

PROMOTING GENDER EQUALITY IN THE WESTERN BALKANS

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Program Goals

- ✓ Promoting gender equality by strengthening the knowledge base and evidence on gender disparities.
- ✓ Creating an evidence base for policy design for government, donor and civil society interventions
- ✓ Understanding the underlying constraints from markets, formal institution and household-level to women's access to economic opportunities.
 - ❑ Country focus: Bosnia and Herzegovina, Kosovo, Macedonia, and Serbia
 - ❑ Implementation: Partnership with relevant country stakeholders

Actions to Promote Gender Equality

Three areas for action:

- ✓ Creating Knowledge
- ✓ Innovating
- ✓ Facilitating Knowledge Sharing

Actions at 6 different levels:

- ✓ Regional analyses
- ✓ Country-specific analyses
- ✓ New data collection
- ✓ Piloting and/or evaluating interventions
- ✓ Conferences and workshops
- ✓ Networks

Actions to Promote Gender Equality: Regional Work

Creating Knowledge	Innovating	Facilitating Knowledge Sharing
Research on productivity losses from labor market gender inequalities	<i>Greater than Leadership Training</i> in the Western Balkans for private and public collaboration to increase women's economic opportunities (Budva, June 2014)	'What works for women in the Western Balkans': compendium of interventions on women's economic empowerment
Child/elderly care demand and supply assessment		Regional conference on <i>Investing in Women's Employment in the Western Balkans</i> (Belgrade, Serbia, May, 2014)

Actions to Promote Gender Equality: Country Level Work

Creating Knowledge	Innovating
<p>Skills Toward Employment and Productivity (STEP) Measurement Study</p> <ul style="list-style-type: none">- Serbia- Kosovo	<p>Macedonia: Changing students Mindsets - Socio-emotional skills pilot</p>
	<p>Bosnia and Herzegovina: Jobs and economic mobility, a qualitative study</p>

Results

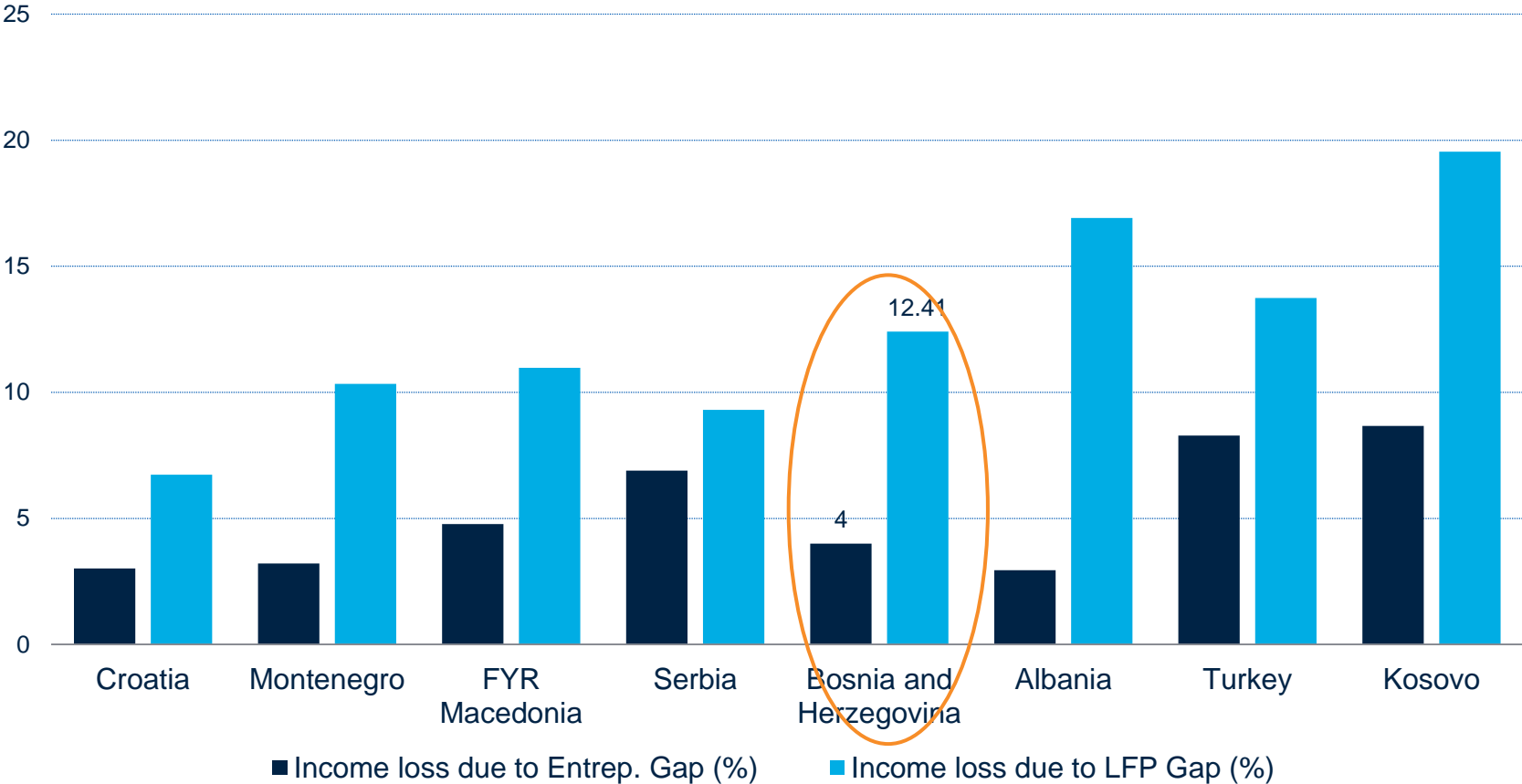
(what have we learned to date)

Cost of Labor Market Gender Gaps

- Macroeconomic model to examine the quantitative effects of gender gaps on aggregate productivity and income per capita
- Using the model proposed in Cuberes and Teignier (2014) where:
 - Agents (men and women) choose between being workers, self-employed or employers
 - Women face several restrictions in the labor market (segregation, exclusion, lower wages).
 - If a qualified woman does not participate, the outcomes of whoever takes her place are lower

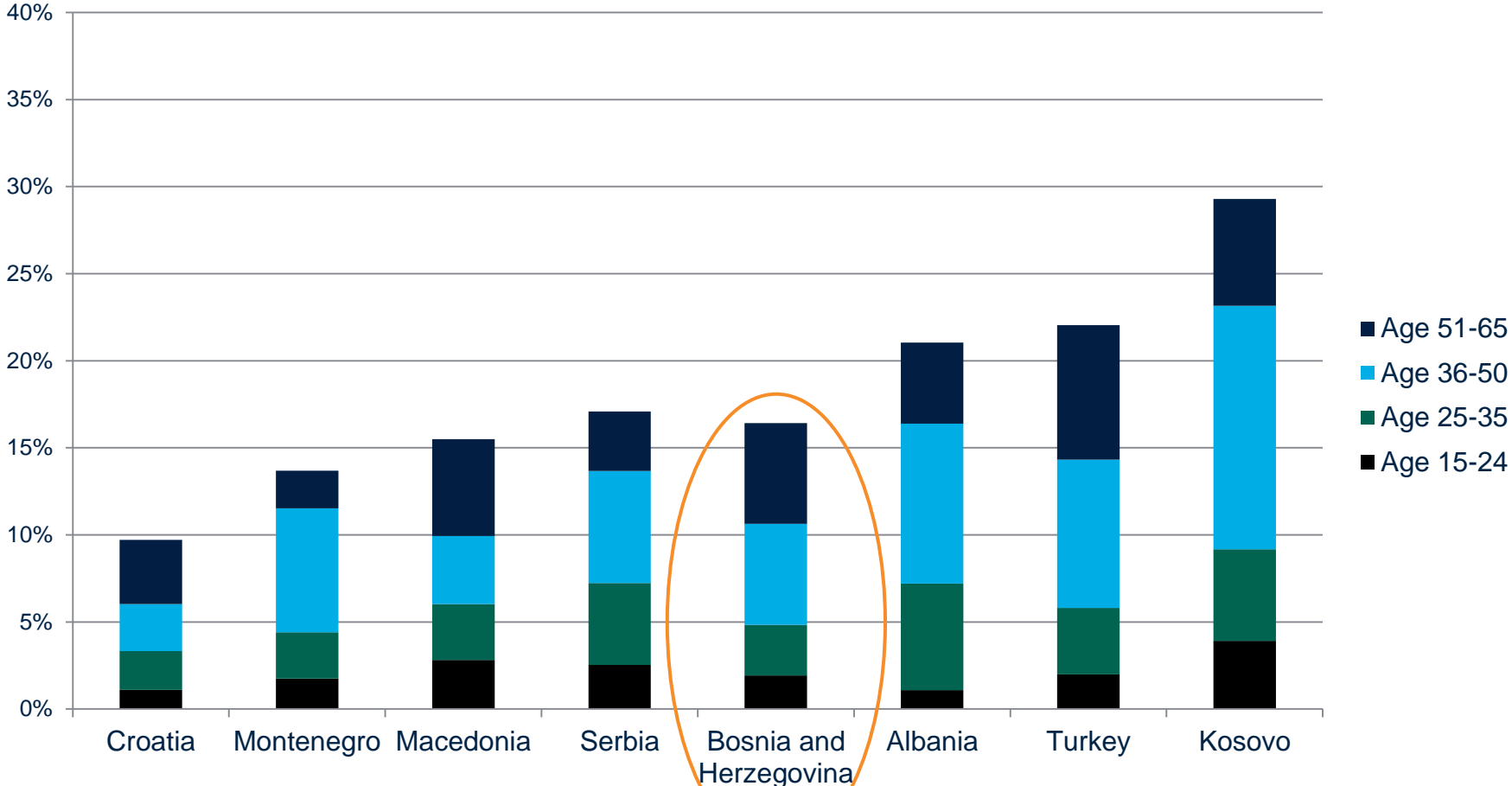
Cost of Labor Market Gender Gaps

Total Income Loss from Gender Gaps (2012)



Cost of Labor Market Gender Gaps: Affect women in their most productive years

Total Income Loss from Gender Gaps by Age Group



Greater Than Leadership Training

Why? Consultations revealed that there are:

- Gender inequalities in the labor market
- Limited dialogue between those working on gender and those working on labor
- Obstacles to incorporating gender into broader reforms and policies

What? The training therefore focused on:

- Gender equality in employment
- Collaboration between gender agencies, labor ministries, and the private sector
- Non-cognitive/ social emotional skills, including problem solving and building support for a reform

Greater Than Leadership Training

- **Bosnia and Herzegovina:** Help 3 companies with at least 50 employees implement gender equality principles in their operations and recruitment
- **Kosovo:** Establish a program to employ 100 female university graduates in the private sector
- **Macedonia:** Establish a program to motivate women entrepreneurs in non-traditional sectors
- **Serbia:** Support 6 companies in drafting and implementing their action plans to comply with the gender equality law

Greater Than Leadership Training: BiH

Problem: Low female labor force participation. Low female employment in the private sector. Low rates of private company compliance with the Gender Equality Law.

