



Women's Economic Empowerment (WEE) in MENA region

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Content

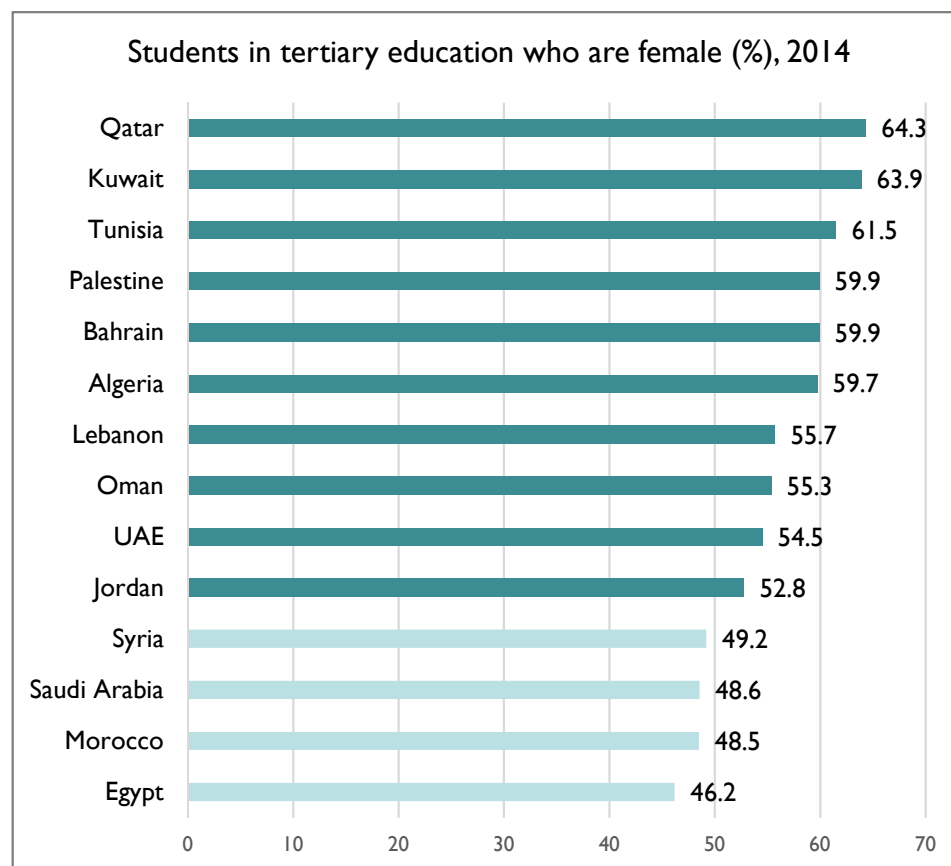
- **Women in economy in MENA region**
- **The Business Case for WEE in MENA region**
- **UN Women work, tools and approaches to WEE**
- **Q&A**

Since the adoption of 2030 Agenda

- **Jordan and Lebanon amend the Penal Code**
- **Tunisia's Law on violence against women**
- **2017 “Year of Egyptian Women” and 2030 National Women's Strategy (NWS)**
- **National Action Plans to implement UNSCR 1325**
- **Political participation of women increasing**

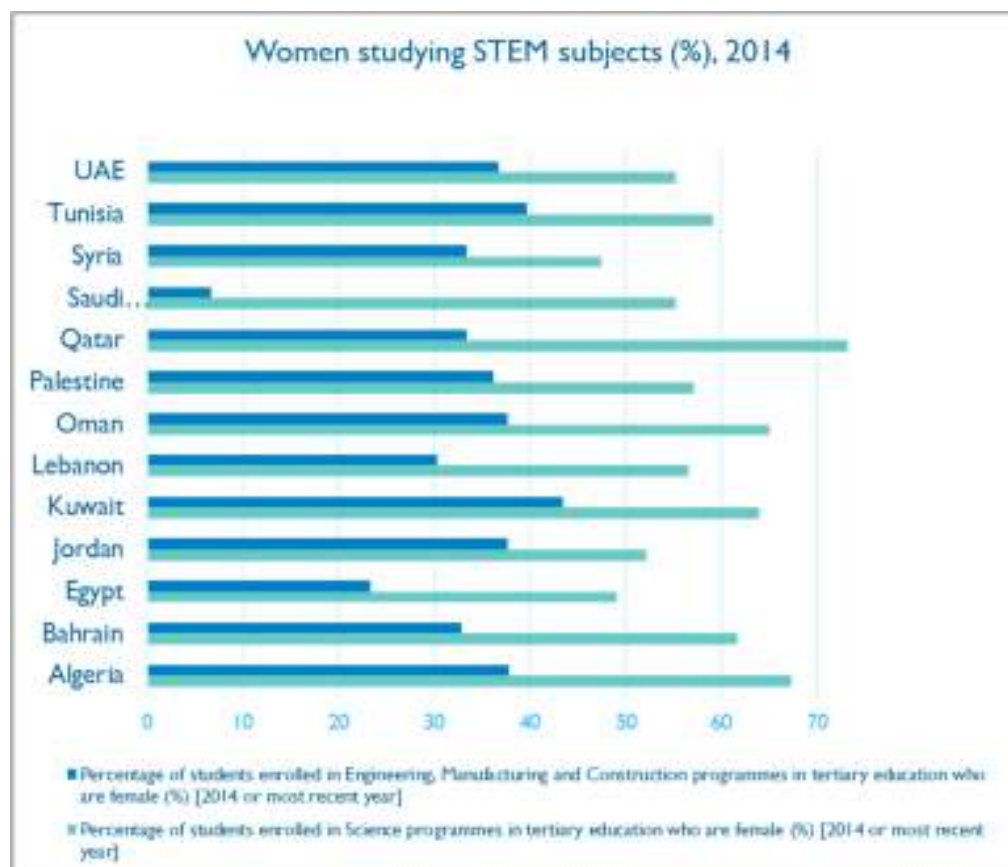
Key labour market indicators for women in MENA region

