



UNITED NATIONS
ECONOMIC AND SOCIAL
COMMISSION FOR WESTERN ASIA



WOMEN AND MEN IN THE ARAB COUNTRIES



EMPLOYMENT

Women and Men in the Arab Countries: **EMPLOYMENT**



The Statistics Division has published several statistical portraits of women and men in a number of Arab countries within the framework of a regional project for the Development of National Gender Statistics Programmes in the Arab Countries. These publications present statistical profiles of women and men in various domains in a particular country. This present publication selects a number of issues that concern both women and men, and subjects them to a concise comparative analysis. The aim of this process is to assess how Arab countries fare vis-à-vis each other.

Employment is a major source of income for the majority of women and men and a core contributor to quality of life. With this in mind, *Women and Men in the Arab Countries: Employment* aims to shed light on the status of women and men in Arab labour markets. Furthermore, it highlights the factors that perpetuate a life cycle of inequality for women and men and touches on measurement and structural issues affecting employment in the Arab countries.

I would like to thank all those who contributed to this pamphlet and I hope that it will be beneficial to all parties interested in gender statistics, including the mass media.

M. Tallawy
MERVAT TALLAWY
Executive Secretary

Women and Men in the Arab Countries: EMPLOYMENT



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The participation of women in the Arab labour market has increased steadily over past decades. Moreover, indicators related to the involvement of women in the economy continue to point upwards. However, these quantitative improvements mask persistent qualitative disparities with regard to the status of women and men at work. Indeed, some sectors of the economy remain highly segregated. This is evident in the fact that women tend to be concentrated in lower paying employment such as secretarial work, which is considered to be women's work, whereas men tend to occupy managerial positions.

The concept of a life cycle of inequality unites issues that pertain to both men and women such as pay, education and employment, "to show how they interrelate to disadvantage women and men throughout their lives"¹. Moreover, women and men are equipped with different educational qualifications and skills, are subject to role stereotyping that is limiting in nature and face various sorts of discrimination when they enter the labour market. Women are expected to assume the brunt of unpaid care responsibilities and household chores. These factors affect both the supply and demand sides of the labour market and lead to inequalities in access and pay.

Economic growth has been stagnant in the past decade in the Arab region and consequently employment prospects, mainly in the more diversified economies, remain unpromising in the near future. Given the high population growth rate and a relatively young

population structure in the region, the labour force is growing faster than jobs can be created. However, globalization and rapid technological changes will provide new opportunities in the future. Still, if the labour force is to reap the benefits of those opportunities, it must acquire a new set of skills².

While statistics illustrate the gender situation, available data does not precisely reflect the contribution of women with regard to the economy. Labour statistics are capable of accurately measuring figures related to the conventional employment and unemployment of men and women, namely, counting workers in full time regular employment in the formal sector and those seeking such jobs³. However, they are not as suitable with regard to measuring other non-conventional labour. The contribution of women to the economy is undervalued or neglected because of sociocultural factors. One of the recommendations of the Beijing Declaration and the Platform for Action on gender-disaggregated statistics is to "improve data collection on the full contribution of women and men to the economy, including their participation in the informal sector(s)"⁴. Time-use surveys are one statistical tool for evaluating paid and unpaid work of women and men in addition to collecting "information on the hidden economy"⁵.

The Beijing Declaration and Platform for Action and the Copenhagen Declaration and Programme of Action stressed the importance of women's equal participation in the work place. Furthermore, Arab countries collectively expressed concern about women at work and proposed that national Governments take concrete steps to insure equality and equity for women in the labour force at a regional conference held in Amman in 1994⁶. Proposed measures to be taken included eradicating remaining discriminatory legislation, improving access to finance and training and organizing campaigns to change attitudes towards working women.

SHARE IN THE LABOUR FORCE

The proportion of women in the adult labour force has risen virtually in all Arab countries over the past two decades (see table 1). Between 1980 and 2000, the participation of women in the labour force approximately doubled in Bahrain, Kuwait, Qatar and Saudi Arabia, while it almost tripled in Oman and the United Arab Emirates.

TABLE 1
Trends related to the proportion of women in the labour force, 1980-2000

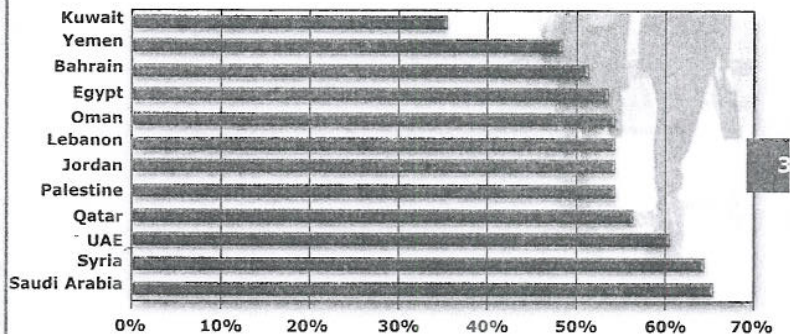
COUNTRY	1980	2000
Algeria	21.4	27.6
Bahrain	10.9	20.8
Comoros	43.1	42.3
Egypt	26.5	30.4
Iraq	17.3	19.7
Jordan	14.7	24.6
Kuwait	13.1	31.3
Lebanon	22.6	29.6
Libyan Arab Jamahiriya	18.6	23.1
Mauritania	45.0	43.6
Morocco	33.5	34.7
Oman	6.2	17.1
Qatar	6.7	15.0
Saudi Arabia	7.6	16.1
Somalia	43.4	43.4
Sudan	26.9	29.5
Syrian Arab Republic	23.5	27.0
Tunisia	28.9	31.7
United Arab Emirates	5.1	14.8
Yemen	32.5	28.1

Source: International Labour Office, Bureau of Statistics, *Economically Active Population 1950-2010*, fourth edition (Geneva, 1996).

ECONOMIC ACTIVITY RATE

Despite the growing proportion of women in the labour force, their economic activity rate, namely, the percentage of the population that is economically active, is strikingly lower than that of men in the Arab region. Over the past decade, the economic activity rate of women ranged between 9 per cent in Palestine, and 35 per cent in Qatar, while the economic activity rate of men varied between 64 per cent in Oman and 92 per cent in the United Arab Emirates. Furthermore, the gender gap in economic activity rate—the differential between the activity rate of men and women—is narrowest in Kuwait and widest in Saudi Arabia, at 35 and 65 per cent respectively (see chart 1).

CHART 1
Gender gap as it relates to economic activity rate in selected Arab countries, 1990-2000



Sources: ESCWA, *Compendium of Social Statistics and Indicators*, fifth issue, 2001 (E/ESCWA/STAT/2001/10) (Sales No. A/E.02.II.L.5); Palestinian Central Bureau of Statistics (PCBS), *Palestine 1999: Statistical Abstract of Palestine No. 1* (Ramallah, November 2000); and Bahrain, Ministry of Cabinet Affairs, Central Statistical Organization, *Basic Results: Population, Housing, Buildings and Establishments Census, Part One*, 2001.

Note: Gender gap is the differential between men and women

According to the ILO, the economic activity rate of women will continue to increase in the Arab region. This rate is expected to reach just over 40 per cent in Mauritania and Comoros by 2010. However, the participation rate of women will still be lower than men's (see chart 2). The increased participation of women with regard to economic activity can best be explained by social and economic changes. Over the past few decades, attitudes towards women who work have changed. Furthermore, women are finding better ways to combine family responsibilities and work. In addition, economic growth and the expansion of the service sector have played a significant role in promoting the entry of women into the labour market.

