, Netherlands: 1992
 France: 1994

Germany: Refers to former FRG
 United Kingdom: Refers to Great Britain

The picture of women's and men's activity rates in ages 16-64 is even more accentuated for women and men with pre-school children.

Women's rates vary from 36 per cent in the Netherlands to 81 per cent in Sweden. Men's rates are highly concentrated between 92-98 per cent. Canada is an exception with 84 per cent.

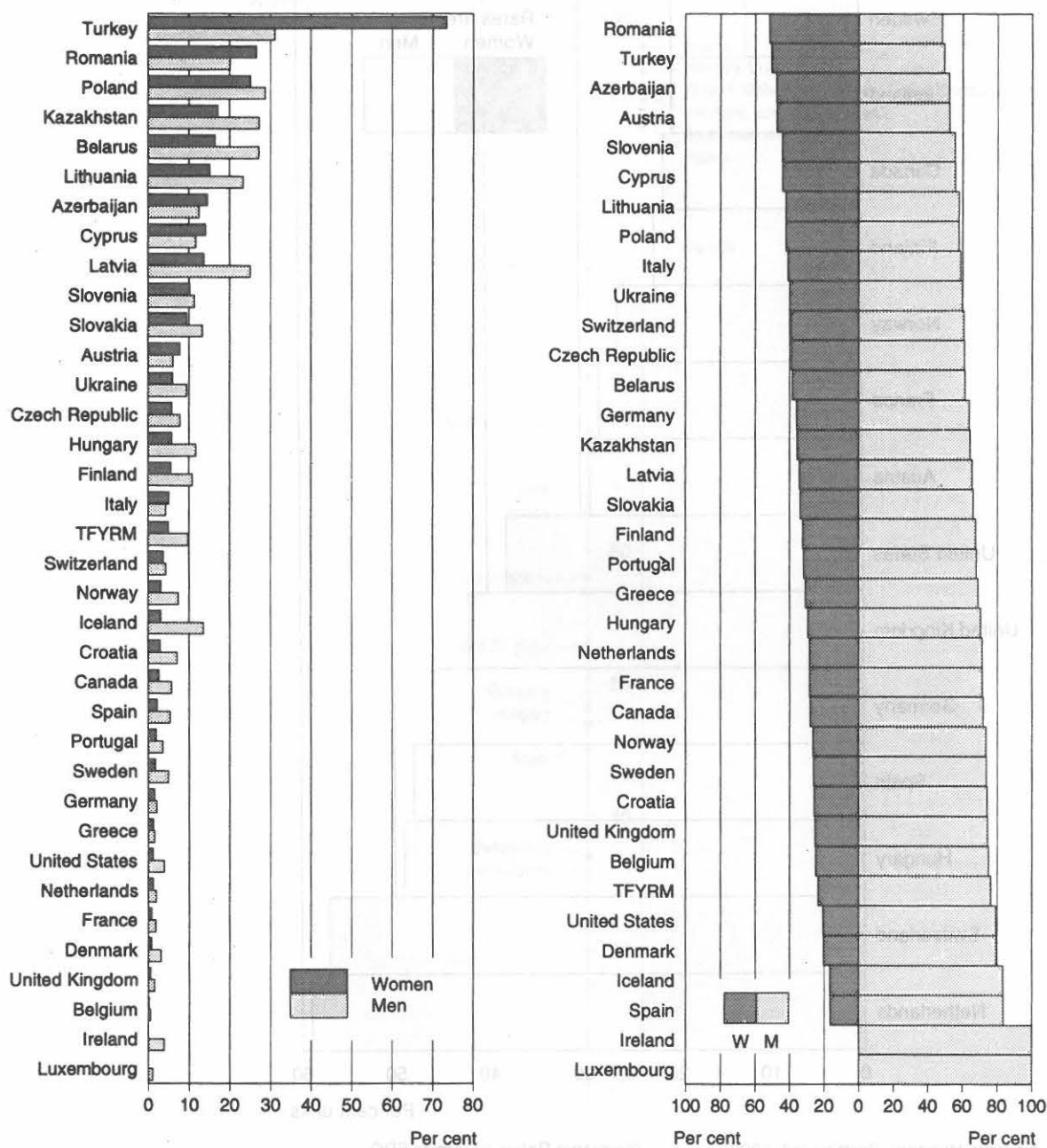
In these countries men with pre-school

children exhibit higher rates of economic activity than all men.

The largest difference in activity rates is found in the Netherlands, 36 per cent for women and 95 per cent for men and the smallest in Sweden, 81 per cent for women and 93 per for men.

Employed by industry and country 1992/1993¹
 Proportion (%) of all employed and sex distribution (%)

A. Agriculture, hunting, forestry, fishing (ISIC 1)



¹ Kazakhstan: 1989 Poland 1994
 TFYRM: The former Yugoslav Republic of Macedonia

In many of the ECE countries only a small percentage works with agriculture, hunting, forestry and fishing. For women this is uniformly true with the exception of Turkey, where 74 per cent of employed women work in this industry. The highest proportion among men is also found in Turkey, 31 per cent.

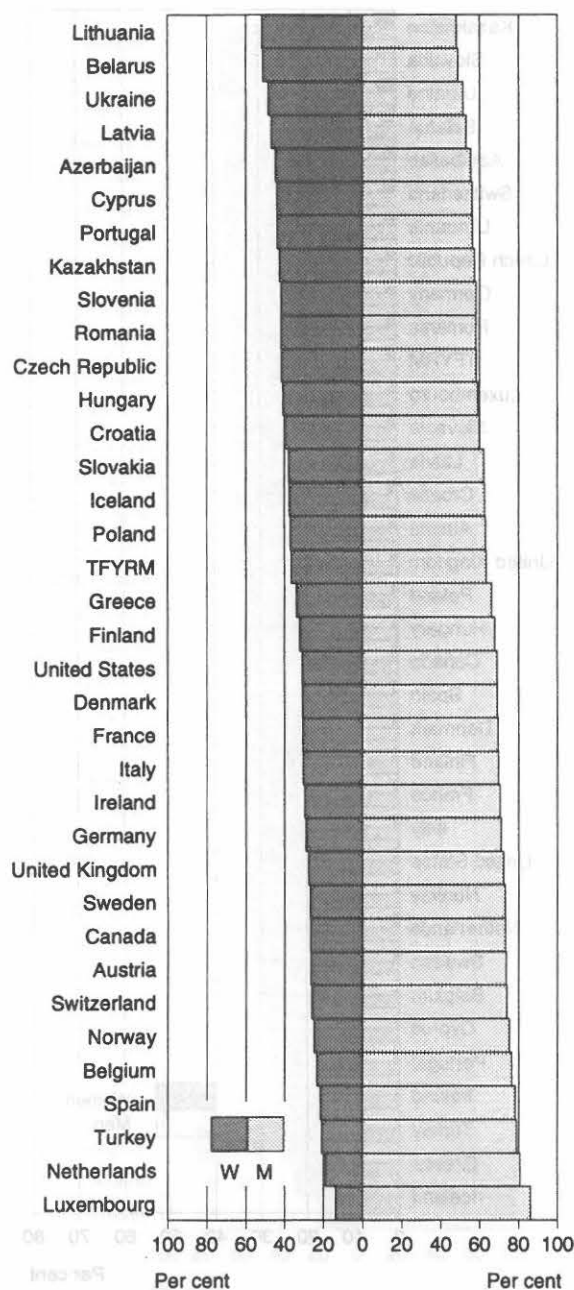
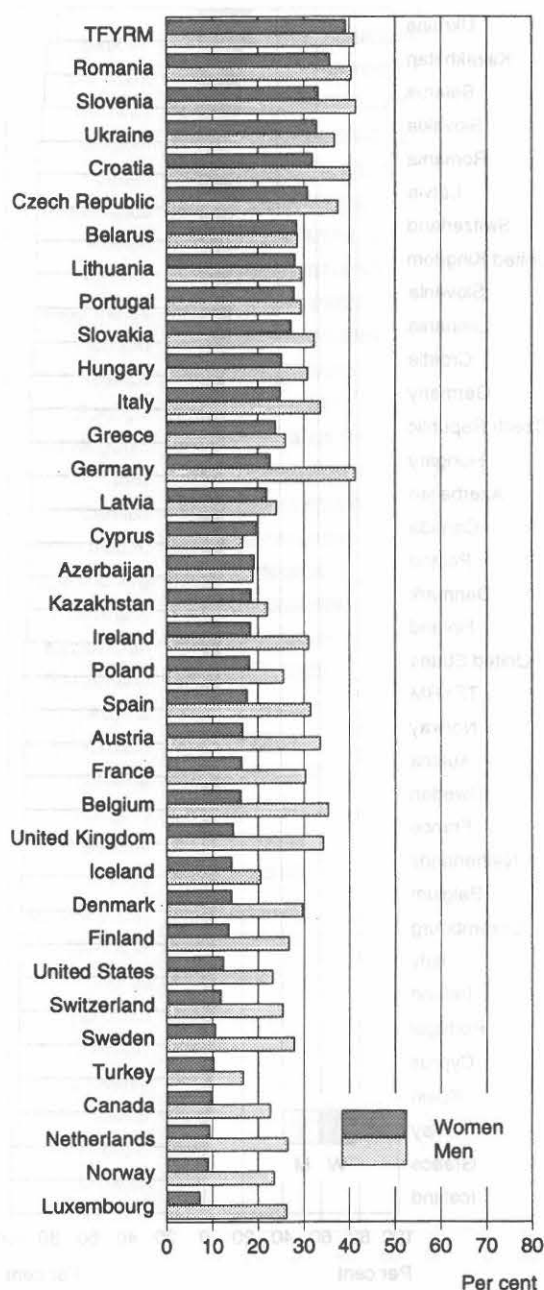
In Romania, Turkey, Azerbaijan and Austria the sex distribution is almost even.

There is no country where women dominate this industry.

Luxembourg, Ireland, Spain and Iceland show heavy male dominance in this industry.

Employed by industry and country 1992/1993¹
 Proportion (%) of all employed and sex distribution (%)

B. Manufacturing (ISIC 2-4)



¹ Kazakhstan: 1989 Poland 1994

TFYRM: The former Yugoslav Republic of Macedonia

In many of the ECE countries around one third or more of all employed men work in the manufacturing industry. This is the case for the former Yugoslav Republic of Macedonia, Romania, Slovenia, Ukraine, Croatia and the Czech Republic.

Luxembourg, Norway, the Netherlands and

Canada have less than 10 per cent of their women in this industry.

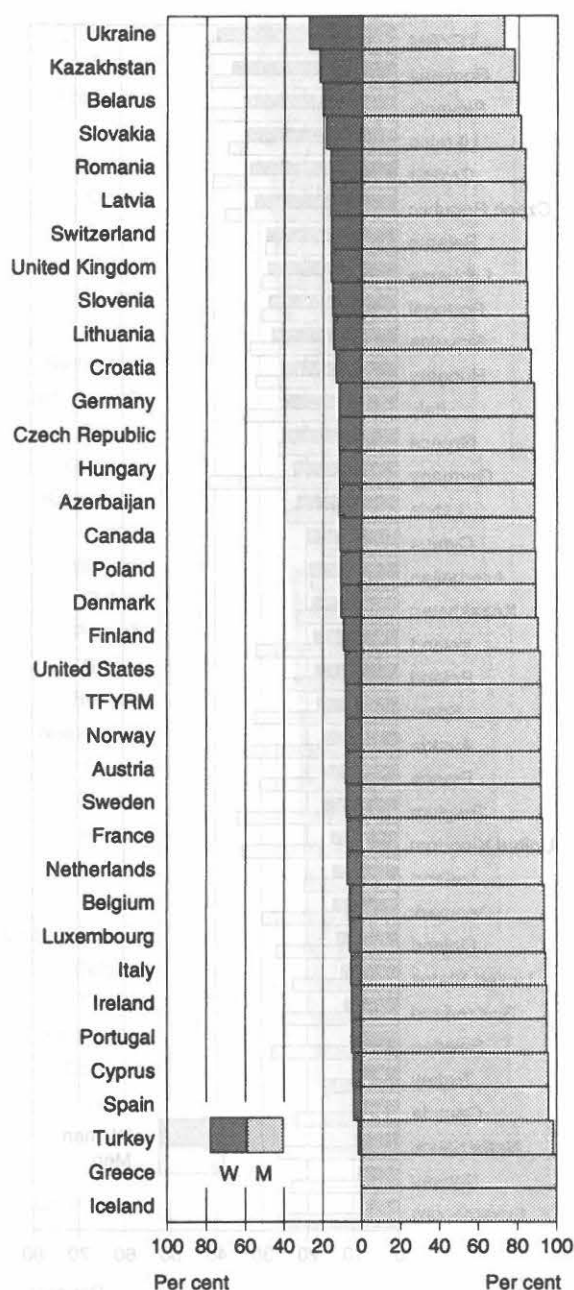
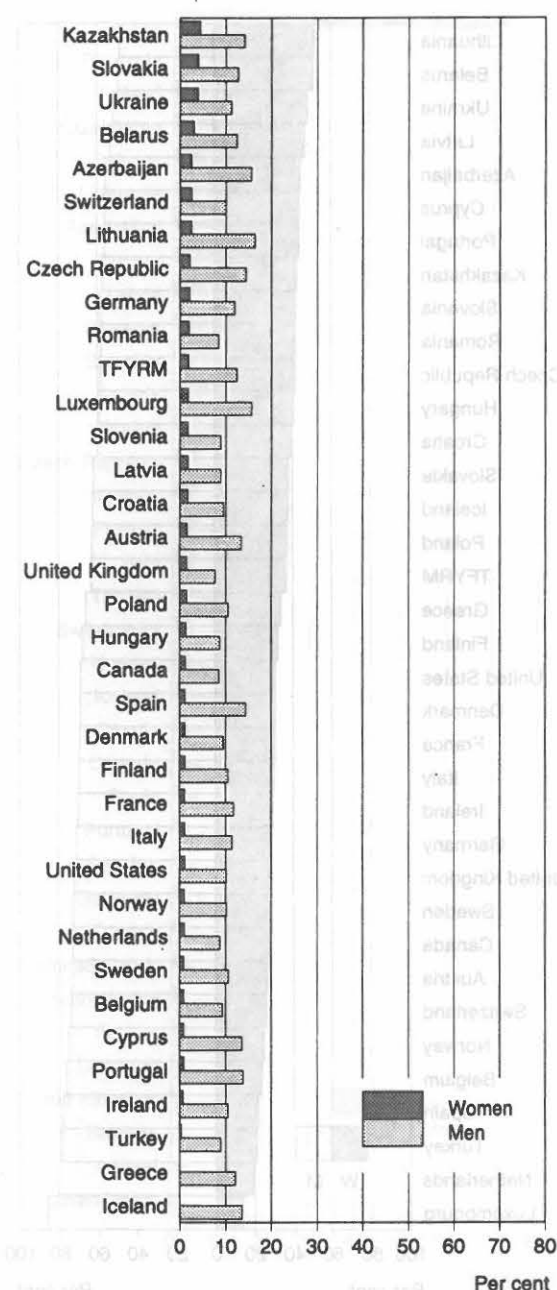
In Lithuania, Belarus and Ukraine the sex distribution is almost even.

In no country the women dominate.

In Luxembourg and the Netherlands the domination of men is heavy.

Employed by industry and country 1992/1993¹
Proportion (%) of all employed and sex distribution (%)

C. Construction (ISIC 5)



¹ Kazakhstan: 1989 Poland 1994

TFYRM: The former Yugoslav Republic of Macedonia

Construction is the industry where employed women work the least.

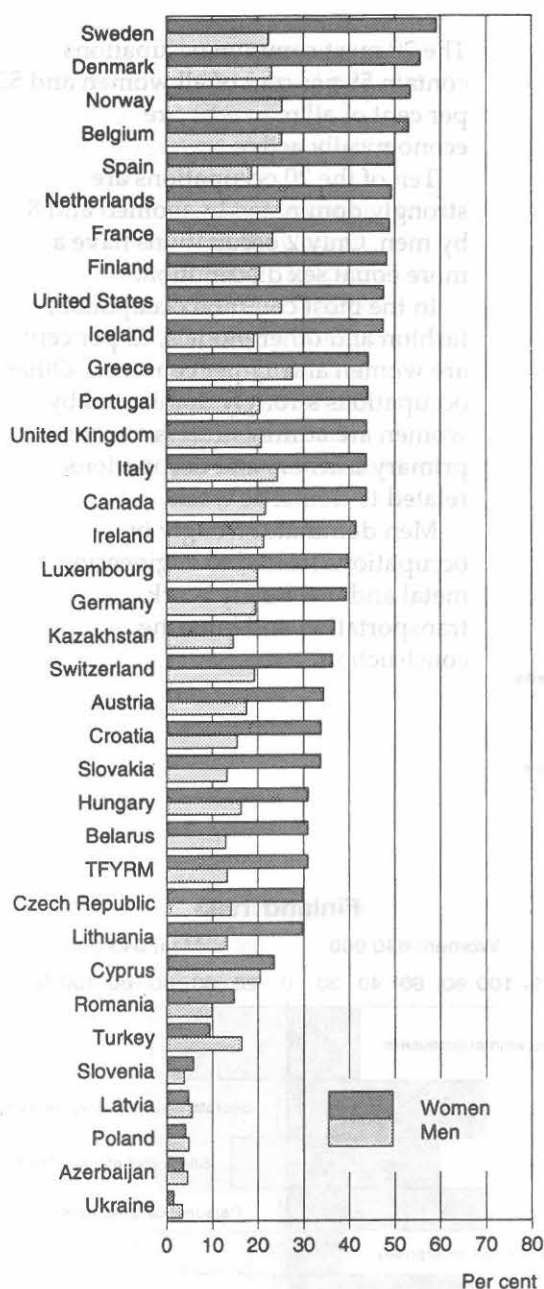
The highest proportion for women is found in Kazakhstan, with a little less than 5 per cent and in Slovakia and Ukraine with 4 per cent. Six countries have less than one per cent and 12 countries around one per cent.

The highest proportions for men are found in Lithuania, 17 per cent, Azerbaijan and Luxembourg, 16 per cent and Spain, 15 per cent. The lowest proportions are found in Romania and United Kingdom with 8 per cent.

In all countries men dominate heavily within the construction industry.

Employed by industry and country 1992/1993¹
Proportion (%) of all employed and sex distribution (%)

D. Community, social and personal services (ISIC 9)

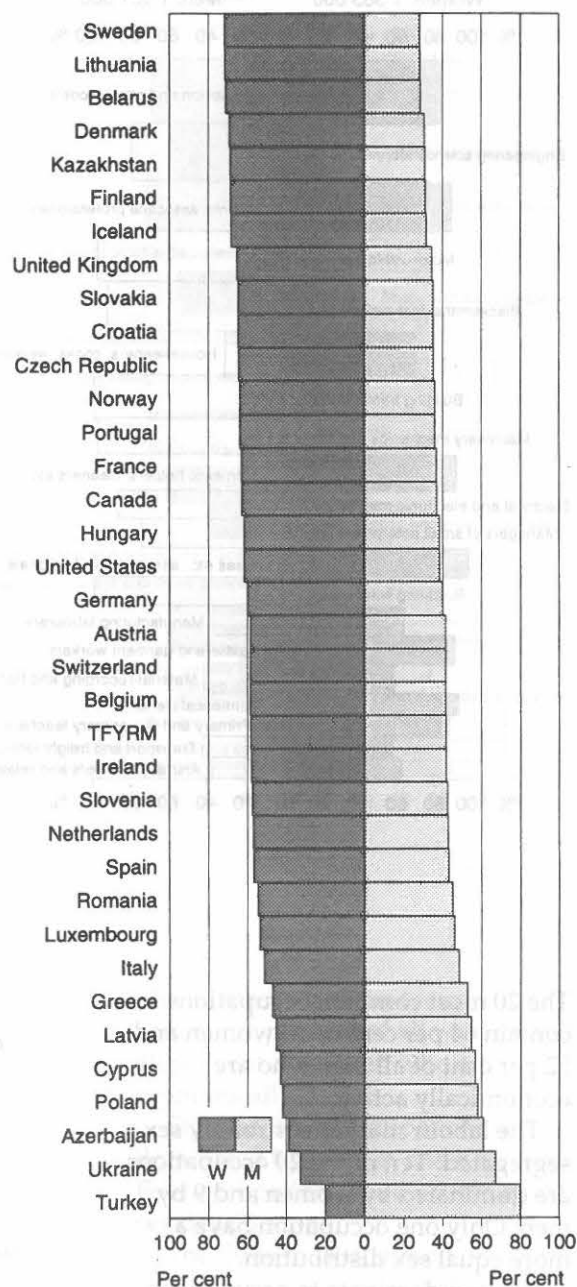


¹ Kazakhstan: 1989 Poland 1994

TFYRM: The former Yugoslav Republic of Macedonia

Community, social and personal services is the industry where women are found to the greatest extent.

More than half of employed women in Sweden, Denmark, Norway and Belgium work here. The lowest proportions are found in Ukraine, Azerbaijan, Poland and Latvia with just less than 5 per cent.



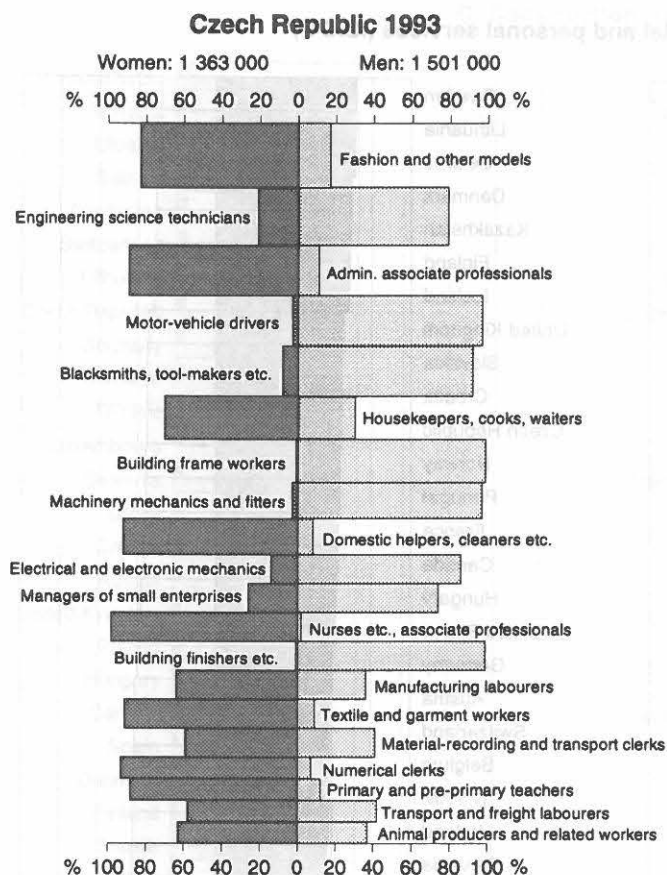
Greece has the highest proportion of men within the industry, 28 per cent. In Norway, the United States, Belgium, the Netherlands and Italy around one fourth of the men work here.

In most countries the women dominate within the industry, although not heavily.

In Turkey men dominate heavily.

The twenty largest occupations in some ECE countries around 1990

Ranked by numbers within occupation (ISCO-88)



The 20 most common occupations contain 58 per cent of all women and 55 per cent of all men who are economically active.

Ten of the 20 occupations are strongly dominated by women and 8 by men. Only 2 occupations have a more equal sex distribution.

In the most common occupation, fashion and other models, 83 per cent are women and 17 per cent men. Other occupations strongly dominated by women are administrators, nurses, primary teachers and occupations related to domestic work.

