

Women's Employability in the Southern and Eastern Mediterranean

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Local employment, skills and entrepreneurship strategies in the Mediterranean: developing pathways for future

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Working together
Learning for life

Potential candidate countries:

Albania, Bosnia and Herzegovina, Kosovo (UNSCR 1244/1999), Montenegro, Serbia

Candidate countries:

Croatia, former Yugoslav Republic of Macedonia, Turkey

Other countries from Central Asia:

Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, Uzbekistan

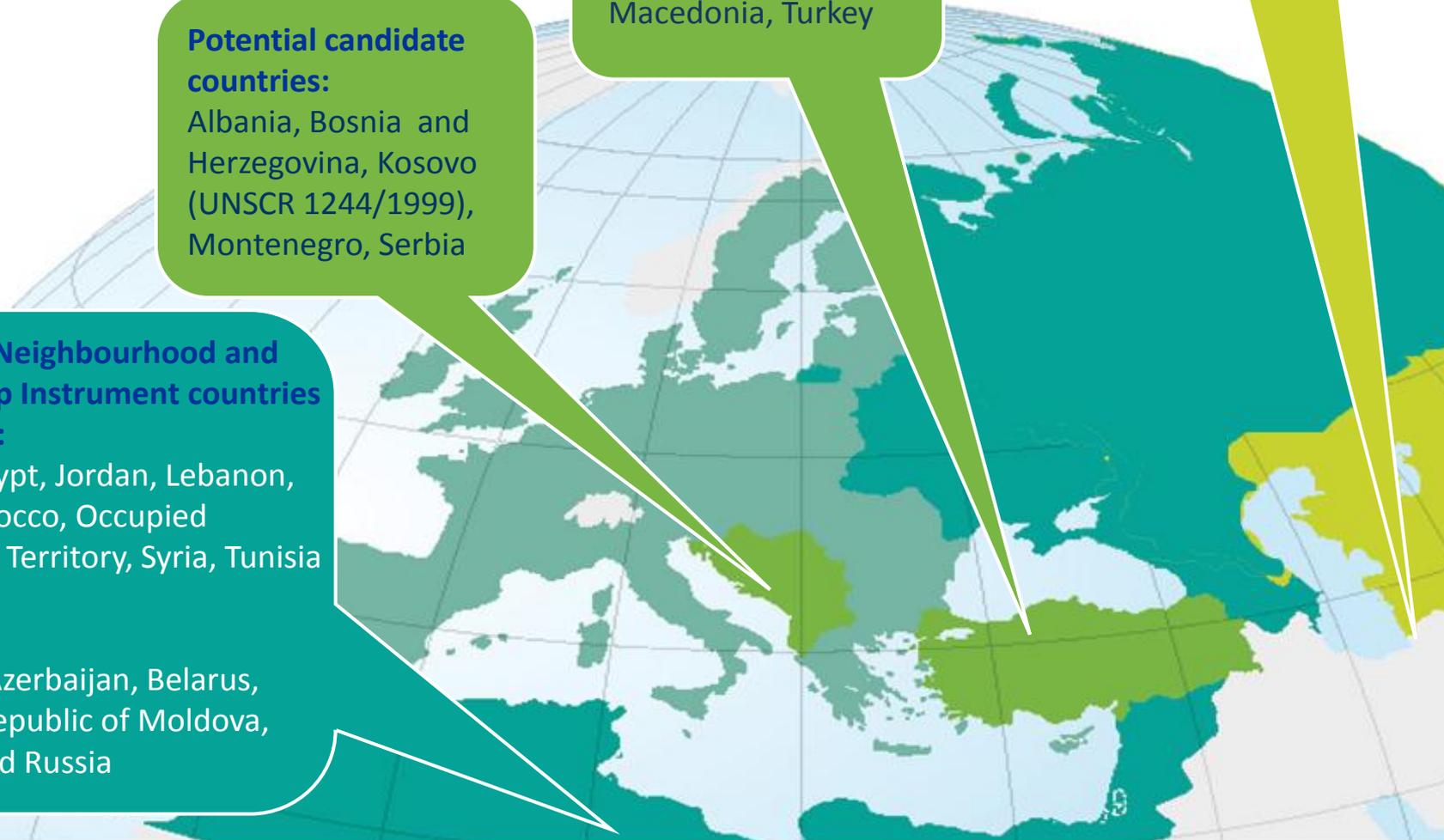
European Neighbourhood and Partnership Instrument countries

ENP South:

Algeria, Egypt, Jordan, Lebanon, Libya, Morocco, Occupied Palestinian Territory, Syria, Tunisia and Israel