Reform: Create a system to help private companies comply with the Gender Equality Law in operations and recruitment.

Goal: Help 3 companies with at least 50 employees implement gender equality principles in their operations and recruitment

Team members from:

- Agency for Labor and Employment, Bosnia and Herzegovina
- BH Women Initiative Foundation
- Gender Agency of Bosnia and Herzegovina
- Gender Center of the Federation BH
- Gender Center of Republika Srpska
- Secretary of the Council for Women Entrepreneurship, Regional Chamber of Commerce from Banja Luka

What Works for Women

Why? Consultations revealed no holistic knowledge on what is being done on gender

What Works for Women therefore is a review of programs that:

- ✓ Focus on improving women's access to economic opportunities
- ✓ Have been implemented since 2005
- ✓ Have at least 25 beneficiaries

Researchers in each country documented program objectives, methods, and results for 181 programs in order to find out what works

What Works for Women: Findings

TYPE OF INTERVENTIONS

Projects combine multiple interventions. Most frequently:

- 115 training
- 35 grants
- 22 networking
- 14 business capacity building
- 12 mentoring
- 9 loans

ECONOMIC SECTORS

50%+ of projects are not sector specific, when so, focus was:

- 39 in agriculture
- 16 in tourism
- 14 in crafts
- 10 in textile

87% of projects are funded or implemented by an international donor

What Works for Women: Findings

Country	Number of Projects	Documented methods	Impact evaluations	Other results or monitoring
Bosnia and Herzegovina	70	46%	0%	94%
Kosovo	42	74%	0%	83%
Macedonia	35	80%	0%	71%
Serbia	33	42%	0%	73%
Total	181	58%	0%	83%

What Works for Women: BiH

What is being done?

- Largest concentration of programs is in trainings (81%)
- 37% of projects target entrepreneurship
- 36% of projects are for all sectors and 27% are in agriculture
- 74% of projects have demographic targets (e.g. unemployed, marginalized)
- 99% of projects are funded by an international donor
- 67% of projects are implemented by Bosnian NGO's

Do we know if they work?

- No impact evaluations
- Project information is not easily accessible
- 65% of projects report some form of monitoring

What Works for Women: BiH

Only one project provided a research paper that resembled an impact evaluation (but it still was not an impact evaluation)

- **Project:** Economic empowerment of women in Bosnia and Herzegovina; funded by CARE Norway, ADA, and Oak Foundation; implemented by CARE International and local NGO's; 2011-ongoing
- **Objective:** To economically empower vulnerable women through the development of different skills and knowledge and through ensuring their economic sustainability and participation
- **Delivery:** Workshops were held with beneficiaries on: deciding to start a business, market analysis, starting the business, and marketing and promotion. Practical exercises were adapted to the participants with low levels of education.
- **Evaluation carried out during the project revealed that:**
 - 98% of launched businesses are still active
 - 91% of beneficiaries believe that the business they started with the project would be officially registered and expanded
 - 82% said they felt that they had more freedom
 - First women's cooperative in agriculture in BiH was opened

Economic Mobility, Jobs and Gender: BiH

- Qualitative research via focus group discussions and semi-structured interviews to assess men and women's perceptions of:
 - Economic mobility
 - Access to labor market and entrepreneurship opportunities
 - Impact of selected labor market policies

Economic Mobility, Jobs and Gender: BiH

Communities	Community Profile:		Number of FG participants:					
	Location	Wellbeing	working women	working men	non working women	non working men	young women	young men
Suburb of Sarajevo	Urban	Worse-off	10	9	8	8	9	9
Suburb of Vitez	Urban	Better-off	9	8	9	9	11	9
Suburb of Foca	Urban	Better-off	11	10	10	10	10	10
Village in the Kakanj Municipality	Rural	Better-off	10	10	11	9	9	10
Village in Tuzla Municipality	Rural	Worse-off	10	10	9	10	10	10
Village in Doboј Municipality	Rural	Worse-off	10	10	10	10	10	10
TOTAL BOSNIA AND HERZEGOVINA			60	57	57	56	59	58

Economic Mobility, Jobs and Gender: BiH

- Jobs are widely perceived as key for moving out of poverty and into the middle class, but women and men alike report that finding a job is perceived to be difficult due to a **lack of jobs and opaque hiring practices**.
- Women are limited by conservative social norms (e.g. those surrounding domestic responsibilities and childcare), which prevent them from participating fully in the labor market. Both men and women appear to have internalized these norms, with some respondents complaining that women are not motivated to change the status quo. As a result, **discrimination against women during hiring processes appears to be common and generally accepted**.
- **Entrepreneurship is not generally seen as a route out of poverty**, as barriers to starting a business are relatively high. Lack of capital is one of the greatest limitations to entrepreneurship; particularly for the unemployed.

Childcare and Eldercare Supply and Demand Assessment

Objective:

Investigate the status of childcare and eldercare services in the region, particularly with regard to accessibility, affordability, and quality

Focus:

- Care needs of families with children and/or elderly household members, and the barriers they face in accessing care services
- Potential interaction between care services and female labor force participation and productivity

What is included in the assessment?

	Definition used	Providers included	Providers excluded
Childcare	Care for children younger than primary school age, or care after-school for older children. Age focus: 0-6	Daycare, kindergarten, and preschool, other services on the same group. Intermediaries for paid care at home	Live-in centers, schools
Eldercare	Care for aging adults	Daycare, long-term care, permanent care and living facilities, and social clubs which are run by an administrator	Primarily focused on medical needs (hospitals)

Scope of the Study

Analysis	Methods	Target Area
Supply assessment	Mixed methods survey of: <ul style="list-style-type: none"> • Childcare providers • Eldercare providers • Care intermediaries 	In each country we selected: <ul style="list-style-type: none"> • 1 rural area • 1 small city • 1 neighborhood in the largest urban area In Bosnia and Herzegovina, we selected 2 rural areas, 2 small cities, and 2 neighborhoods in urban areas.
Demand assessment	<ul style="list-style-type: none"> • Household Quantitative Survey using Individual Questionnaires • Focus Group Discussions using Qualitative Guides 	Same as the supply assessment, except that no rural areas were included in the demand assessment in Bosnia and Herzegovina.

Supply Assessment: Number of Care Providers

	Rural	Small City	Urban	Total
Bosnia and Herzegovina	5	4	4	13
Kosovo	0	1	14	15
Macedonia	2	4	18	24
Serbia	3	5	17	25
Armenia	0	10	21	31
Kyrgyzstan	1	3	22	26
Ukraine	1	21	21	43
Total	12	48	117	177

Demand Assessment: Interviews and Focus Groups

	Rural		Small City		Urban		Total	
	Interv.	FGDs	Interv.	FGDs	Interv.	FGDs	Interv.	FGDs
Bosnia and Herzegovina	--	0	68	6	39	6	107	12
Kosovo	36	3	32	3	34	3	102	9
Macedonia	27	3	42	3	34	3	103	9
Serbia	36	3	36	3	36	3	108	9
Armenia	36	3	40	3	45	3	121	9
Kyrgyzstan	30	3	31	3	33	3	94	9
Ukraine	29	3	34	3	36	3	99	9
Total	194	18	283	24	257	24	734	66

Childcare providers are overwhelmingly public

	Number of Public Providers	Number of Private Providers	Total Providers
Bosnia and Herzegovina	2	6	8
Kosovo	6	3	9
Serbia	9	4	13
Macedonia	15	1	16
Kyrgyzstan	6	13	19
Armenia	0	26	26
Ukraine	28	3	31
Total	66	56	122