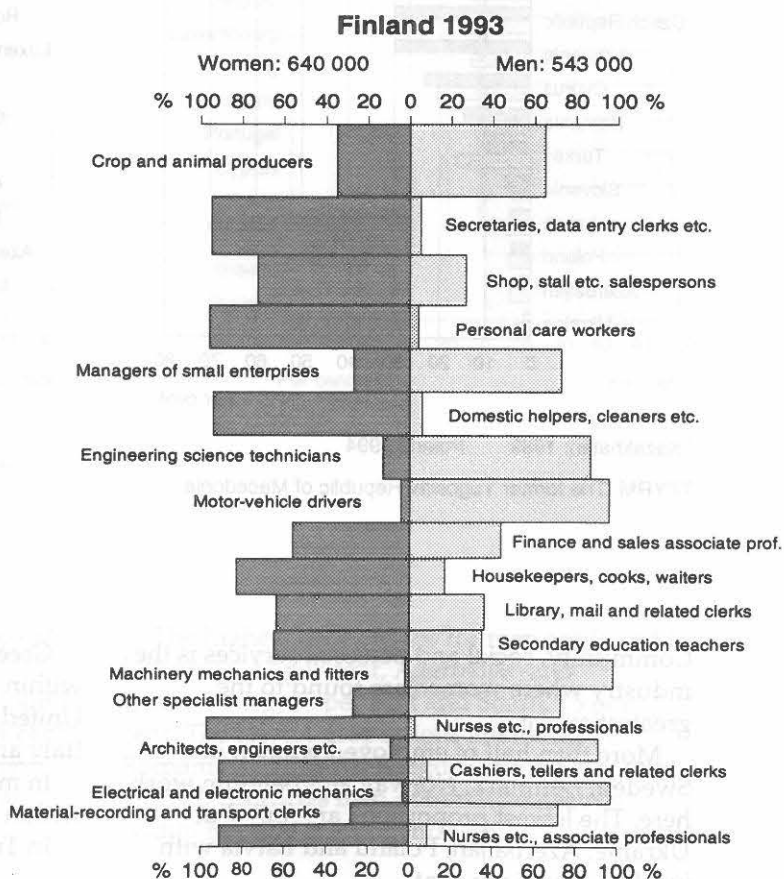
Men dominate strongly in occupations related to engineering, metal and machinery work, transportation and building construction.

The 20 most common occupations contain 64 per cent of all women and 52 per cent of all men who are economically active.

The labour market is strongly sex segregated. Ten of the 20 occupations are dominated by women and 9 by men. Only one occupation have a more equal sex distribution.

Women dominate in occupations related to service in offices and shops, in caring activities and in domestic work.

Men-dominated occupations are related to engineering, metal and machinery work, transport and management. Of all managers of small enterprises and other special managers 27 per cent are women and 73 per cent men.



The twenty largest occupations in some ECE countries around 1990 (continued)

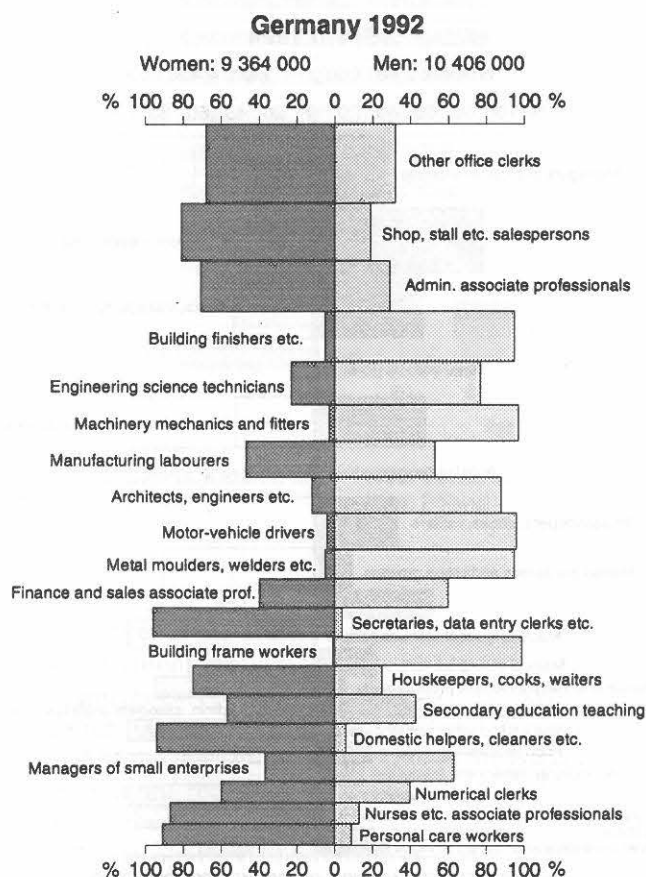
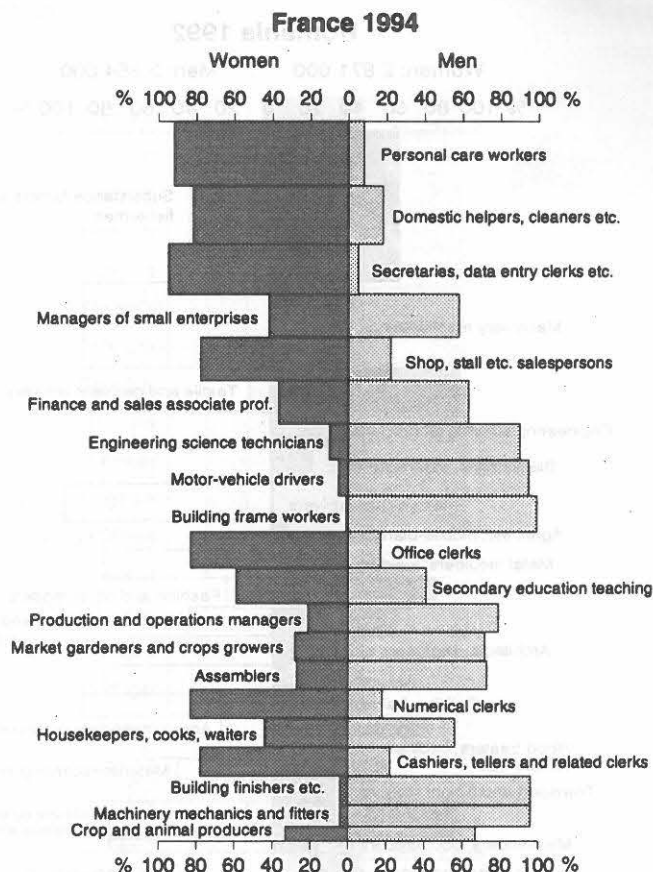
Ranked by numbers within occupation (ISCO-88)

Seven of the 20 most common occupations are dominated by women and 10 by men. Three of the occupations have a more equal sex distribution.

The 3 most common occupations are strongly dominated by women, personal care, domestic helpers and secretaries and data entry clerks.

Occupations strongly dominated by men are related to engineering, transport and building construction.

Among managers of small enterprises 42 per cent are women and 58 per cent men.



The 20 most common occupations contain 61 per cent of all women and 49 per cent of all men who are economically active.

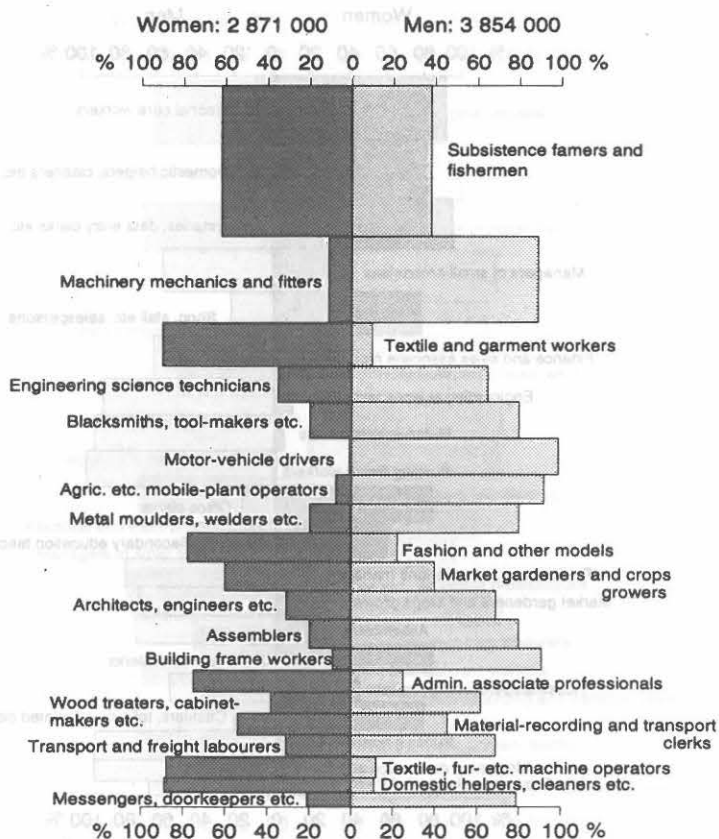
Eight of the 20 occupations are dominated by women and 8 by men. Four occupations have a more equal sex distribution.

The three most common occupations are dominated by women, other office clerks, shop and stall salespersons and administrative associate professionals. Women also dominate strongly among secretaries and data entry clerks, domestic helpers and cleaners and in caring activities.

Men dominate in occupations related to building constructions, engineering metal and machinery work and transport.

The twenty largest occupations in some ECE countries around 1990 (continued)
Ranked by numbers within occupation (ISCO-88)

Romania 1992



The 20 most common occupations contain 61 per cent of all women and 67 per cent of all men who are economically active.

Six of the 20 occupations are dominated by women and 11 by men. Three occupations have a more equal sex distribution.

The most common occupation, subsistence agricultural and fishery workers, is dominated by women, 62 per cent women and 38 per cent men. Women also dominate in textile and domestic work, in administration and as fashion and other models.

Men dominate in occupations related to engineering, metal and machinery work, transportation and building construction.

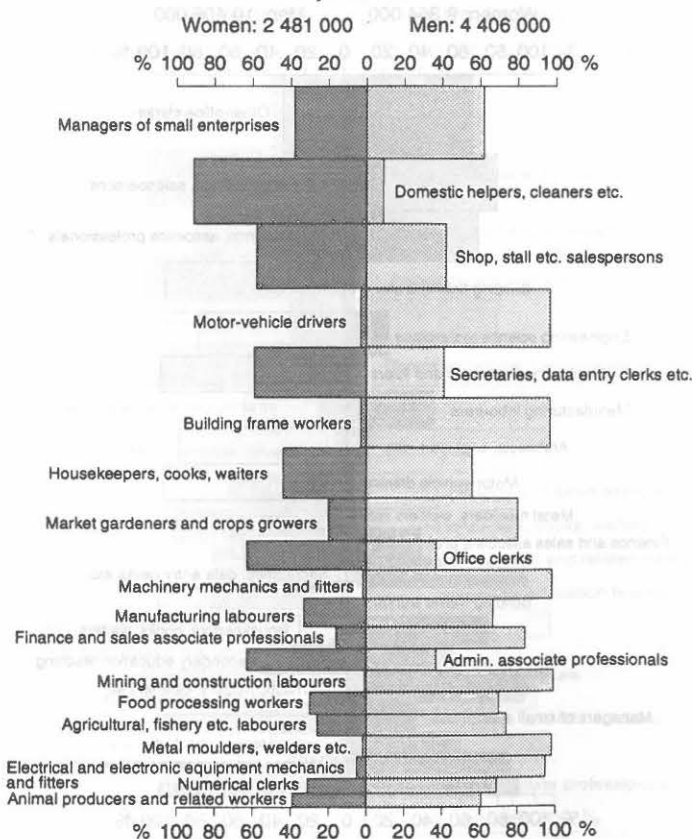
Three of the 20 most common occupations are dominated by women and 14 by men. Three occupations have a more equal sex distribution.

The most common occupation is managers of small enterprises with 38 per cent women and 62 men.

The second next common occupation is domestic and related helpers, where 91 per cent are women and 9 per cent men.

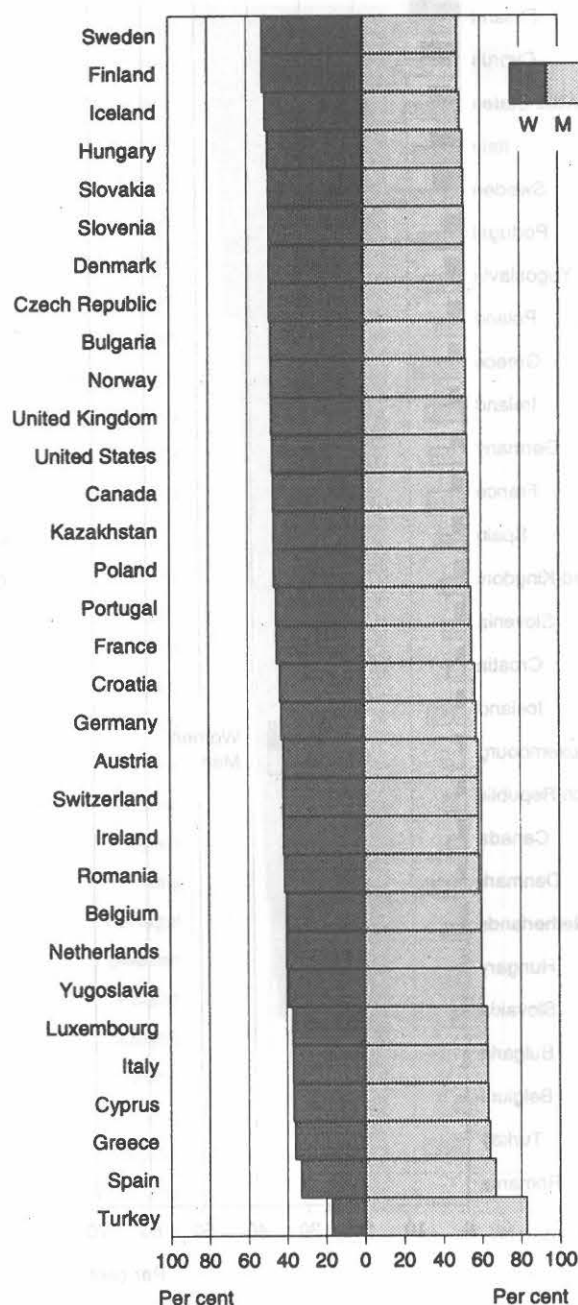
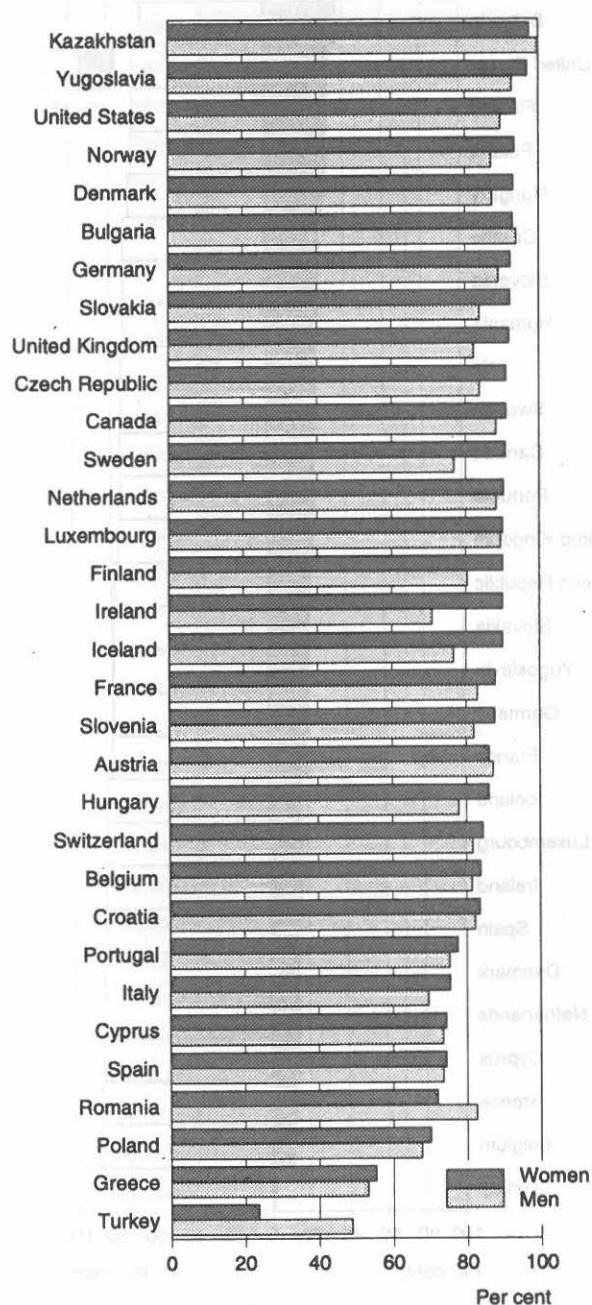
Occupations strongly dominated by men are drivers, building workers, and work related to mining, metal and machinery.

Spain 1994



Employed by status in employment and country 1992/1993¹
 Proportion (%) of all employed and sex distribution (%) (ISCE 93)

A. Employees



¹ 1989: Cyprus, Kazakhstan 1990: Switzerland
 1991: Croatia 1994: Poland

Employee is the dominating form of employment for both women and men in all countries except Turkey. In Kazakhstan just under 100 per cent of the women and 98 per cent of the men work as employees. In Turkey around one fourth of the women and one half of the men are employees.

The proportion of women is slightly higher

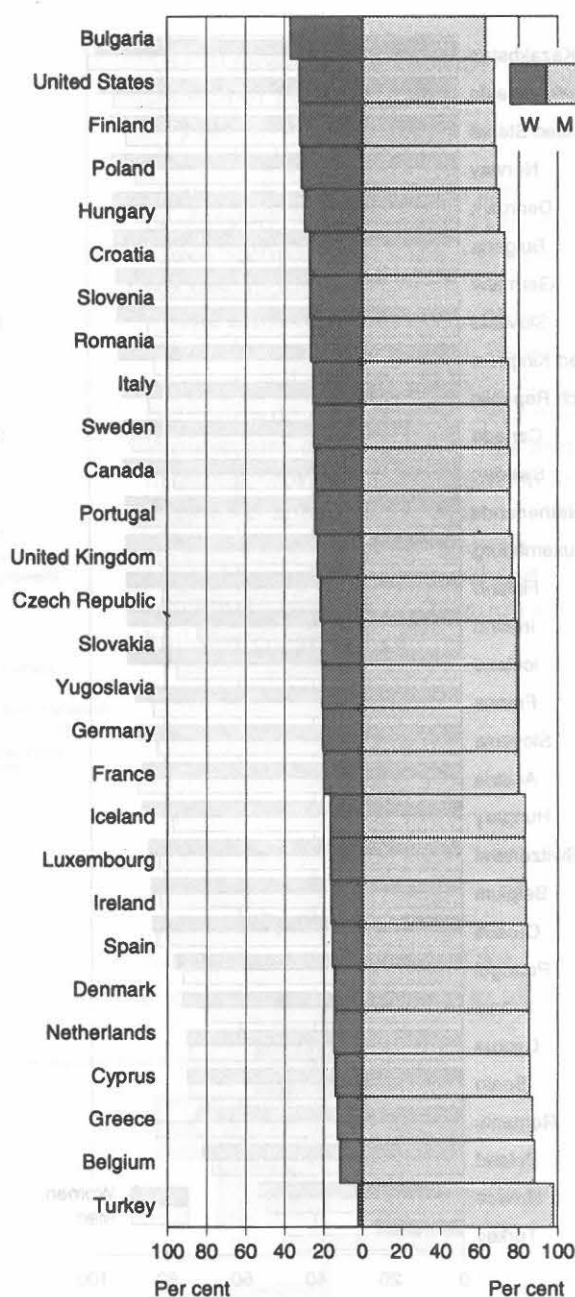
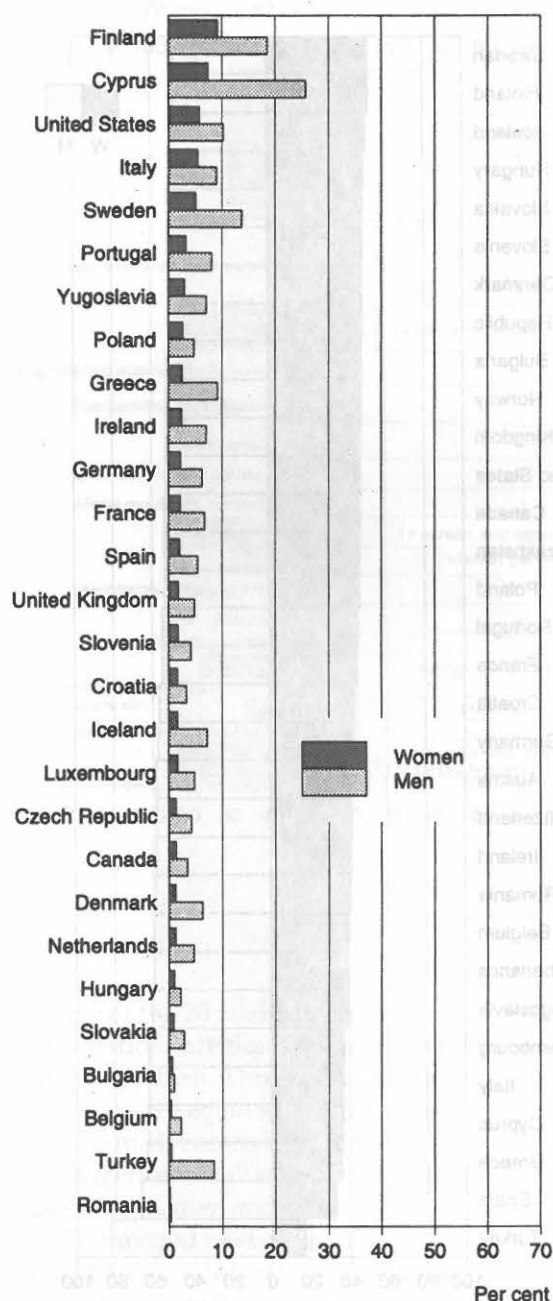
than that of men in most countries.

The sex distribution among employees is almost even in about half of the countries. In Sweden 52 per cent are women and 48 per cent men. In Spain one third are women and two thirds are men and, finally, in Turkey 17 per cent of the employees are women and 82 per cent men.

Employed by status in employment and country 1992/1993¹

Proportion (%) of all employed and sex distribution (%) (ISCE 93)

B. Employers



¹ 1989: Cyprus, Kazakhstan 1990: Switzerland
1991: Croatia 1994: Poland

In most countries a small proportion of the employed are employers. Only Cyprus has a fairly large proportion of men, one fourth, working as employers. Finland has 19 per cent of the men and Sweden 14 per cent.

Among women the largest proportion is found in Finland, 9 per cent and in Cyprus, 7 per cent.