Female students in tertiary education (2014)



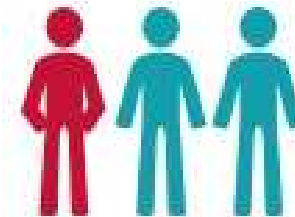
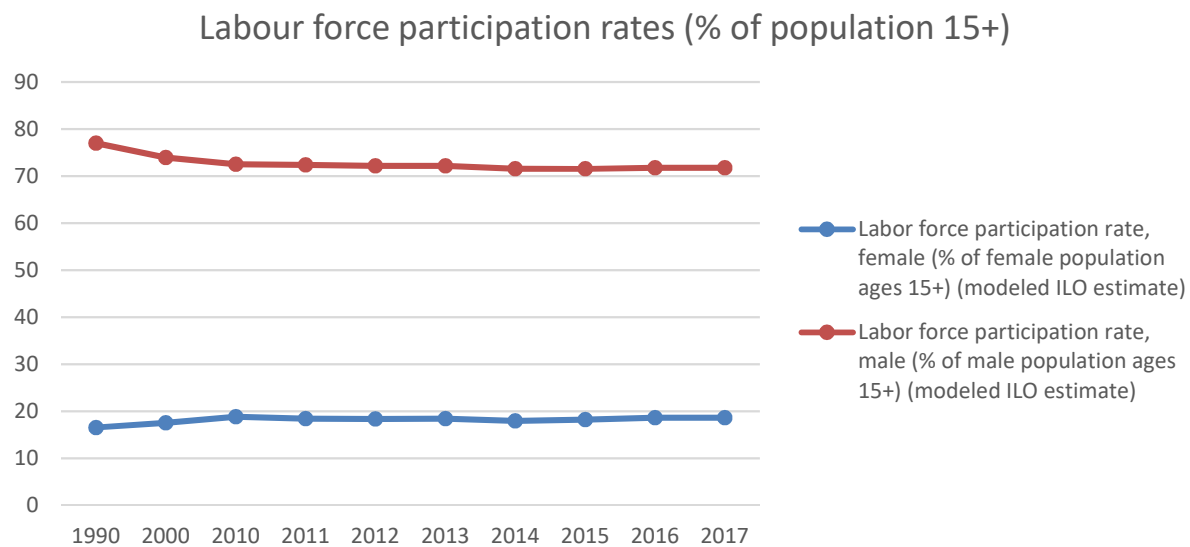
Key labour market indicators for women in MENA region