THE STATUS OF WORKING WOMEN AND MEN IN THE ARAB COUNTRIES

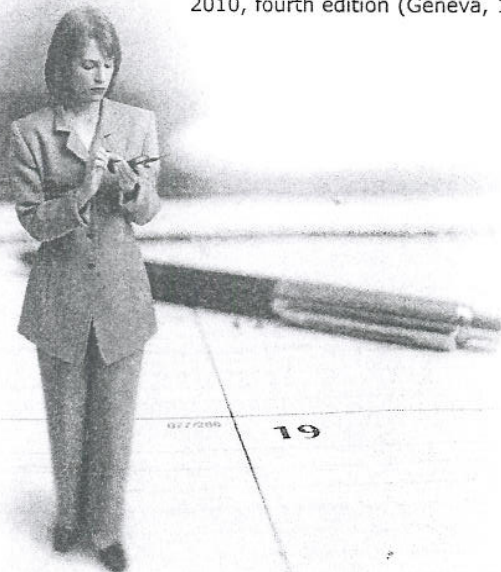
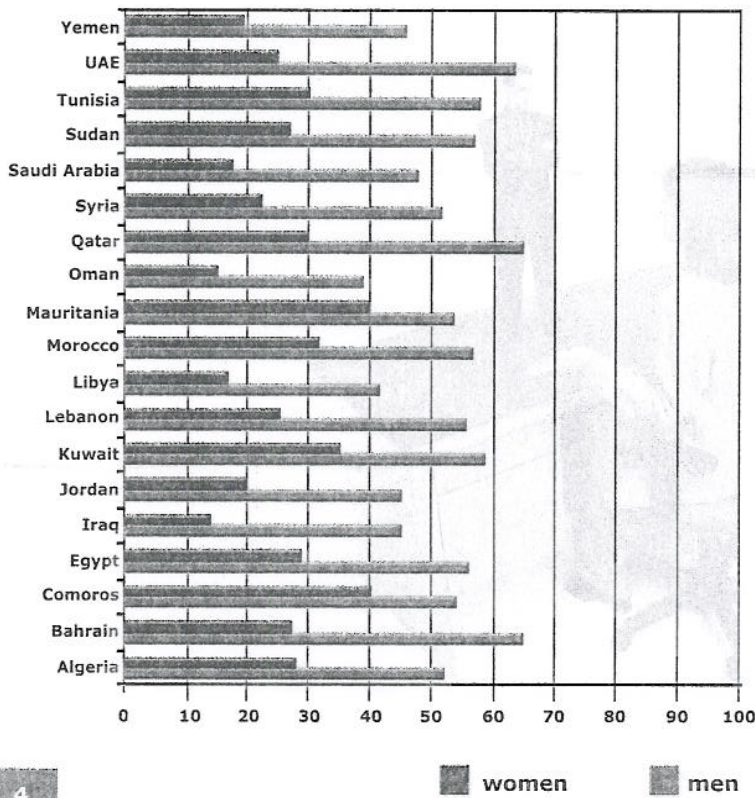


CHART 2
Projected economic activity rate by gender, 2010



Source: International Labour Office, Bureau of Statistics, *Economically Active Population 1950-2010*, fourth edition (Geneva, 1996).

BOX 1: EMPLOYED AND UNEMPLOYED

The term employed comprises all persons above the age specified for measuring the economically active population who during a short reference period of one day or one week either worked for pay or profit, or contributed to a family business (or farm) without receiving any remuneration.

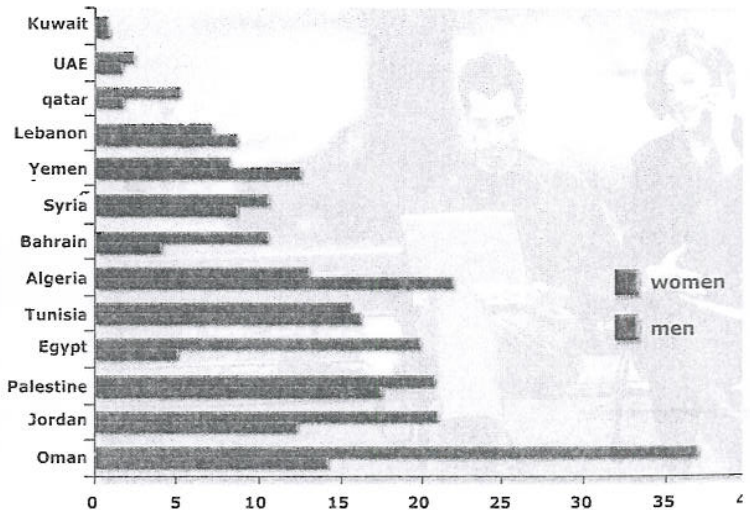
The term unemployed comprises all persons above the age specified for measuring the economically active population who during a specified reference period were not employed; were available for paid employment or self-employment during the reference period; and were taking specific steps in a specified recent period to seek employment or self-employment.

Source: United Nations, *The World's Women 2000 Trends and Statistics* (New York, 2000) (ST/ESA/STAT/SER.K/16), p. 111.

UNEMPLOYMENT RATE

Measurement and data collection schemes vary. Therefore, it is rather difficult to compare unemployment data between countries. The unemployment rate—defined as the percentage of the population in the labour force who are unemployed—was relatively higher for women than men, in virtually all Arab countries between 1995 and 2000 (see chart 3). In Jordan, for example, the unemployment rate of women was really twice as high as that of men in 2000. The high annual rate of growth in the labour force in Arab countries is not often matched by the creation of new work opportunities. Some of the factors that create inequalities in Arab labour markets and high unemployment rates for both women and men include, stagnant growth rates, shrinking public sectors in various countries and a mismatch between skills and jobs.

CHART 3
Unemployment rate by gender in selected Arab countries, 1995-2000



Sources: ESCWA, *Compendium of Social Statistics and Indicators*, fifth issue, 2001 (E/ESCWA/STAT/2001/10) (Sales No. A/E.02.II.L.5); ESCWA, *Women and Men in Tunisia: A Statistical Portrait*, (E/ESCWA/STAT/2001/2) published in cooperation with the Government of Tunisia, Ministry for Women and Family Affairs (MAFF) and funded by United Nations Development Programme (UNDP) and International Development Research Centre Canada (IDRC) (Beirut, 2001), pp.89; ESCWA and Centre National d'Etudes et d'Analyses pour la Planification (CENEAP), *Algeria, Women and Men in Algeria: A Statistical Portrait 2000* (Algeria, 2000), p.103 (in Arabic); PCBS, *Palestine 1999: Statistical Abstract of Palestine No. 1* (Ramallah, November 2000); and Bahrain, Ministry of Cabinet Affairs, Central Statistical Organization, *Basic Results: Population, Housing, Buildings and Establishments Census, Part One* (Bahrain, 2001).

ECONOMIC SECTORS AND OCCUPATIONS

Women tend to work in different sectors of economy as compared to men. Over the past decade, a higher percentage of women than men were engaged in the service sector in virtually all Arab countries (see chart 4). The only exception is Yemen where the majority of women work in agriculture. More men than women work in the industry sector, more specifically in fields such as construction and manufacturing.

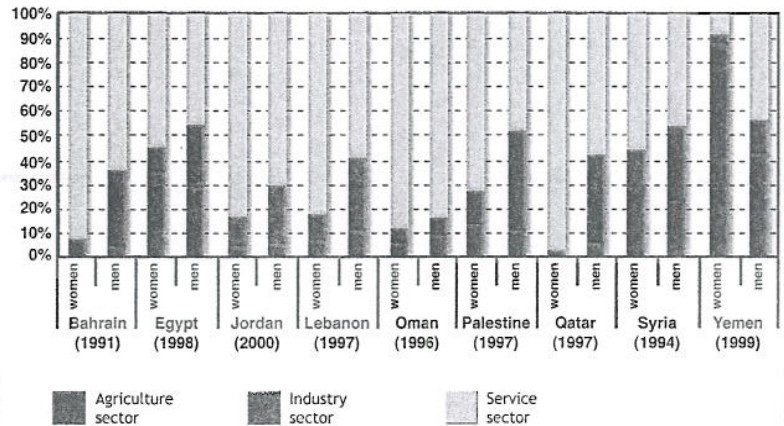


"Each Member for which this Convention is in force undertakes to declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation with a view to eliminating any discrimination in respect thereof."