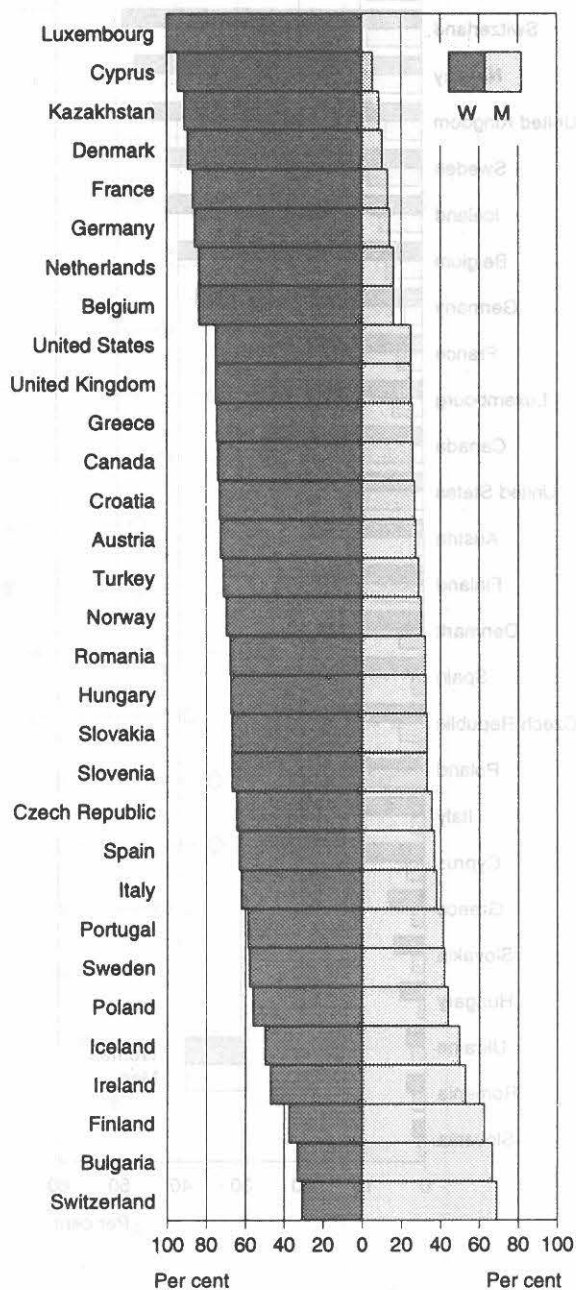
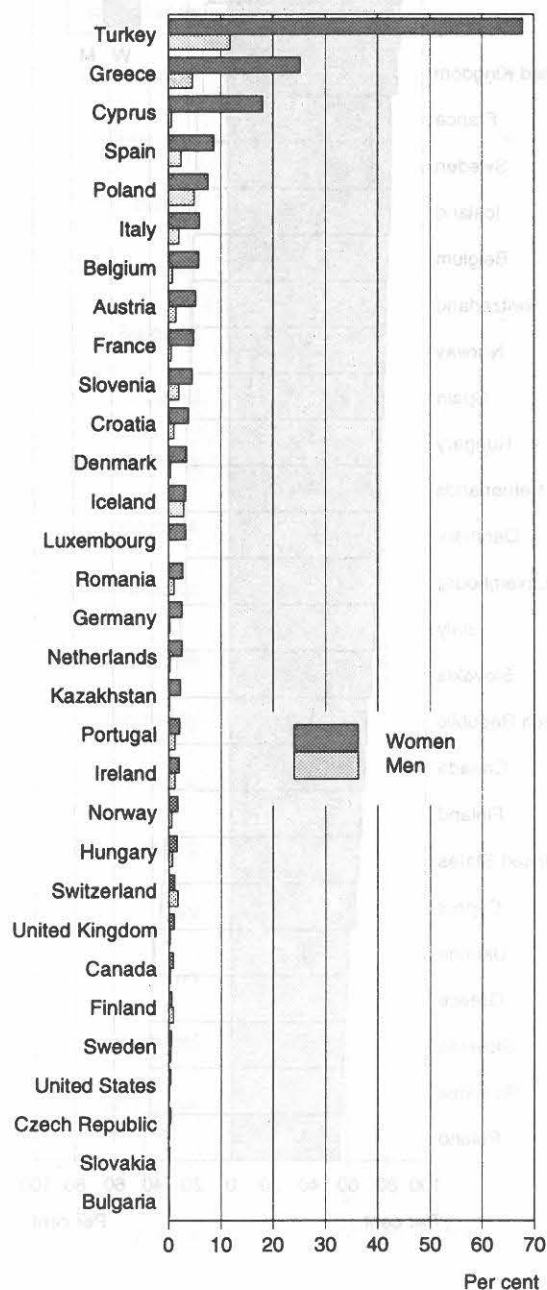
In many countries the domination of men is heavy.

In Turkey 2 per cent are women and 98 per cent men.

In Bulgaria, the United States, Finland and Poland around one third of the employers are women and two thirds are men.

Employed by status in employment and country 1992/1993¹
Proportion (%) of all employed and sex distribution (%) (ISCE 93)

C. Contributing family workers



¹ 1989: Cyprus, Kazakhstan 1990: Switzerland
 1991: Croatia 1994: Poland

In most countries very few work as contributing family workers. Exceptions are Turkey, where 68 per cent of the employed women are contributing family workers, Greece, where the corresponding value is one fourth and Cyprus with 18 per cent.

Among men, only Turkish men work to some extent as contributing family workers.

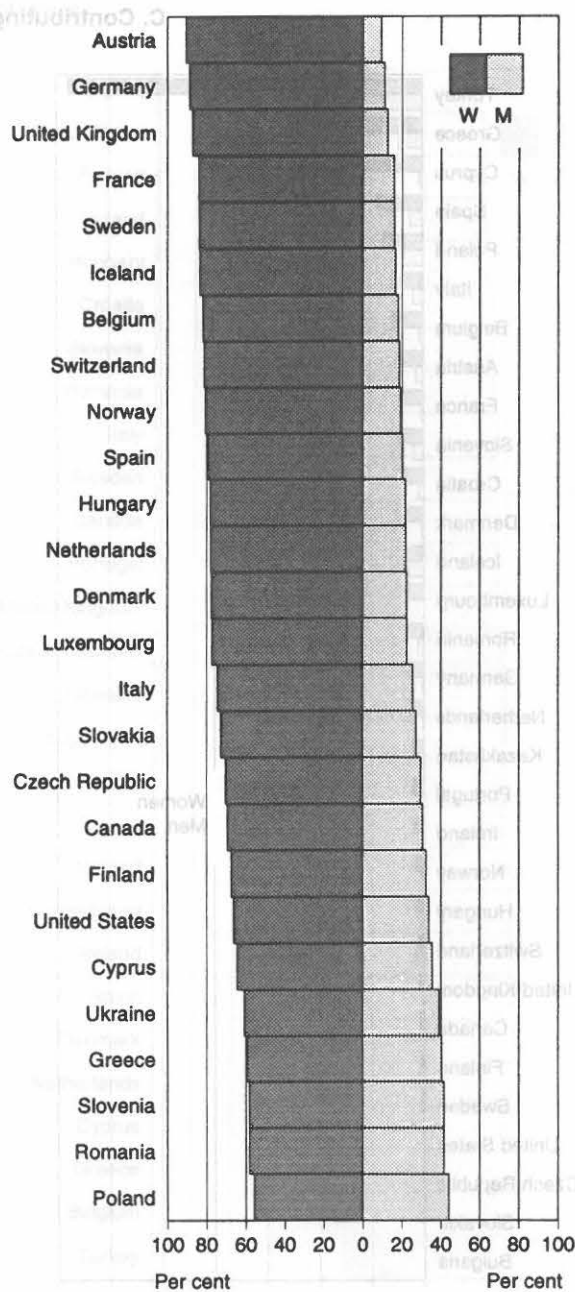
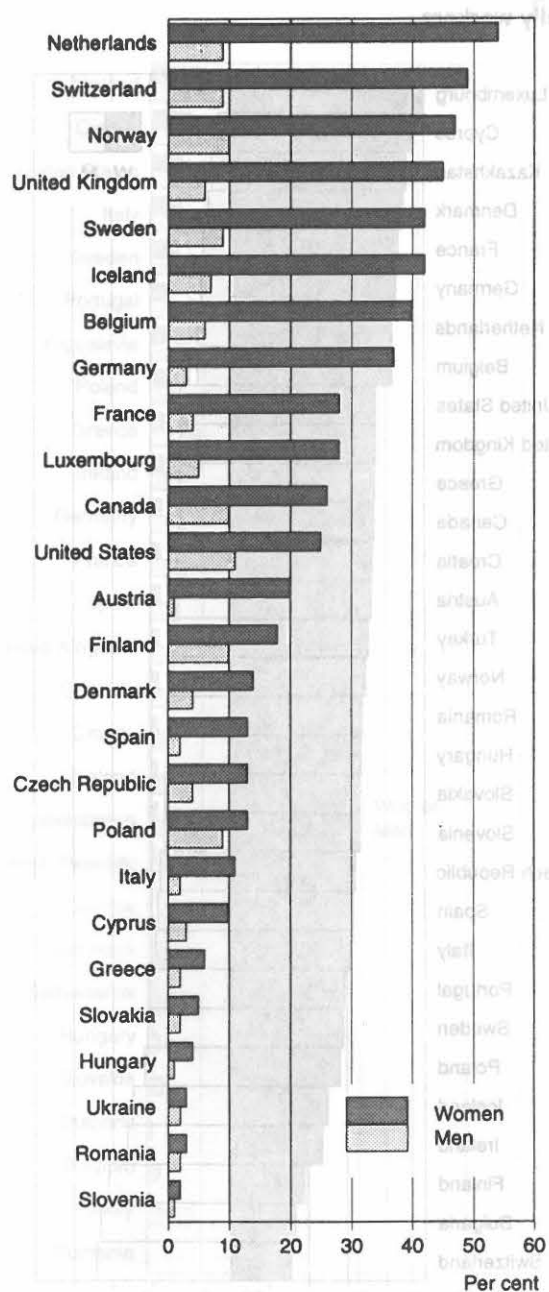
Within countries, women dominate to the highest extent in Luxembourg and Cyprus where over 90 per cent are women and 10 per cent men.

Iceland and Ireland have an even sex distribution.

In Switzerland, Bulgaria and Finland around one third are women and two thirds are men.

Employees working part-time by country 1993¹

Proportion (%) of all employees and sex distribution (%)



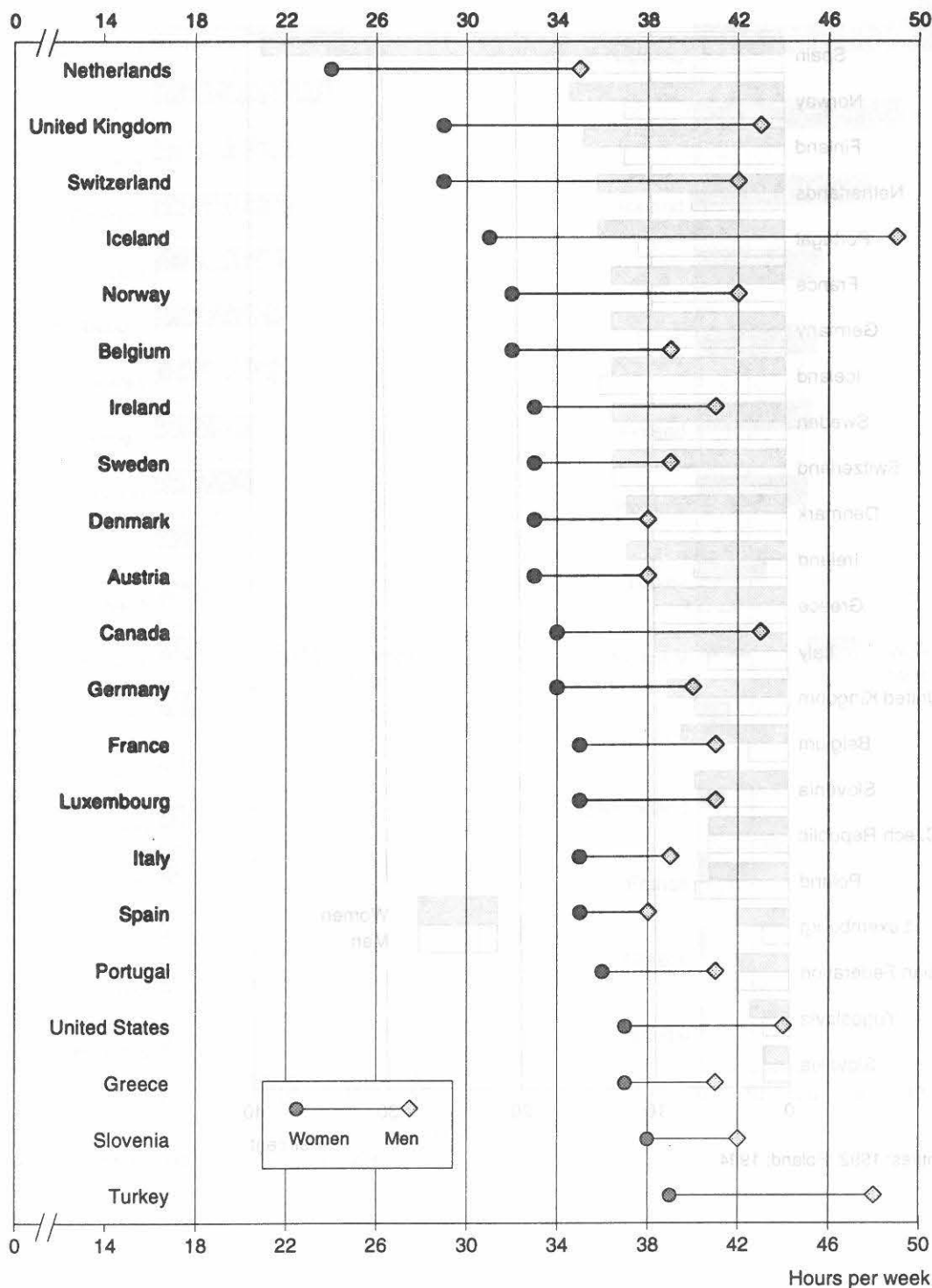
¹ 1990: Luxembourg
1992: Austria, Cyprus, Denmark, Germany
1994: Canada, France, Poland, Romania

In a few countries a high proportion of the women who are employees work part-time. Especially in the Netherlands more than half of the women work part-time. In Switzerland, Norway, the United Kingdom, Sweden and Iceland between 40 and 50 per cent of the women work part-time.

In the United States, Canada, Finland, Norway, the Netherlands, Poland, Switzerland and Sweden around 10 per cent of the men work part-time.

Women dominate among part-time working employees in all countries, and in many of them to a very great extent.

Average working hours by country 1993¹
 Number of hours actually worked per week and employee



¹ Exact year see Annex 1 page 70

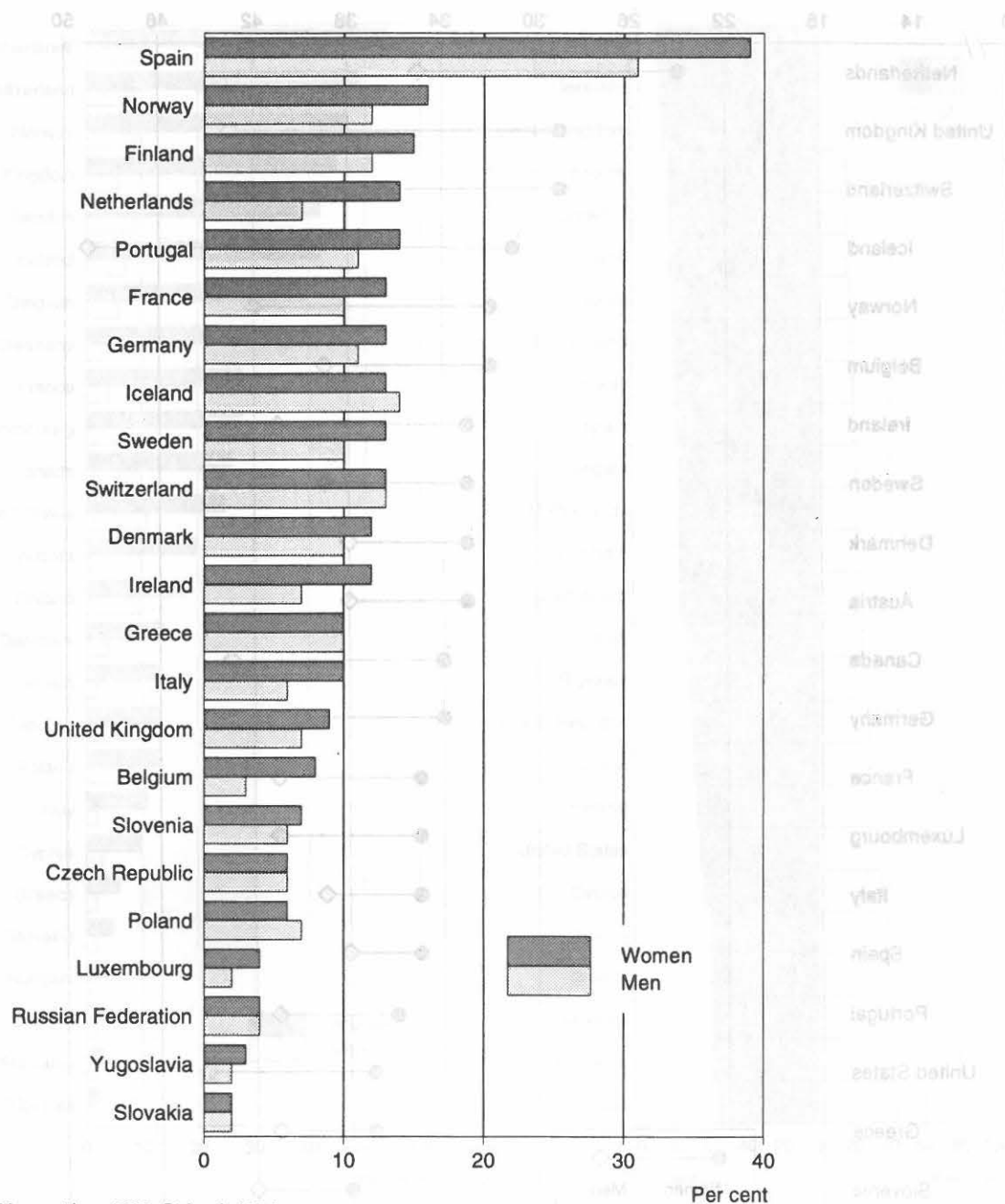
Women in Turkey have the longest working week (in paid work) compared to women in other countries, 39 hours, while men in Iceland have the longest working week among men, 49 hours. The shortest working week for both women and men is found in the Netherlands,

24 resp. 35 hours per week.

The largest difference between women's and men's working hours is found in Iceland, 18 hours per week and the smallest difference in Spain, 3 hours per week.

Employees with temporary contracts by country 1993¹

Proportion (%) of all employees



¹ 12 EU countries: 1992. Poland: 1994

In most countries around 8 to 15 per cent of the employees work on temporary contracts. The proportion among women is larger than among men in all countries but Iceland and Poland. In Switzerland, Greece, Czech Republic, the Russian Federation and Slovakia it is the same for women and men.

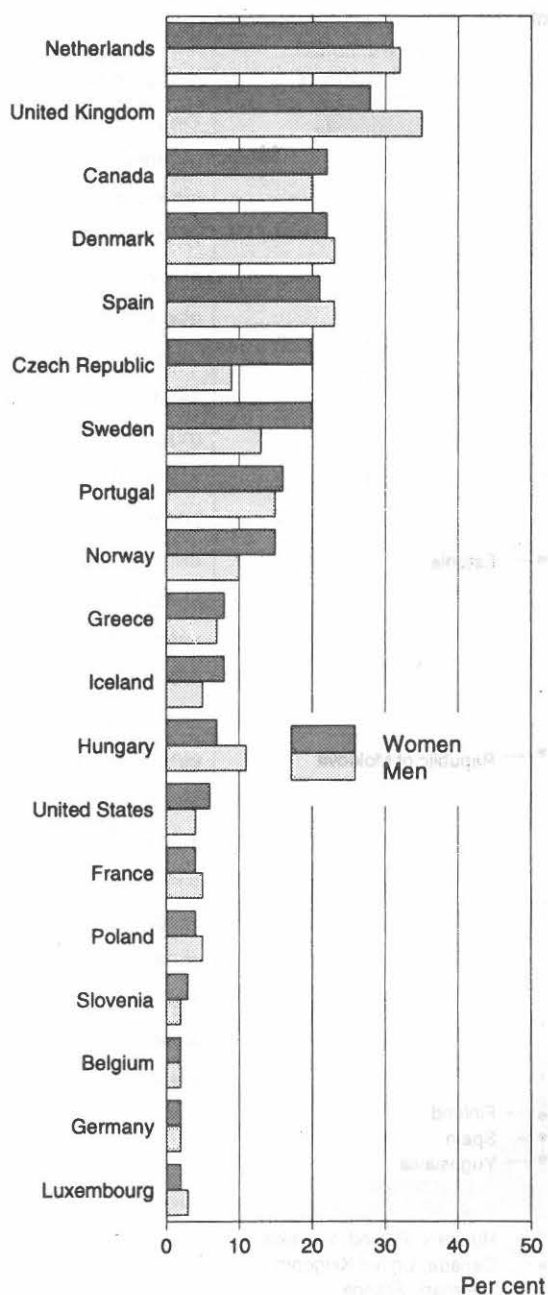
In the Netherlands the proportion is twice as

high for women than for men.

In Spain 39 per cent of the women employees work on temporary contracts. The corresponding value for men is 31 per cent.

Only 2 per cent of the employees in Slovakia, both women and men, have temporary contracts.

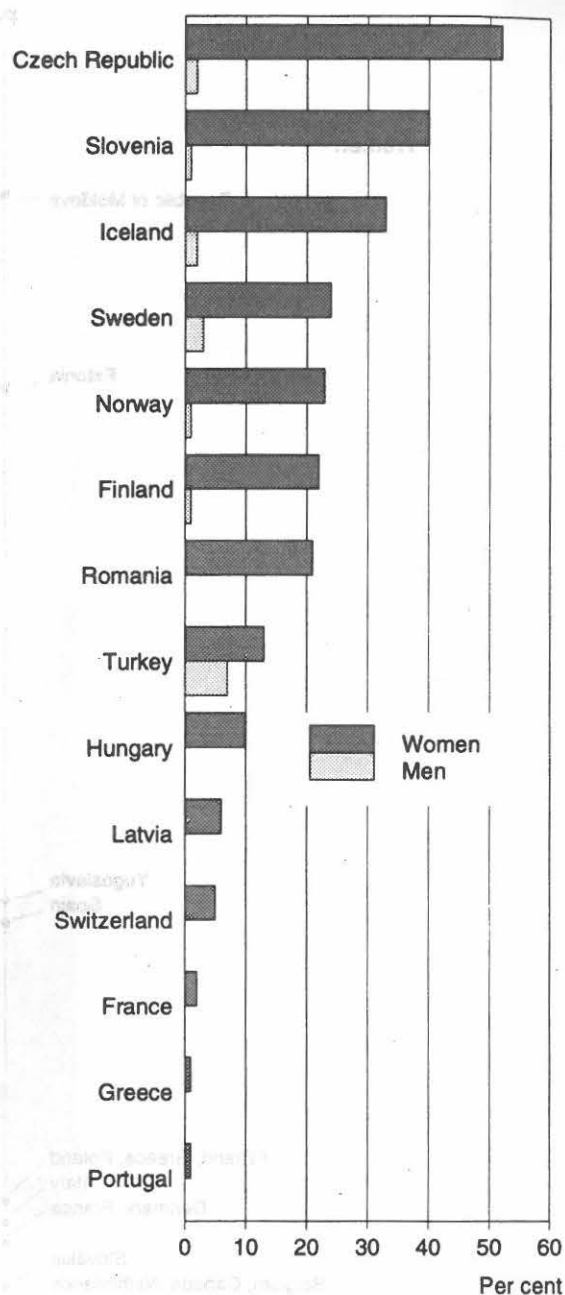
Absence from work by country 1993¹
Proportion (%) of all employed absent a whole week



¹ 9 EU countries: 1992

Romania: 1994

Absence due to parental leave by country 1993¹
Proportion (%) of all absent a whole week

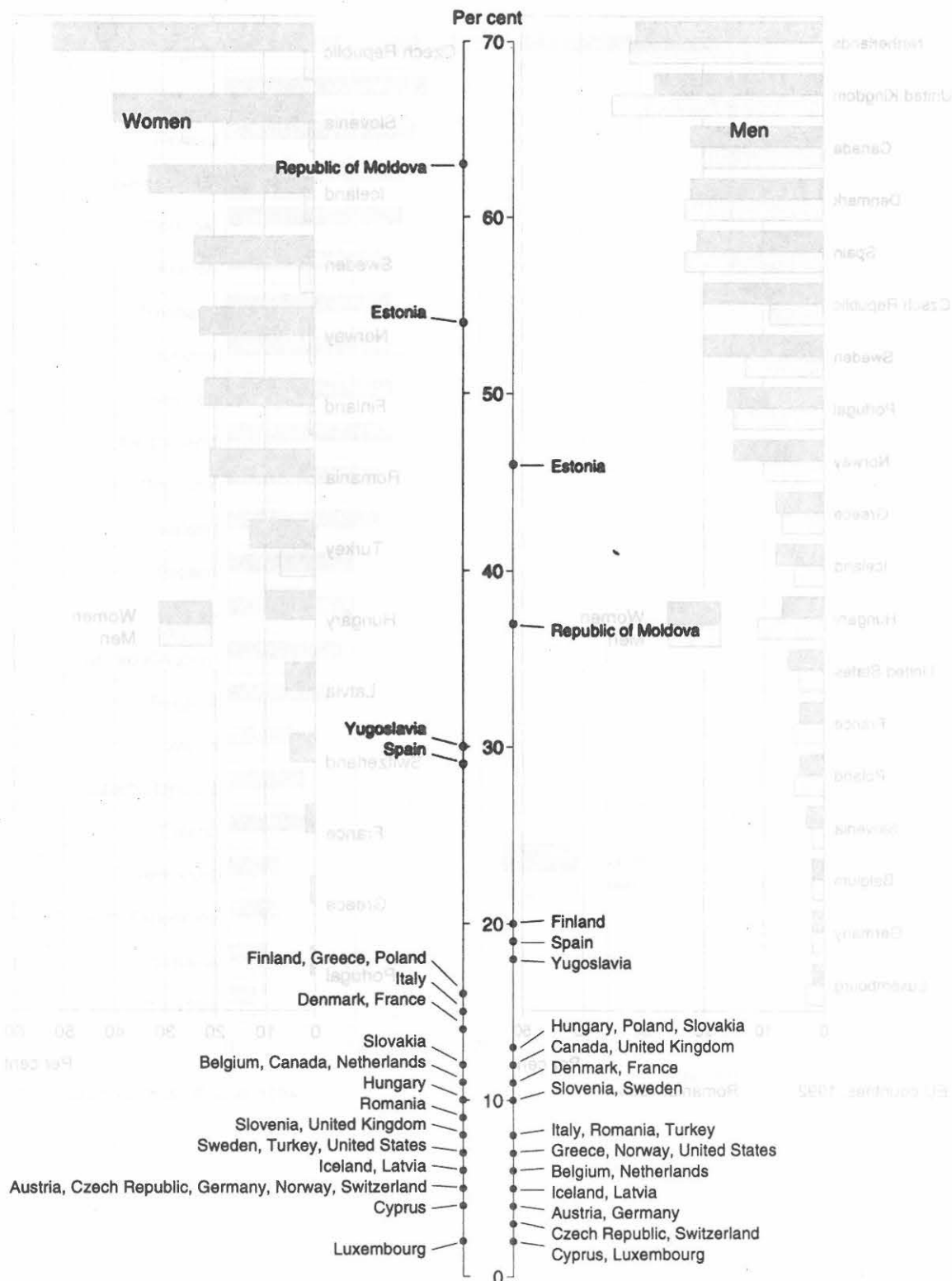


In the Netherlands and the United Kingdom around one third of all employed, both women and men, are absent from work a whole week. In half of the reporting countries not more than 10 per cent are absent.