The supply of childcare providers in rural areas is tiny to non-existent

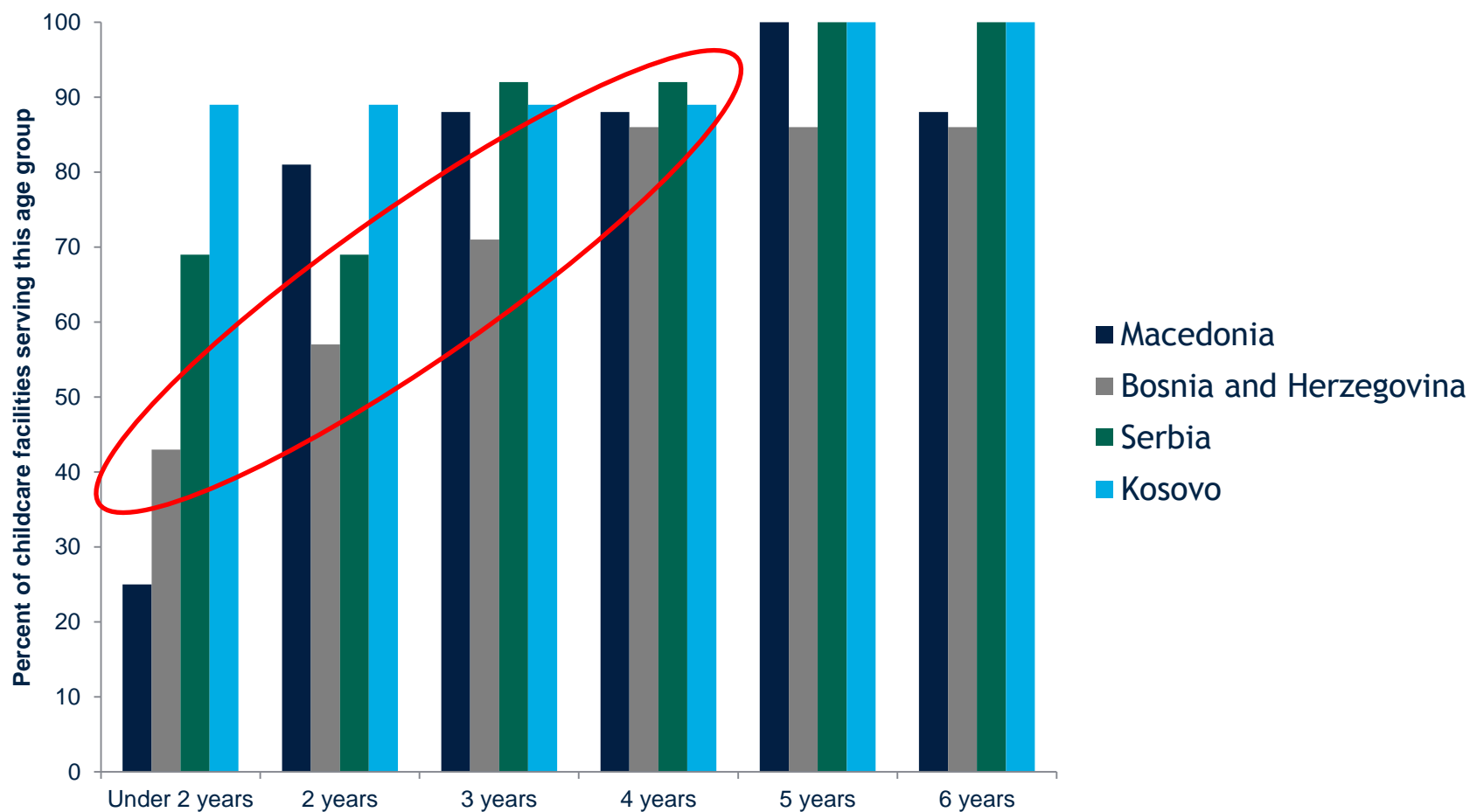
	Urban			Small City			Rural		
	Number of providers	Total children served	Avg children served per provider	Number of providers	Total children served	Avg children served per provider	Number of providers	Total children served	Avg children served per provider
Bosnia and Herzegovina	2	440	220	3	180	60	3	270	90
Kosovo	8	1040	130	1	80	80	0	0	0
Macedonia	13	2375	183	2	345	173	1	120	120
Serbia	6	1323	221	5	681	136	2	136	68
Armenia	16	2301	144	10	1126	113	0	0	0
Kyrgyzstan	19	1791	94	0	0	0	0	0	0
Ukraine	16	2299	144	14	2138	153	1	30	30

Most childcare providers have 3 to 6 different age groups

Average Number of Age Groups Available in Each Childcare Facility

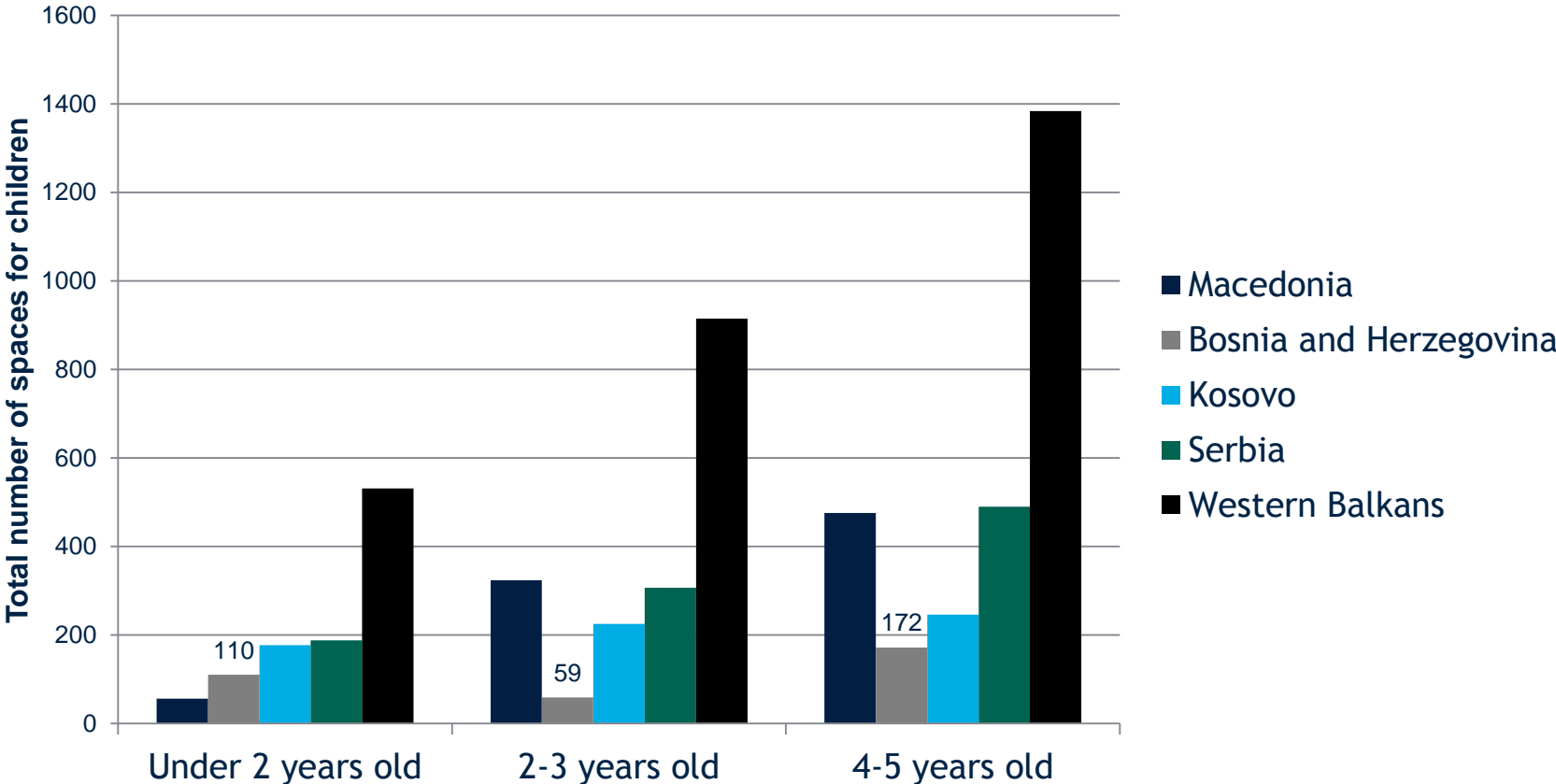
	Urban	Small City	Rural	Overall
Bosnia and Herzegovina	6	2	3	4
Kosovo	5	5	--	5
Macedonia	9	20	6	10
Serbia	5	4	3	5
Armenia	4	4	--	4
Kyrgyzstan	4	--	--	4
Ukraine	5	6	2	5
Total	5	6	3	5

