

Women's Employment in MENA

Evidence from Investment Climate Surveys

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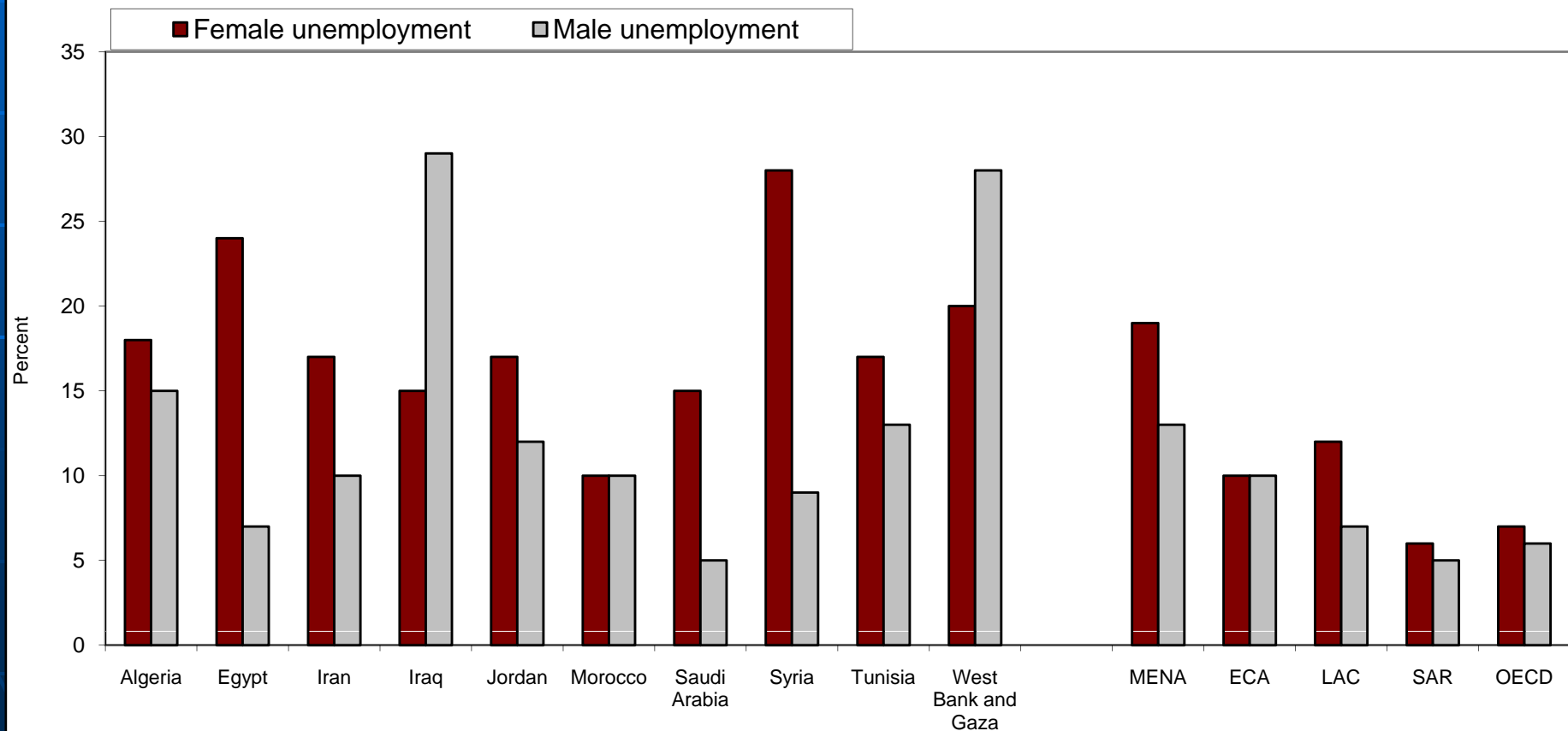
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Gender challenge in MENA