Women in STEM disciplines



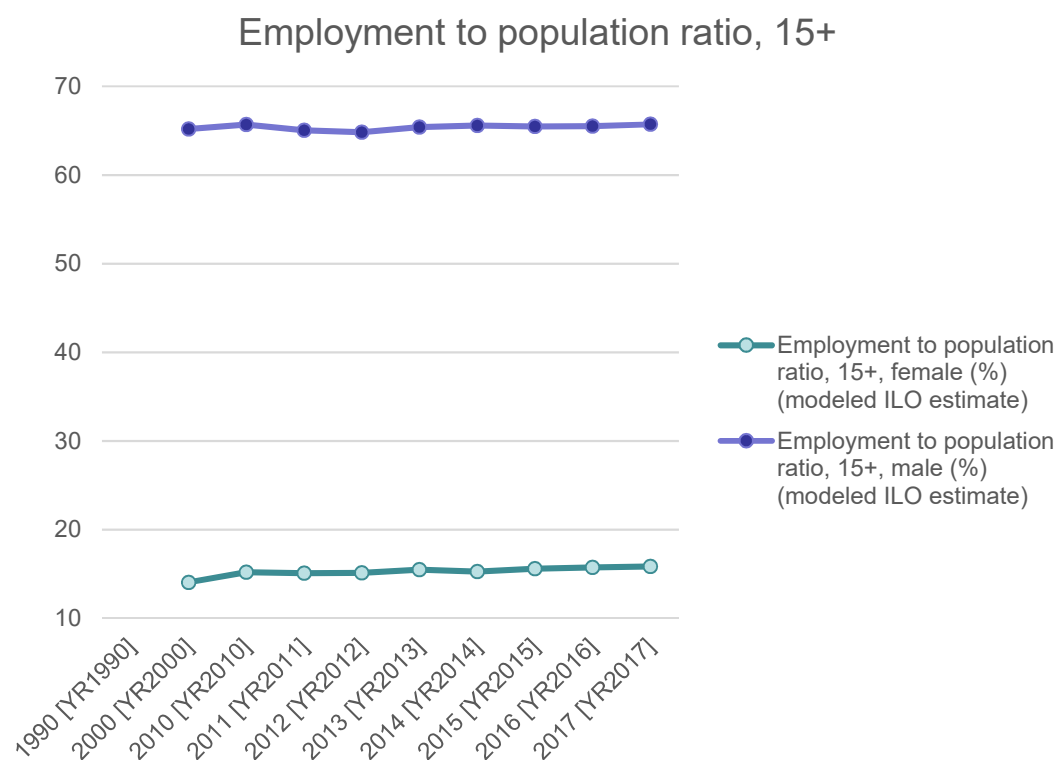
Key labour market indicators for women in MENA region