Service providers are focused on older children

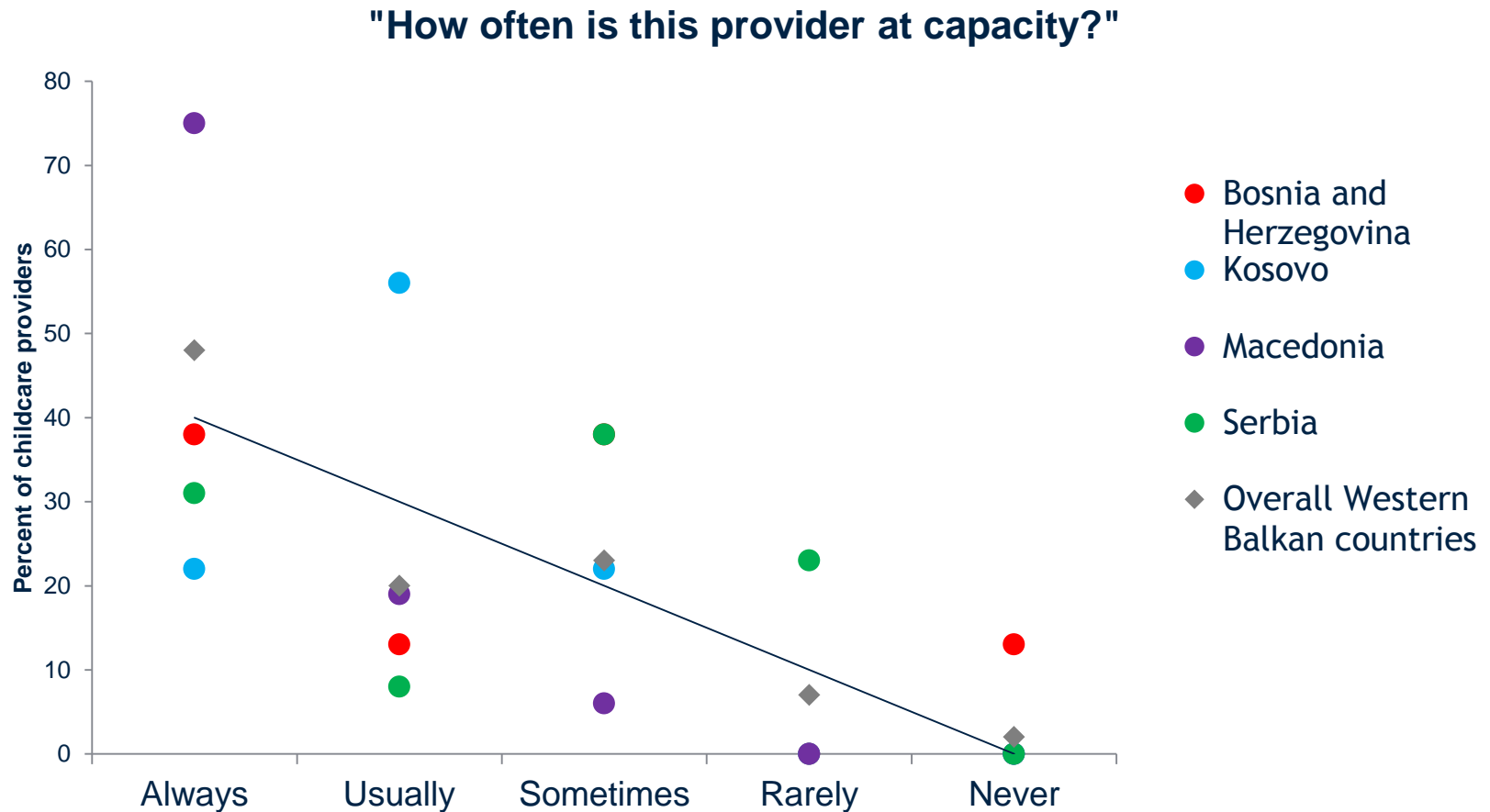


This translates to fewer spaces available for younger children in childcare facilities

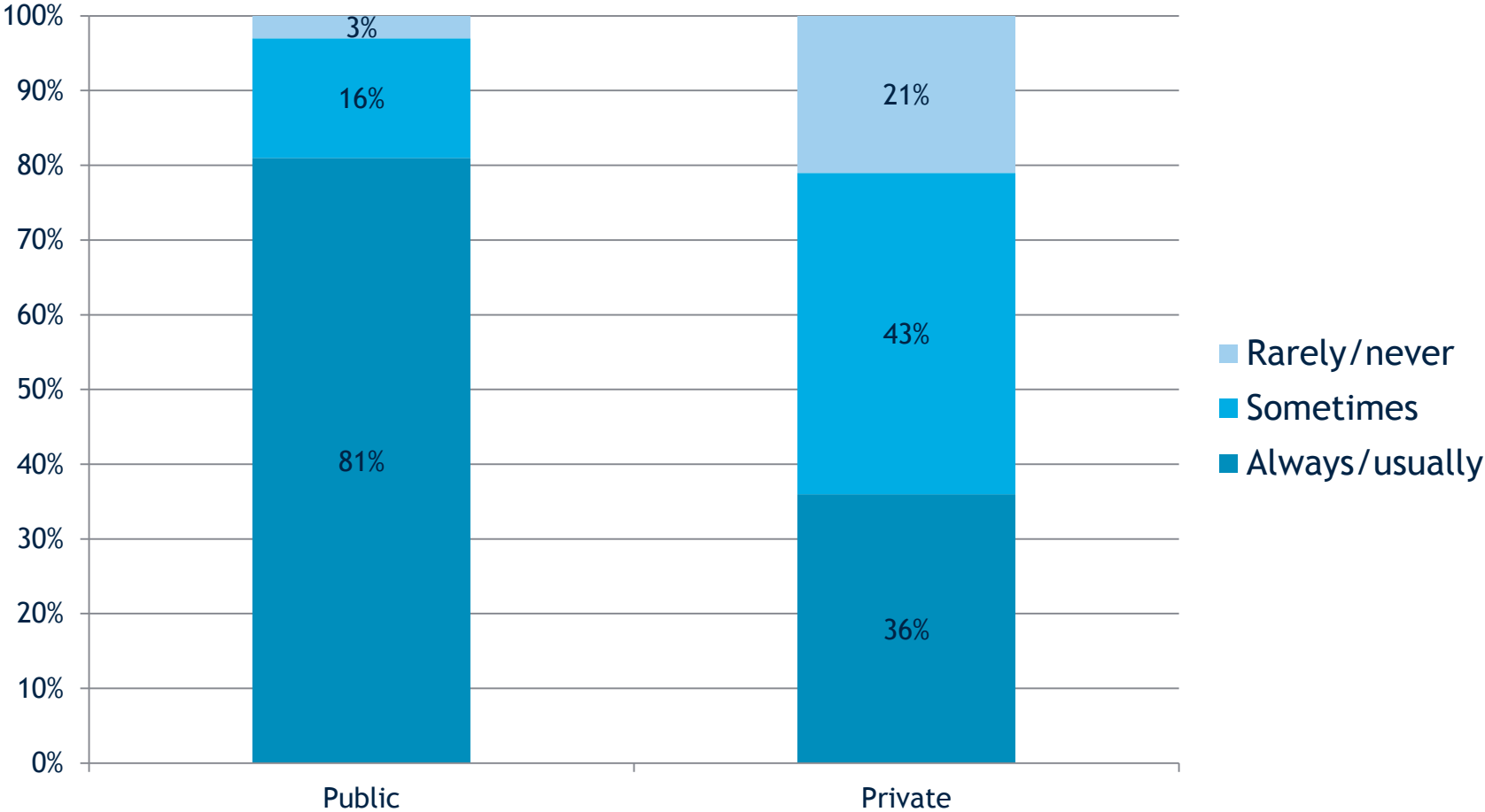
Total number of spaces available by children's age



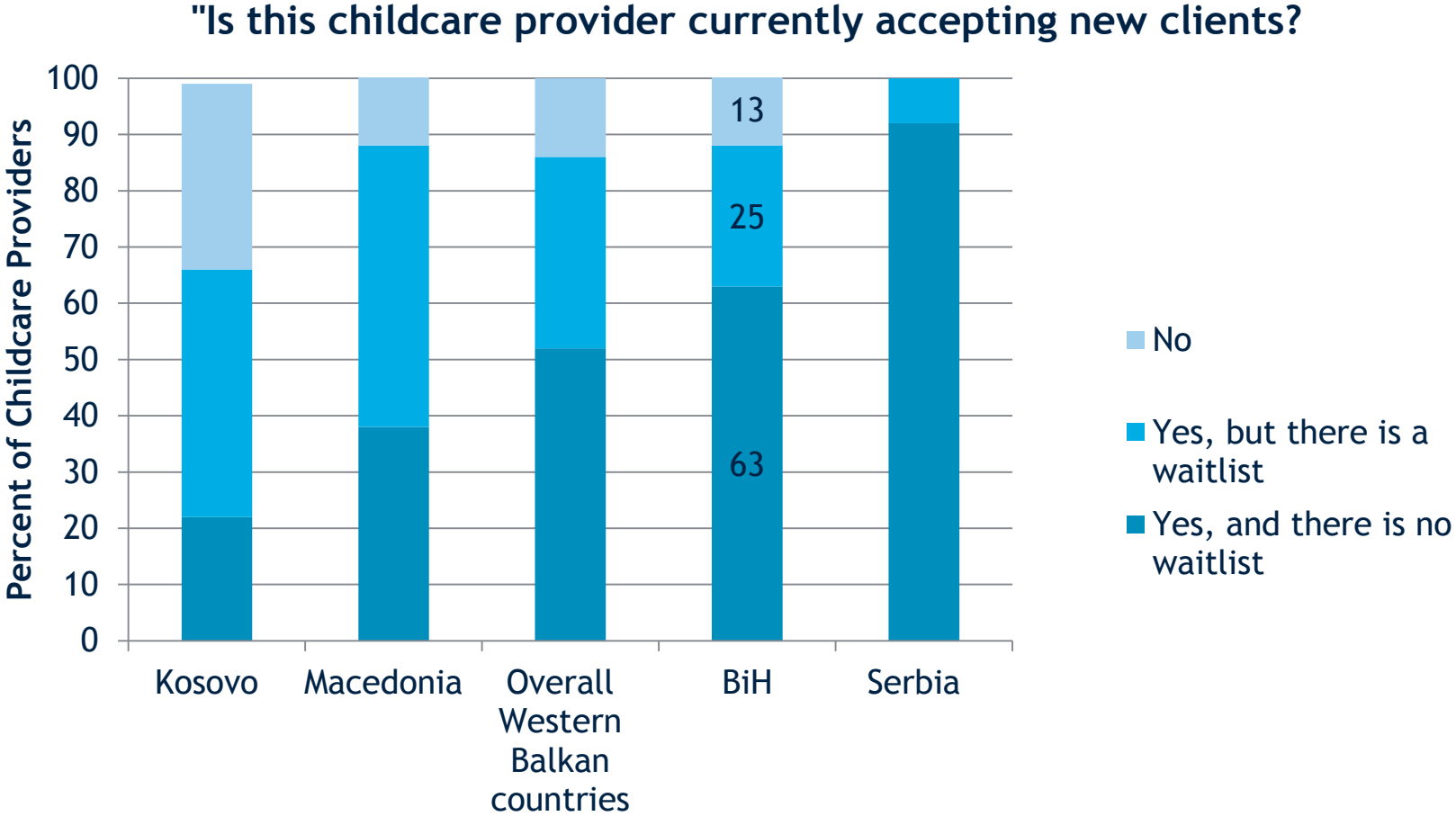
Most childcare providers in the region are always or usually operating at their maximum capacity