- Overall, MENA ranks lowest among all regions for gender equality and women's empowerment (World Economic Forum)
- While MENA ranks higher for education and health outcomes, economic and political empowerment pulls the rankings down
- Female education has improved markedly – in 11 out of 18 countries women now outnumber men in universities, increasingly across all disciplines
- But female labor force participation is 32%, lowest among all regions...
- ... and female unemployment is high in MENA
- Highest unemployment rates are among educated women
 - ➔ women need more employment opportunities, particularly the young and the educated

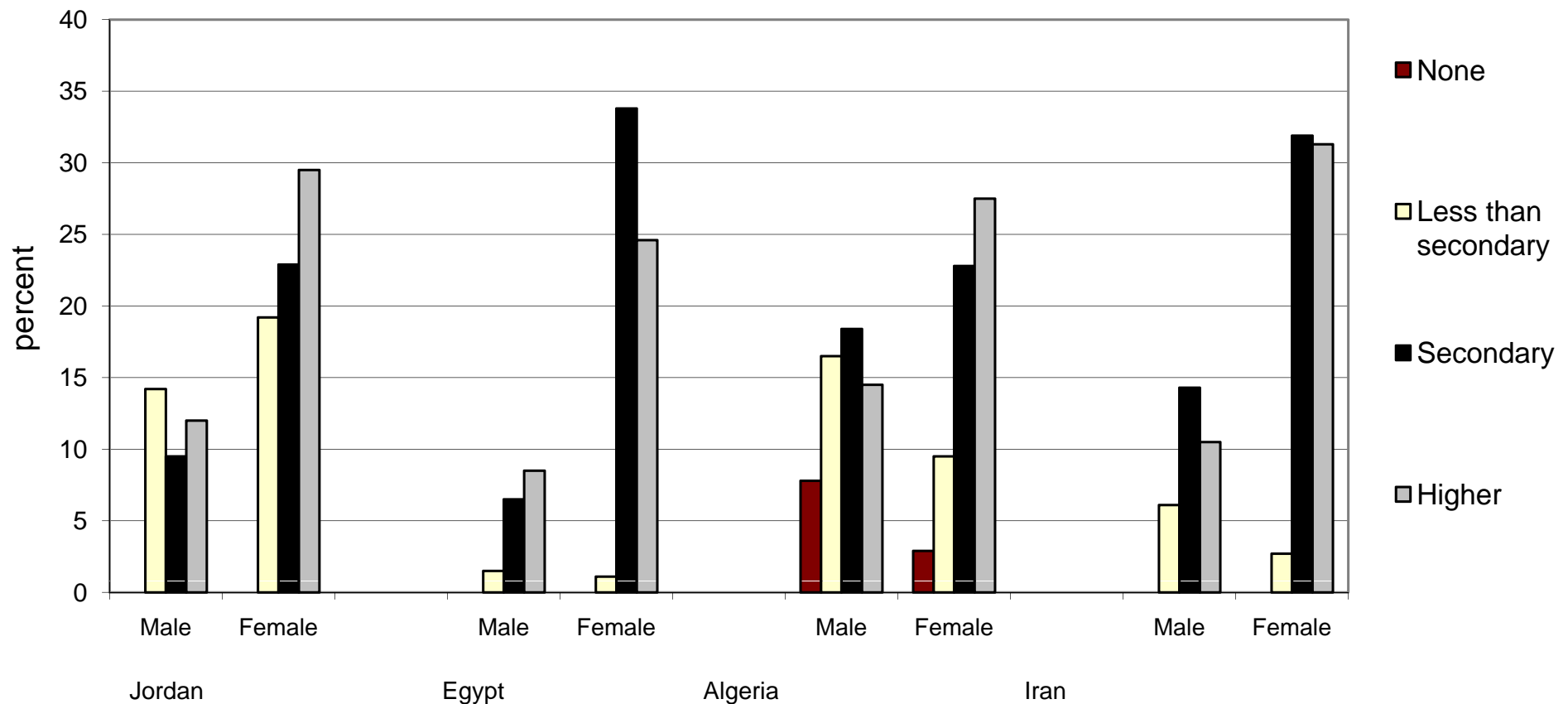
Female unemployment is high in MENA countries... and the highest among all regions

Female and Male Unemployment- Latest available year



Female unemployment higher among the highly educated

Male-female unemployment by education levels



What are women's
opportunities in the
private sector?