Source: ILO, Discrimination (Employment and Occupation) Convention, 1958 (No. 111), article 2.

CHART 4

Working women and men (aged 15+) by sector of economy in selected Arab countries, 1990-2000

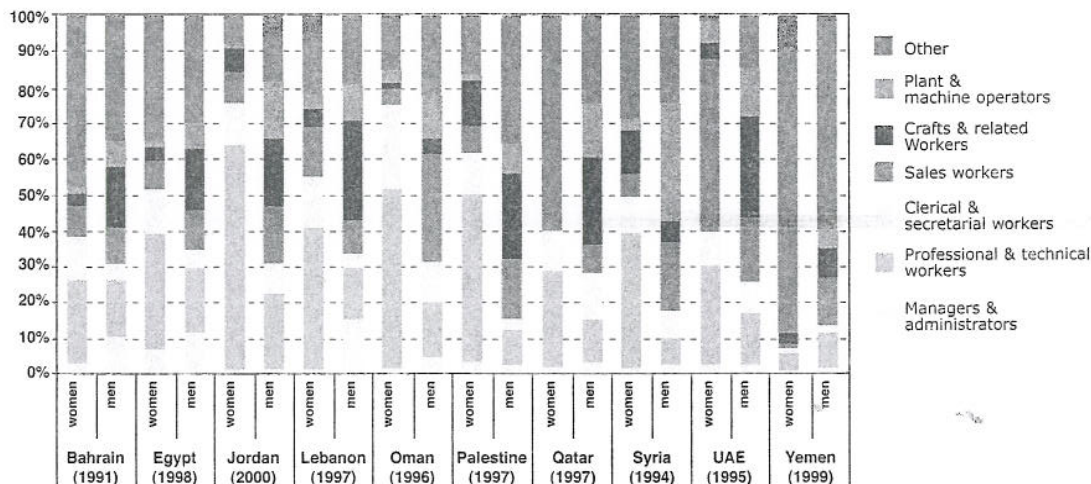


Source: ESCWA, *Compendium of Social Statistics and Indicators*, fifth issue, 2001 (E/ESCWA/STAT/2001/10) (Sales No. A/E.02.II.L.5).

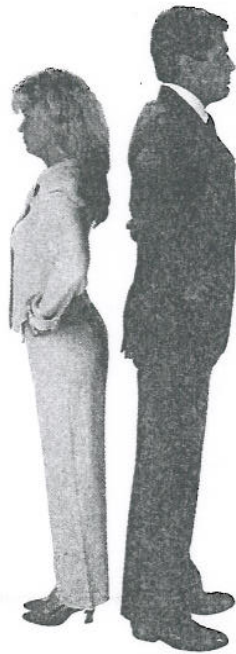
Gender-based segregation of occupation has long been an enduring characteristic of the labour market⁷. For example, there are more women than men in clerical and secretarial jobs in the Arab world and more men in jobs related to crafts and plant and machine operator positions (see chart 5). Not only are women and men employed in different occupations, they also hold different positions in the same field. While women are well represented in professional roles in the Arab world, they tend to be employed in an assisting capacity. Men, however, tend to be more concentrated in managerial roles.

CHART 5

Working women and men (aged 15+) by occupation in selected Arab countries, 1990-2000



Source: ESCWA, *Compendium of Social Statistics and Indicators*, fifth issue, 2001 (E/ESCWA/STAT/2001/10) (Sales No. A/E.02.II.L.5).



EMPLOYMENT STATUS

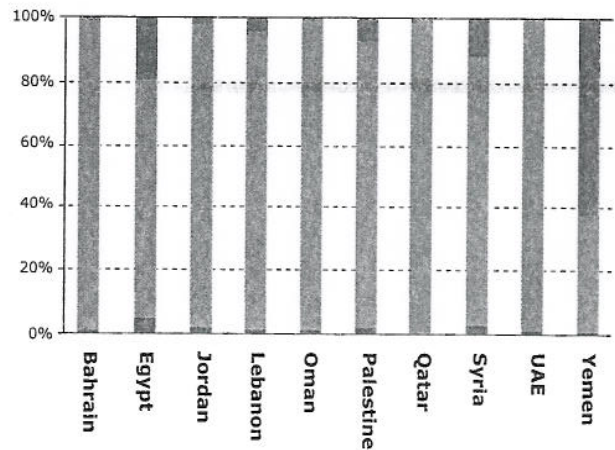
With the exception of Yemen, the largest category of the labour force for women and men in the Arab region comprises paid employees (see chart 6). In fact, there are more women than men in this category. Men are also more likely to be self-employed as compared to women. In Lebanon and Yemen, for example, approximately one third of working men are self-employed, while approximately one sixth of men are self-employed in Palestine and the Syrian Arab Republic. Furthermore, a higher percentage of women than men are classified as unpaid family workers in virtually all Arab countries for which data are available.

In the Arab region, more people are classed as own-account workers or self-employed than as employers. It is possible that self-employment would suit women better than men because it would allow them to better balance work and family responsibilities. However, more men than women are own-account workers. This is partly explained by the fact that women do not have access to the same resources as men.

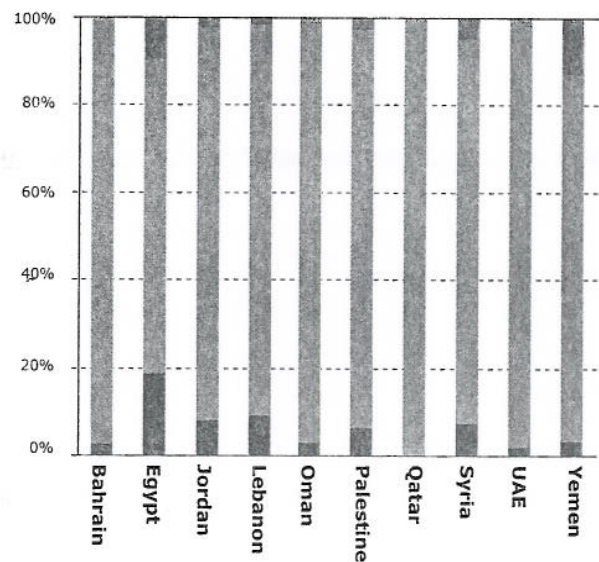
CHART 6

Working women and men (aged 15+) by employment status in selected Arab countries, 1990-2000

WOMEN



MEN



Employer
 Self employed
 Employee
 Unpaid family worker

Source: ESCWA, *Compendium of Social Statistics and Indicators*, fifth issue, 2001 (E/ESCWA/STAT/2001/10) (Sales No. A/E.02.II.L.5).

QUALIFICATIONS

Qualifications affect the employment opportunities and pay of women and men. People who are more highly educated are likely to get better jobs with more attractive benefits packages and are less likely to be unemployed. However, in the Arab region, women with higher education are generally more likely to be unemployed than their male peers⁸.

Despite improvements over the past decades, the adult illiteracy rate of women remains higher than that of men in many Arab countries (see chart 7). In 2000, Yemen had the highest rate with regard to illiteracy for women, at 75 per cent, and Jordan the lowest at 15.6 per cent. Data concerning students enrolled in the secondary school system (see chart 8) do not reflect significant variations among women and men, except for Yemen where women accounted for less than quarter of the students in 1996.