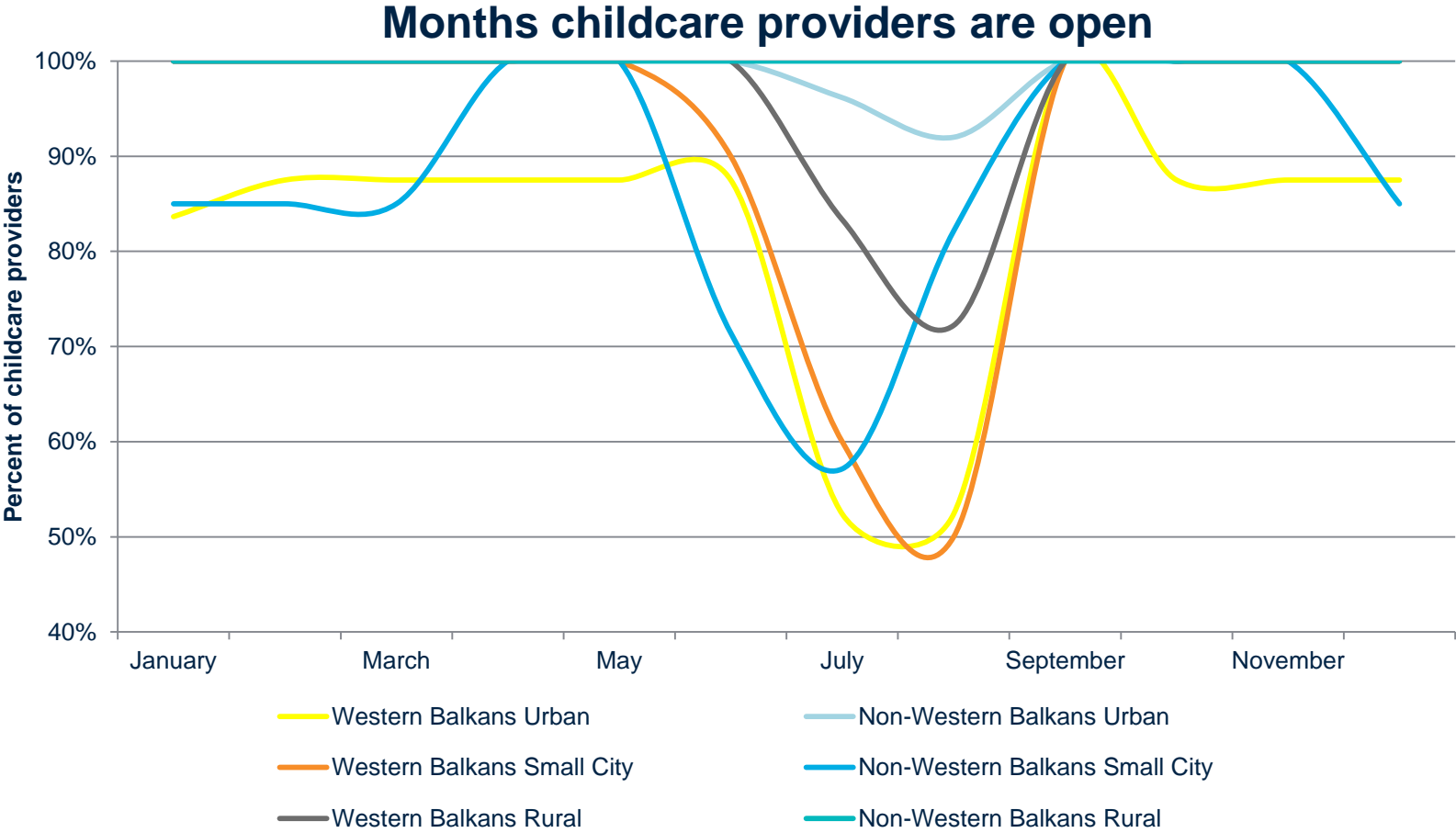
Public facilities are at maximum capacity more often than private facilities



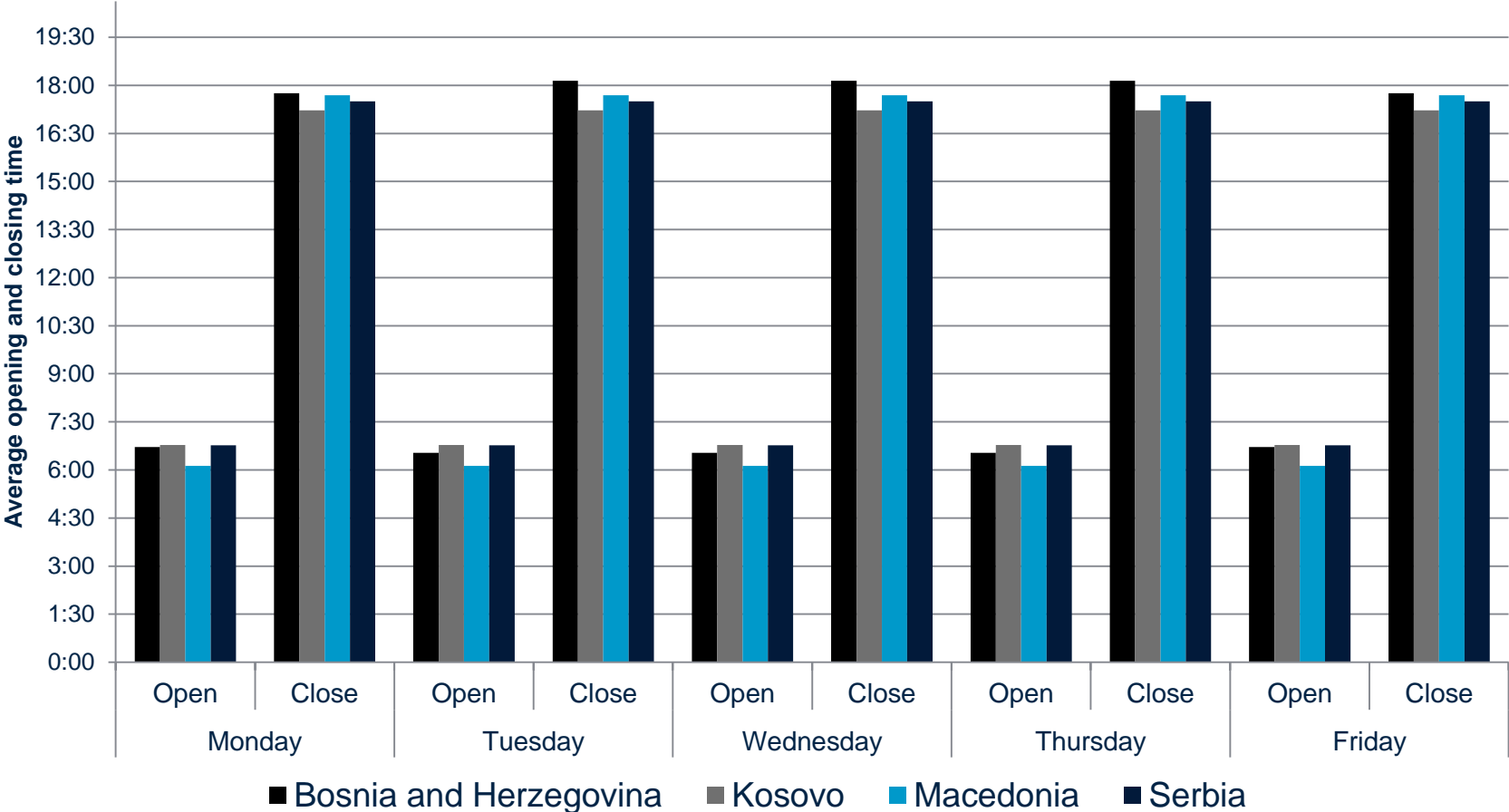
About half of childcare providers do not accept new clients right away. Nearly a third refer clients to a waitlist (average 47 people in waitlist)



Even when a child is accepted into a provider, the family may not be able to use the childcare services year round



During the weekdays, childcare providers tend to open early, but very few are open after 6 pm.



Most childcare providers in the region provide full-day care

	One Half-Day Session	Two Half-Day Sessions	Full-Day Session Only	Full-Day and Half-Day Sessions
Bosnia and Herzegovina	0%	0%	71%	29%
Kosovo	0%	0%	89%	11%
Macedonia	0%	0%	88%	13%
Serbia	8%	0%	54%	38%
Armenia	0%	0%	100%	0%
Kyrgyzstan	0%	16%	79%	5%
Ukraine	4%	4%	93%	0%
Total	2%	3%	86%	9%

Childcare is almost never free of charge

- **Cost for a full day of childcare at a public provider:**
 - Only 3% are free of charge
 - The other 97% require a monthly payment
- **Cost for a full day of childcare at a private provider:**
 - None in the sample are free of charge
 - 83% require a monthly payment
 - 8% require an entry deposit
- **More than 80% of childcare providers in the Western Balkans offer discounts**
 - Number of children from that family who go to our center
 - Monthly incomes of family