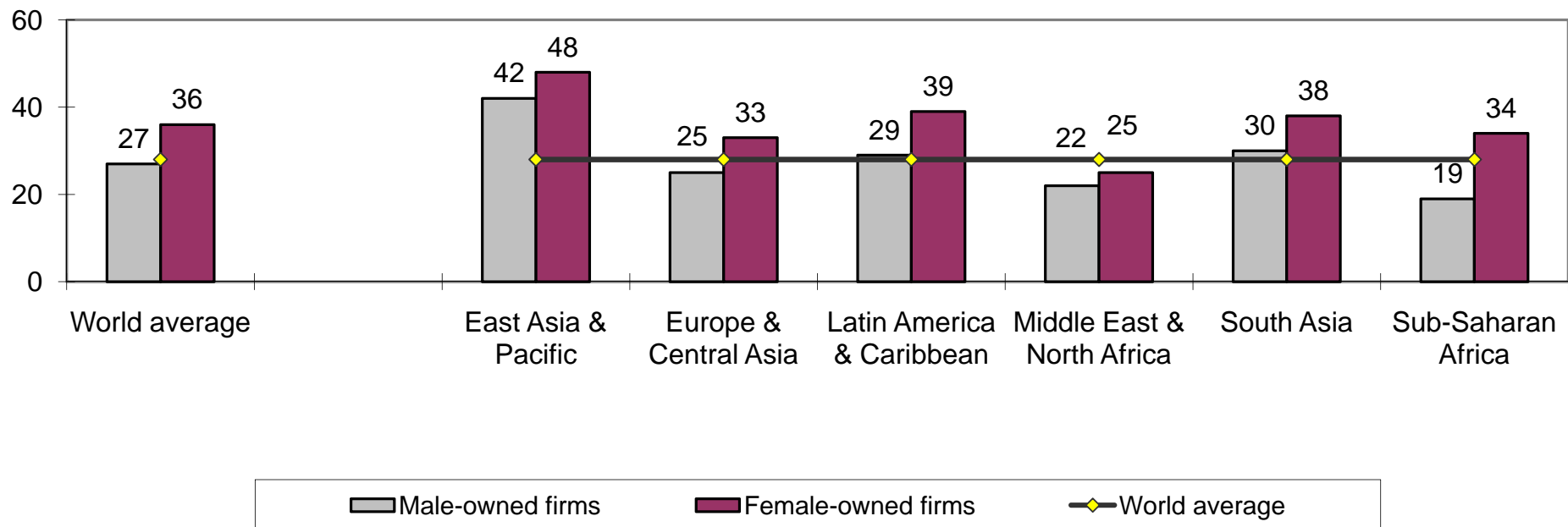
The following analysis is based on:

- **Enterprise Surveys** collected by the World Bank from 2003 to 2006 across the world through a standard questionnaire
- 6 Regions: **close to 36,000 firms in 65 countries**
 - Middle East and North Africa (4,316 observations in 6 countries)
 - East Asia & Pacific (7,367 observations in 6 countries)
 - Europe and Central Asia (10,022 observations in 24 countries)
 - Latin America and Caribbean (5,947 observations in 10 countries)
 - South Asia (4,343 observations in 5 countries)
 - Sub-Saharan Africa: (3,687 observations in 14 countries)
- The surveys identify the main characteristics of firms—type of ownership, size, sector of operation, experience, **composition of the workforce**, and data on productivity, profitability, investment, and investment climate as experienced by the enterprise
- Data can be disaggregated by the **gender of the owner**