A higher proportion among women than among men have been absent from work a whole week in half of the countries.

Taking care of children is a not a common reason for being absent from work. Parental leave is rare among men. The percentage is higher for women in all countries, and highest in the Czech Republic, Slovenia, the Nordic countries and Romania. In the Czech Republic parental leave is the reason for half of the women.

Unemployment rate by country around 1993¹ **Proportion (%) of all women/men in the labour force**

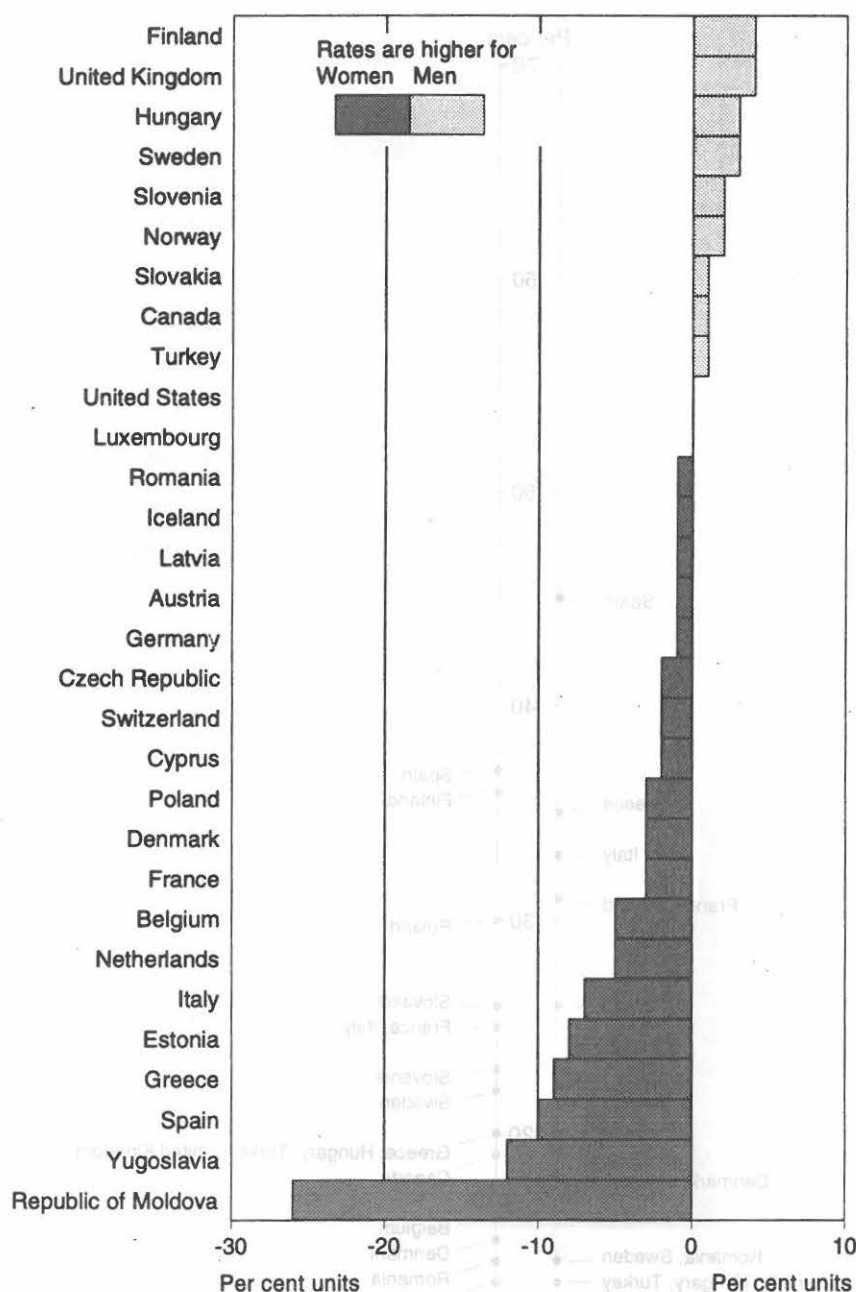


¹ Exact year see Annex 1 page 71

Germany: Refers to former FRG

Unemployment rate by country around 1993¹

Difference between men's and women's unemployment rates



¹ Exact year see Annex 1 page 71

The Republic of Moldova, Estonia, Yugoslavia and Spain have much higher unemployment rates than other reporting countries for both women and men. So does Finland for men.

In the Republic of Moldova 63 per cent of the women and 37 per cent of the men in the labour force are unemployed.

The corresponding rates in Estonia are 54 per cent of the women and 46 per cent of the men.

Except for the four mentioned above, rates vary between 2 and 16 per cent for women and

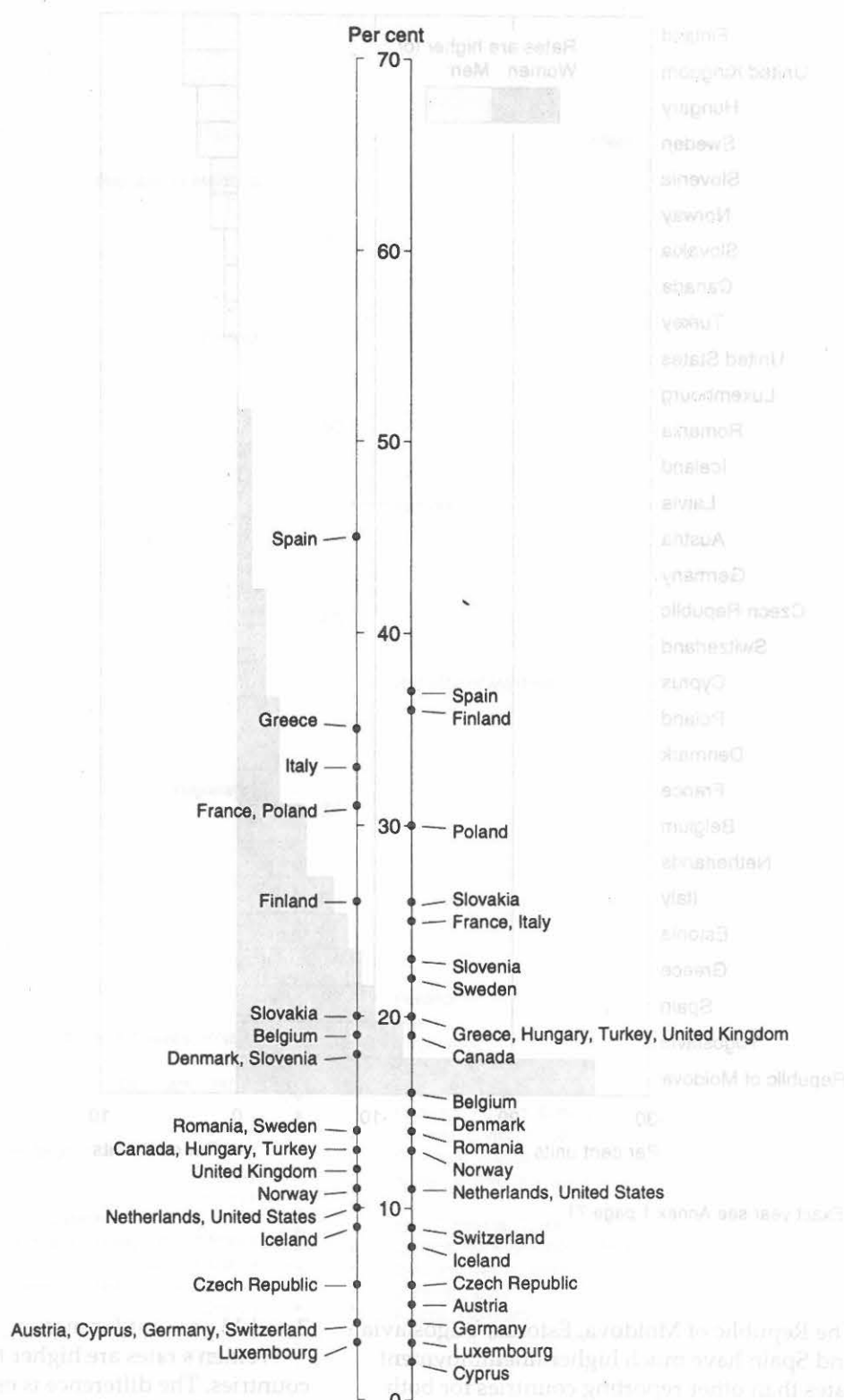
2 and 13 per cent for men.

Women's rates are higher than men's in most countries. The difference is especially large in the Republic of Moldova.

Finland and the United Kingdom have the largest differences in countries where men show a higher rate than women, 4 percentage points.

(Luxembourg, Germany and Romania reported rates from 1990, 1991 resp. 1992).

Unemployment rate of persons aged 20–24 by country around 1993¹ **Proportion (%) of all women/men in the labour force**

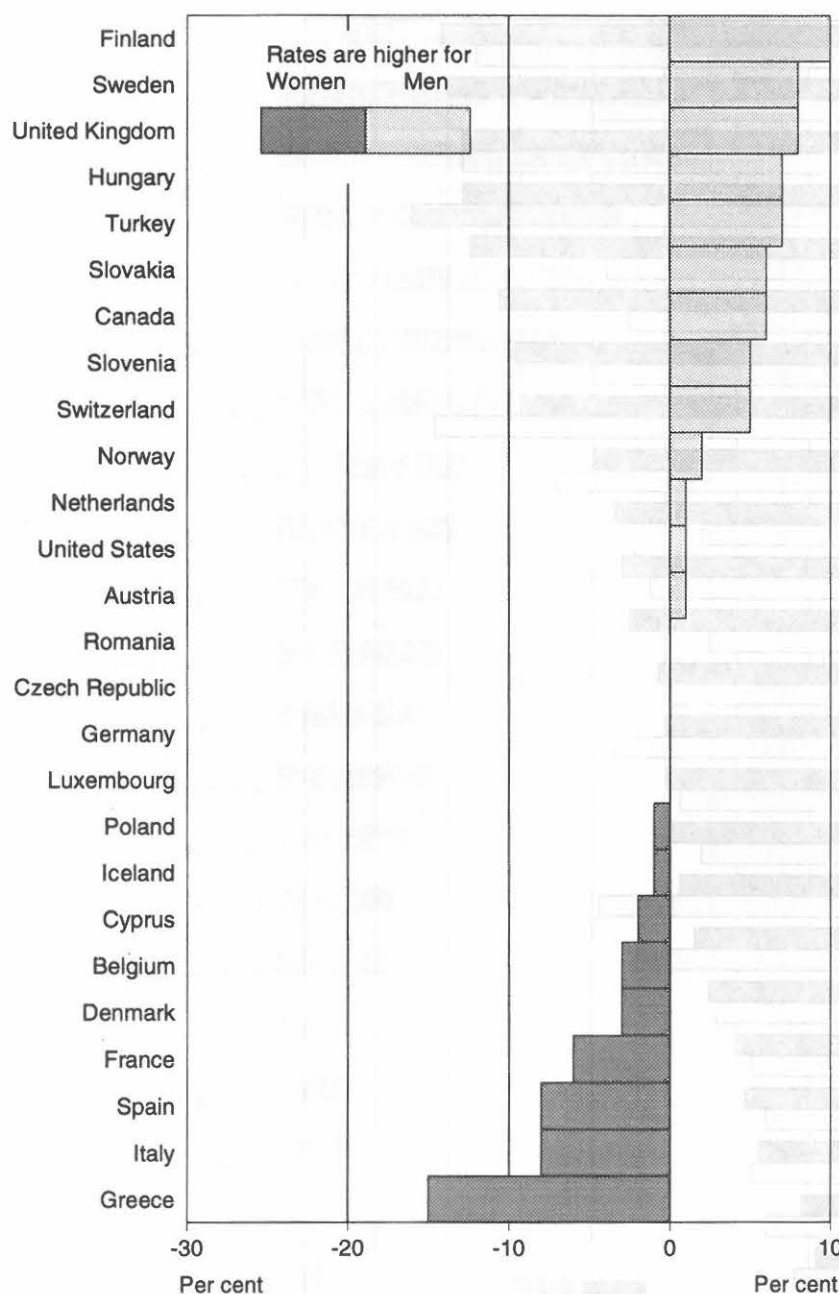


¹ Exact year see Annex 1 page 71

Germany: Refers to former FRG

Unemployment rate of persons aged 20–24 by country around 1993¹

Difference between men's and women's unemployment rates



¹ Exact year see Annex 1 page 71

Among young women and men unemployment rates are higher compared to rates for all ages.

In Spain 45 per cent of the young women in the labour force are unemployed compared to 29 per cent of all women. In Greece the rate is 35 per cent for young women compared to 16 for all women. In Italy it is 33 per cent for young women compared to 15 for all women.

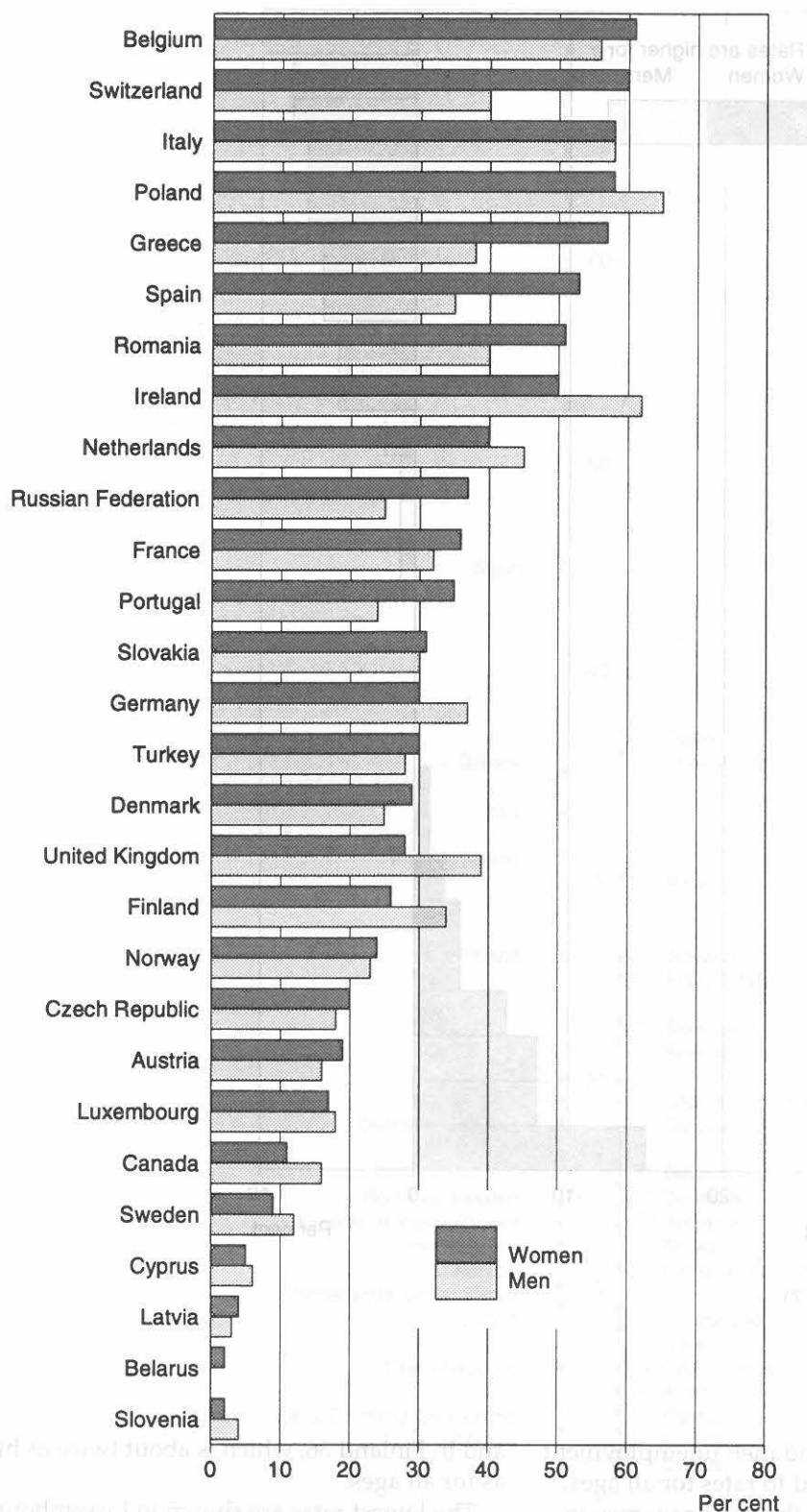
Young men show the same picture. In Spain the unemployment rate for them is 37 per cent

and in Finland 36, which is about twice as high as for all ages.

The lowest rates are shown in Luxembourg and Cyprus both for women and men.

The difference between rates for young women and men within a country is larger than that of all ages in most countries. In Greece the unemployment rate is 15 percentage points higher for women and in Finland 10 percentage points higher for men.

Long-term unemployed, over 12 months, by country around 1993¹
 Proportion (%) of all unemployed women/men



¹ EU countries: 1992 Poland, Romania, Russian Federation: 1994

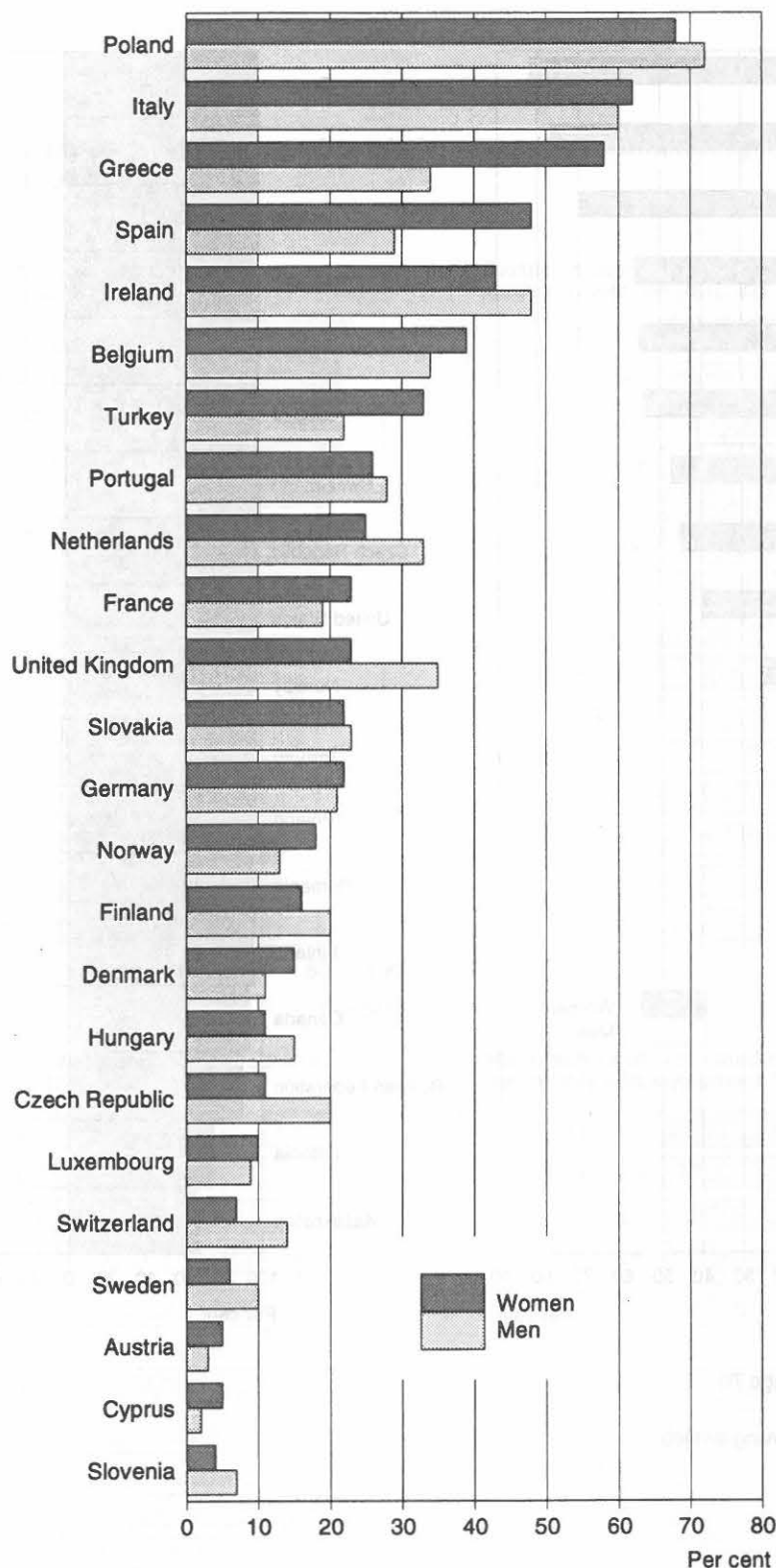
In Belgium, Italy, Poland and Ireland half or more of the unemployed women and men have been unemployed for over one year. For women, this is the case also in Switzerland,

Greece, Spain and Romania.

More than half of the countries have a larger proportion of long-term unemployed women than men.