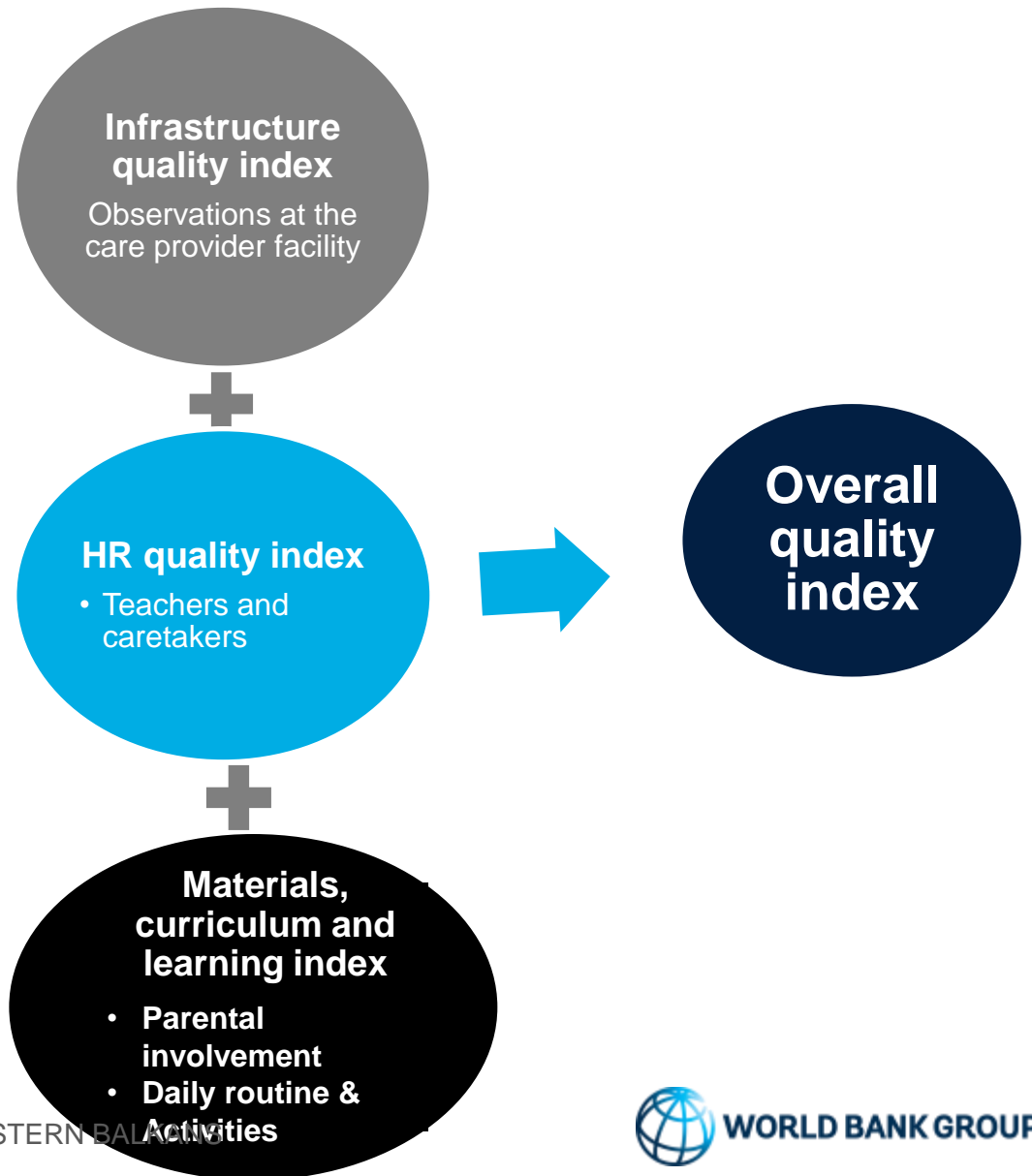
Childcare Pricing Example: A Middle-Class Neighborhood in Sarajevo

Full-day childcare

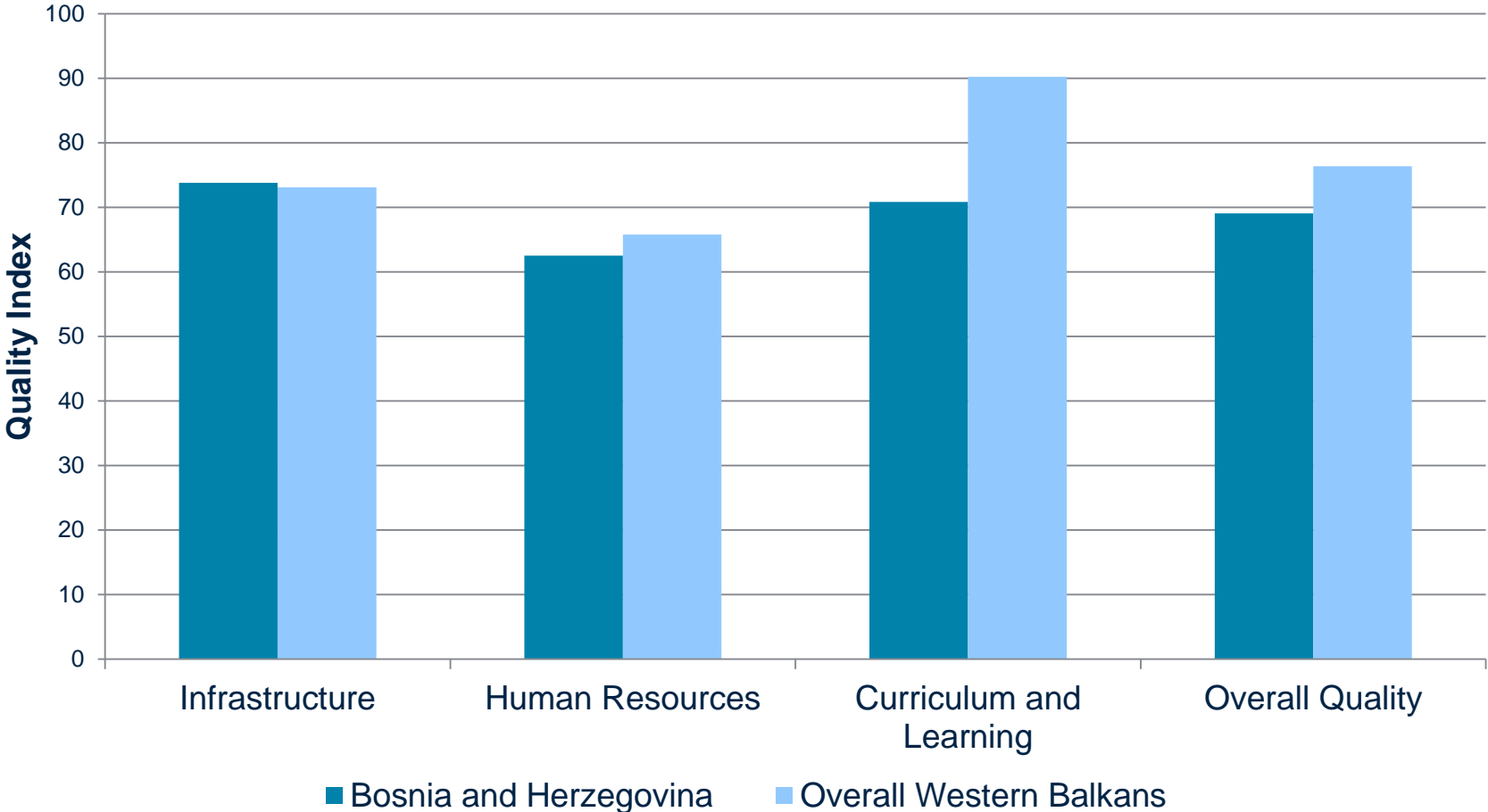
- Offered by both providers (1 public, 1 private)
- The public provider requires a monthly payment of 140 BAM (72 Euro)
- The private provider cares specifically for abandoned children and is free of charge

Measuring quality of childcare

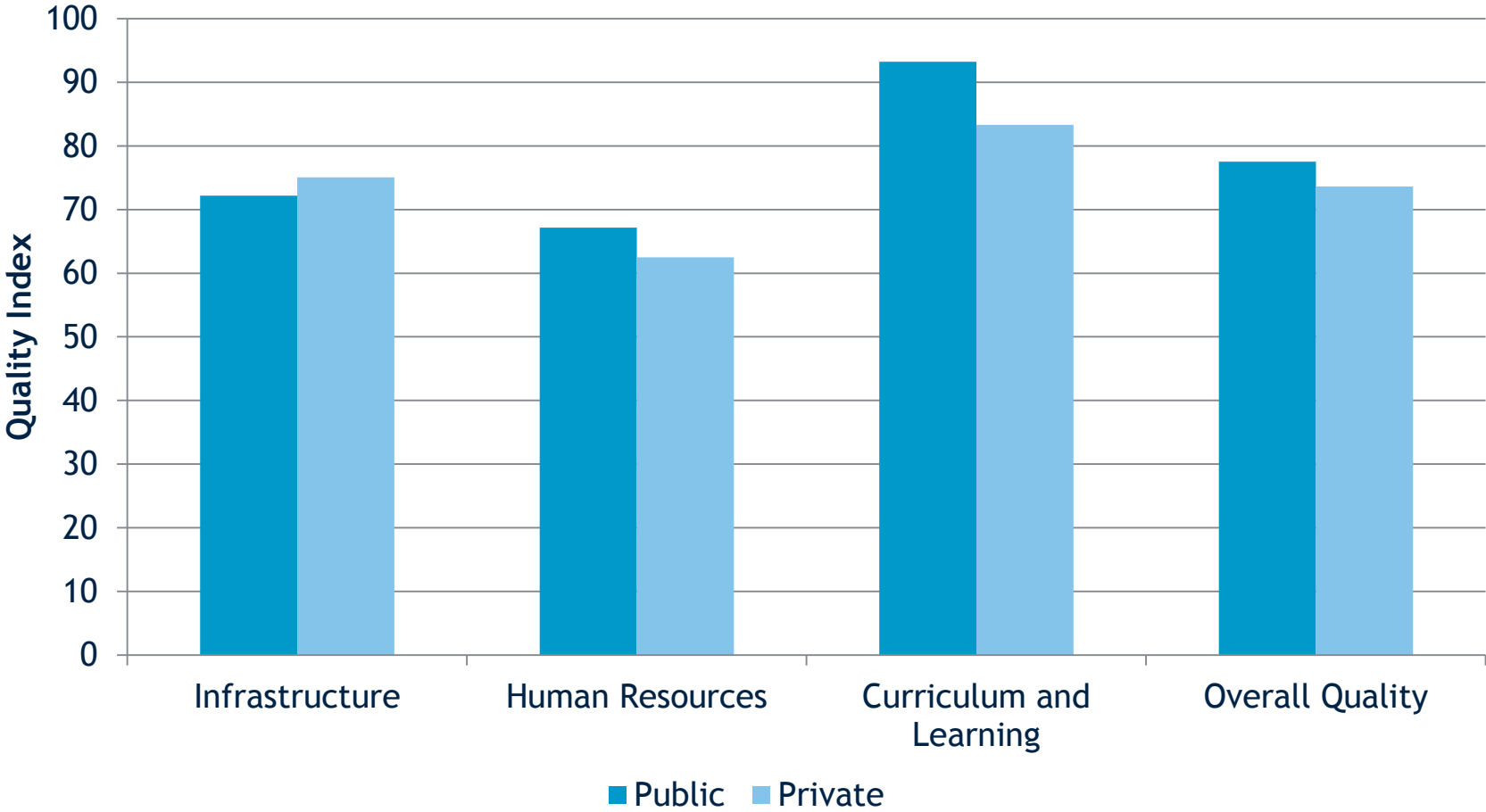
Methodology:
Principal component analysis method was used in order to create quality indices. All inputs in the index varied between 0 and 1 and each sub-quality index was standardized to a scale between 0-100.