Female employment in firms

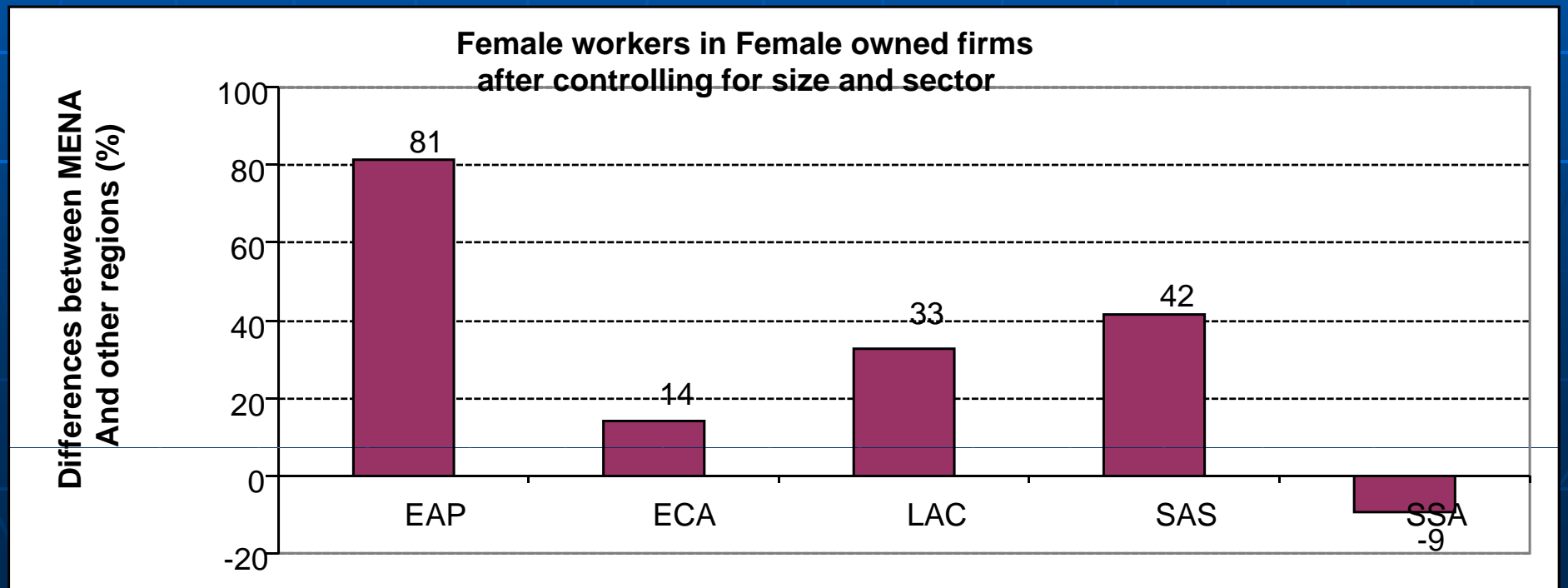
- Worldwide, female-owned firms hire more women than male owned firms (27% male-owned and 36% female-owned)
- But, in MENA male- and female-owned firms hire far fewer women than world averages (22% male & 25% female-owned)