Selected objectives of the Beijing Declaration and the Platform for Action

"Ensure equal access to education".
(Strategic objective B.1)

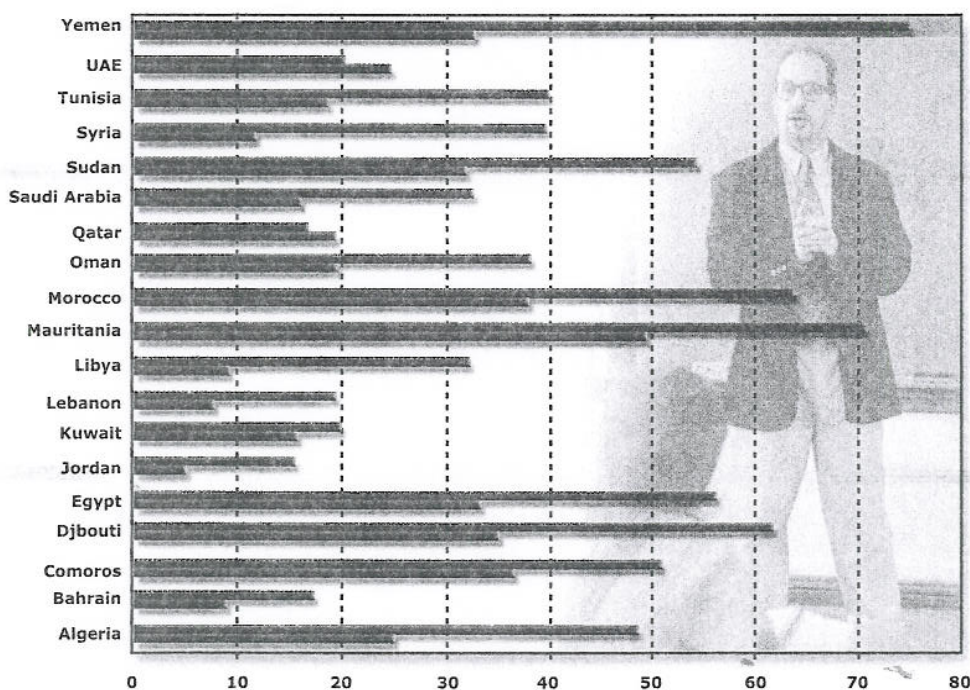
"Eradicate illiteracy among women".
(Strategic objective B.2)

Source: *The Beijing Declaration and the Platform for Action*, "Strategies objectives and actions", Fourth World Conference on Women, Beijing, 4-15 September 1995 (New York, United Nations, 1996), pp. 49 and 50.

Furthermore, women comprise more than 40 per cent of the students in colleges and universities in virtually all Arab countries, thus accounting for a narrow gender gap in this area (see chart 9). This is not the case, however, for Yemen where just over 10 per cent of students enrolled in higher education are women. Moreover, male and female students are attracted to different fields of specialization. Proportionately more women than men are enrolled in education and humanities and more men than women in natural sciences (see table 2).

THE
LIFECYCLE OF
INEQUALITY:
QUALIFICATIONS
FAMILY
STRUCTURE
AND PAY

CHART 7
Adult illiteracy rates by gender, 2000

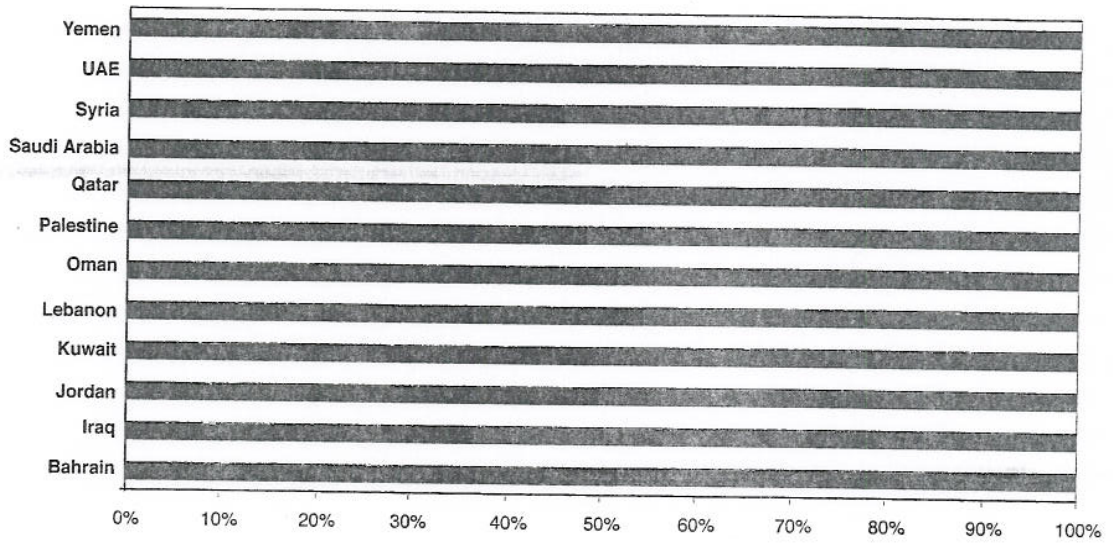


Source: United Nations Educational, Scientific and Cultural Organization (UNESCO), '99 Statistical Yearbook, (Paris, 1999).

Women men

Chart 8

Women and men in the secondary school system in selected Arab countries, 1996



Source: United Nations Educational, Scientific and Cultural Organization (UNESCO) Institute for Statistics. Available at: <http://www.uis.unesco.org>.

Women Men

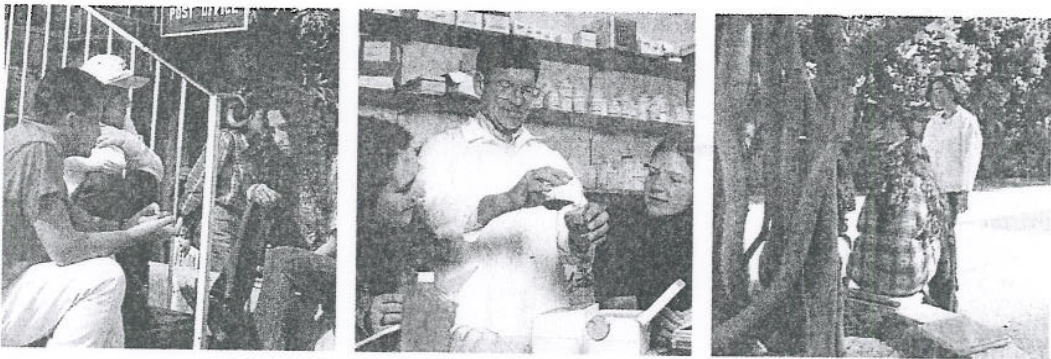
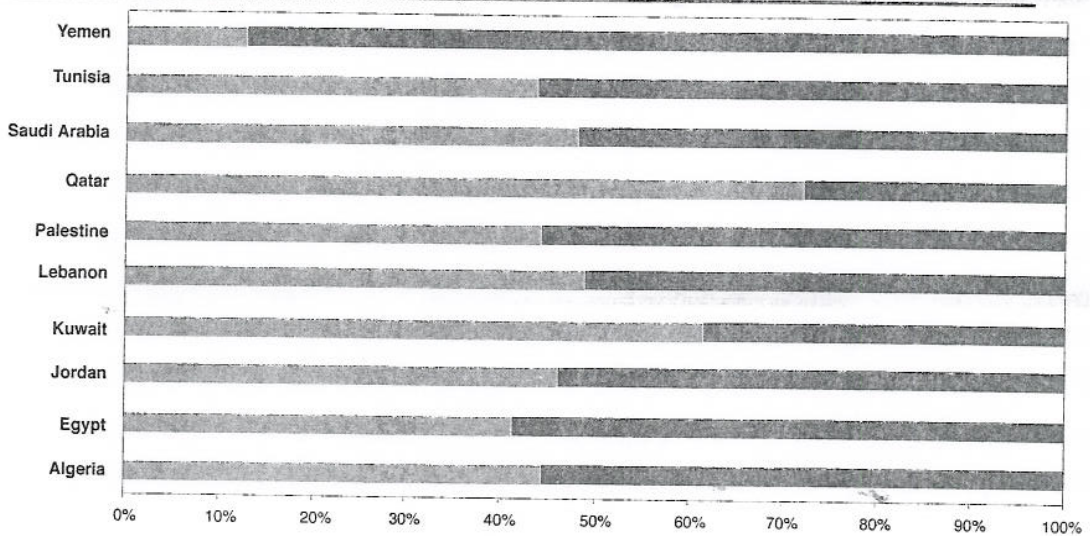