Quality in Bosnia and Herzegovina: Challenges in curriculum and learning materials

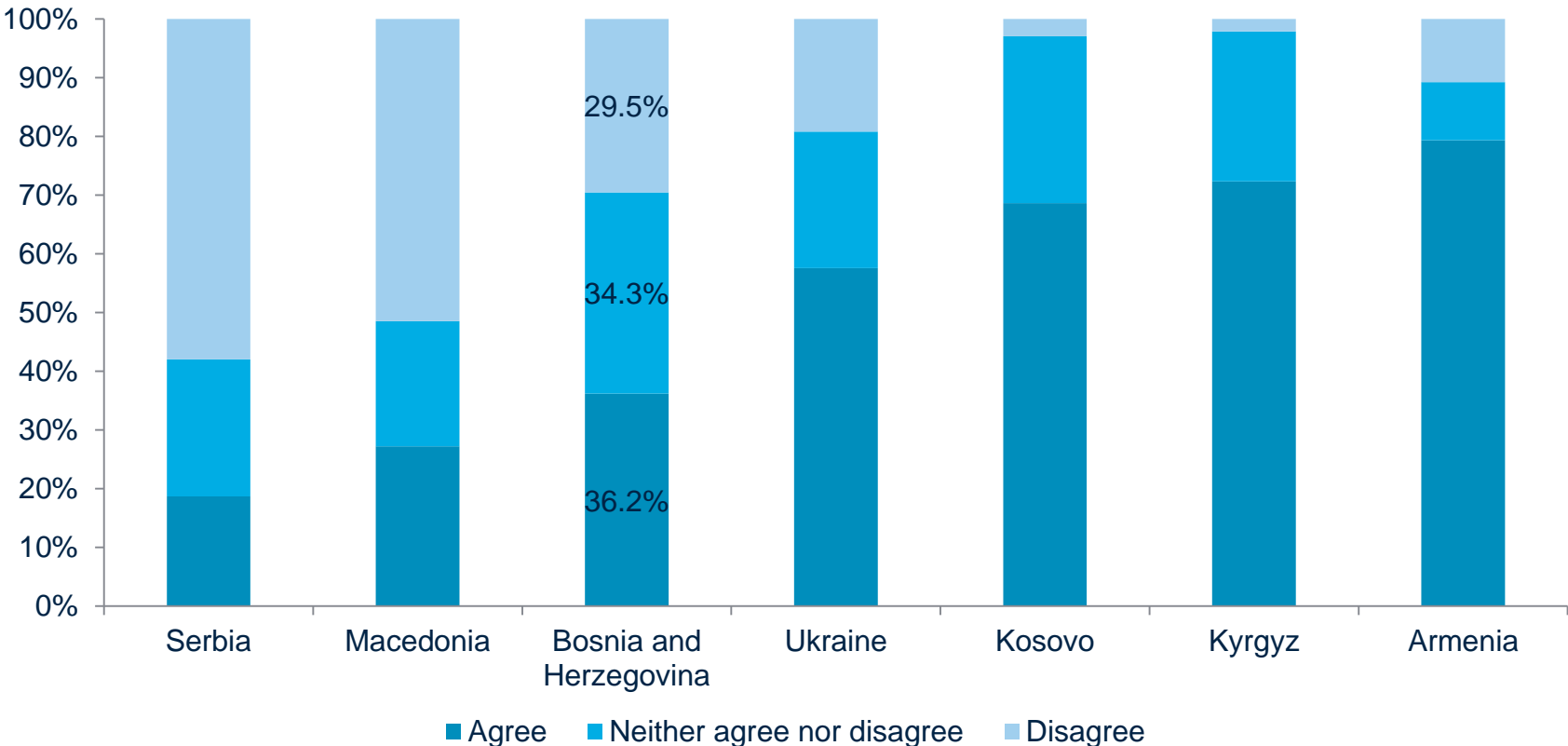


Public providers have lower infrastructure quality in the Western Balkans, but do better on HR and curriculum and learning



Demand for childcare: Gender norms & ideas about quality of care may inhibit the use of formal childcare in some countries

Agreement levels: “A pre-school child is likely to suffer if his/her mother works”



Most childcare needs are met by informal care or a combination of formal and informal care

Percentage of women in the study who use different childcare arrangements				
	Formal Care Only	Informal Care Only	Both Informal and Formal Care	No Additional Care
Armenia	4%	32%	61%	4%
Bosnia and Herzegovina	4%	45%	31%	21%
Kosovo	0%	100%	0%	0%
Kyrgyz	0%	83%	13%	3%
Macedonia	0%	75%	25%	0%
Serbia	0%	50%	50%	0%
Ukraine	0%	50%	50%	0%
Total	1%	61%	33%	4%

Eldercare: As with childcare, the balance of private and public providers varies significantly by country

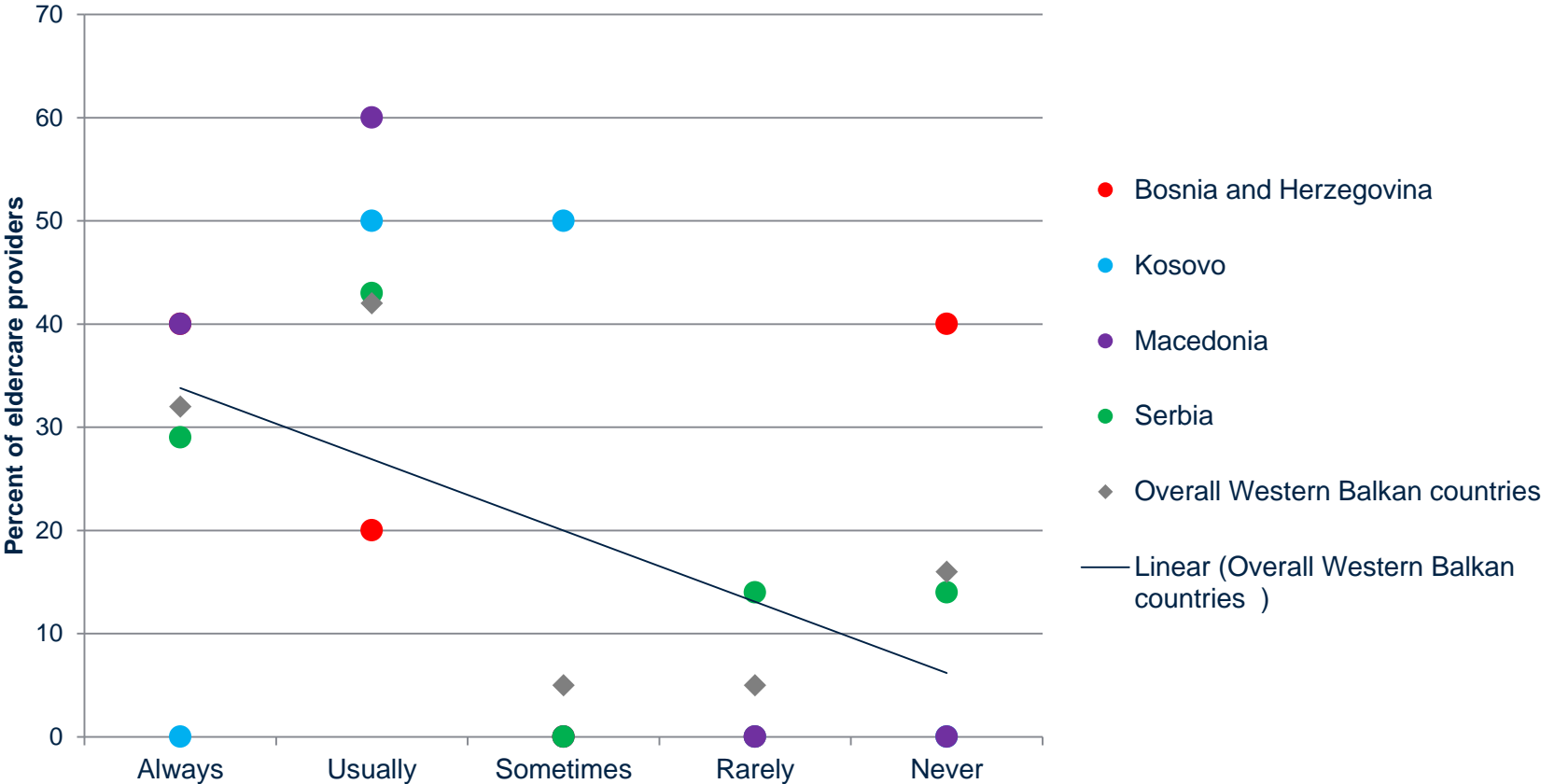
	Number of Public Providers	Number of Private Providers	Total Providers
Bosnia and Herzegovina	5	0	5
Kosovo	2	0	2
Serbia	3	4	7
Macedonia	2	3	5
Kyrgyzstan	3	2	5
Armenia	0	2	2
Ukraine	1	0	1
Total	16	11	27

There are very few, if any, eldercare providers in rural areas

	Urban			Small City			Rural		
	Number of providers	Total elders served	Avg elders served per provider	Number of providers	Total elders served	Avg elders served per provider	Number of providers	Total elders served	Avg elders served per provider
Bosnia and Herzegovina	2	585	293	1	155	155	2	320	160
Kosovo	1	110	110	1	20	20	0	0	--
Macedonia	2	173	87	2	20	10	1	20	20
Serbia	6	936	156	1	220	110	0	0	--
Armenia	2	42	21	0	0	--	0	0	--
Kyrgyzstan	2	955	478	2	131	131	1	11	11
Ukraine	0	0	--	1	250	250	0	0	--