Labour force participation, rates



Key labour market indicators for women in MENA region

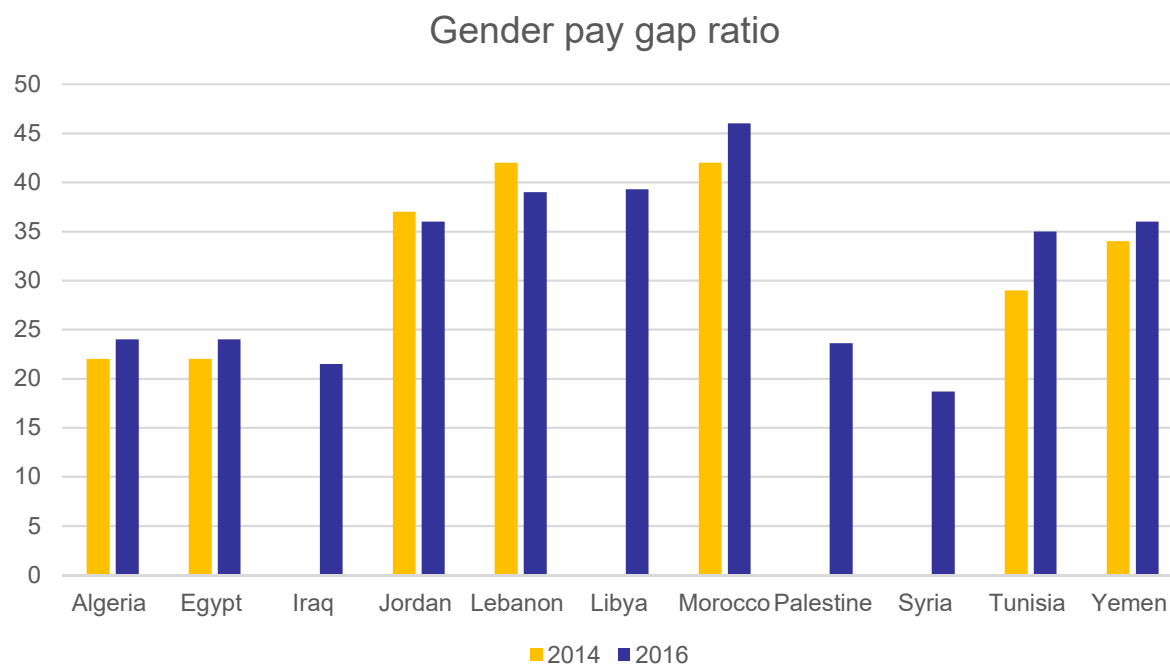
Employment to population ratio, 15+



Source: ILOSTAT database

Key labour market indicators for women in MENA region

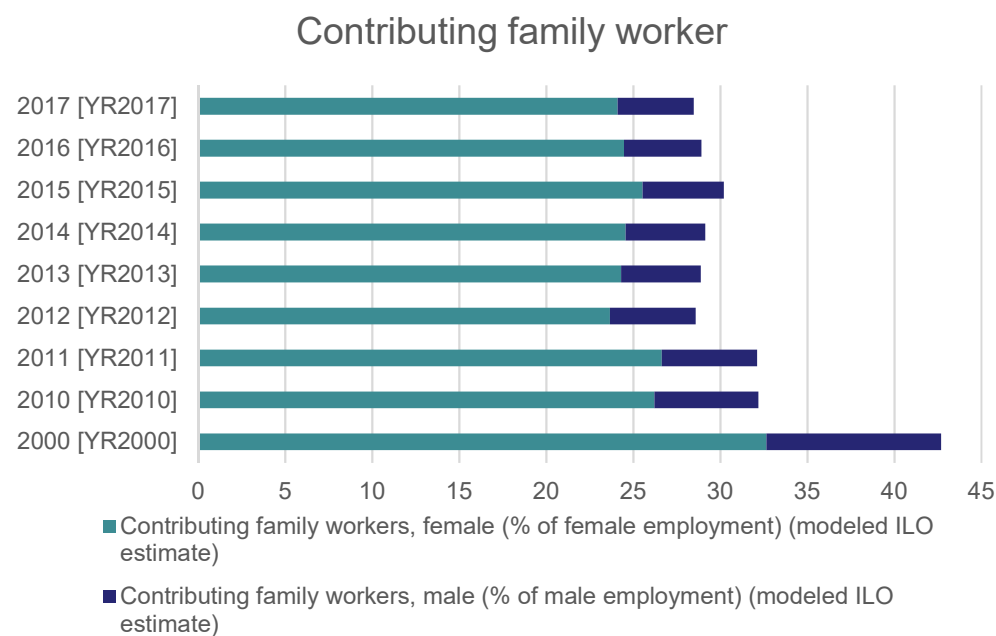
Gender pay gap ratio



Source: World Economic Forum

Key labour market indicators

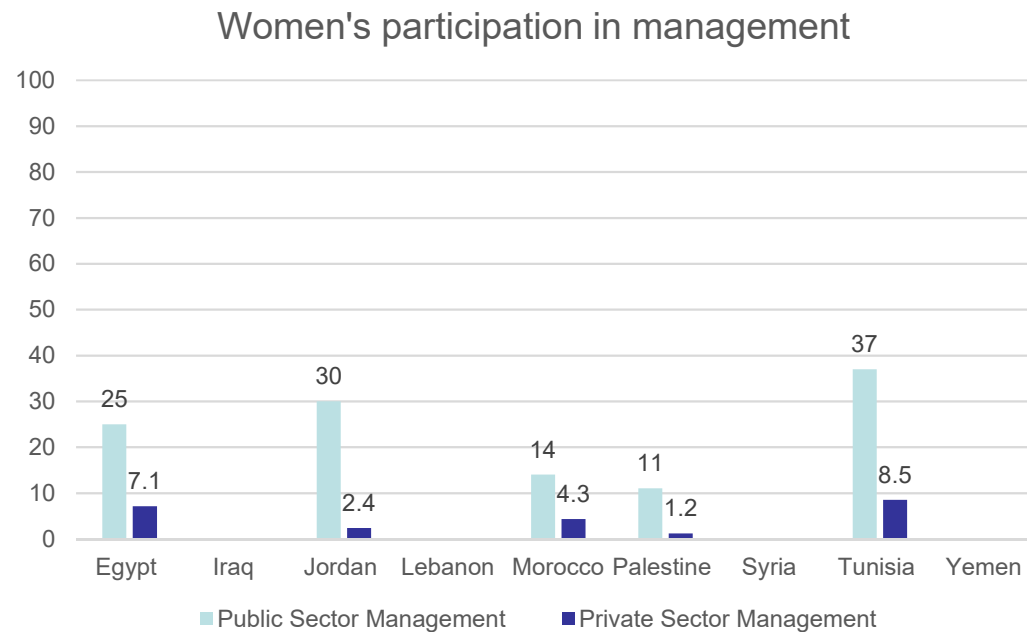
Contributing family worker