Long-term unemployed, over 12 months, among persons aged 20-24 by country around 1993¹

Proportion (%) of all unemployed women/men within age



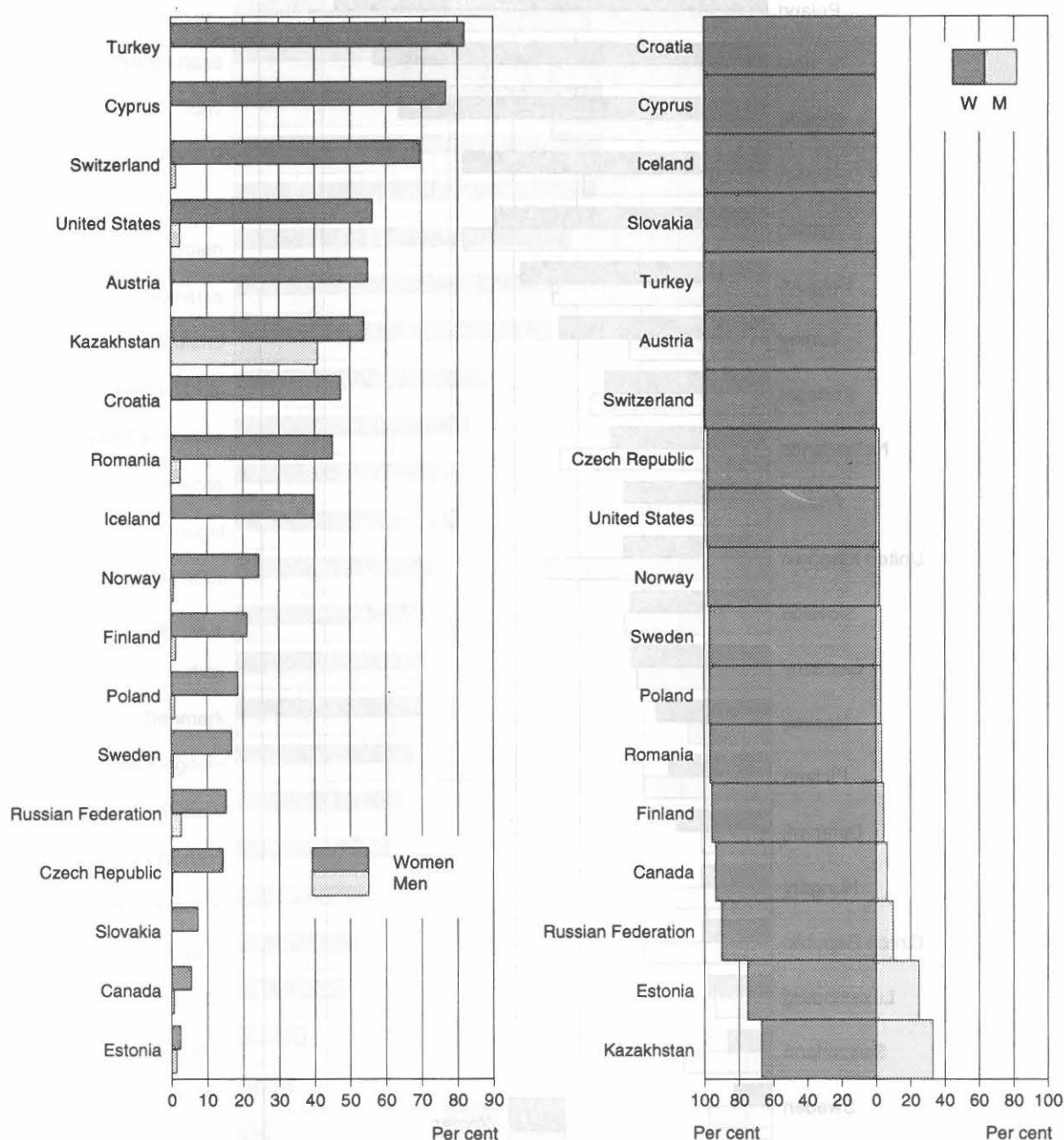
¹ EU countries: 1992 Poland, Romania, Russian Federation: 1994

Among the young there is also a large proportion of long-term unemployed in some countries. More than half of the unemployed

women and men in Poland and Italy and of women in Greece have been unemployed for over one year.

Persons aged 16(15)–64 not economically active because of household work by country around 1993¹

Proportion (%) of all not economically active and sex distribution (%)



¹ Exact year see Annex 1 page 70

Canada: Main reason for leaving last job

Only a small number of countries have reported the proportion in the population not being economically active with household work as a reason.

In half of the countries household work is a common reason for women not to be economically active. More than 80 per cent of

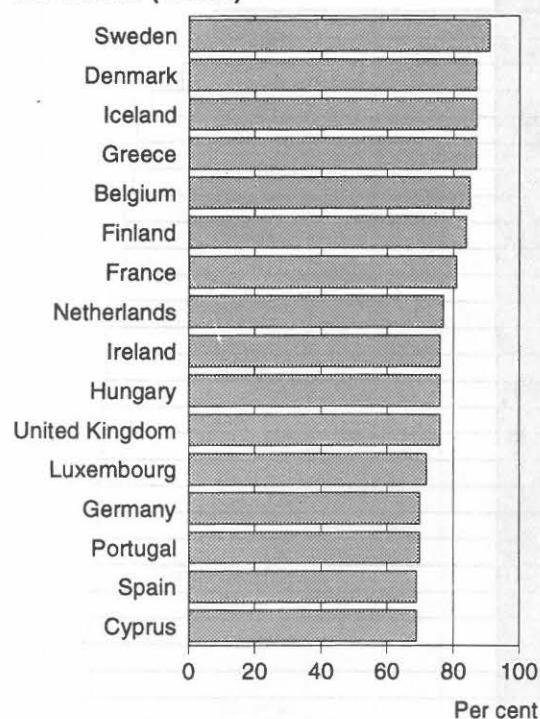
the women in Turkey who are not economically active have household work as the reason.

For men household work is a very rare reason for not being economically active. The exception is Kazakhstan where over 40 per cent of not economically active men have household work as the reason.

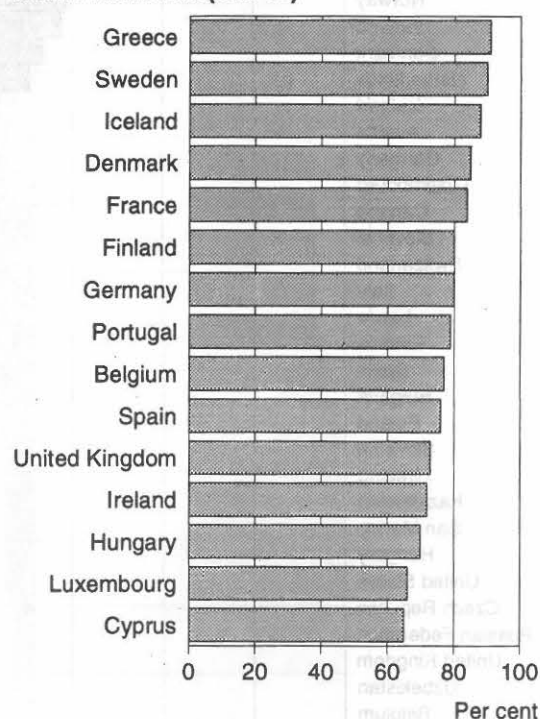
Wages

Women's wages as a percentage of men's in selected manufacturing industries by country 1992/1993

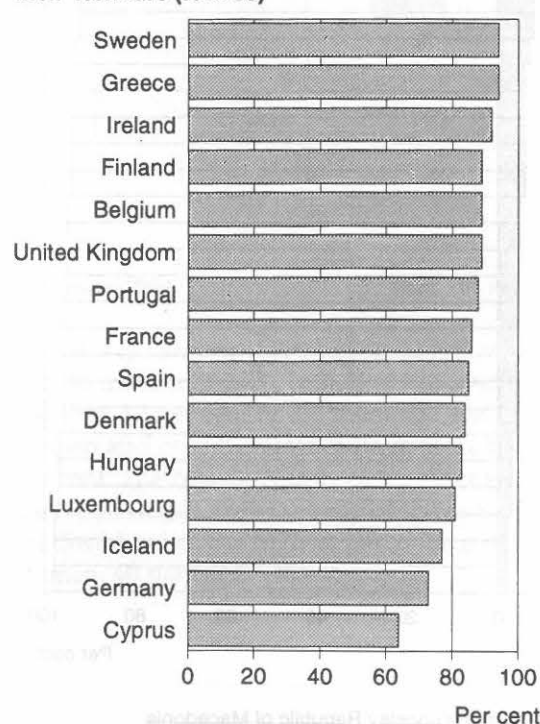
Manufacture of food, beverages and tobacco (ISIC 31)



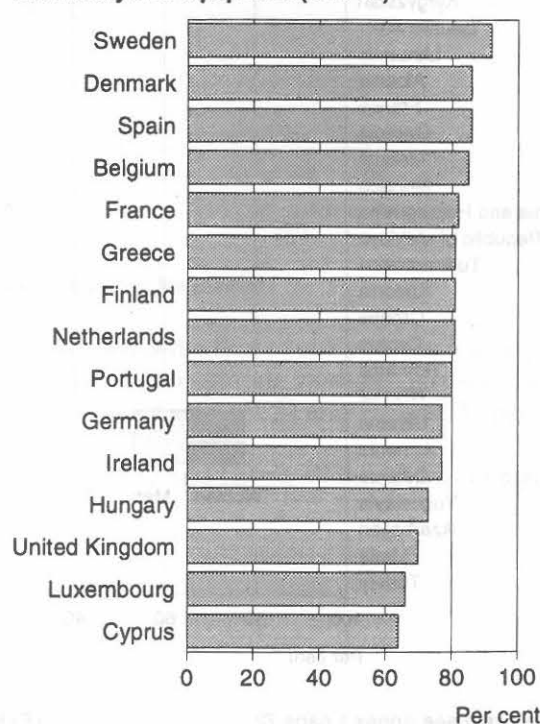
Textile, wearing apparel and leather industries (ISIC 32)



Manufacture of wood and wood products, incl. furniture (ISIC 33)



Manufacture of fabricated metal products, machinery and equipment (ISIC 38)

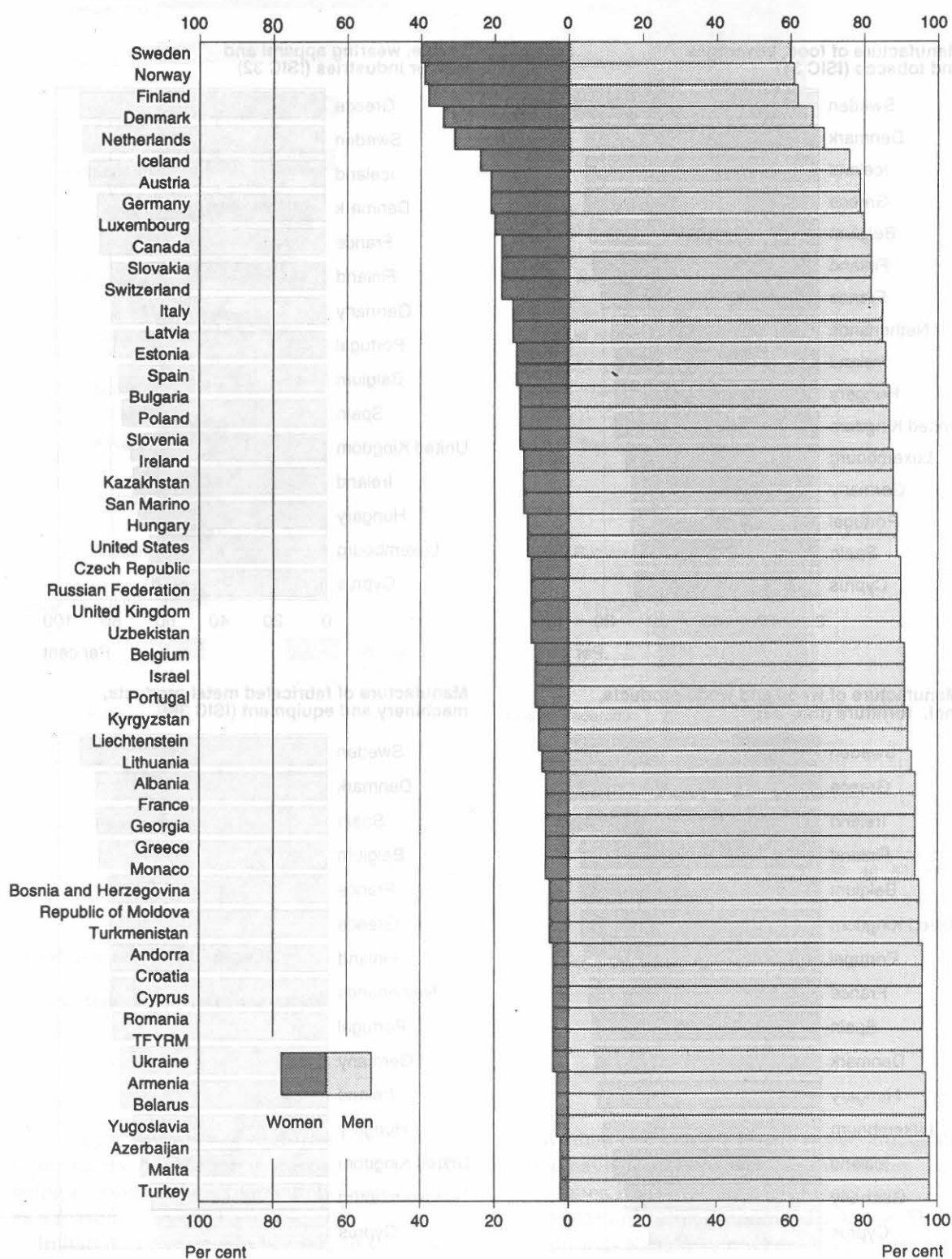


Power and influence

Wages

Members of parliament 1994¹

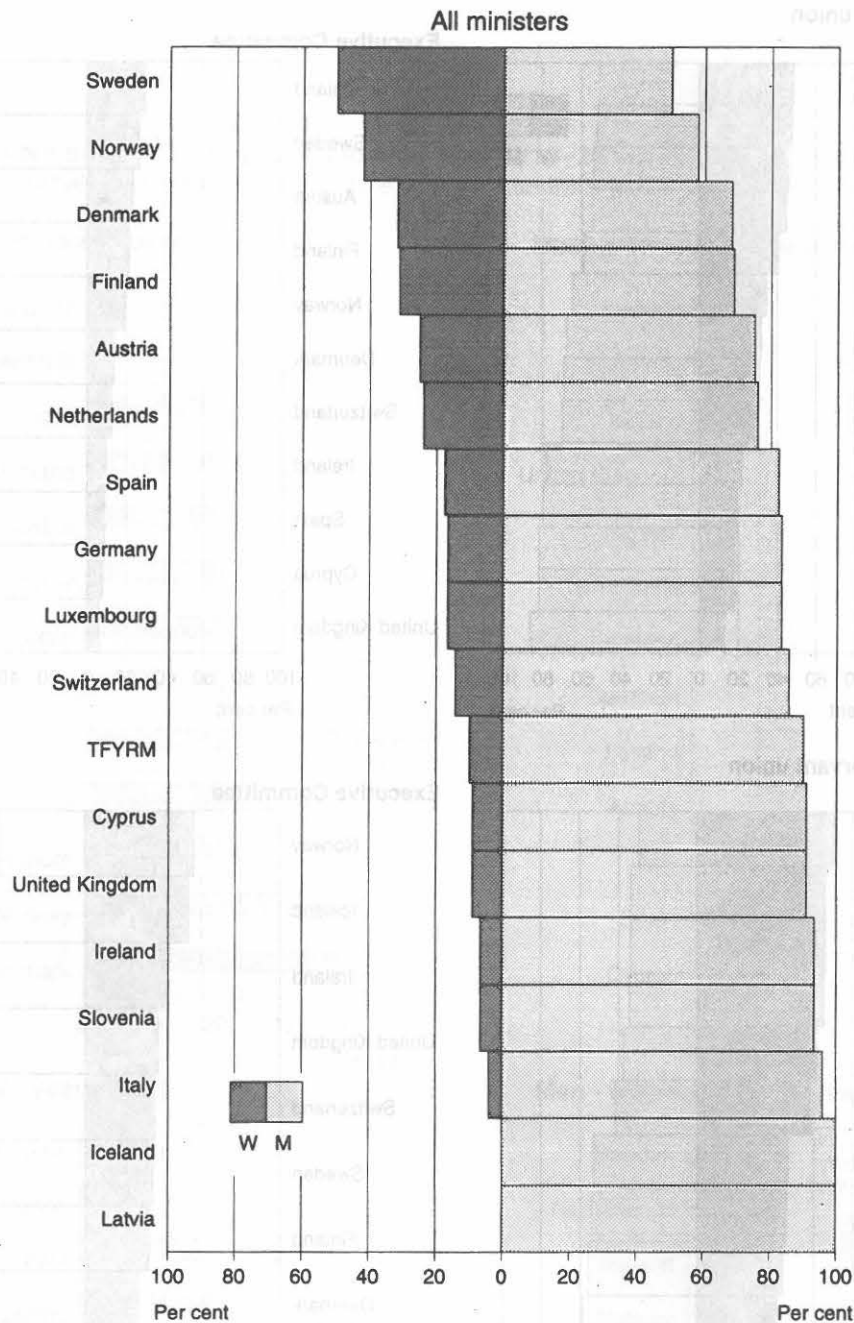
Sex distribution (%)



¹ Exact year see Annex 1 page 72

TFYRM: The former Yugoslav Republic of Macedonia

Government ministers by country 1993/1994¹
Sex distribution (%)



¹ Germany: 1990

TFYRM: The former Yugoslav Republic of Macedonia

Members of Parliament are highly dominated by men in most countries. In half of the countries less than 10 per cent of the members are women and only 8 countries have more than 20 per cent. The Nordic countries together with the Netherlands are at the top of the ranking list. Sweden has the highest percentage of women, 40 per cent.

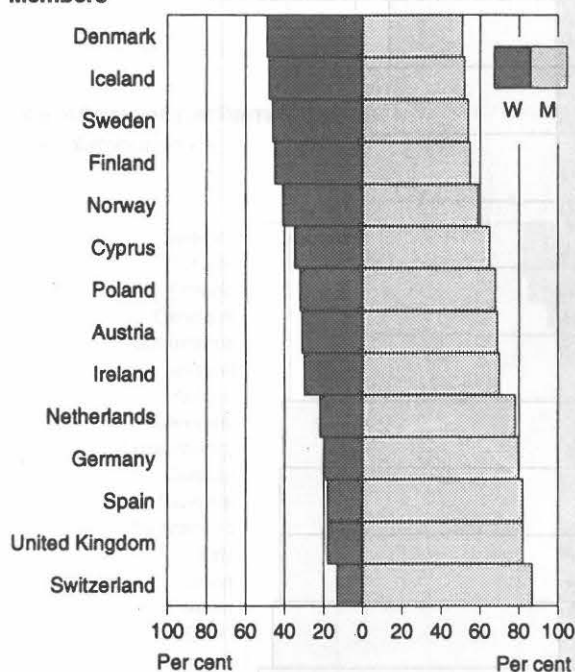
Sweden is the first country to reach an equal sex distribution among *ministers*. Norway has 42 per cent, Denmark 32 and Finland 31 per cent.

In Iceland and Latvia all ministers are men.

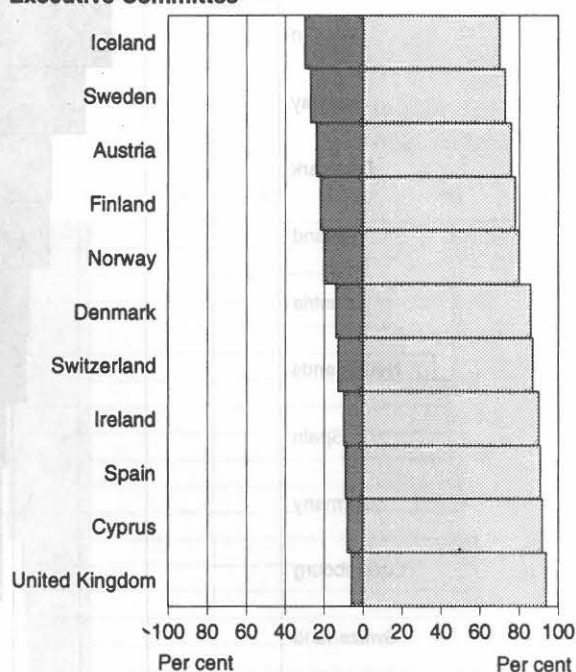
Members and elected officials in trade unions by country 1992/1993¹

Sex distribution (%)

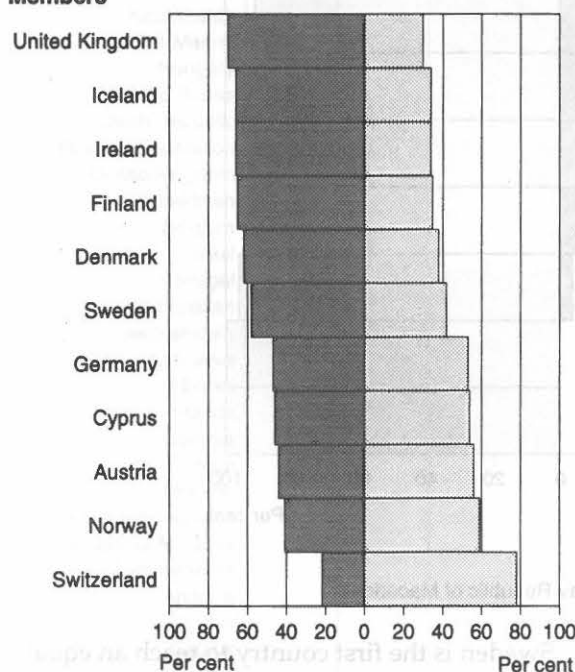
The largest labour union Members



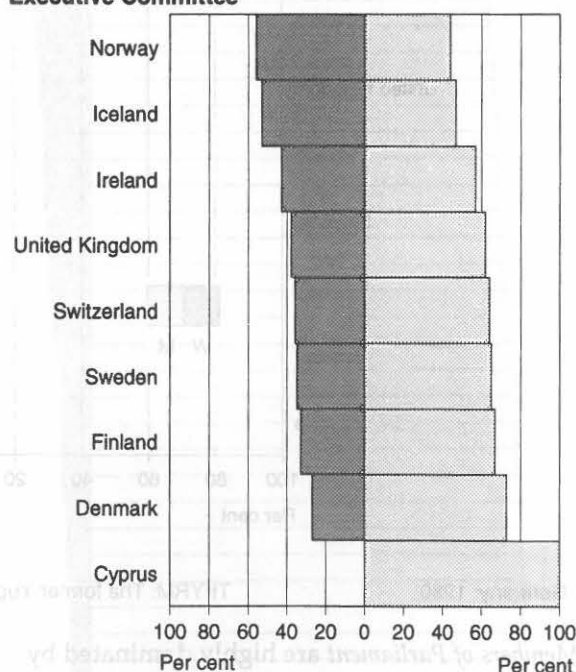
Executive Committee



The largest civil servant union Members



Executive Committee



¹ Switzerland: 1988 Ireland, Sweden and United Kingdom: 1994

In the Nordic countries there is an almost equal sex distribution among members in the largest labour union. In the same unions men dominate highly as elected officials in the executive committees. In Switzerland, Spain, United Kingdom and Germany 80 per cent or more of the members in the largest labour union are men. Ten per cent or less of the elected officials in executive committees are women in these countries.