Chart 9

Women and men enrolled in colleges and universities in selected Arab countries, 1995/96



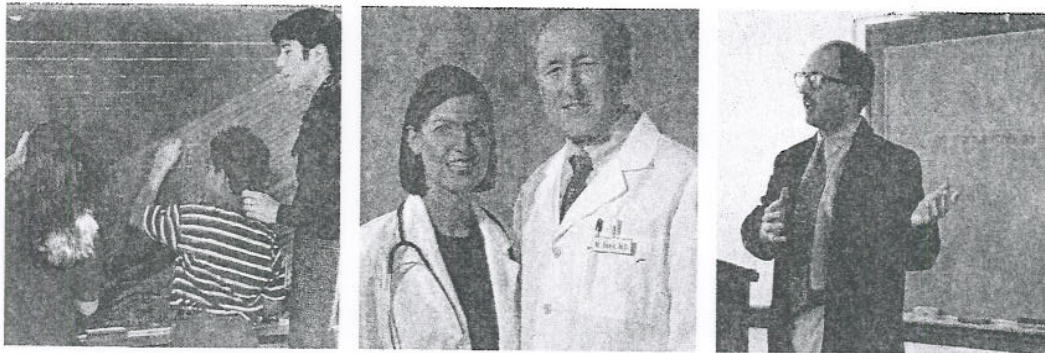
Source: United Nations Educational, Scientific and Cultural Organization (UNESCO) Institute for Statistics. Available at: <http://www.uis.unesco.org>.

Women Men

TABLE 2**Women enrolled in colleges and universities by fields of study in selected Arab countries, 1995/96 (Percentage)**

	EDUCATION	HUMANITIES	SOCIAL SCIENCES	NATURAL SCIENCES	MEDICAL SCIENCES	OTHERS
Algeria	25.8	65.4	46.7	36.3	49.9	54.9
Egypt	53.9	53.4	35.8	29.4	43.1	27.0
Jordan	63.6	65.3	37.4	34.5	53.5	59.5
Kuwait	73.9	70.2	60.2	29.0	72.4	0.0
Lebanon	38.1	53.6	50.5	36.9	52.5	68.4
Palestine	56.9	56.8	31.3	31.7	54.1	46.3
Qatar	88.6	80.2	43.4	44.2	0.0	73.6
Saudi Arabia	62.4	37.0	42.5	43.8	36.8	0.0
Tunisia	46.1	57.6	42.1	28.4	53.8	39.0
Yemen	22.6	19.7	3.5	16.7	4.6	0.0

Source: UNESCO Institute for Statistics. Available at: <http://www.uis.unesco.org>.



FAMILY STRUCTURE

The reproductive role of women has a significant effect on their employment opportunities and earning capacity. Raising children is primarily the responsibility of the mother in the Arab world, as is the care of elder members of the family. Furthermore, women with small children find it more difficult to balance work and family responsibilities.

The majority of Arab women and men enter the labour force in their early 20s. Women tend to withdraw after a few years to bear and care for children (see chart 10). Men, however, remain in the labour force well into their late 50s and early 60s. In Jordan and Tunisia, women who decide to leave the labour market usually do not re-enter it. In Lebanon, women tend to rejoin the labour market towards the end of their childbearing years. Yemeni women, however, do not follow the same trend and are most active with regard to work between the ages of 40 and 45, only to retreat steadily afterwards. Older women tend to be less involved in the labour force than older men. This may be attributed, as is the case in Jordan, to the fact that women can retire as early as at 45 years old.

"Each member shall make it an aim of national policy to enable persons with family responsibilities who are engaged or wish to engage in employment to exercise their right to do so without being subject to discrimination and, to the extent possible, without conflict between their employment and family responsibilities".

Source: ILO Workers with Family Responsibilities Convention, 1981 (No. 156), article 3.

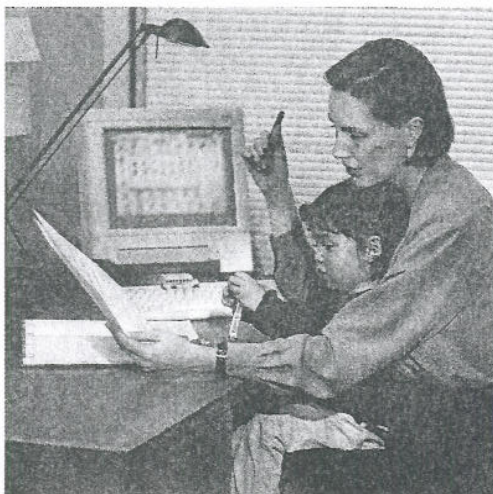
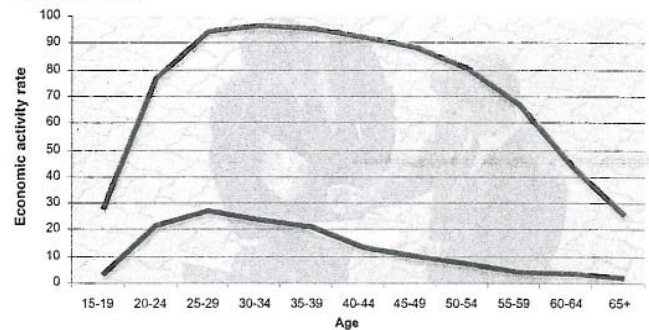


