



النوع الاجتماعي والحكومة في دول البحر المتوسط  
Gender Diversity and Governance around the Mediterranean  
Mixité et Gouvernance autour de la Méditerranée

## National priority should be put on women and youth in employment public policies

**GDGM Network is asking the governments to focus on women and youth as the national priority in employment public policies and make it a positive discrimination public policy. This priority not only aims to respect human rights but also to accelerate the growth and development of each country, a major economic goal.**

GDGM Network recognizes the discriminatory situation of women in employment in most countries of the Mediterranean, both in the public and private sectors. The members of the network also underline the difficult situation of youth, women and men, as regards employment. Women and young people are the first who suffer from the precarization of the labor market and the GDGM network underlines that this is one factor in the loss of economic growth for each country and the Mena region.

The GDGM Network acknowledges the legal progress made in different countries and the existence of governmental support programs that promote equal rights for women and men, including in the employment field. The members of the Network also noticed the existence of public policies dedicated to youth.

However, the Network considers that **public policies on the subject are lagging far behind: the actual needs are not taken sufficiently into account to ensure both economic efficiency and substantive equality between men and women** and it has to be reminded that the MENA region is in need for support to accelerate growth. The GDGM members stress the urgency to restore confidence in human abilities and talents, and especially to change the image of women in employment, including young women, so that this population can benefit from public policies.

## Regarding women

The state of women's employment differs partially from one country to another. Nevertheless, the Network identified several common issues:

- An higher unemployment rate for women;
- A smaller proportion of women in the labor force;
- A gender salary gap;
- The invisibility of domestic work;
- The insufficient taking into account of the families' needs by work organization;
- An horizontal segregation, and under-qualified work;
- The insufficient financial and social support for developing entrepreneurship;
- The existing barriers, perceived or otherwise, for women to access finance in business;
- The lack of transparency in the selection for higher positions in public sector;
- Poor professional perspectives for many university graduates - men and women.

## Recommendations

**The GDGM Network, made up of women practitioners of public policies, asks the governments to:**

- Focus on women and youth, as a national priority for public policies on employment and make it a positive discrimination. The goal is to respect human rights and to accelerate the growth and development of each country, a major economic goal;
- Ensure this subject being a national priority by providing detailed sex-segregated data and monitor the progress made. Gender responsible budgeting appears to be an effective method to help focusing on such goals.

More precisely:

- Elaborate national integrated strategies for employment with major focus on women and youth and the adequate resources. This strategy should ensure education for all children, girls and boys, as provided for by laws, and women's access to healthcare, social security, access to infrastructure and transport. Each country should establish institutional bodies to review and evaluate the progress made, in both short- and long-term;
- Increase the follow-up and the evaluation of the enforcement and the respect of laws designed for women in the labor market. Implement awareness campaigns;
- Have exemplary public policies on equality in public administrations and bodies,

with rules for

gender

balanced

representation in governance and recruitment bodies. Impose a set of binding targets figures;

- Design specific support for young women, according to their personal needs ;
- Develop simplified ways to create businesses and access to finance, what can be a strong lever for economic empowerment of women and for innovative businesses of youth;
- Continue to fight against the pay gap between women and men;
- Give a value to invisible work;
- Have national debates on the way society can prevent women from being alone to support professionally the burden of childhood and family and ensure the creation of services that allow conciliation of public and private lives :
  - Take measures like parental leave both for fathers and mothers;
  - Create an obligation for companies to provide child care services;
  - Allow flexibility for work organization (eg work at home on specific objectives)...
- Foster the creation of professional networks;
- Move female managers into role models for others and into change drivers;
- Work on stereotypes in the society, including in the media, with awareness campaigns;
- Rise awareness of women on employment, on their rights in general and especially in this field.

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