Source: ILOSTAT database

Key labour market indicators

Women in management positions

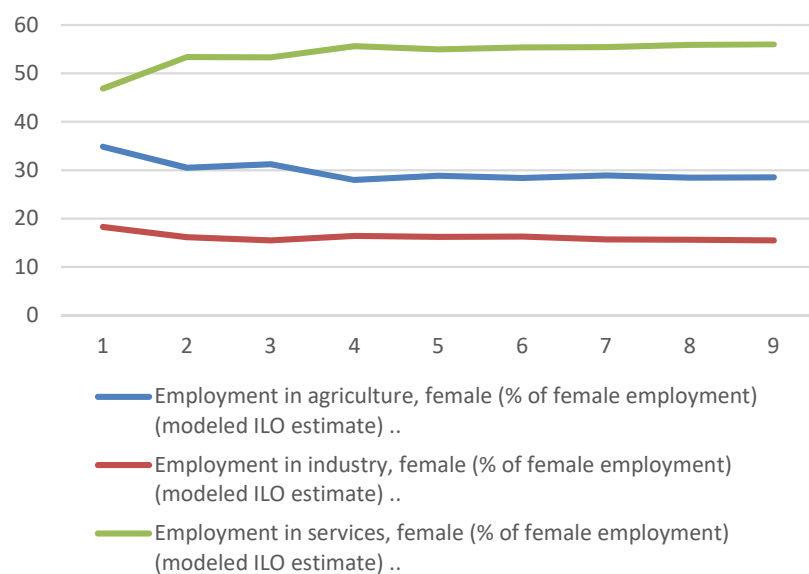


Source: OECD & CAWTAR 2014, WB 2013

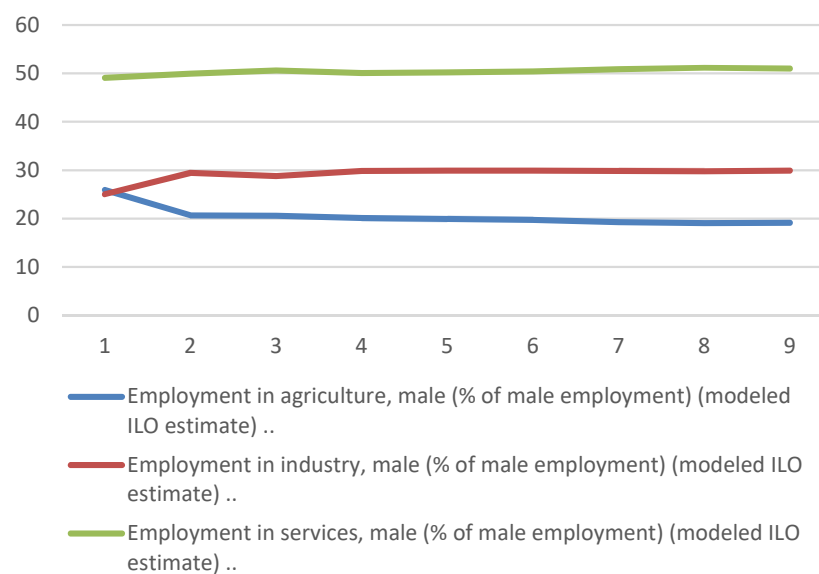
Key labour market indicators

Employment by sector

Employment by sector, women



Employment by sector, men



Source: ILOSTAT database

Key labour market indicators

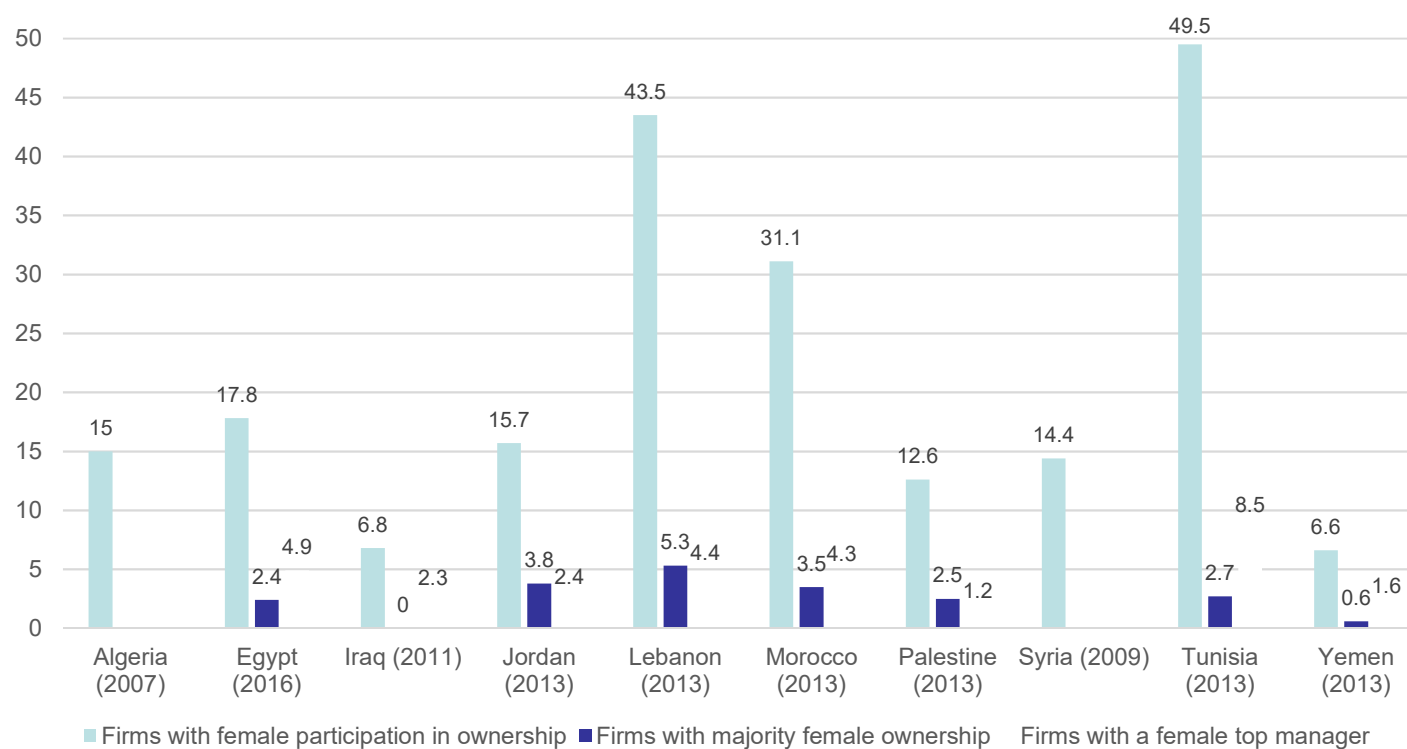
Female share of entrepreneurial activity, 2009