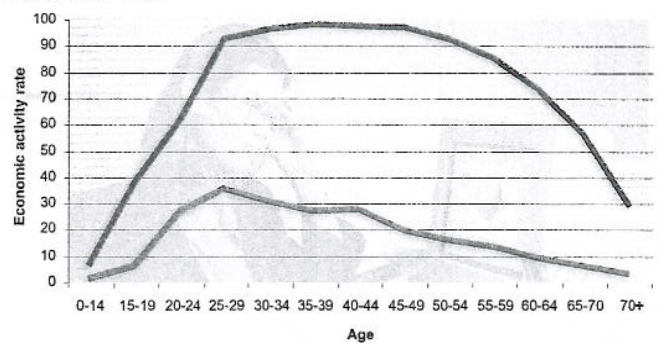
CHART 10

Age pattern of economic activity rates in selected Arab countries, 1994-1999

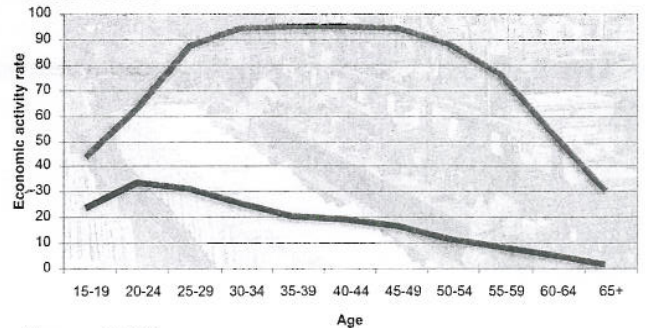
• Jordan-1997



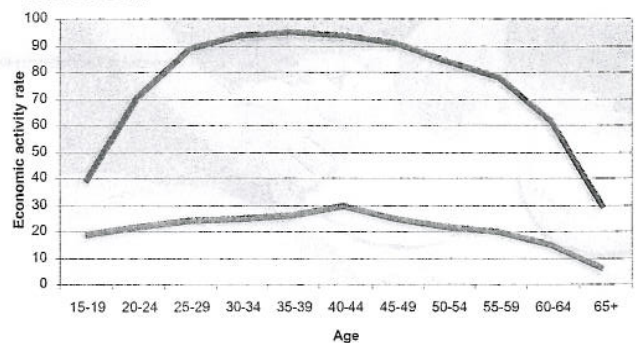
• Lebanon-1997



• Tunisia-1994



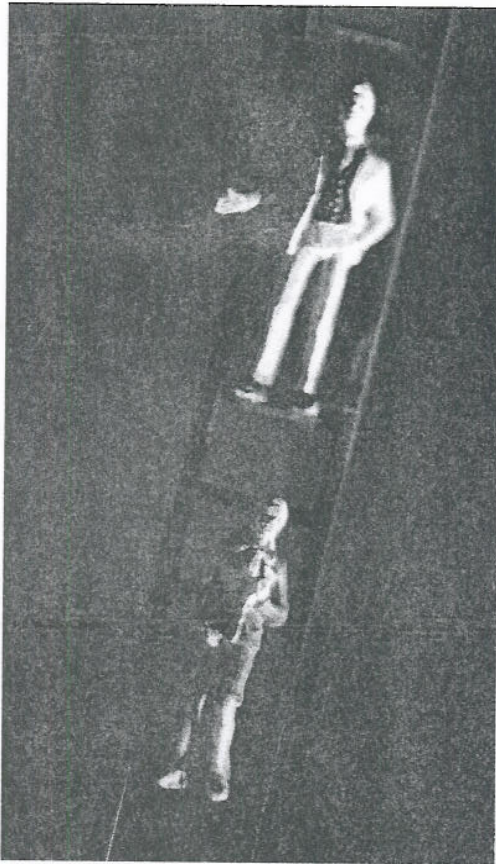
• Yemen-1999



Women

Men

Sources: ESCWA, UNDP and Department of Statistics, Jordan, *Women and Men in Jordan: A Statistical Portrait*, Jordan, 1999 (in Arabic); ESCWA and Government of Lebanon, *Women and Men in Lebanon: A Statistical Portrait*, (Beirut, 2000) (in Arabic); ESCWA, *Women and Men in Tunisia: A Statistical Portrait*, (E/ESCWA/STAT/2001/2) published in cooperation with MAFF and funded by UNDP and IDRC Canada (Beirut, 2001); and Yemen, *Women and Men in Yemen: Statistical Portrait*, published in cooperation with UNDP and ESCWA, (Yemen, 2001).



PAY

Unequal pay is a major source of gender inequality. Gender disaggregated data on pay and income are not available for the majority of Arab countries. However, available data confirms the long held view that on average, women are paid less than men. In Jordan, women earned on average 86 per cent of what men earned in 1996, while in Palestine women earned 74 per cent of what men earned (see chart 12). One reason for this is that women dominate poorer-paid professions⁹. Furthermore, women's work is often underestimated. More women than men work in part-time or temporary employment and accordingly, their pay and benefits are lower.

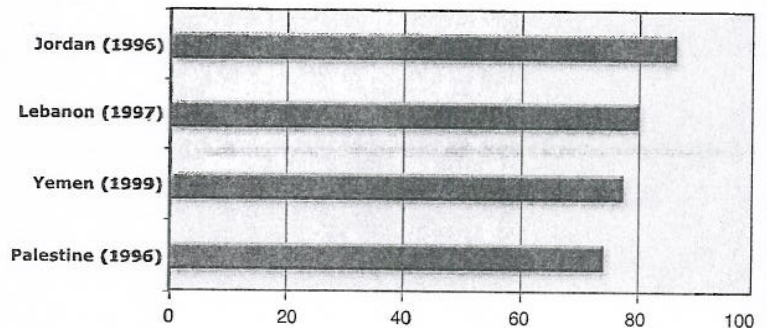
Selected Objective of the Beijing Declaration and the Platform for Action

"Increase efforts to close the gap between women's and men's pay, take steps to implement the principle of equal remuneration for equal work of equal value by strengthening legislation, including compliance with international labour laws and standards, and encourage job evaluation schemes with gender neutral criteria".

Source: *The Beijing Declaration and the Platform for Action*, "Strategic objectives and actions", Fourth World Conference on Women, Beijing, 4-15 September 1995 (New York, United Nations, 1996), p. 105, paragraph 178 (k).

Chart 11

Gender Pay Gap in selected Arab countries 1996-1999



Sources: ESCWA and Government of Lebanon, *Women and Men in Lebanon: A Statistical Portrait* (Beirut, 2000) (in Arabic); ESCWA, UNDP and Department of Statistics, Jordan, *Women and Men in Jordan: A Statistical Portrait*, Jordan, 1999 (in Arabic); Palestine, PCBS, *Women and Men in Palestine: Trends and Statistics*, 1998; and Yemen, *Women and Men in Yemen: Statistical Portrait*, published in cooperation with UNDP and ESCWA (Yemen, 2001).

Note: Gender pay gap is the quotient of women pay divided by men's multiplied by 100.

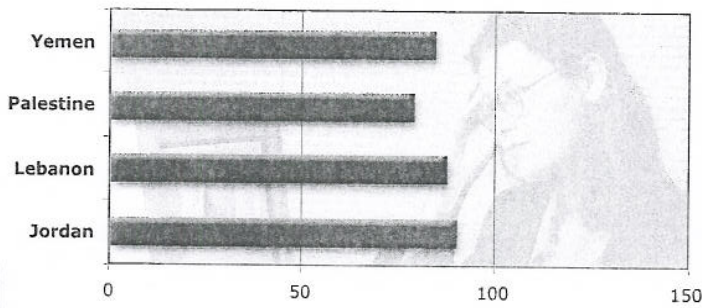


In Arab countries for which data is available, the gender pay gap, namely, the salary of women as a percentage of the salary of men, varies between occupations (see chart 12). In clerical and secretarial jobs, which are conventionally the domain of women, the pay gap is not significant. However, in some countries, namely, Jordan, women earn more than men in sales jobs while men are paid higher in jobs related to crafts and machine operator occupations.

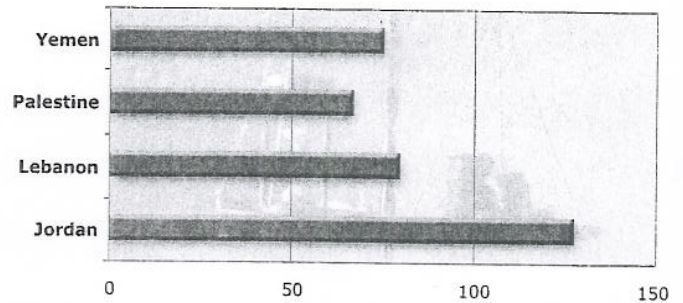


Chart 12
Gender pay gap by occupation
in selected Arab countries,
1995-2000

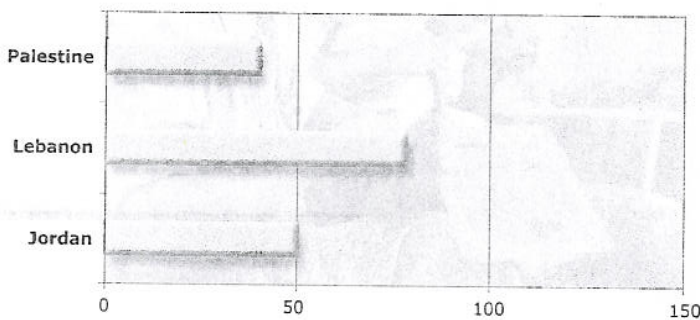
Gender Pay Gap: Clerical and Secretarial