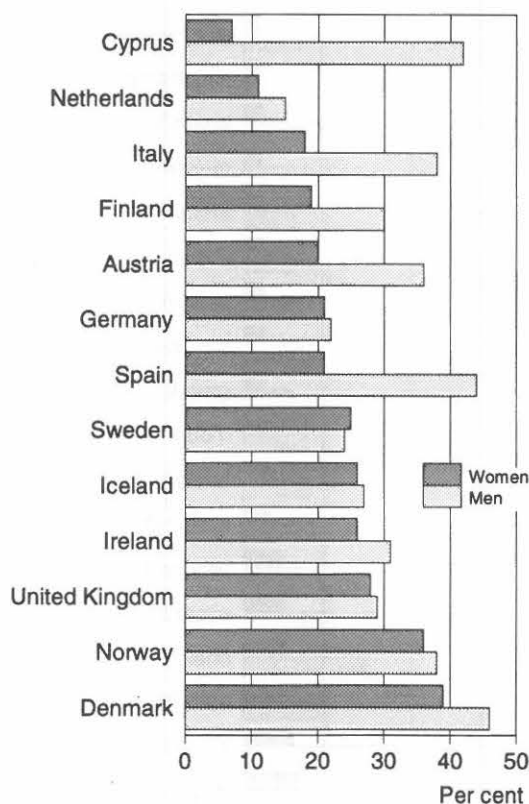
In most countries the largest civil servant union has a more equal sex distribution among members than in the labour union. Switzerland is an exception – only just over 20 per cent of members are women.

In the largest civil servant union, Norway and Iceland have more than 50 per cent women among elected officials in executive committees.

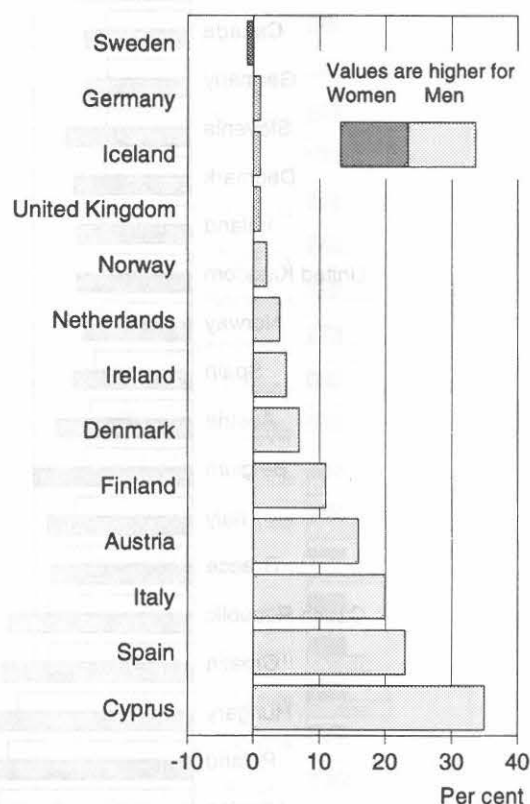
Health and lifestyle

Daily smokers in ages 15/16 years and over and 15/16–24 years by country around 1993¹
Proportion (%) of all women/men by age and the difference between men's and women's proportions

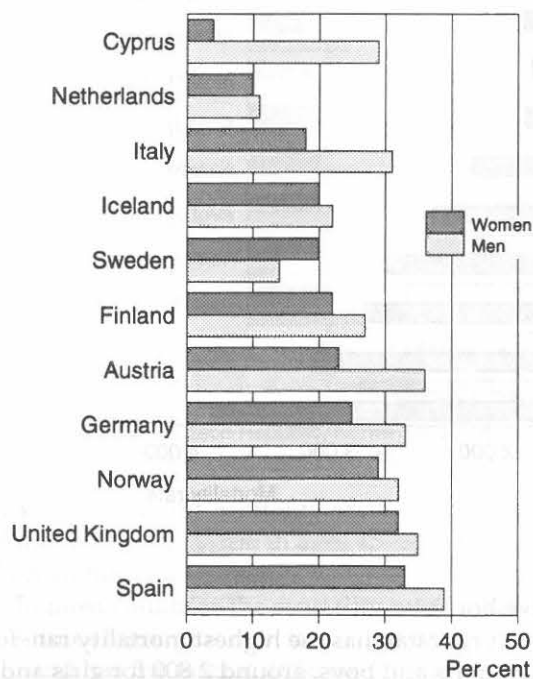
15/16 years and over



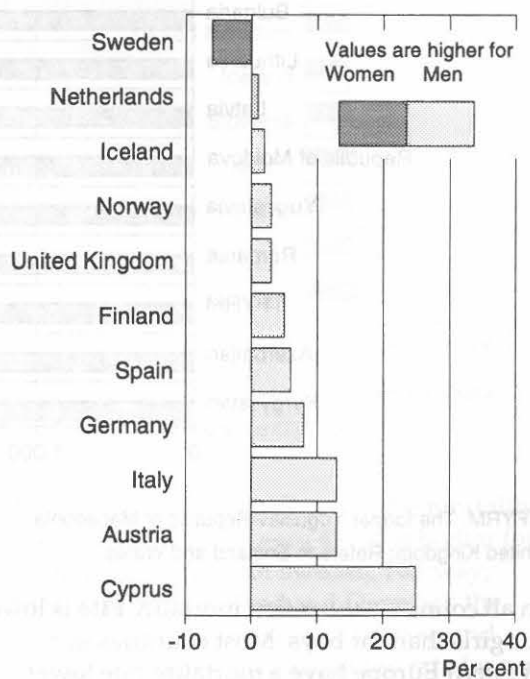
Men - women 15/16 years and over



15/16-24 years



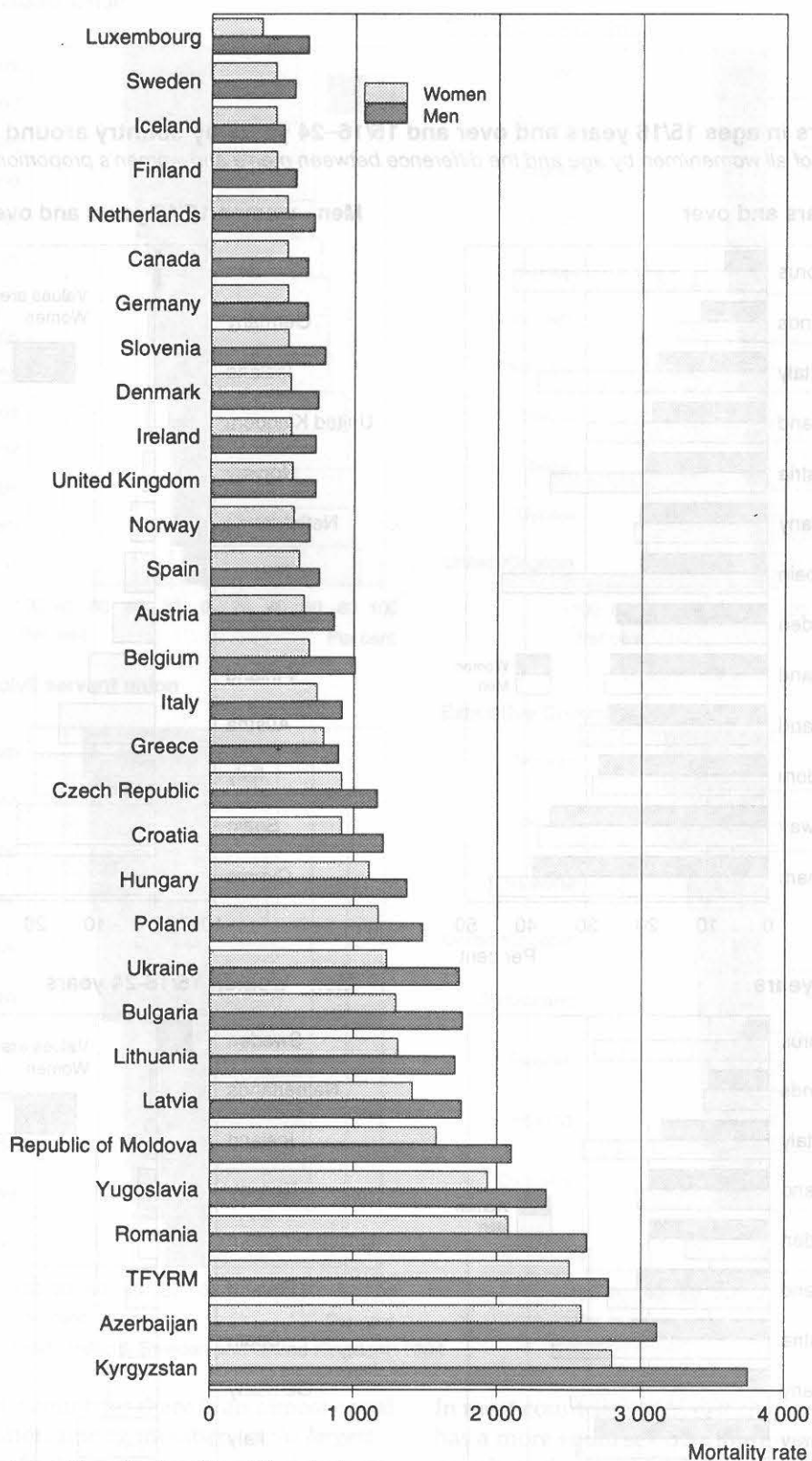
Men - women 15/16-24 years



¹ Exact year see Annex 1 page 73

Infant mortality by country 1992/1993 (Exact year see Annex 1 page 73)

Number of deaths during first year per 100 000 live born



TFYRM: The former Yugoslav Republic of Macedonia

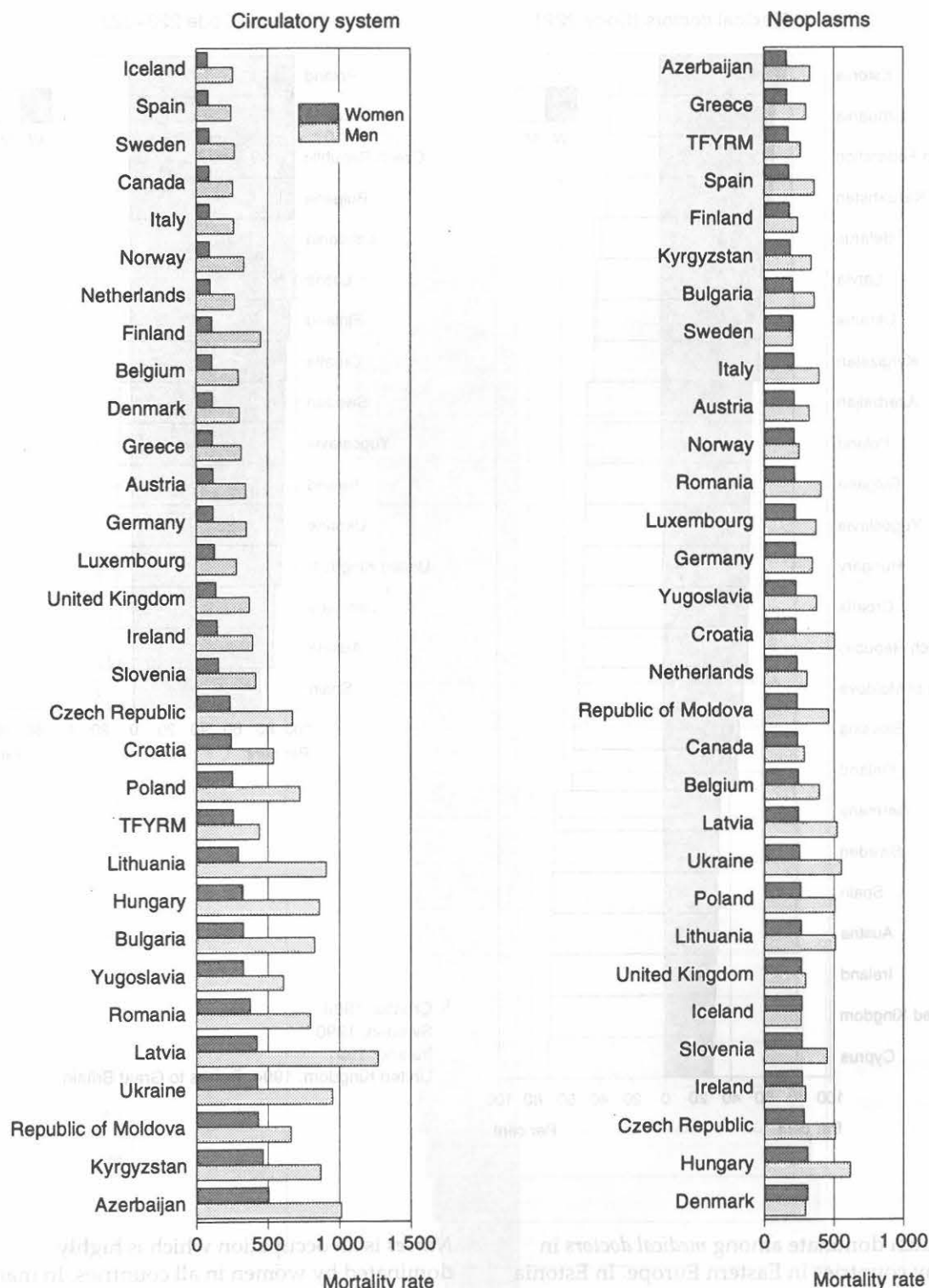
United Kingdom: Refers to England and Wales

In all countries the infant mortality rate is lower for girls than for boys. Most countries in Western Europe have a mortality rate lower than 1 000 for both girls and boys (10 per 1 000

live born).

Kyrgyzstan has the highest mortality rate for both girls and boys, around 2 800 for girls and 3 750 for boys.

Deaths caused by diseases of the circulatory system and neoplasms in ages 45–64 1992/1993¹
Deaths per 100 000 of the standard population



¹ Belgium: 1989 Czech Republic, Norway and The former Yugoslav Republic of Macedonia (TFYRM): 1991
United Kingdom: Refers to England and Wales

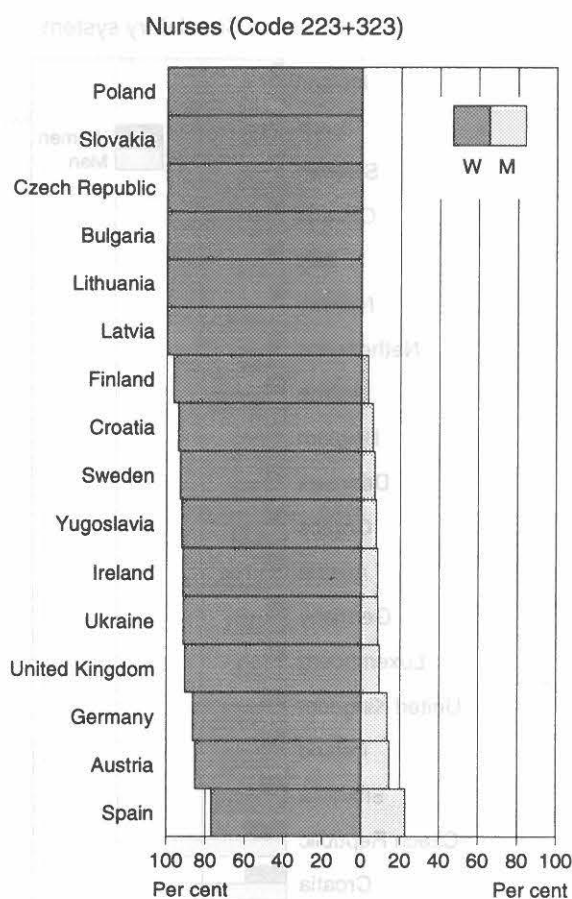
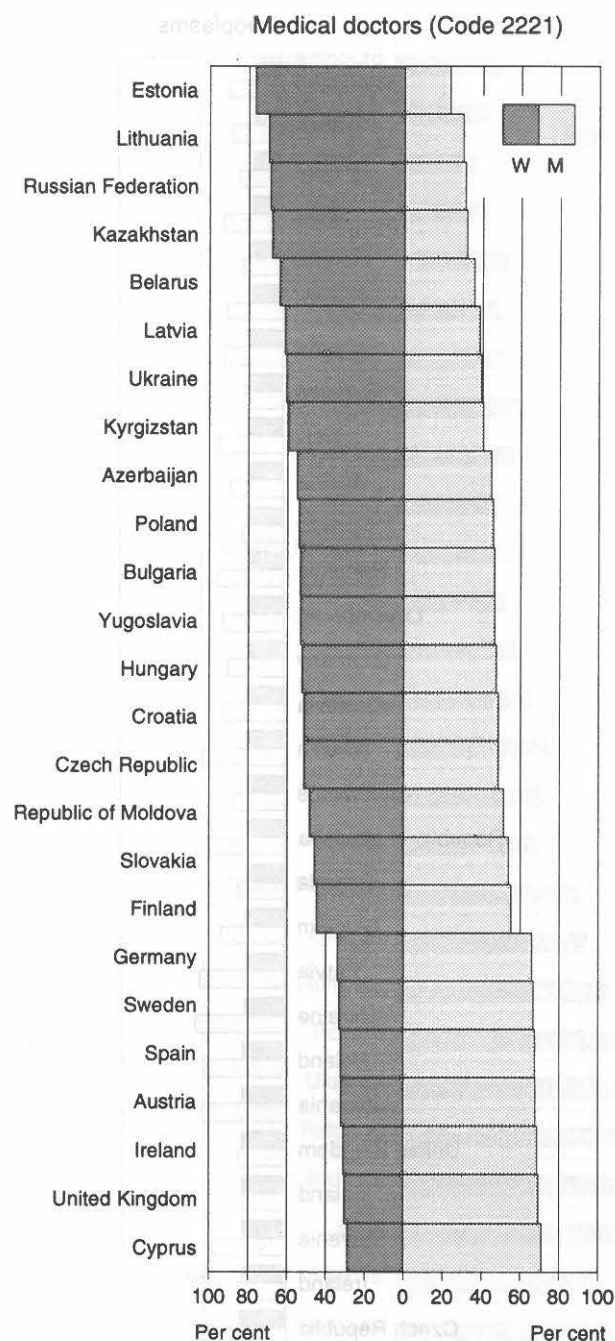
In all countries the mortality caused by diseases of the *circulatory system* in ages 45–64 is higher for men than for women.

In most countries the mortality rate is at least 2–3 times higher for men than for women. Finland has the largest difference, 4 times higher.

In all countries except Sweden the mortality caused by *neoplasms* in ages 45–64 is higher for men than for women. In Sweden, Norway, United Kingdom, Iceland and Denmark the difference between the rates of women and men is small. In other countries the rate for men is 1.5–2 times higher than that for women.

Medical doctors and nurses by country 1992/1993¹ (ISCO 1988)

Sex distribution (%)



¹ Croatia: 1988
Sweden: 1990
Ireland: 1991
United Kingdom: 1994. Refers to Great Britain

Women dominate among *medical doctors* in many countries in Eastern Europe. In Estonia 77 per cent of the doctors are women and 23 per cent men. In Lithuania, Russian Federation and Kazakstan women constitute around two thirds of the doctors.

In many countries in Western Europe, on the contrary, men constitute around two thirds of the doctors.

The highest per cent is found in Cyprus with 71 per cent men and 29 per cent women among doctors.

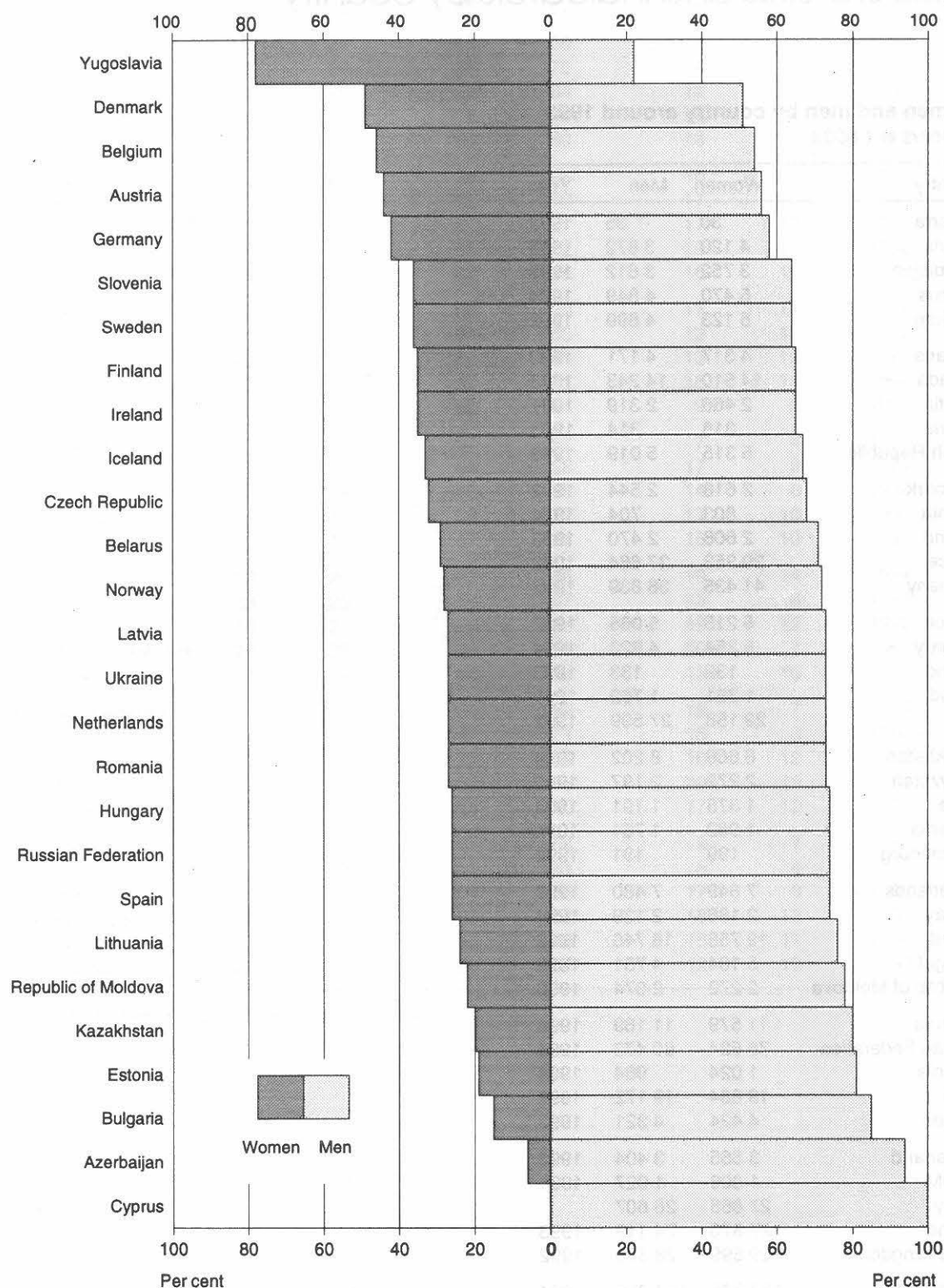
Nurses is an occupation which is highly dominated by women in all countries. In many countries only a few per cent of the nurses are men. Spain has the highest per cent among men, 23 per cent.