Country	Early stage (%)	Established businesses (%)
Yemen	38.7	46.6
Algeria	39.8	31.2
Morocco	38.1	22.1
Lebanon	35.6	22.9
Egypt	20.0	N/A
Tunisia	27.0	N/A
Jordan	21.7	12.5
Palestine	19.0	18.4
Syria	18.1	9.8

Source: Global Entrepreneurship Monitor (GEM)

Key labour market indicators

Women in business



Source: WB Enterprise Surveys

Business Case for Women Economic Empowerment

International consensus is that this is smart economics

In the current context, Arab economies need to make most efficient use of all of their human capital

Economies that have access to the widest possible pool of talents (women and men) are likely to be more productive and innovative

Thus, women's economic empowerment matters for the benefit and welfare of all – families, communities, businesses and economies.

Source: UN Women 2016

Key findings: Why WEE matters for economies?

✓ Increase GDP

- ❖ Regional GDP ↑ by US\$415 billion (ILO)
- ❖ Egypt's GDP ↑ by 34% and UAE's by 12% (IMF)
- ❖ Jordan's GDP ↑ by 5% (ILO/Govt of Jordan)

✓ Create a stronger, more globally competitive private sector

- ❖ Better access to talent for companies
- ❖ Create job-rich growth through women's SMEs

✓ Contribute to economic diversification

- ❖ Gender inequality acts as an impediment to diversification (IMF, 2016)
- ❖ Women already play strong role in emerging and export-oriented sectors in many countries

✓ Create more resilient families & communities, including in conflict & crisis

- ❖ The “multiplier effect” – greater expenditure on health, education and nutrition

Source: UN Women, 2016

Key findings: Why WEE matters for businesses?

✓ Access to the best people at all levels

- ❖ Women are an untapped talent pool, especially for the private sector
- ❖ 70% of employers in the region say that they can't find people with the right skills for the job

✓ Improved financial performance ("the bottom line")

- ❖ International and regional studies show that gender diversity is good for business, especially in women in management
- ❖ 30% share of women in leadership = 15% increase in profitability (2016 global study)

✓ Cost savings through improved retention and attendance

- ❖ Employers tend to underestimate costs of turnover and absenteeism and overestimate costs of maternity leave
- ❖ Better outcomes for all: workplaces that are good for women tend to be good for men as well

✓ Tapping the "women's market"

- ❖ Increasingly important consumer market; e.g. influence up to 80% of all household purchases in Dubai
- ❖ BLC Bank: after 2 years, its Women Empowerment Initiative generates 20% of the bank's profits

Realising the gains: next steps ...

Creation of an enabling legal and policy environment
to increase women's economic options and decision-making capacity

What can governments do?

- Remove legal barriers to women's employment and entrepreneurship
- Highlight the positive contribution that women can make to economic growth
- Support women's participation in SMEs and growth industries
- Take women's economic empowerment into account in budgets and policies

What can businesses do?

- Embed equal opportunity in strategic corporate agenda, with senior-level commitment
- Ensure that company policies support women's recruitment, retention and promotion
- Identify and address gaps in company offerings for female clients and consumers
- Publicise the business case