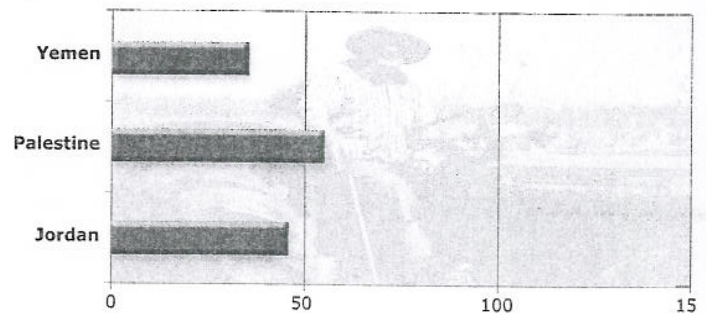
Gender Pay Gap: Sales



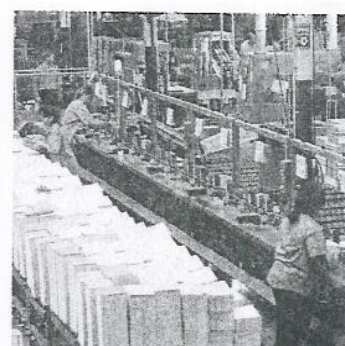
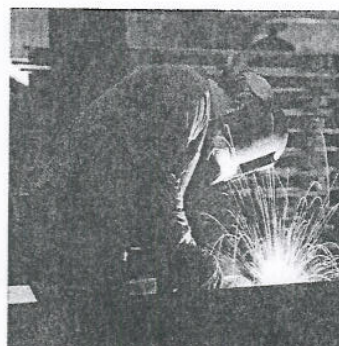
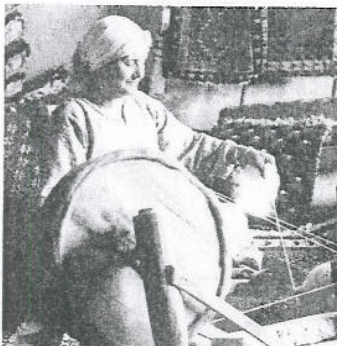
Gender Pay Gap: Crafts and Related



Gender Pay Gap: Machine and Plant Operators



Sources: ESCWA and Government of Lebanon, *Women and Men in Lebanon: A Statistical Portrait* (Beirut, 2000) (in Arabic); ESCWA, UNDP and Department of Statistics, Jordan, *Women and Men in Jordan: A Statistical Portrait*, Jordan 1999 (in Arabic); Palestine, PCBS, *Women and Men in Palestine, Trends and Statistics*, 1998; and Yemen, *Women and Men in Yemen: Statistical Portrait*, published in cooperation with UNDP and ESCWA (Yemen, 2001).



GENDER DISAGGREGATED DATA

Conventional labour statistics are only capable of reflecting figures related to traditional employment and unemployment, that is, those with full time jobs in the formal sector and those looking for such jobs¹⁰. Such statistics do not tell the whole story. In the Arab region, women often work in the informal sector, in home-based work or in the family business. Some of these women do not even consider that they have a job. Moreover, in this rapidly shifting world, the knowledge-oriented workplace and conventional full-time positions are being replaced with part-time, temporary, consulting and special assignment roles¹¹. These situations are often neglected by labour market data.

Gender disaggregated statistics concerning pay are very limited in the Arab region. Women are generally paid less than men for a variety of reasons that are not fully documented. Occupational segregation is one reason that women are paid less. However, women often find themselves paid less than men within the same occupation. In addition, women often choose lower paying roles that are more flexible with the aim of balancing their work and family responsibilities. All these factors need to be reflected statistically to fully assess equity with regard to remuneration of women and men in the Arab region.

Women face a variety of discriminatory actions with regard to hiring and promotion that are not always easy to detect¹². It is possible that discrimination is directly related to cultural attitudes that dictate which domains are suitable for women and which are more appropriate for men¹³. Discrimination could also be the result of lower education or training for women. Furthermore, it could be caused by the preference of women to work fewer hours than men making them less productive in the view of some enterprises.

Selected objective of the Beijing Declaration and the Platform to Action

"Generate and disseminate gender-disaggregated data and information for planning and evaluation". (Strategic objective H.3)

Source: *The Beijing Declaration and the Platform for Action*, "Strategic objectives and actions", Fourth World Conference on Women, Beijing, 4-15 September 1995 (New York, United Nations, 1996), p. 118.

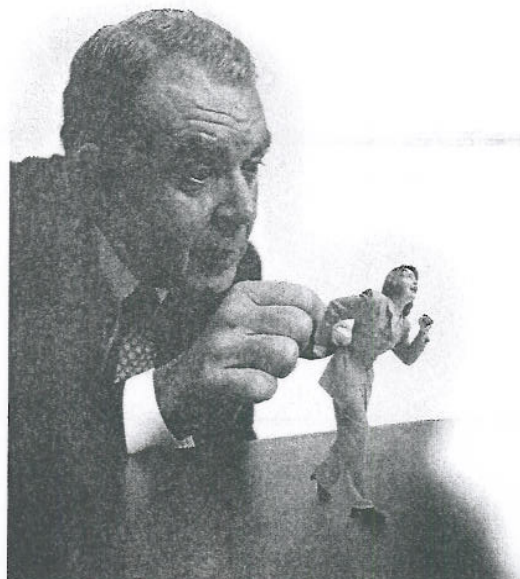
THE CHALLENGE OF FULL EMPLOYMENT

The issue of employment of men and women has been relegated to a lower priority policy area within the context of globalization. Development strategies address fundamental macroeconomic issues with the idea that job creation will ensue. Given their relatively high population growth rate and young population structure, economic growth for most Arab countries is not sufficient to create jobs for new entrants into the job market or to absorb the existing ranks of unemployed and underemployed. Furthermore, education does not necessarily lower the chances of unemployment for men and women in the Arab region. This is because there is a mismatch between education and available jobs, hence the need for a new stance in education.

Compared to other developing regions, the economic activity rate of women in Arab countries is low, particularly in the Gulf Cooperation Council (GCC) countries*. This is partly due to the fact that in general, jobs are lacking, thereby perpetuating long held views about the role of women in society. Attitudes and misconceptions concerning women who work must be tackled to allow women to participate fully in the workplace and therefore to achieve economic independence and guarantee a lifetime of equality between men and women.

*Gulf Cooperation Council (GCC) countries include Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and United Arab Emirates.

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PAID AND UNPAID WORK

More women than men are employed in the informal sector and in unpaid family enterprises where the flexible hours and proximity of the workplace to their homes is usually more adjusted to their needs. These work arrangements are not always empowering, even though economic activity is a necessary step towards gender equality¹⁴. It is difficult to assess the full contribution of women with regard to the economy. Furthermore, their activities to a large extent, remain invisible in national accounts. This is because, in the first place, there is no agreement concerning the definition of the informal sector and secondly, because conventional indicators cannot systematically reflect the majority of non-traditional employment situations.

Statistical tools are in the process of being devised or amended to reflect all kinds of work. Time-use surveys are one such instrument that aims to measure the following: paid and unpaid work; time spent on other activities; and information concerning the invisible economy. These surveys are also supposed to reflect the activities and level of participation of women and men in the informal sector. The United Nations has recommended methodological guidelines to standardize classifications and facilitate comparisons of results. Developed countries have also carried out surveys for some time and the Beijing Declaration and the Platform for Action has encouraged their application in developing countries. Three Arab countries, namely, Morocco, Oman and Palestine have conducted such surveys.