% of female workers in total employment



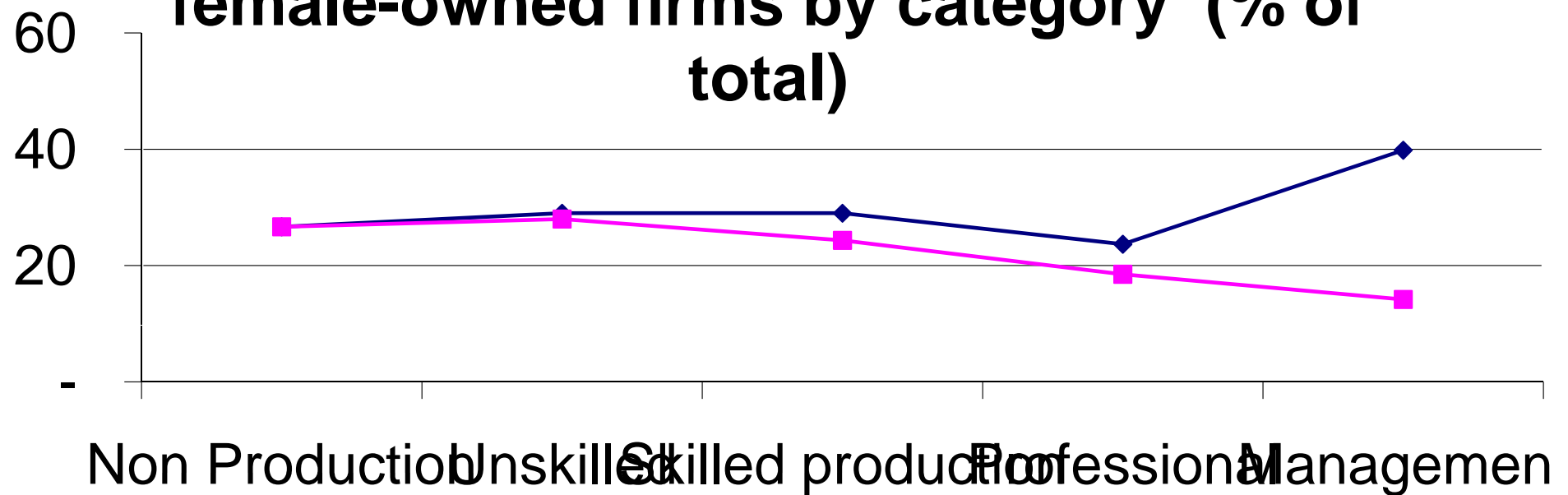
When controlling for size and sector, female-owned firms in other regions hire more women:

- 81% more in East Asian and Pacific
- 14% more in Eastern Europe and Central Asia
- 33% more in Latin America
- 42% more in South Asia
- MENA hires 9% more women than Sub-Saharan Africa



Across regions, the share of women in management is much higher in female-owned than male-owned firms

Employment of women in male and female-owned firms by category (% of total)



Avg based on EAP, ECA, LAC, MNA, SAS, SSA

◆ Female-owned firms

Source: World Bank Enterprise Survey Data

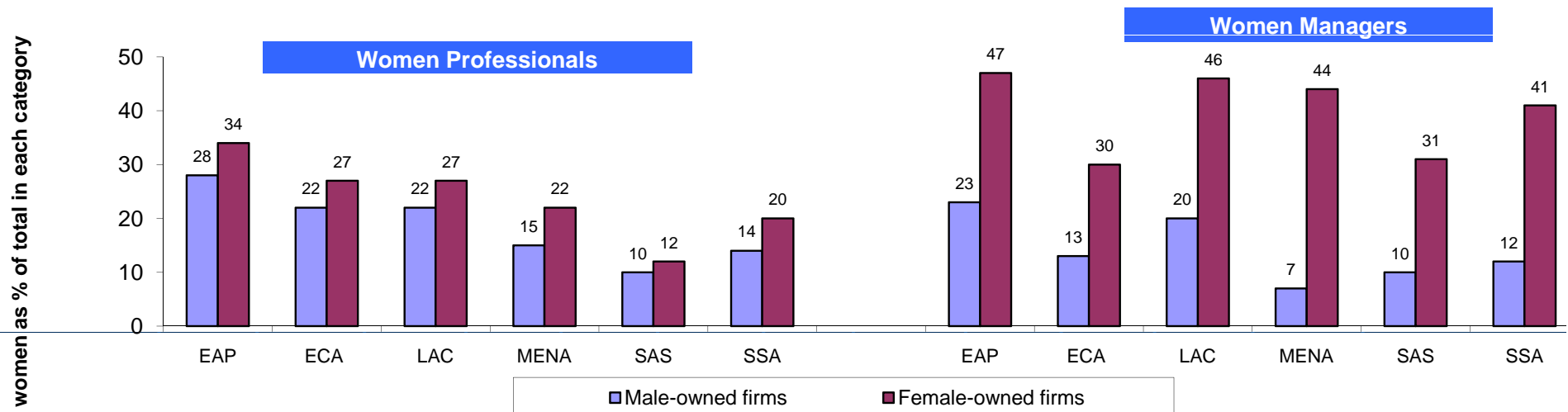
Across all regions...is there a glass ceiling?