Collaborate, coordinate, engage with women

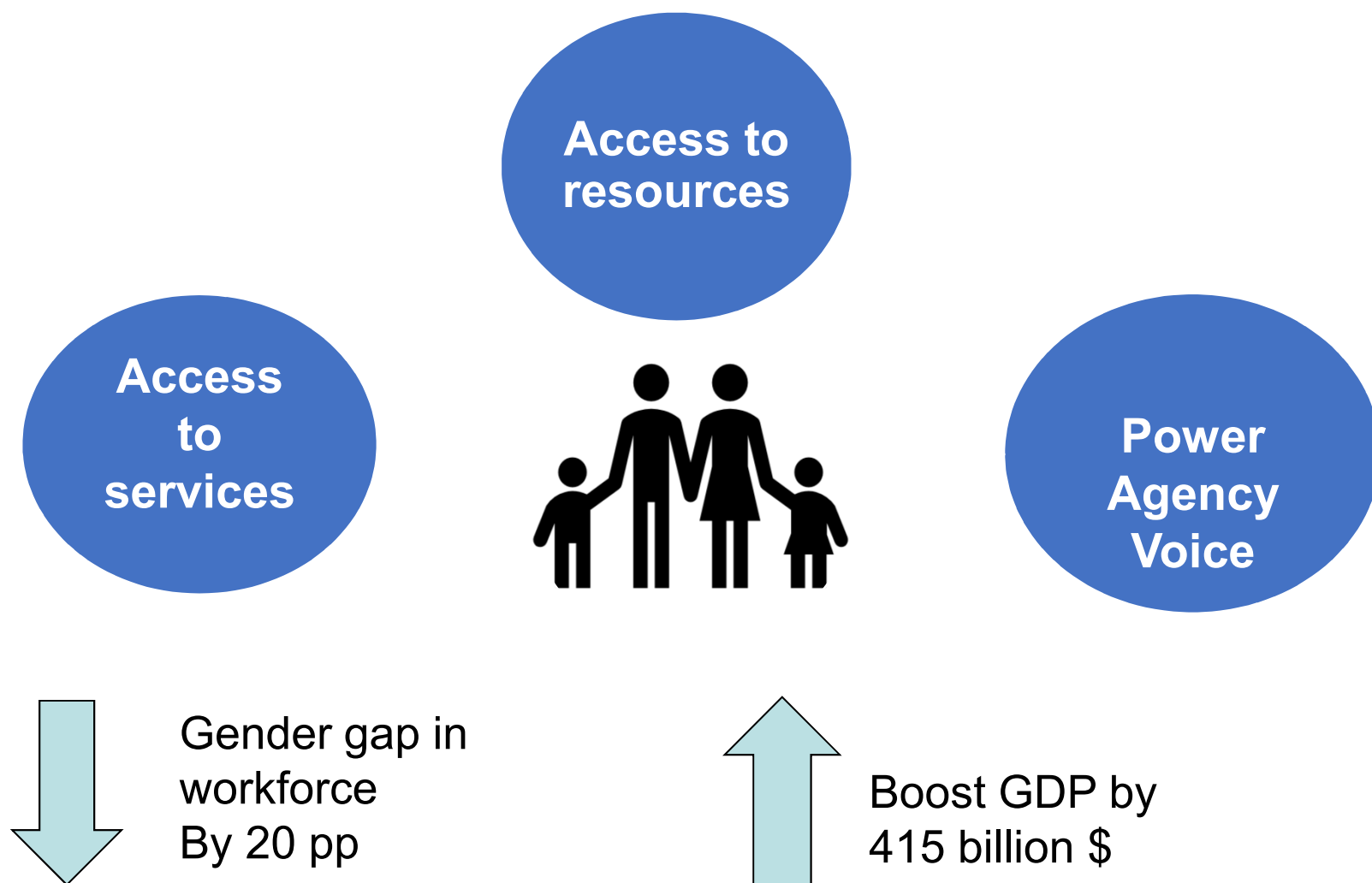
Source: UN Women Report 2016

UN Women Strategic Plan 2018 - 2021

Triple mandate:

- 1. Support the strengthening of normative frameworks for gender equality and women's empowerment;**
- 2. Support Member States, at their request, in implementing commitments to the empowerment of women and girls through operational activities; and**
- 3. Lead, coordinate and promote the accountability of the UN system in its work on gender equality and women's empowerment.**

Outcome 3 (SP): Women have income security, decent work and economic autonomy



UN Women work in MENA region, tools and approaches

Public Institutions

- Evidence based policy making
- Data collection and analysis
 - Integrated gender sensitive services
 - Gender Responsive Budgeting
 - Gender Responsive Procurement

Private entities

- Leadership
- Fair workplaces and non-discriminatory practices
- Safety and Wellbeing
- Professional Development
- Enterprise development, supply chain and marketing practices

Civil society

- Promote equality through community initiatives
- Challenge discriminatory social norms
- Advocate for change
- Reach all left behind

UN Women work in MENA region, tools and approaches

Partnerships/new initiatives:

- **UN Women & ILO** - Regional JP on Promoting Productive Employment and Decent Work for Women
- **UN Women & UNIDO & FAO** – Regional JP on enhancing WEE through entrepreneurship development
- **UN Women & IOM** – Regional JP on Labour market reintegration of women migrants and returnees
- **UN Women & UNDP** – JP on support to implementation of SDG5