BOX 2: TIME-USE SURVEY: PALESTINIAN CASE STUDY

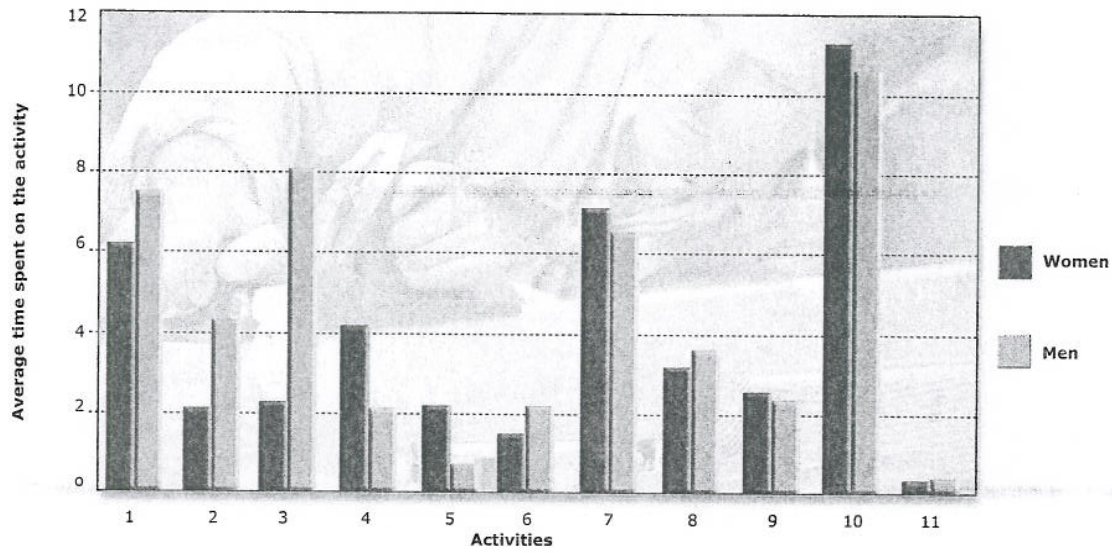
Time-use surveys are primarily carried out to improve the measurement of paid and unpaid work. The Platform for Action adopted by the Fourth World Conference on Women, Beijing 1995, recommended that time-use studies should be conducted at the national level. During 1999 and 2000 the Palestinian Central Bureau of Statistics carried out a time-use survey. In addition to data on paid and unpaid work by men and women, the survey also documented time spent on other activities such as leisure pursuits, provision of care for children and the elderly and household maintenance.

The survey confirmed that on average per day, women spend more time (four hours) than men (some one and a half hours) on shopping and household maintenance. Women also spend over two hours on the care of children and the elderly while men spend one hour. Moreover, on average, women work fewer hours per day than men with regard to economic activities (see chart 13).

Therefore, the participation rate of women in the labour force is even lower than figures, which are based on a head count, indicate. Some 44 per cent of men and 5 per cent of women are employed in establishments where men spend over seven and a half hours and women some six hours per day (see chart 14). Approximately 50 per cent of men and women employed in establishments are paid. The rest are unpaid. Overall 70 per cent of those engaged in primary production are unpaid. A total of 71 per cent of women engaged in services for income are unpaid as compared with 34 per cent of men.

Chart 13

Average time spent (in hours) on various activities by gender in Palestine, 1999-2000

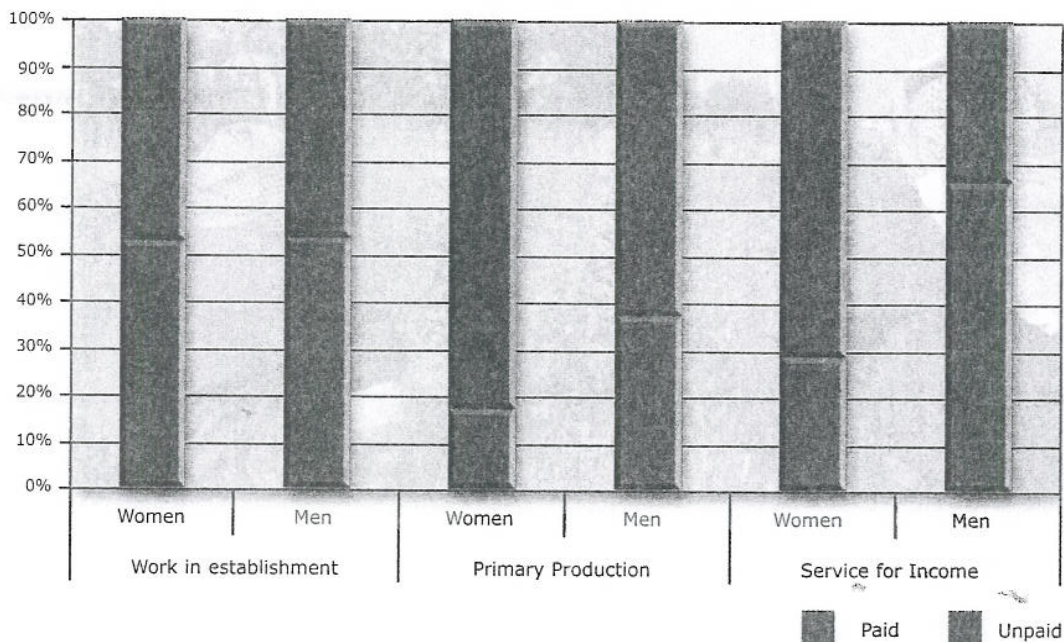


Source: Y. Falah and S. Asi, *Methods and Results of the Palestinian Time-Use Survey 1999/2000* (Palestine, Palestinian Central Bureau of Statistics, September 2001).

1. Employment in establishments
2. Primary production (not in establishments)
3. Services for income and other production of goods (not in establishments)
4. Household maintenance, management and shopping for own household
5. Care for children, the sick, elderly, disabled and for own household
6. Community services and help to other households
7. Learning
8. Social and cultural activities
9. Mass media use
10. Personal care and self-maintenance
11. Other activities in the main group

Chart 14

Paid and unpaid work of women and men in Palestine, 1999-2000



Source: Y. Falah and S. Asi, *Methods and Results of the Palestinian Time-Use Survey 1999/2000* (Palestine, Palestinian Central Bureau of Statistics, September 2001).

Notes

¹ Equal Opportunities Commission, "The lifecycle of inequality", *Women and Men in Britain*, 2001. Available at: www.eoc.org.uk.

² ESCWA, *Application of Sustainable Development Indicators in the ESCWA Member Countries: Analysis of Results* (New York, 2000) (E/ESCWA/ED/2000/4), pp. 32-33.

³ Adriana Mata Greenwood, "Gender issues in labour statistics", *International Labour Review*, Vol. 138 (1999), No. 3 p. 273.

⁴ International Labour Office, Office of the Special Adviser on Women Workers' Questions, *Critical Issues for Women in the World of Work: Actions to Overcome Obstacles to Equality. Selected Excerpts from International Conferences (1993-95)* (Geneva, 1996), p. 87.

⁵ United Nations Statistics Division, "Time-use surveys". Available at: www.un.org/Depts/unsd/timeuse/tusresource_country/palestine.htm.

⁶ Arab Regional Preparatory Meeting for the Fourth World Conference on Women, Beijing 1995 Peace for the Advancement of Arab Women, held in Amman, 6-10 November 1994. See also: www.un.org/womenwatch.

⁷ United Nations, *The World's Women 2000 Trends and Statistics* (New York, 2000) (ST/ESA/STAT/SER.K/16).

⁸ Centre of Arab Women for Training and Research (CAWTAR), *CAWTAR Arab Women's Development Report 2001. Globalization and Gender: Economic Participation of Arab Women*, published in cooperation with United Nations Development Programme (UNDP) and Arab Gulf Programme for United Nations Development Organizations (AGFUND), 2001, p. 108.

⁹ Derek Robinson, "Differences in occupational earnings by sex", *What is Equality and How Do We Get There? Women, Gender and Work*, Martha Fetherolf Loutfi, ed. (International Labour Office, Geneva, 2001).

¹⁰ Adriana Mata Greenwood, "Gender issues in labour statistics", *International Labour Review*, Vol. 138 (1999), No. 3.

¹¹ Peter Drucker, "A survey of the near future. The next society", *The Economist* (3 November 2001), p. 11.

¹² Lin Lean Lim, *More and Better Jobs for Women: An Action Guide* (International Labour Office, Geneva, 1996), p. 22.

¹³ *Ibid.*, p. 17.

¹⁴ Rachel Masika and Susan Joekes, *Employment and Sustainable Livelihoods: A Gender Perspective*, University of Sussex, Brighton, BRIDGE, Institute for Development Studies (September 1996, revised December 1996), Report No. 37, p. 3.



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