ENP East:

Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine and Russia



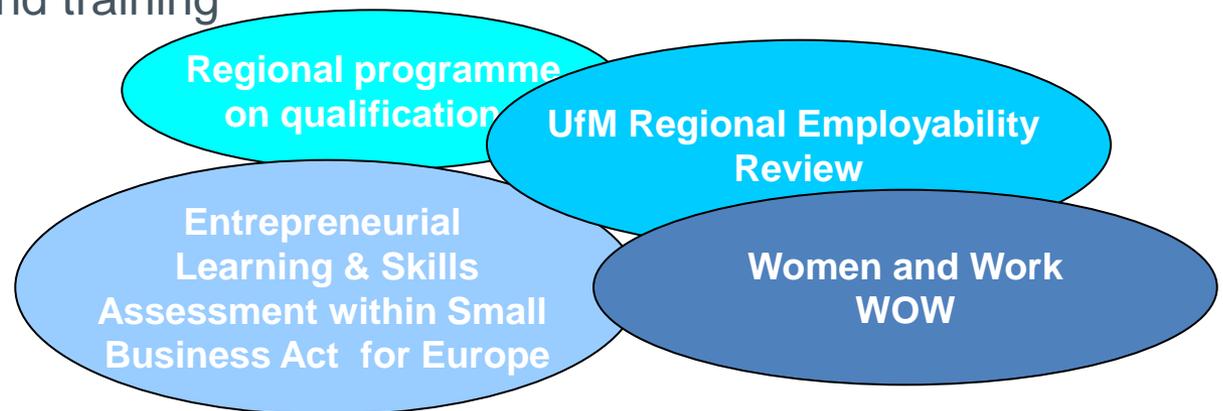
What is the ETF?

- **Agency of the European Union**
- **Mission:** To help transition and developing countries to harness the potential of their human capital through the reform of education, training and labour market systems in the context of the EU's external relations policy

Vocational education and training

Labour markets

Entrepreneurship



Women and Work (WOW) Project

Objective: help promote gender equality policies in the areas of education, training and employment

Focus:

- Private formal sector (tourism and ICT)
- School to work transition: young women (15-29 years) studying, working or unemployed and looking for job in one of the two sectors

Duration: 2008-2010

Methodology: desk research, demand side employers' survey with employers in both sectors, supply side focus groups with 15-29 year old young women

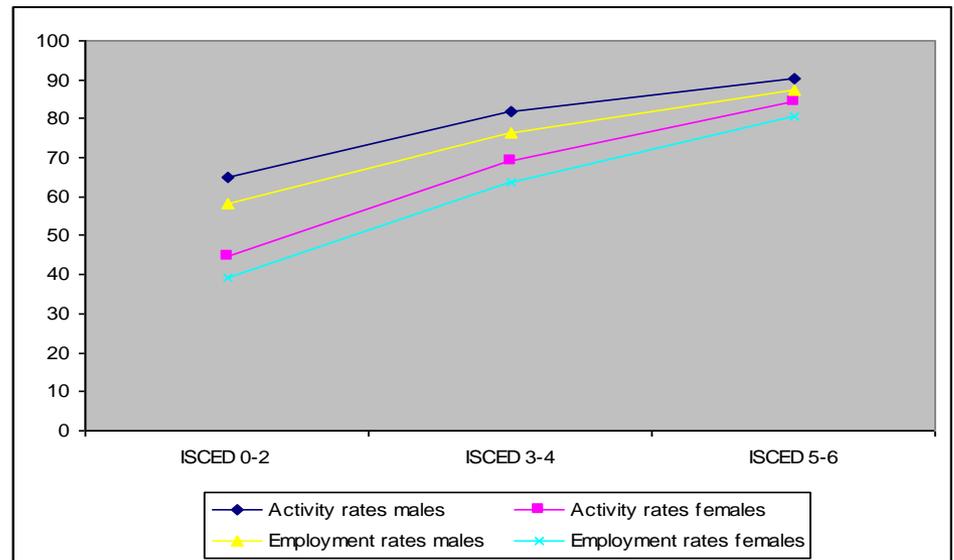
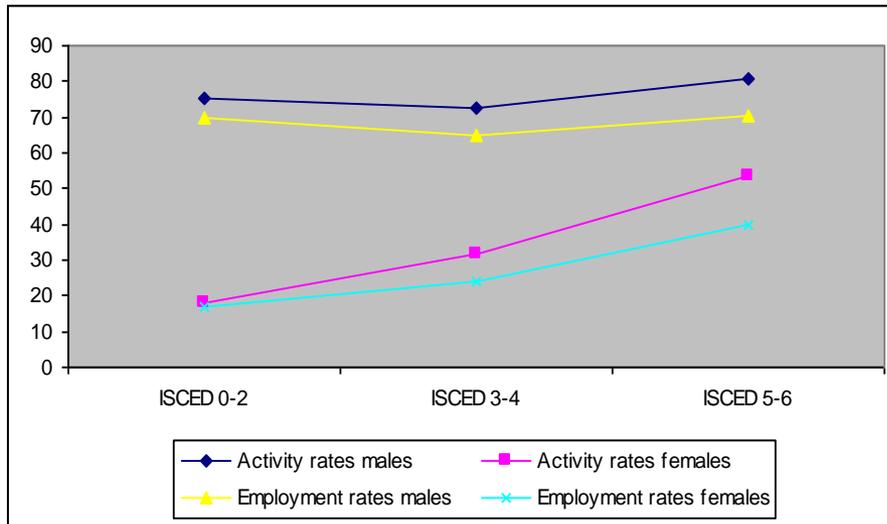
Increasing levels of (women's) education in Southern and Eastern Mediterranean...