UN Women work in MENA region, tools and approaches

With private sector towards decent jobs for women

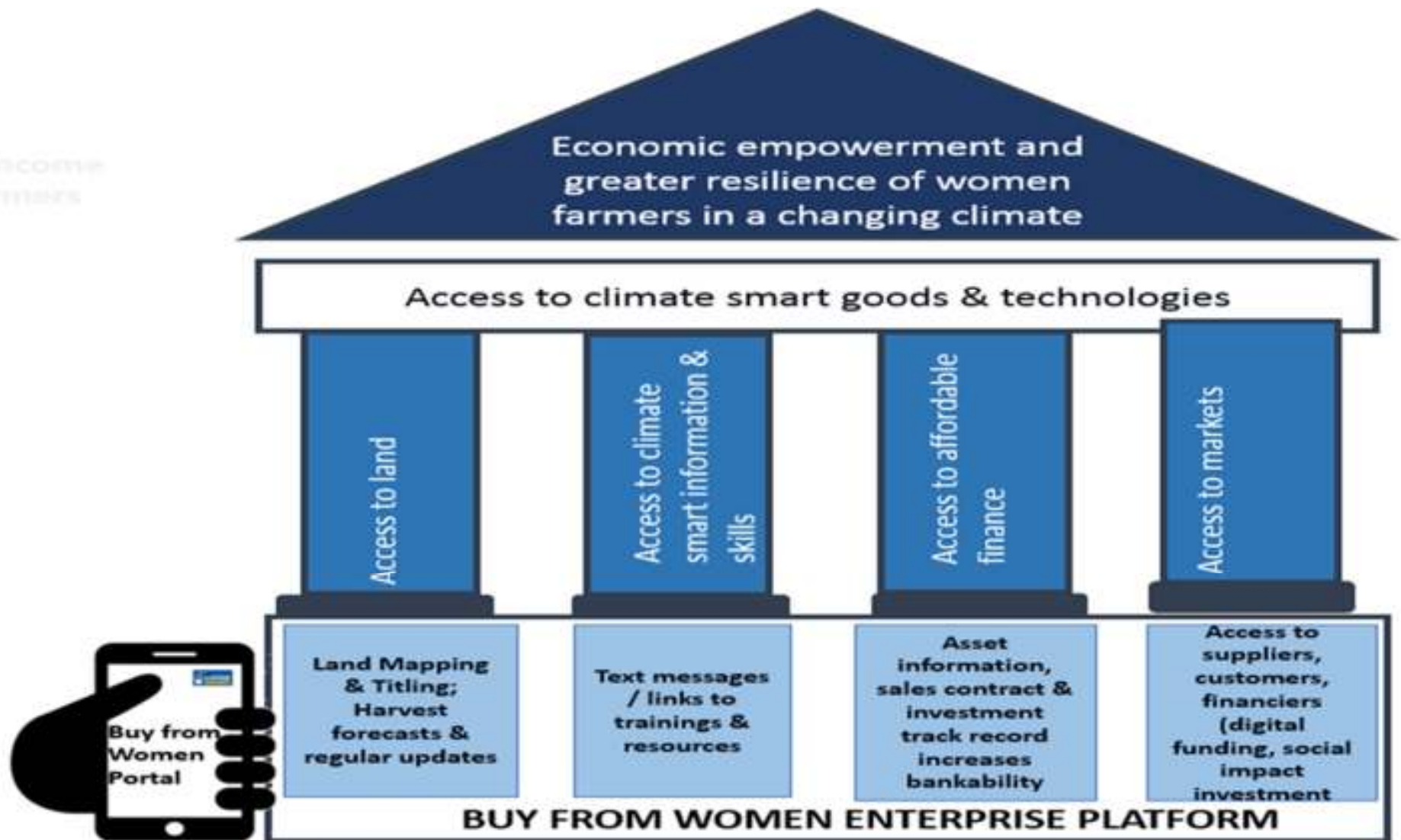
WOMEN'S EMPOWERMENT PRINCIPLES

1. Establish high-level corporate leadership for gender equality
2. Treat all women and men fairly at work - respect and support human rights and nondiscrimination
3. Ensure the health, safety and well-being of all women and men workers
4. Promote education, training and professional development for women
5. Implement enterprise development, supply chain and marketing practices that empower women
6. Promote equality through community initiatives and advocacy
7. Measure and publicly report on progress to achieve gender equality

UN Women work, tools and approaches to WEE

#Buyfromwomen platform to empower rural women

if Income
Farmers



UN Women work, tools and approaches to WEE

Arab Network for Economic Empowerment of Women



- **Advocacy and knowledge dissemination platform**
- **Support implementation of the Cairo Declaration for Arab Women**
- **Knowledge-sharing within region and beyond**
- **Lobby and influence national policy in favour of WEE**
- **Awareness building on importance of WEE**



Thank you for your kind attention!

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