Crime and violence

Annex I

Victims of homicide by country 1992/1993¹

Sex distribution (%)



¹ Belgium: 1989

² Spain: 1991

Annex 1

Basic statistics and indicators by country

Women and men by country around 1993

Numbers in 1 000's

Country	Women	Men	Year
Andorra	30	35	1993
Austria	4 120	3 872	1993
Azerbaijan	3 752	3 612	1993
Belarus	5 470	4 849	1994
Belgium	5 123	4 899	1992
Bulgaria	4 317	4 171	1992
Canada	14 510	14 243	1993
Croatia	2 466	2 319	1991
Cyprus	316	314	1993
Czech Republic	5 315	5 019	1993
Denmark	2 618	2 544	1992
Estonia	803	704	1994
Finland	2 608	2 470	1993
France	29 353	27 864	1992
Germany	41 435	38 839	1992
Greece	5 215	5 065	1992
Hungary	5 354	4 923	1994
Iceland	132	133	1993
Ireland	1 781	1 762	1992
Italy	29 158	27 599	1992
Kazakhstan	8 668	8 202	1994
Kyrgyzstan	2 272	2 197	1993
Latvia	1 375	1 191	1994
Lithuania	1 962	1 761	1994
Luxembourg	199	191	1992
Netherlands	7 649	7 480	1992
Norway	2 186	2 139	1994
Poland	19 758	18 746	1993
Portugal	5 104	4 751	1992
Republic of Moldova	2 272	2 074	1993
Romania	11 579	11 169	1994
Russian Federation	78 524	69 473	1994
Slovenia	1 024	964	1994
Spain	19 884	19 172	1992
Sweden	4 424	4 321	1993
Switzerland	3 565	3 404	1993
TFYRM	1 006	1 027	1991
Turkey	27 866	28 607	
Ukraine	27 870	24 119	1993
United Kingdom	29 599	28 300	1992
United States	133 376	127 286	1994
Yugoslavia	5 266	5 182	1992

TFYRM: The former Yugoslav Republic of Macedonia

Women and men by age and country around 1993

Percentage distribution (%) within age

Country	Age under 15		15-64		65 and over		Year
	Women	Men	Women	Men	Women	Men	
Austria	17	19	65	70	19	11	1993
Azerbaijan	32	35	62	61	7	4	1993
Belarus	21	24	64	68	15	8	1994
Belgium	17	19	65	69	18	12	1992
Bulgaria	18	20	66	67	16	13	1992
Canada	20	21	66	69	14	10	1993
Croatia	18	20	66	70	14	8	1991
Cyprus	24	26	64	64	12	10	1993
Czech Republic	18	21	66	69	16	10	1993
Denmark	16	18	66	69	18	13	1992
Estonia	19	23	64	68	16	9	1994
Finland	18	20	65	70	17	10	1993
France	19	21	64	67	17	12	1992
Germany	15	17	65	72	19	11	1992
Greece	17	19	67	68	16	13	1992
Hungary	17	20	66	69	17	11	1994
Iceland	24	26	64	65	12	10	1993
Ireland	25	27	62	63	13	10	1992
Italy	15	17	67	71	18	13	1992
Kazakhstan	29	32	62	64	9	5	1994
Kyrgyzstan	37	39	57	57	7	4	1993
Latvia	19	23	64	68	17	9	1994
Lithuania	21	24	65	68	14	8	1994
Luxembourg	17	18	66	72	17	10	1992
Netherlands	18	19	67	71	15	10	1992
Norway	19	20	63	66	19	14	1994
Poland	23	25	64	67	13	8	1993
Portugal	18	21	66	67	16	12	1992
Republic of Moldova	26	29	64	64	10	7	1993
Romania	21	22	66	68	13	10	1994
Russian Federation	20	24	64	69	15	7	1994
Slovenia	18	20	67	71	15	9	1994
Spain	18	20	66	69	16	12	1992
Sweden	18	19	62	66	20	15	1993
Switzerland	17	18	66	70	17	12	1993
TFYRM	24	24	67	68	9	7	1991
Turkey	34	35	61	61	5	4	1991
Ukraine	19	23	64	68	17	9	1993
United Kingdom	18	20	63	67	18	13	1992
United States	21	23	64	66	15	11	1994
Yugoslavia	22	23	66	67	12	10	1992

TFYRM: The former Yugoslav Republic of Macedonia

Total fertility rate by country 1970–1993^{1,2}

The average number of children per woman in her reproductive life, based on current fertility levels

Country	1970	1980	1990	1993 ^{1,2}
Austria	2.3	1.7	1.5	1.5
Azerbaijan ¹	4.7	3.2	2.7	2.9
Belarus	2.4	2.0	1.9	1.6
Belgium ^{2,3}	2.3	1.7	1.6	1.6
Bulgaria	2.2	2.0	1.7	1.5
Croatia ²	1.8	1.9	1.7	1.4
Cyprus	2.5	2.5	2.4	2.3
Czech Republic	1.9	2.1	1.9	1.7
Denmark ²	2.0	1.6	1.7	1.7
Estonia	2.2	1.9	2.0	1.4
Finland ²	1.8	1.6	1.8	1.8
France ^{2,3}	2.5	2.0	1.8	1.7
Germany ²	2.0	1.6	1.5	1.3
Greece ²	2.4	2.2	1.4	1.4
Hungary	2.0	1.9	1.8	1.7
Iceland	2.8	2.5	2.3	2.2
Ireland ²	3.9	3.2	2.2	2.0
Italy ^{2,3}	2.4	1.6	1.3	1.3
Kyrgyzstan	4.9	4.1	3.7	3.3
Latvia	1.9	1.9	2.0	1.5
Lithuania	2.4	2.0	2.0	1.7
Luxembourg ²	2.0	1.5	1.6	1.6
Netherlands ²	2.6	1.6	1.6	1.6
Norway	2.5	1.7	1.9	1.9
Poland	2.2	2.3	2.1	1.8
Portugal ²	2.8	2.2	1.5	1.6
Republic of Moldova ²	2.6	2.4	2.4	2.2
Romania	2.9	2.4	1.8	1.5
Russian Federation	2.0	1.9	1.9	1.4
Slovakia	2.4	2.3	2.1	1.9
Slovenia	2.1	2.1	1.5	1.3
Spain ^{2,3}	2.9	2.2	1.3	1.2
Sweden	1.9	1.7	2.1	2.0
Switzerland	2.1	1.6	1.6	1.5
TFYRM ²	3.0	2.5	2.1	2.2
Turkey ²	..	..	3.0	2.8
Ukraine	2.0	2.0	1.9	1.6
United Kingdom ²	2.4	1.9	1.8	1.8
United States ²	2.5	1.8	2.1	2.1
Yugoslavia ²	2.3	2.3	2.1	1.9

¹ 1991 ² 1992

TFYRM: The former Yugoslav Republic of Macedonia

³ Provisional data

Average life expectancy at birth by country 1970–1993^{1,2,3}

Country	1970		1980		1993 ^{1,2}	
	w	m	w	m	w	m
Austria	73	66	76	69	79	73
Azerbaijan	75	67	72	65	74	65
Belarus ³	76	68	76	66	75	65
Belgium ³	74	68	77	70	80	73
Bulgaria	74	69	74	68	75	68
Croatia ¹	72	66	74	67	76	69
Cyprus	73	70	76	72	79	75
Czech Republic ³	73	66	74	67	76	69
Denmark ³	76	71	77	71	78	73
Estonia ³	74	66	74	64	75	64
Finland ³	74	66	78	69	79	72
France ³	76	68	78	70	82	73
Germany ³	..	..	..	..	79	73
Greece ³	74	70	77	72	80	75
Hungary	72	66	73	65	74	65
Iceland ³	76	71	80	74	81	76
Ireland ³	74	69	76	70	78	73
Italy ²	75	69	77	71	80	74
Kazakhstan ¹	75	64	72	62	73	64
Kyrgyzstan ³	72	64	70	61	72	64
Latvia	74	65	74	64	74	62
Lithuania	75	67	75	66	75	63
Luxembourg ³	73	67	76	69	79	72
Netherlands ³	77	71	79	73	80	74
Norway	77	71	79	72	80	74
Poland	74	67	75	67	76	67
Portugal ³	71	64	75	68	78	71
Republic of Moldova ³	72	66	69	63	72	64
Romania ³	71	66	72	67	73	66
Russian Federation	73	63	73	62	72	59
Slovakia	73	67	74	67	77	68
Slovenia	72	65	75	67	77	69
Spain ²	75	69	79	73	81	73
Sweden	77	72	79	73	81	76
Switzerland	76	70	79	72	81	75
TFYRM ³	..	..	72	68	74	70
Turkey ³	..	..	..	..	70	65
Ukraine	74	67	74	65	74	64
United Kingdom ³	75	69	76	70	79	74
United States	75	67	74	70	79	72
Yugoslavia ³	69	64	73	68	74	69

¹ 1990 ² 1991 ³ 1992

TFYRM: The former Yugoslav Republic of Macedonia

Average household size 1970—around 1993

Number of persons per private household

Country	1970	1980	latest year	
Austria	29	27	26	1993
Azerbaijan	51	51	48	1989
Belarus	32	28	27	1993
Belgium	30	27	25	1991
Bulgaria	31	29	28	1992
Canada	35	29	27	1991
Croatia	34	32	31	1991
Cyprus	40	35	32	1992
Czech Republic	28	26	25	1991
Denmark	27	25	22	1994
Estonia	31	31	31	1989
Finland	30	25	23	1992
France	31	27	26	1990
Germany	27	25	23	1992
Hungary	30	28	26	1990
Iceland	..	33	28	1993
Ireland	39	35	33	1991
Italy	..	30	28	1991
Kazakhstan	..	36	34	1990
Kyrgyzstan	46	46	47	1989
Latvia	32	31	31	1990
Lithuania	34	33	32	1989
Luxembourg	31	28	26	1990
Netherlands	33	28	24	1994
Norway	29	27	22	1993
Poland	34	31	31	1988
Republic of Moldova	..	30	29	1993
Romania	32	32	31	1992
Russian Federation	35	33	32	1989
Slovakia	34	30	29	1991
Slovenia	34	32	31	1991
Spain	38	35	33	1993
Sweden	26	22	21	1990
Switzerland	29	25	23	1990
TFYRM	47	44	40	1991
Turkey	57	53	50	1990
Ukraine	34	33	32	1989
United Kingdom	29	27	25	1991
United States	31	28	26	1993
Yugoslavia	38	37	36	1991

TFYRM: The former Yugoslav Republic of Macedonia

United Kingdom: Refers to Great Britain

Germany: Refers to former FRG

One-person households by age and country around 1992

Proportion (%) of all private households

Country	15-64		65+		Year
	W	M	W	M	
Austria	8	7	12	2	1993
Azerbaijan	2	3	3	1	1990
Belarus	6	5	10	1	1990
Belgium	7	9	9	3	1991
Bulgaria	5	5	7	3	1992
Canada	7	8	6	2	1991
Cyprus	3	2	5	2	1992
Czech Republic	7	8	10	2	1991
Denmark	9	12	11	4	1994
Estonia	17	23	12	3	1990
Finland	13	12	10	2	1992
France	10	10	20	5	1990
Germany	9	11	12	2	1992
Hungary	6	6	10	3	1990
Ireland	4	6	6	3	1991
Italy	5	5	9	2	1990
Kyrgyzstan	3	2	16	5	1990
Latvia	11	14	7	2	1990
Luxembourg	8	8	8	2	1990
Netherlands	9	11	8	2	1992
Norway	12	17	12	4	1993
Poland	6	5	6	1	1990
Romania	5	4	6	2	1992
Slovakia	7	6	8	2	1991
Slovenia	5	5	7	1	1991
Sweden	10	14	11	4	1990
Switzerland	10	11	9	2	1990
United Kingdom	8	7	12	3	1991
United States	7	8	8	2	1993
Yugoslavia	4	3	5	1	1991

United Kingdom: Refers to England and Wales

Education level by age and country around 1993

Percentage distribution within age

Country	Age-class	ISCED 1-2		ISCED 3		ISCED 5		ISCED 6/7		Year
		W	M	W	M	W	M	W	M	
Austria	25-44	31	18	60	73	0	0	9	9	1993
	45-64	55	28	42	65	0	0	3	7	
Azerbaijan	25-44	17	9	67	68	1	2	15	20	1989
	45-64	47	34	33	46	1	1	8	15	
Bulgaria	25-44	21	25	55	57	8	3	17	15	1992
	45-64	47	49	36	35	8	4	9	13	
Canada	25-44	20	22	36	31	29	29	16	18	1992
	45-64	43	36	28	22	21	22	9	16	
Cyprus	25-44	37	33	38	39	12	9	12	19	1992
	45-64	71	59	16	23	4	5	3	11	
Denmark	25-44	22	12	31	19	8	8	39	61	1992
	45-64	46	41	38	28	2	3	14	28	
Estonia	25-44	13	23	67	61	0	0	20	17	1989
	45-64	50	55	38	31	0	0	12	14	
Finland	25-44	24	27	57	52	10	8	10	13	1992
	45-64	57	56	30	26	7	8	6	10	
France	25-44	22	16	49	58	13	9	16	17	1994
	45-64	49	35	35	46	5	4	10	14	
Germany	25-44	16	9	65	64	8	11	11	16	1991
	45-64	36	14	54	57	6	15	5	14	
Hungary	25-44	38	27	48	60	0	0	14	13	1990
	45-64	78	70	16	18	0	0	7	12	
Iceland	25-44	44	30	18	39	23	15	15	17	1993
	45-64	72	27	12	49	14	11	3	13	
Ireland	25-44	46	54	35	26	11	10	8	10	1992
	45-64	68	71	21	14	7	5	5	9	
Luxembourg	25-44	30	27	37	40	12	9	14	18	1991
	45-64	52	39	24	33	8	7	5	13	
Netherlands	25-44	26	30	43	44	23	17	8	9	1993
	45-64	43	35	33	40	18	16	5	9	
Norway	25-44	10	11	60	60	12	11	12	14	1992
	45-64	23	21	59	55	9	10	6	12	
Poland	25-44	23	21	0	0	67	69	10	10	1988
	45-64	57	46	0	0	28	38	6	9	
Rep. of Moldova	25-44	39	48	25	18	14	12	1	2	1989
	45-64	9	13	11	11	7	11	1	1	
Romania	25-44	44	27	47	62	0	0	9	11	1992
	45-64	78	63	18	30	0	0	4	8	
Russian Federation	25-44	35	43	33	21	2	2	18	15	1989
	45-64	12	13	17	14	1	1	10	13	
Slovakia	25-44	22	14	65	71	0	0	12	14	1991
	45-64	41	24	29	43	0	0	5	9	
Slovenia	25-44	36	29	49	58	9	5	6	7	1991
	45-64	65	41	29	47	4	5	3	7	
Spain	25-44	64	62	16	18	4	7	16	14	1993
	45-64	88	80	5	7	1	3	6	10	
Sweden	25-44	17	22	54	52	18	15	11	12	1993
	45-64	39	41	39	38	11	8	11	13	
Switzerland	25-44	17	8	70	59	7	21	6	13	1993
	45-64	32	12	58	56	6	21	4	10	
Turkey	25-44	77	64	7	12	11	16	5	9	1993
	45-64	84	79	6	7	6	7	4	7	
United Kingdom	25-44	62	41	19	37	9	7	10	15	1992
	45-64	70	49	16	34	9	6	5	12	
United States	25-44	1	1	5	4	37	27	58	69	1993
	45-64	0	3	5	4	33	39	63	54	
Yugoslavia	25-44	43	33	41	51	5	5	8	8	1991
	45-64	61	54	14	28	3	6	3	7	

ISCED 1-2: Compulsory level
ISCED 3: Upper secondary level

ISCED 5: Post-secondary level, less than 3 years
ISCED 6/7: Post-secondary level, 3 years or more

Economic activity rate for persons aged 16(15)–64 by country and age around 1993

Proportion (%) of all within age who are economically active

Country	16(15)–19		20–24		25–44		45–54		55–64		16(15)–64	
	W	M	W	M	W	M	W	M	W	M	W	M
Austria	42	52	71	75	72	95	62	93	15	37	59	80
Belgium ³	43	57	48	52	42	58	33	67	26	74	42	58
Bulgaria ⁴	35	19	74	75	94	94	85	89	11	58	44	49
Canada	49	51	73	80	77	92	72	90	36	61	68	82
Croatia ³	18	22	64	77	80	95	53	88	21	44	55	76
Cyprus ⁴	25	43	65	73	61	96	50	95	27	79	51	85
Czech Republic	35	35	75	85	90	97	87	92	19	49	70	80
Denmark	60	66	78	83	88	91	84	91	42	61	76	83
Estonia ¹	32	39	77	80	94	97	91	94	46	70	77	85
Finland	26	24	60	68	83	92	87	88	40	44	70	76
France ⁵	6	11	48	56	78	96	73	94	30	42	60	75
Germany ³	28	33	72	76	68	93	62	94	28	59	57	80
Greece	19	23	53	69	59	96	41	91	22	59	44	79
Hungary	20	22	57	79	73	92	75	84		48	55	64
Iceland	55	49	76	74	84	96	89	98	81	93	80	89
Italy	19	24	52	60	59	92	42	47	13	33	29	53
Kazakhstan ¹	25	35	75	83	91	98	83	95	20	57	44	52
Latvia ¹	29	32	81	82	93	97	91	94	51	86	78	86
Luxembourg ²	26	30	71	75	58	96	39	91	15	37	46	78
Netherlands	17	22	65	66	60	93	43	87	12	40	47	76
Norway	37	37	64	73	73	86					62	74
Poland ⁵	11	16	61	77	81	94	72	83	39	48	66	76
Romania ⁴	34	40	73	89	81	96	63	85	22	35	61	76
Russian Fed.	3	4	9	9	67	64	10	10			64	76
Slovakia ⁴											70	84
Slovenia	11	16	68	76	92	96	59	85	16	28	51	65
Spain	26	31	58	68	59	94	36	91	20	59	35	64
Sweden	32	28	67	70	87	91	89	92	63	71	77	81
Switzerland ²	49	56	80	84	66	97	63	98	38	88	60	91
Turkey	..	..	..	..	..	..	..	..	..	..	34	82
Ukraine ¹	26	28	79	80	93	97	89	93		78	72	82
United Kingdom	64	64	71	84	74	93	75	90	55	64	71	85
United States	50	53	71	83	75	94	74	90	47	67	69	85
Yugoslavia ³	18	26	60	77	77	96	49	88	26	51	33	50

¹ 1989 ² 1990 ³ 1991 ⁴ 1992 ⁵ 1994

Bulgaria, Latvia: 55–59 years
Hungary: 25–39, 40–54, 55–59 years
Norway: 25–66 years
Russian Federation: 25–49, 50–54, 16(15)–54 years
United Kingdom: 55–59 years for women
Refers to Great Britain
Germany: 14–64 years
Refers to former FRG

Persons aged 16(15)–64 not economically active because of household work by country.

Around 1993

Numbers in 1 000's and sex distribution (%)

Country	Numbers in 1 000's		Sex distribution		Year
	Women	Men	Women	Men	
Austria	610	2	100	0	1993
Canada	260	18	94	6	1993
Croatia	326	0	100	0	1991
Cyprus	73	0	100	0	1992
Czech Republic	154	3	98	2	1993
Estonia	3	1	75	25	1989
Finland	108	5	96	4	1993
Iceland	6	0	100	0	1993
Kazakhstan	498	245	67	33	1989
Norway	187	4	98	2	1993
Poland	1297	40	97	3	1994
Romania	1355	46	97	3	1992
Russian Federation	3 089	338	90	10	1993
Slovakia	64	0	100	0	1993
Sweden	104	3	97	3	1993
Switzerland	628	3	100	0	1990
Turkey	8 992	0	100	0	1993
United States	14 584	291	98	2	1993

Canada: Main reason for leaving last job

Average working hours of persons of different ages by country 1992/1993

Number of hours actually worked per week and employee

Country	16-24		25-44		45-64		Persons with children		Year
	W	M	W	M	W	M	W	M	
Austria	36	37	33	38	32	38	30	38	1993
Belgium	34	38	32	39	31	39	..	..	1992
Canada	27	31	34	43	34	43	..	..	1993
Denmark	24	28	33	38	31	38	..	..	1992
France	35	39	35	41	34	41	..	..	1992
Germany	38	39	34	40	32	41	..	..	1992
Greece	40	41	37	41	37	40	..	..	1992
Iceland	27	37	31	49	31	46	28	47	1993
Ireland	36	39	33	41	30	40	..	..	1992
Italy	38	40	35	39	33	39	..	..	1992
Luxembourg	38	40	35	41	32	40	..	..	1992
Netherlands	23	26	24	35	20	35	..	..	1992
Norway	26	32	32	42	28	40	..	..	1993
Portugal	40	42	36	41	34	41	..	..	1992
Slovenia	43	42	38	42	37	41	..	..	1993
Spain	36	38	35	38	33	38	..	..	1992
Sweden	30	35	33	39	33	39	31	40	1993
Switzerland	34	36	29	42	26	43	21	43	1993
Turkey	39	49	39	48	37	47	..	..	1993
United Kingdom	31	36	29	43	27	41	..	..	1992
United States	31	34	37	44	37	44	..	..	1993

Unemployment rate by country 1980, 1990 and around 1993

Proportion (%) of all women/men in the labour force

Country	1980		1990		latest year		Year
	W	M	W	M	W	M	
Austria	3	1	4	3	5	4	1993
Belgium	21	10	11	5	11	6	1993
Canada	9	7	8	8	11	12	1993
Cyprus	3	2	3	2	4	2	1993
Czech Republic	..	..	1	1	5	3	1993
Denmark	8	7	11	8	14	11	1993
Estonia	..	..	..	..	54	46	1993
Finland	5	5	3	4	16	20	1993
France	..	..	12	7	14	11	1993
Germany	4	2	6	4	5	4	1991
Greece	..	..	13 ¹	5 ¹	16	7	1993
Hungary	..	..	..	..	10	13	1993
Iceland	..	..	3 ¹	2 ¹	6	5	1993
Italy	27	20	17	8	15	8	1993
Latvia	..	..	..	..	6	5	1993
Luxembourg	2	2	2	2	2	2	1990
Netherlands	7	3	11	5	11	6	1993
Norway	2	1	9	6	5	7	1993
Poland	..	..	..	..	16	13	1994
Republic of Moldova	..	..	..	..	63	37	1993
Romania	..	..	..	..	9	8	1992
Slovakia	..	..	1	1	12	13	1993
Slovenia	..	..	..	..	8	10	1993
Spain	13	11	24	12	29	19	1993
Sweden	2	2	2	2	7	10	1993
Switzerland	1	1	3	2	5	3	1993
Turkey	..	..	8	8	7	8	1993
United Kingdom	..	..	7	7	8	12	1993
United States	8	7	6	6	7	7	1993
Yugoslavia	..	..	..	..	30	18	1993

¹ 1991

Germany: Refers to former FRG

Members of parliament after the latest election 1994

Sex distribution (%)

Country	Women	Men	Year
Albania	6	94	1992
Andorra	4	96	1993
Armenia	3	97	1993
Austria	21	79	1993
Azerbaijan	2	98	1990
Belarus	3	97	1994
Belgium	9	91	1991
Bosnia and Herzegovina	5	95	1990
Bulgaria	13	87	1991
Canada	18	82	1993
Croatia	4	96	1993
Cyprus	4	96	1994
Czech Republic	10	90	1992
Denmark	34	66	1990
Estonia	14	86	1992
Finland	38	62	1991
France	6	94	1993
Georgia	6	94	1992
Germany	21	79	1990
Greece	6	94	1993
Hungary	11	89	1994
Iceland	24	76	1991
Ireland	12	88	1992
Israel	9	91	1992
Italy	15	85	1994
Kazakhstan	12	88	1994
Kyrgyzstan	8	92	1990
Latvia	15	85	1994
Liechtenstein	8	92	1993
Lithuania	7	93	1992
Luxembourg	20	80	1994
Malta	2	98	1992
Monaco	6	94	1993
Netherlands	31	69	1994
Norway	39	61	1993
Poland	13	87	1993
Portugal	9	91	1991
Republic of Moldova	5	95	1994
Romania	4	96	1992
Russian Federation	10	90	1993
San Marino	12	88	1993
Slovakia	18	82	1992
Slovenia	13	87	1992
Spain	14	86	1993
Sweden	40	60	1994
Switzerland	18	82	1991
TFYRM	4	96	1990
Turkey	2	98	1991
Turkmenistan	5	95	1990
Ukraine	4	96	1994
United Kingdom	10	90	1994
United States	11	89	1992
Uzbekistan	10	90	1990
Yugoslavia	3	97	1992

Source: United Nations, Economic and Social Council:
Women in Public Life and Governance 1994

**Daily smokers aged 15/16 years and over
by country around 1993**

Proportion (%) of all women/men within age

Country	Women	Men	Year
Cyprus	7	42	1989
Netherlands	11	15	1992
Italy	18	38	1991
Finland	19	30	1993
Austria	20	36	1991
Germany	21	22	1992
Spain	21	44	
Sweden	25	24	1993
Iceland	26	27	1994
Ireland	26	31	
United Kingdom	28	29	1992
Norway	36	38	1993
Denmark	39	46	1992