- Improving formal education indicators at all education levels:
 - Adult literacy rates rising in all countries, but gender gap is not closed yet (more illiterate females, in particular older cohorts, rural areas)
 - Gross enrolment rates in primary education almost 100%
 - Gross enrolment rate average in secondary education 77%
 - Tertiary education also expanding, gross enrolment rates reaching to 30% on average, tendency for higher enrolment of females in all countries

...not followed by corresponding increase in female employment

- The region has the lowest female labour force participation and employment rates in the world: average 20%-25%
- Labour force participation of both men and women increases with education
- Education (in particular higher education) has a stronger impact on women's (than men's) economic activity
- Unemployment rates of both men and women increase with education (mismatch of education and labour market needs) but women's unemployment increases even more (than men's) with higher educational levels

Activity and employment rates by education and gender in the Southern and Eastern Mediterranean and EU-27



WOW Project

Specific Findings (1)

EG 22% (male 71%)
JO 23% (male 72%)
TU 26% (male 71%)

Demand for female labour

- women's share in employment in the surveyed tourism companies < women's average labour force participation rates
- ICT > women's average labour force participation rates

Supply of female labour

- Women underrepresented in tourism studies and training, almost as well represented as men in ICT studies
- Fewer women than men apply for jobs in both sectors and there is an Inadequate supply of skilled female workers willing to take up jobs in particular in tourism due to negative perceptions of the society about certain sectors and jobs

“Men respect their female colleagues but they would never go so far as to marry one.” (young woman employed in tourism)

WOW Project Specific Findings (2)

Recruitment

- Specifying gender in job advertisements common practice
- Importance of personal contacts and recommendations

Very strong occupational both horizontal and vertical gender segregation

- Women concentrated in administration, sales & marketing, room service, software etc.
- Women very seldom work in managerial positions or skilled jobs

“I have specialised in networks but the manager of the company refused to assign me to work in that department and assigned me to other tasks where I do not have to go to the field because he feels the network department is for men”. (young woman employed in ICT)

WOW Project Specific Findings (3)

Challenges for working women

- Combining work and family life
- Non respect of labour legislation
- Less career opportunities
- Less on-the job training opportunities
- Negative social perceptions
- Transportation & working hours
- Sexual harassment

« The first question the owner asked me, even before he asked about my qualifications, is whether I am married or engaged or have plans to get married soon »
(young woman employed in ICT)

Challenges for companies employing women

- Financial costs
- Organisational problems
- Transport problems

What could be done?

**Cooperation with
social partners**

**Support for women's
workplace integration**

**Promotion of the image of
women's work**

**Practical training possibilities
for women**

**Gender sensitive career
guidance and information**

**Discourage use of stereotypes
in curriculum and class work**

**Reconciliation policies:
support to private sector**

Addressing image of women's work and educational choices

Image of women's work

- Organise awareness raising campaigns in media to improve the perception of working women
- Influence mindsets via education via further reform of curriculum and textbooks involving presenting positive images of women at work and in non-traditional fields

Educational/occupational choices

- Provide information in equal measure to male and female students on the full range of occupations available by career counselling at school
- Encourage by career guidance girls and women to consider non-traditional female study fields
- Encourage male employment in sectors traditionally defined as “female” as a means of raising both the average pay and status of these occupations and improving gender balances
- Pay special attention to awareness raising and information targeted at parents

Thank you

For more information visit our website: www.etf.europa.eu,
or Email us: info@etf.europa.eu