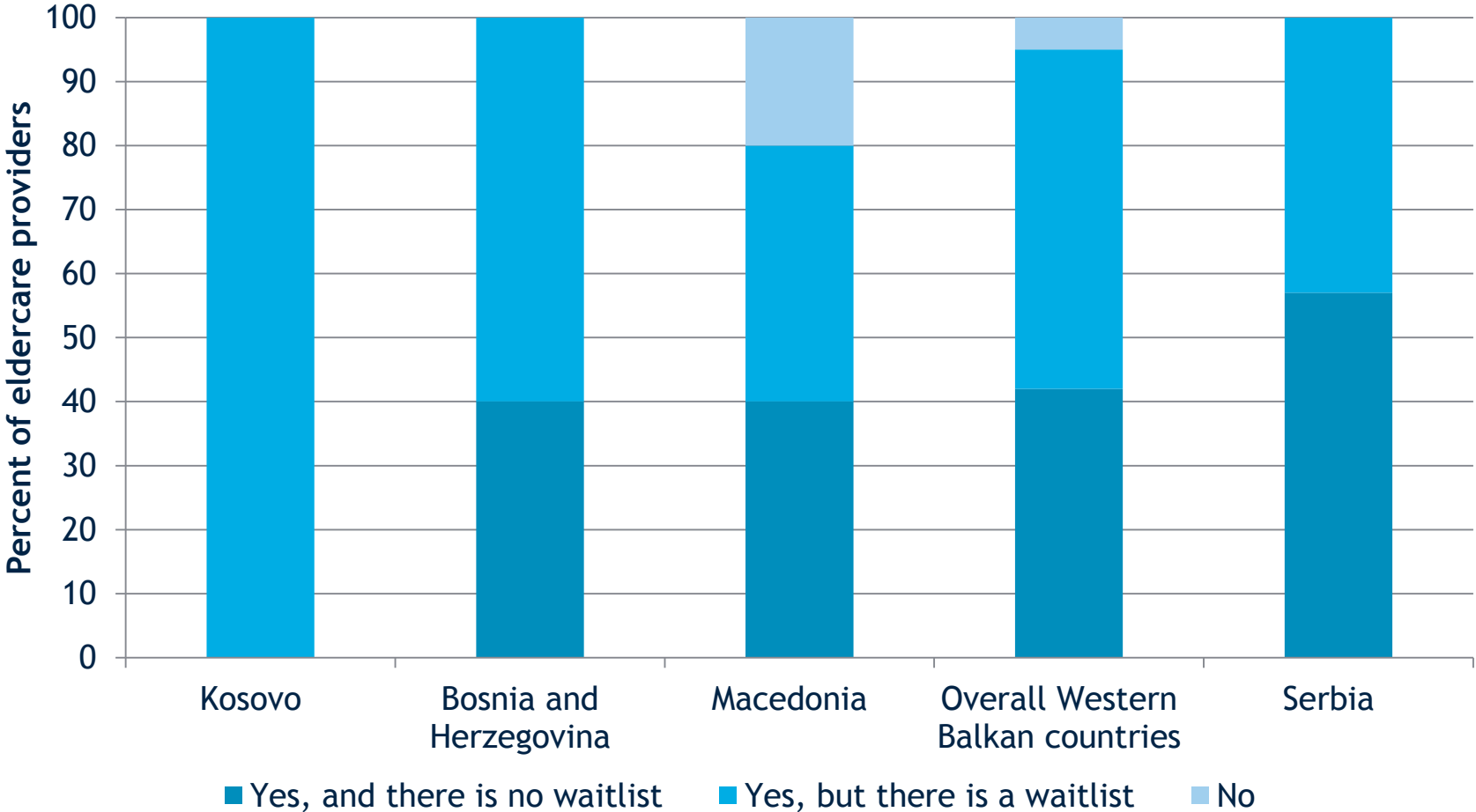
Three-quarters of eldercare providers in the Western Balkans are always or usually operating at maximum capacity

"How often is this eldercare provider at capacity?"



58% of eldercare providers in the Western Balkans do not accept new client –waitlist (1-45 people).

"Is this eldercare provider currently accepting new clients?"



No Free Eldercare in the Western Balkans

- Live-in eldercare facilities in the sample
 - 0 reported that they offer care free of charge.
 - 83% charge a monthly fee
 - 27% charge using a different scheme.

- Unlike childcare providers, only 1/3 of eldercare providers offer price reductions for certain services, individuals, or families.
 - Based on elders' monthly income (5 providers)
 - Based on family situation (3 providers).

Pricing Example: A Middle-Class Neighborhood in Belgrade

- 6 providers service the neighborhood (2 public, 4 private)
- Type of pricing: Monthly fee

- Cost of basic services
 - Range: 50,000 - 59,500 dinar (420-500 Euro)
 - Average: 53,000 dinar (446 Euro)
 - Public providers: 55,500 (467 Euro)
 - Private providers: 51,750 (435 Euro)

- Price reductions
 - Discounts based on the type of room (2 private)
 - Discount for low-income elders (1 private)

- Price increases
 - Additional fees for an upgraded room and/or for an elder who has poor health. (2 private)

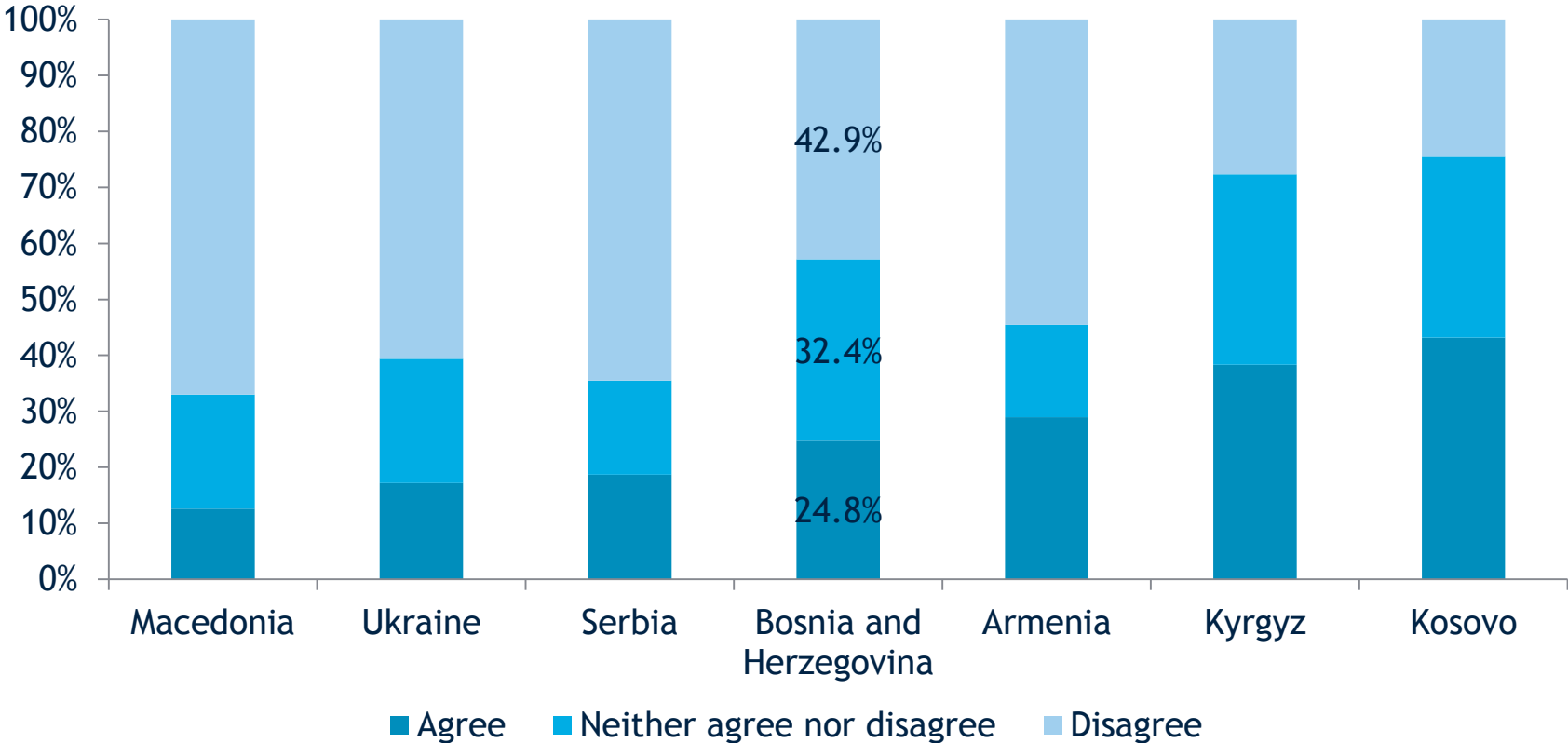
Most eldercare needs are met using only informal care

Percentage of women in the study who use different eldercare arrangements

	Formal Care Only	Informal Care Only	Both Informal and Formal Care	No Additional Care
Armenia	0%	93%	7%	0%
Bosnia and Herzegovina	0%	79%	21%	0%
Kosovo	0%	93%	7%	0%
Kyrgyz	0%	100%	0%	0%
Macedonia	0%	84%	16%	0%
Serbia	0%	96%	0%	4%
Ukraine	0%	85%	0%	15%
Total	0%	90%	8%	2%

Norms dictate that informal eldercare is mainly a task for women and girls

Agreement levels: "When parents are in need, daughters should take more caring responsibility than sons"



Summarizing: Next Steps for the overall program

- ✓ Produce note with childcare/eldercare assessment
- ✓ Publish ‘What Works’ overall note and country-level database
- ✓ Continue working with GTL teams
- ✓ Implement surveys
- ✓ Define activities for some countries for 2015-2017
- ✓ Knowledge sharing event in spring 2015