**Daily smokers aged 15/16–24 years and over
by country around 1993**

Proportion (%) of all women/men within age

Country	Women	Men	Year
Cyprus	4	29	1989
Netherlands	10	11	1992
Italy	18	31	1991
Iceland	20	22	1994
Sweden	20	14	1993
Finland	22	27	1993
Austria	23	36	1991
Germany	25	33	1992
Norway	29	32	1993
United Kingdom	32	35	1992
Spain	33	39	

Infant mortality by country 1992/1993

*Number of deaths during first year per 1 000
live born*

Country	Women	Men	Year
Austria	654	866	1992
Azerbaijan	2 591	3 113	
Belarus	16	23	1993
Belgium	690	1 011	1989
Bulgaria	1 296	1 761	
Canada	532	674	1992
Croatia	921	1 208	1992
Czech Republic	919	1 168	1991
Denmark	556	750	1992
Estonia	12	19	1993
Finland	453	590	1993
Germany	535	676	1992
Greece	793	899	1992
Hungary	1 112	1 372	1993
Iceland	451	506	1992
Ireland	561	730	
Italy	746	922	
Kyrgyzstan	2 803	3 749	1993
Latvia	1 411	1 755	1993
Lithuania	1 309	1 710	
Luxembourg	351	674	1993
Netherlands	530	719	1993
Norway	580	694	1991
Poland	1 174	1 483	1993
Republic of Moldova	1 579	2 103	
Romania	2 078	2 630	1993
Russian Federation	..	..	1993
Slovakia	314	465	
Slovenia	541	798	1993
Spain	620	759	
Sweden	450	583	1992
TFYRM	2 508	2 780	1991
Ukraine	1 233	1 738	
United Kingdom	571	732	1992
Yugoslavia	1 936	2 343	1992

TFYRM: The former Yugoslav Republic of Macedonia
United Kingdom: Refers to England and Wales

Annex 2

List of tables in country questionnaire

1. Population, by age 199.. (latest year, measured on month.....day.....)

Numbers in 1 000's

2. Population, by age 1950, 1990 and 2025

Numbers in 1 000's

3. Citizens of other countries residing in (your country), 199.. (latest year)

Proportion (%) of all women/men

4. Live births per 1 000 women 1970, 1980, 1990 and 199.. (latest year)

5. Live births per 1 000 women, by age of mother 199.. (latest year)

6. Total fertility rate 1970, 1980, 1990 and 199.. (latest year)

7. Life expectancy at birth 1970, 1980, 1990 and 199.. (latest year)

8. Life expectancy at five years of age 199.. (latest year)

9. Use of birth control 199.. (latest year)

Numbers in 1 000's and proportion (%) of all women/men

10. Legal abortions 1970, 1980, 1990 and 199.. (latest year)

Proportion (%) of live births

11. Laws on right to abortion

12. Average household size 1970, 1980, 1990 and 199.. (latest year)

Number of persons per private household

13. One-person households, by age 1970, 1980, 1990 and 199.. (latest year)

Proportion (%) of all private households

14. Households by type and number of children 0-15 years 199.. (latest year)

Percentage distribution and numbers in 1 000's (private households)

15. Individuals, by marital status and age 199.. (latest year)

Percentage distribution and numbers in 1 000's

16. Births to unmarried women 1970, 1980, 1990 and 199.. (latest year)

Proportion (%) of all births

17. Marriages, by previous marital status 1970, 1980, 1990 and 199.. (latest year)

Percentage distribution and numbers in 1 000's

- 18. Divorces per 1 000 married 1970, 1980, 1990 and 199.. (latest year)**
Number of divorces per 1 000 married couples
- 19. Persons aged 15 to 24, by type of living arrangements and age 199.. (latest year)**
Percentage distribution and numbers in 1 000's
- 20. Elderly persons, by type of living arrangements and age 199.. (latest year)**
Percentage distribution and numbers in 1 000's
- 21. Diseases, by cause and age 199.. (latest year)**
Proportion (%) of all women/men with diseases
- 22. Daily smokers, by age 199.. (latest year)**
Proportion (%) of all women/men within age
- 23. Consumption of selected medicines 199.. (latest year)**
Proportion (%) of all women/men within type
- 24. Death rates, by age and cause 199.. (latest year)**
Deaths per 100 000 of the standard population
- 25. Medical doctors, nurses, and health care workers 199.. (latest year)**
Numbers in 1 000's
- 26. Time use 19.... (latest year)**
Percentage distribution of time per week for different activities
- 27. Maternity/paternity leave 199.. (latest year)**
- 28. Pre-school children at day care centres and family day-care 199.. (latest year)**
Proportion (%) of all children within age
- 29. Children 7–10 years at municipal afterschool centres and family day-care 199.. (latest year)**
Proportion (%) of all children within age
- 30. Education, by level and age 199.. (latest year)**
Percentage distribution within age and numbers in 1 000's
- 31. Students, 20–29 years, in higher education 199.. (latest year)**
Number
- 32. Completed degrees in higher education 199.. (latest year)**
Number
- 33. Teachers, by level 199.. (latest year)**
Numbers in 1 000's and sex distribution
- 34. Economic activity rate (persons 16(15)–64) 1970, 1980, 1990 and 199.. (latest year)**
Proportion (%) of all women/men, within age, who are economically active
- 35. Economic activity rates, by age 199.. (latest year)**
Proportion (%) of all women/men, within age, who are economically active
- 36. Persons, 16(15)–64, not economically active, by reason 199.. (latest year)**
Numbers in 1 000's of all women/men not economically active
- 37. Economic activity rate for persons with children, 0–5(6) 1970,80, 90, and 199.. (latest year)**
Proportion (%) of all women/men with children 0–5(6) years

38. Employed persons 16(15)–64, by status of employment 199.. (latest year)

Numbers in 1 000's

39. Employees working part time 1970, 1980, 1990 and 199.. (latest year)

Numbers in 1 000's and proportion (%) of all employees

40. Employees with permanent/temporary contracts 199.. (latest year)

Percentage distribution of all employed

41. Employed in the 20 largest occupation in order 199.. (latest year)

Percentage distribution of occupation and sex distribution within occupation

42. Employed, by industry 199.. (latest year)

Numbers in 1 000's

43. Average working hours 199.. (latest year)

Number of hours actually worked per week and employee, within age or with children

44. Absence from work 199.. (latest year)

Percentage distribution by reason and proportion (%) of all employed women/men

45. Unemployment rate, by age 1980,1990 and 199.. (latest year)

Proportion (%) of all women/men, within age, in the labour force and numbers in 1 000's

46. Long-term unemployed 199.. (latest year)

Proportion (%) of all unemployed women/men within age and numbers in 1 000's

47. Wages in manufacturing 199.. (latest year)

Women's earnings in per cent of men's

48. Employed in manufacturing 199.. (latest year)

Numbers in thousands and sex-distribution within industry

49. Old-age pensioners ¹, by type of pension 199.. (latest year)

Proportion (%) of all old-age pensioners, women/men, within type

50. Members of parliament 199.. (latest year)

Number and sex distribution

51. Ministers 199.. (latest year)

Number and sex distribution

52. Voting in parliament elections, by age 199.. (latest year)

Proportion (%) of all women/men within age with right to vote

53. Members and elected officials in trade unions 199.. (latest year)

Proportion (%) of all women/men who are members and sex distribution of executive committee

54. Higher officials within public and private sector 199.. (latest year)

Number and sex distribution

55. Victims of homicide 199... (latest year)

Sex distribution

56. Criminal offences registered by the police 199... (latest year)

Number

57. Crimes with the highest conviction rates committed by women and men 199... (latest year)

Annex 3

List of gender statistics meetings and documents in the programme of work of the ECE Conference of European Statisticians, 1985-1995

During the past decade, the Conference of European Statisticians has convened five meetings on gender statistics, most of which were organized jointly with INSTRAW. The titles of these meetings and the documents which were considered at them are listed below. Interested readers may obtain further information by contacting the Documentation Assistant, Statistical Division, Economic Commission for Europe, Palais des Nations, 1211 Geneva 10, Switzerland (telefax No. 41 22 917.00.40)

Symbol	Title	Prepared by
Joint ECE/ INSTRAW Meeting on Statistics and Indicators on the Role and Situation of Women, Geneva, 11-14 March 1985		
CES/AC.60/1 INSTRAW/AC.2/1	Provisional agenda	
CES/AC.60/2 INSTRAW/AC.2/2	Key issues in the improvement of statistics and indicators on the situation of Women in the ECE Region	UN Statistical Office and INSTRAW
CES/AC.60/3 INSTRAW/AC.2/3	Experiences with sample surveys to get additional and improved statistics on the role and situation of Women	Inge Gross Central Statistical Office Austria
CES/AC.60/4 INSTRAW/AC.2/4	Experiences and emerging issues in the use of censuses, surveys and administrative records for obtaining statistics and indicators on the role and situation of Women - The case of Canada	D.A. Worton Statistics Canada
CES/AC.60/5 INSTRAW/AC.2/5	Experiences in building up statistics on the role and situation of Women in the field of their economic activity	The Federal Statistical Office of Czechoslovakia
CES/AC.60/6 INSTRAW/AC.2/6	Statistical description of equality between Men and Women in Finland: Experiences about compiling three statistical compendiums	Eeva-Sisko Veikkola Central Statistical Office Finland
CES/AC.60/7 INSTRAW/AC.2/7	Statistics on Women in the labour force and related topics: What do we need to know?	John Blackwell Employment Equality Agency Ireland
CES/AC.60/8 INSTRAW/AC.2/8 + Corr.1	Women living alone	Grazia Arangio-Ruiz Central Institute of Statistics Italy

Symbol	Title	Prepared by
CES/AC.60/9 INSTRAW/AC.2/9	Statistical information on the role and position of Women in the Netherlands	C. Oudijk Social and Cultural Planning Office and J. Oudhof Central Bureau of Statistics Netherlands
CES/AC.60/10 INSTRAW/AC.2/10	Equality statistics: Swedish needs analysis and efforts to identify and solve problems	Birgitta Hedman and Christina Österberg Statistics Sweden
CES/AC.60/11 INSTRAW/AC.2/11	The system of statistical indicators on the situation of Women in the USSR	The Central Statistical Board, USSR
CES/AC.60/12 INSTRAW/AC.2/12	A regression analysis of the level of salary 1983 and of the increase of salary 1977-1982 at Statistics Sweden	Harry Lütjohann Statistics Sweden
CES/AC.60/13 INSTRAW/AC.2/13	Recent and planned improvements in Canadian statistics and indicators relating to the role and situation of Women	D.A. Worton Statistics Canada
CES/AC.60/14 INSTRAW/AC.2/14	Exploring and studying the role and situation of Women in society with the help of statistical indicators	Hungarian Central Statistical Office
CES/AC.60/15 INSTRAW/AC.2/15	Development of an international data base on the situation of Women using micro-computer technology	United Nations Statistical Office
CES/AC.60/16 INSTRAW/AC.2/16	Information on the results of the seminar on the economic role of Women in the ECE region	ECE Statistical Division
CES/AC.60/17 INSTRAW/AC.2/17	INSTRAW activities in the field of statistics and indicators on Women	The United Nations International Research and Training Institute for the Advancement of Women (INSTRAW)
CES/AC.60/18 INSTRAW/AC.2/18	Changes in the social and economic status of Women in Great Britain, 1971-81	Ian Rawlins Equal Opportunities Commission Great Britain
CES/AC.60/19 INSTRAW/AC.2/19	Improvements in statistics for learning about the situation of Women in France during the United Nations Decade for Women 1975-1985	A. Fouquet French National Institute for Statistics and Economic Studies (INSEE)

Symbol	Title	Prepared by
CES/AC.60/20 INSTRAW/AC.2/20	Statistics and indicators on the role and situation of Women	M. Huet Ministry of Women's Rights, INSEE
CES/AC.60/21 INSTRAW/AC.2/21	Socio-economic statistics and indicators on the situation of Women in Turkey	I. Bircan State Planning Organization Turkey
CES/AC.60/22 INSTRAW/AC.2/22	Data sources on the role and situation of Women in Turkey and Turkey's experience in collecting data	The State Statistical Institute of Turkey
CES/AC.60/23 INSTRAW/AC.2/23	An extended framework for analysis of inequalities	Pavle Sicherl University of Ljubljana and Yugoslav Center for Self-Management Ljubljana, Yugoslavia
CES/AC.60/24 INSTRAW/AC.2/24	Report of the March 1985 meeting	ECE secretariat
Informal Meeting on Statistics and Indicators on Women, Geneva, 18-20 May 1987		
Working Paper No. 1	Provisional agenda	ECE secretariat
Working Paper No. 2	Time use studies as information sources on the position of Women: Finnish experiences	Eeva-Sisko Veikkola Central Statistical Office Finland
Working Paper No. 3	The way of life and the time budget of Hungarian Women	R. Kulcsár Hungarian Central Statistical Office
Working Paper No. 4	Time use surveys in Norway	S. Lingsom Institute of Applied Social Research, Central Bureau Statistics of Norway
Working Paper No. 5	The married woman and the distribution of income	B. Grubben Netherlands Central Bureau of Statistics
Working Paper No. 6	Measuring and valuing women's participation in the informal sector of the economy	Lourdes Urdaneta-Ferrán Consultant to INSTRAW and the Statistical Office United Nations Secretariat
Working Paper No. 7	Measuring Women's contribution to household income: Conceptual and methodological problems	INSTRAW
Working Paper No. 8	Estimating the economic value of domestic and related activities	L. Goldschmidt-Clermont, Consultant, Employment and Development Department, ILO
Working Paper No. 9	Contributions from France to the documentation for the meeting	INSEE

Symbol	Title	Prepared by
Working Paper No. 10	Possible future work by the Conference of European Statisticians on Statistics and Indicators on Women	ECE secretariat
Working Paper No. 11	Overview of recent Canadian initiatives for data on Women	Janet Hagey Housing, Family and Social Statistics Division Statistics Canada
Working Paper No. 12	Some Swedish experiences with time use studies	Christina Österberg Statistics Sweden
Working Paper No. 13	Summary of the most important results from the time budget survey 1975-1980 in the Netherlands	Wim Knulst and Leo Schoonderwoerd Social en Cultureel Planbureau
	First results from the time budget survey 1985	Social en Cultureel Planbureau/Statsuitgeverij, 's-Gravenhage
	Time budget of single parents; time budget surveys 1980 and 1985	Marioline van Delft and Marry Niphuis-Nell Social en Cultureel Planbureau
Working Paper No. 14	Indicators for Equality of Women and Men in the Nordic Countries	Statistics Sweden
CES/599	Report of the May 1987 Work Session	ECE secretariat
Second ECE/ INSTRAW Joint Meeting on Statistics of Women, Geneva, 13-16 November 1989		
CES/AC.60/25 INSTRAW/AC.2/25	Provisional agenda	ECE secretariat
CES/AC.60/26 INSTRAW/AC.2/26	Underestimation of Women's participation in the labour force or new forms of inequality between Men and Women in the labour market?	Olivier Marchand INSEE France
CES/AC.60/27 INSTRAW/AC.2/27 + Corr.1	Work and activities: How to measure them	Grazia Arangio-Ruiz Italian Central Institute of Statistics (ISTAT)
CES/AC.60/28 INSTRAW/AC.2/28	Women at work in Europe: The potential and pitfalls of using published statistics	Angela Dale City University and Judith Glover University of Surrey Department of Employment of the United Kingdom
CES/AC.60/29 INSTRAW/AC.2/29	Labor force participation of Women in the United States: Trends, comparisons and current research	Deborah Klein Department of Labor United States

Symbol	Title	Prepared by
CES/AC.60/30 INSTRAW/AC.2/30	Women in economic activity	A. Mata Bureau of Statistics International Labour Office
CES/AC.60/31* INSTRAW/AC.2/31	Measurement of labour inputs in domestic/household informal and related activities and the valuation of their outputs	France
CES/AC.60/32 INSTRAW/AC.2/32	Household production and national accounts	Heinrich Lützel Federal Statistical Office Federal Republic of Germany
CES/AC.60/33 INSTRAW/AC.2/33	Survey of Informal Carers, Great Britain	Hazel Green Office of Population Censuses and Surveys United Kingdom
CES/AC.60/34 INSTRAW/AC.2/34	Valuing domestic activities	L. Goldschmidt-Clermont, Consultant, Bureau of Statistics International Labour Office
CES/AC.60/35 INSTRAW/AC.2/35	Statistics on Women and the Nairobi forward-looking strategies	Eeva-Sisko Veikkola Central Statistical Office Finland
CES/AC.60/36 INSTRAW/AC.2/36	Statistics required for the implementation of the forward-looking strategies	France
CES/AC.60/37 INSTRAW/AC.2/37	Women and Men in the Nordic countries: Facts on equal opportunities	Birgitta Hedman Statistics Sweden
CES/AC.60/38 INSTRAW/AC.2/38	Indicators of the social status of Women in Switzerland: Disparities and Perspectives	Heinz Gilomen and Raúl Suárez de Miguel Swiss Federal Bureau of Statistics Switzerland
CES/AC.60/39 INSTRAW/AC.2/39	Organization of the statistical study of the situation of Women in the USSR and improvement in its methodology	The USSR State Committee on Statistics
CES/AC.60/40 INSTRAW/AC.2/40	Measuring Women's work	INSTRAW and the UN Statistical Office
CES/AC.60/41 INSTRAW/AC.2/41	ECE project on time-use of Women	ECE secretariat
CES/AC.60/42 INSTRAW/AC.2/42	How partners spend their time: A comparative study on time use by Men and Women	Ineke A.L. Stoop and J. Oudholf Netherlands Central Bureau of Statistics

Symbol	Title	Prepared by
CES/AC.60/43 INSTRAW/AC.2/43	Statistics and Indicators on the role and situation of Women and Men. The Swedish approach	Birgitta Hedman Equal Opportunity Statistics Statistics Sweden
CES/AC.60/44 INSTRAW/AC.2/44	Measuring household production: Conceptual issues and results for France	Ann Chadeau Maître de Conférences Université de Paris V Consultant to INSTRAW
CES/AC.60/45 INSTRAW/AC.2/45	Report of the November 1989 meeting	ECE secretariat
Work Session on Statistics of Women, Geneva, 27-29 April 1992		
Working Paper No. 1	Provisional agenda	ECE secretariat
Working Paper No. 2	Planned future ECE statistical publication on Women and Men in countries in the ECE region	ECE secretariat
Working Paper No. 3	Statistics on Women and Men in the Nordic Countries: Deficiencies and proposals for improvements	Statistics Sweden (on behalf of the Nordic Committee for Equal Opportunity Statistics)
Working Paper No. 4	Women in the European Community: A statistical portrait	Bettina Knauth Eurostat
Working Paper No. 5	The content and organization of the Austrian time use survey	Inge Gross Austrian Central Statistical Office
Working Paper No. 6	The 1991/1992 time budget survey of the Federal Republic of Germany: Objectives and background	Statistisches Bundesamt
Working Paper No. 7	Leisure time by sex and employment status	Jeanet Exel Central Bureau of Statistics of the Netherlands
Working Paper No. 8	The 1990/91 Swedish time use survey	Klas Rydestam Statistics Sweden
Working Paper No. 9	Women in Lithuania: A statistical survey	M. Karaliene Department of Statistics Lithuania
Working Paper No. 10	Social, occupational and material status of Polish Women in the years 1980-1991	Maria Daszynska Central Statistical Office Poland
Working Paper No. 11	Sources of data on Women entrepreneurs in the United States and the companies they own	John A. Dodds and Donna B. McCutcheon Bureau of the Census United States

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Working Paper No. 12	Study of professional opportunities for graduates with particular emphasis on Women and the southern labour force	Grazia Arangio-Ruiz and Mario Greco National Institute of Statistics of Italy
Working Paper No. 13	Lone mothers and the labour market: Evidence from the labour force survey in Great Britain	Richard Bartholomew, Angelika Hibbett and Judith Sidaway Employment Department United Kingdom
Working Paper No. 14	A study of wage differentials between Men and Women in Finland in 1985	Eeva-Sisko Veikkola Central Statistical Office Finland
Working Paper No. 15	Measuring unpaid work: The Canadian experience	Judith Frederick, Douglas Norris and Ghislaine Villeneuve Statistics Canada
Working Paper No. 16	Classifications of activities for use in compiling and presenting time-use survey data	ECE secretariat
Working Paper No. 17	The New Zealand time use pilot survey, 1990	New Zealand Department of Statistics
Working Paper No. 18	Women in New Zealand	New Zealand Department of Statistics
Working Paper No. 19	Development of time-use studies and valuation of unpaid contribution to social and economic development	INSTRAW and UN Statistical Office
Working Paper No. 20	Describing elderly Women's economic activity and labour force participation using available statistics and indicators	INSTRAW and UN Statistical Office
CES/730	Report of the April 1992 Work Session	ECE secretariat
Work Session on Statistics of Women, Geneva, 6-8 March 1995		
Working Paper No. 1	Provisional agenda	ECE secretariat
Working Paper No. 2	Salaries at the Top - A study of Salaries for Women and Men at Higher Managerial Positions in Private and Public Sector in Sweden	Birgitta Hedman Statistics Sweden
Working Paper No. 3	Différences professionnelles et de rémunération entre les hommes et les femmes; position occupée dans l'administration publique et représentation politique	Didier Froidevaux Federal Statistical Office Switzerland

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Working Paper No. 4	Women in powerful positions - The case of Norway	Randi Kjeldstad Statistics Norway
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Working Paper No. 8	The boundaries of economic activity: An application of 1993 SNA principles	William Chandler, Tara Gray and Chris Jackson Statistics Canada
Working Paper No. 9	Currently available statistical measures of male-female occupational and pay differences	Raj J. Chawla (comments and suggestions from Ian D. Macredie) Statistics Canada
Working Paper No. 10	Utility of integration of data for paid work and unpaid work of economic value - The case of female managers	Leroy O. Stone (with the help of Susan Fletcher) Statistics Canada
Working Paper No. 11	Gender differences in private-sector managerial positions in Finland	Eeva-Sisko Veikkola Statistics Finland
Working Paper No. 12	A statistical system on household production and consumption	Klas Rydenstam and Anders Wadeskog Statistics Sweden
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Working Paper No. 16	Measuring unpaid work in the harmonised European time use survey	Iiris Niemi Eurostat
Working Paper No. 17	Time use survey 1992: The valuation of unpaid work	Austrian Central Statistical Office

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Working Paper No. 18	Lithuanian Women and family: Changes in size and composition of female population	V. Eidukiene Lithuanian Department of Statistics
Working Paper No. 19	Information on the forthcoming ECE-Eurostat-INSTRAW-Statistics Sweden joint publication on statistics of Women	Birgitta Hedman Statistics Sweden
Working Paper No. 20	Gender, occupational segregation, overeducation and wages in the Netherlands	Bart F.M. Bakker and Jeroen W. Winkels Statistics Netherlands and Kea G. Tijdens University of Amsterdam
Working Paper No. 21	Value of household production in Germany in 1992	Dieter Schäfer and Norbert Schwarz Federal Statistical Office of Germany
Working Paper No. 22	Measuring household production in an input-output framework: The Norwegian experience	Iulie Aslaksen and Hanne A. Gravingsmyhr Statistics Norway
Working Paper No. 23	Gender differences in labour market in Slovenia	Irena Križman (comments and suggestions from Tomaž Smrekar, Irena Drmaž and Ms. Metka Zaletel) Statistical Office of the Republic of Slovenia
Working Paper No. 24	Calculating the value of household production in Finland in 1990 - The input-output table	Marjut Vihavainen Statistics Finland
Working Paper No. 25	Statistics on (un)employment of Women in the The former Yugoslav Republic of Macedonia	Statistical Office of The former Yugoslav Republic of Macedonia
CES/1995/R.14	Report of the March 1995 Work Session	ECE secretariat

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