Female-owned firms hire more women professionals than male-owned firms – across all regions

... the difference is starker with women in management – across all regions

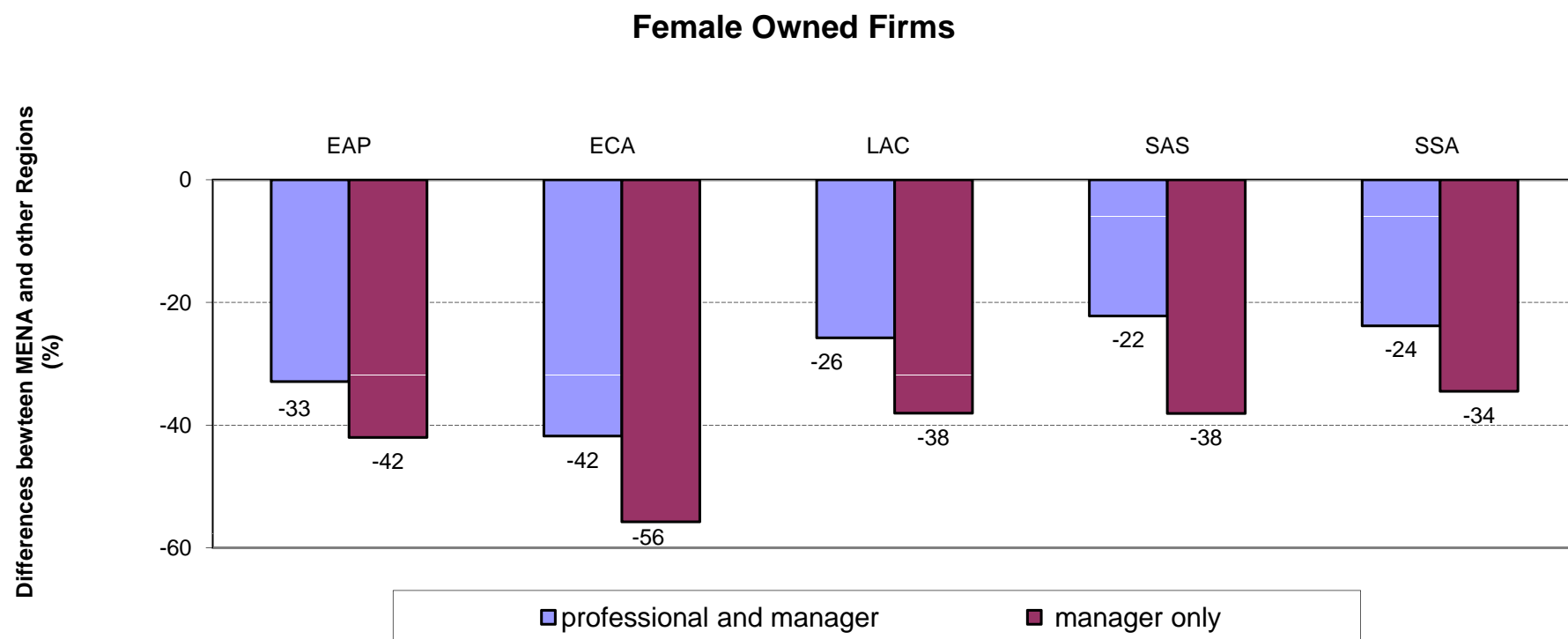
... male-owned firms in MENA lowest share of women in management

Women-owned firms hire more women as professionals and managers than male owned firms

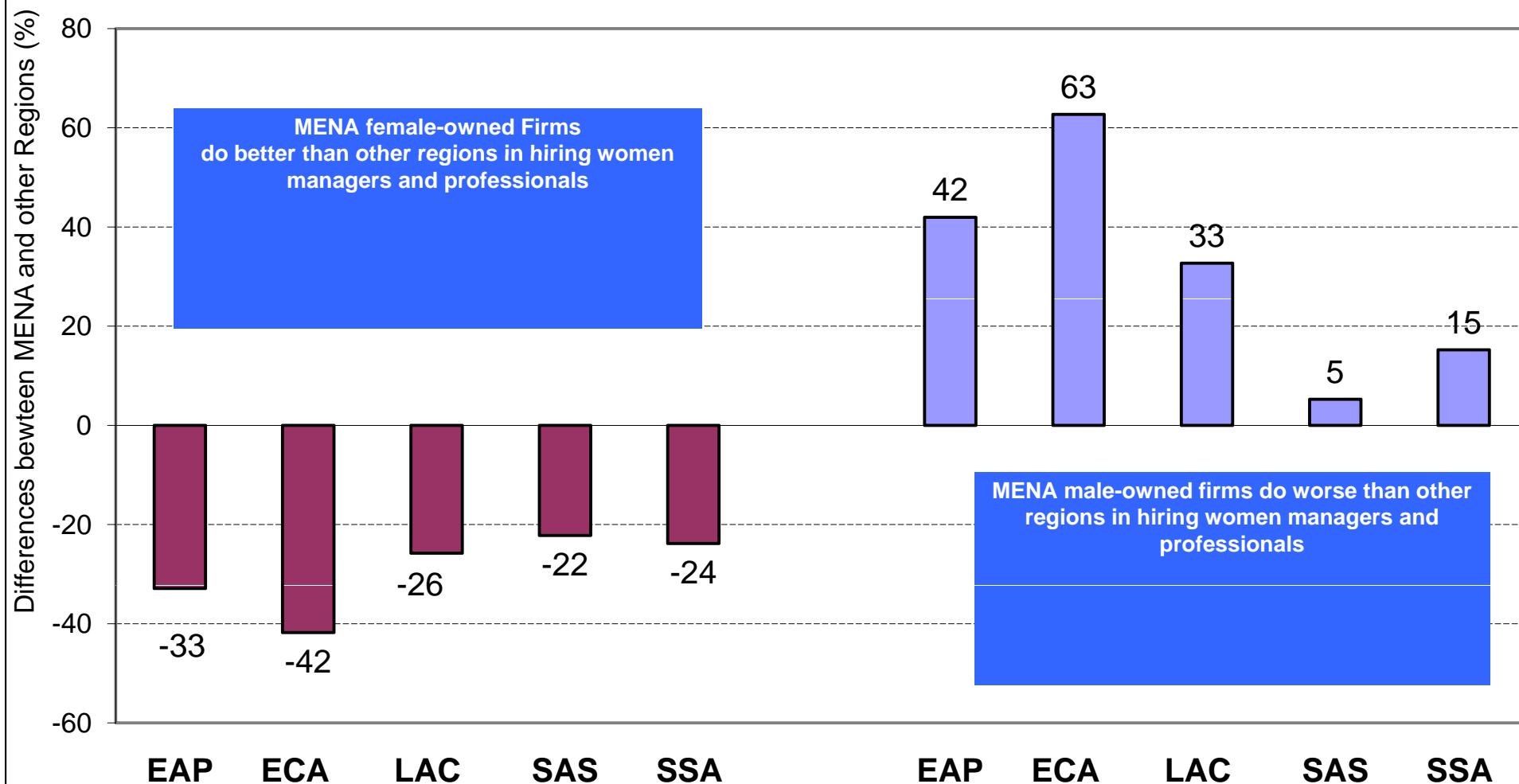


Disaggregating professional and managerial ranks and controlling for size and sector:

- female-owned firms in MENA do far better than other regions in hiring women professionals and managers.
- female-owned firms in MENA exceed others even more in hiring women managers.



Women professionals and managers in the private sector: MENA firms compared with other regions' firms after controlling for size and sector



Conclusion

- Private firms will need to be more inclusive of women – particularly male-owned firms.
- Female owned firms in MENA hire fewer women on average than other regions – but compensate by hiring more women professionals, particularly women managers.
- Promoting women into managerial ranks, i.e. leadership positions, can also groom women to assume public roles.

Thank You!