

Causes and Effects for Feminization Segregation

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Abstract

Development of any nation requires specific aspects to be fulfilled. One of these aspects is Gender Equality. Gender equality is having an equal treatment between men and women in all aspects whether economic, political or social aspects. Recently, the concept of Gender Equality began to be accepted globally. Although many countries successfully achieved gender equality, yet still many countries are lagging behind and suffer from feminization segregation. Feminization segregation is mainly concentrated in the Middle Eastern countries. So, the purpose of this paper is to tackle the phenomena of feminization segregation in three Middle Eastern countries which are: Egypt, Jordan and Turkey. Also, the objective of this paper is to examine whether these three countries tried to solve feminization segregation by adopting different policies or not. Accordingly, this paper focused on examining specific indicators to study to what extent the problem still exists. These indicators included: Female Labor Force (%), the global gender gap index and the gender inequality index. Our analysis proved that there were policies adopted in these three countries that succeeded in improving the amount of segregation. But, such measures were not enough to solve the whole problem. Finally, feminization segregation is a serious phenomenon that does not only need some policies to be adopted but also needs the mentalities of the people to change. Also, it needs the awareness of the people to increase to be aware of the serious consequences of feminization segregation.

Keywords

Feminization, Inequality, Labor Market

1. Introduction

Although lots of countries have developed in short periods, their people may still suffer from inequalities. So, Development does not have to come always with economic growth. Development includes many aspects such as achieving equality, reducing poverty, and many other factors. So, one of the main indicators that any developed or even developing nation must have is equality. There are many types of equalities, one of which is the Gender Equality. Gender equality is basically the achievement of equal treatment in social, economic, and political aspects regardless of the gender. But, unfortunately this equality issue is not accomplished in all countries especially in the developing nations. This inequality is called Feminization segregation which is basically differentiating between male and female in every single aspect.

Feminization segregation is occurring till now in lots of countries due to many reasons. First of all, the traditions or the culture of this country may be biased towards men and may have the thought of that men is better than women. Second reason this problem may exist due to the lack of education and lack of awareness of the majority of the population about the important role of the women in society. So, this segregation also will definitely have an adverse effect on the economic growth of this country since women contribute to the increase in the production in different aspects.

If the empowerment of women was achieved and women gained respect from all sectors in the society this will have a positive effect on the society as a whole. Since the women compose a huge percentage of the society in any country, if those are given the opportunity to be well educated and are given appropriate job opportunities then they will promote economic growth. The economic growth will be achieved

since they will increase the employment rate, decrease inequalities and reduce poverty rates of the country. Also, empowerment of women will enhance the country also politically since they may be a part of political institutions, unions and syndicates. So, each and every member of the society will benefit if the woman is given the chance to participate in developing the economy as a whole.

In this paper, there will be analysis of the effects of feminization of the occupational gender segregation which is basically the distribution of workers based on their gender. So, this analysis will concentrate on how the feminization will solve the gender gap and solve the occupational gender segregation through boosting the economy and enhancing the living standards of people to be like developed countries.

This paper will mainly focus on the issue of feminization segregation in Egypt, Jordan and Turkey from 1990s till 2015. Also, there will be a comparative study between each of the three countries to examine which country has feminization segregation and which countries do not. The main aim of this study to discuss whether the feminization segregation problem still exists in these three countries and what policies they have undertaken to solve it. Also, the objective is to know whether solving the feminization problem in each of Egypt, Jordan and Turkey led to economic growth or not.

This paper will be divided as follows: first phase will be discussing the literature review which will be tackling in general the problem of feminization segregation and whether it is still existing and applicable in some countries. After that, comes the conceptual framework which is basically the objective of this paper and which countries and which period will be discussed in the context of the problem. Then, the methodology and data will be displayed which is basically the data collected and the main indicators that prove whether there is feminization segregation in each of the three countries or not. Last but not least, the policy implications will be issued which are basically the policies adopted by each country to solve this feminization segregation problem.

2. Literature Review

2.1. Theoretical View: Theories of Gender Inequality

Gender discrimination has been existing in the past centuries and unfortunately it is still occurring till now even in some developed nations. This discrimination is not declining but even growing due to many reasons. But, from the past centuries gender equality and the women's empowerment was taken into consideration while developing theories. So, scholars throughout the time have attempted to tackle the discrimination problem and this led to the development of lots of theories mentioned below.

There are a lot of major and important theories played a vital role in the empowerment of women and the development of their roles in the society in general but especially at work. The empowerment of women means that

women is given the opportunity and the choice to participate in the society, the economy or even in politics and to have an equal chance just like men. Gender equality does not mean that the incomes of both genders be the same but it means that the interests and ideas of both genders have to be fully respected and recognized. From the main theories that came in order to discuss the gender segregation issue were the classical theories.

First of all, the Marxist theory was one of the first theories that came to discuss the effect of the capitalist system on the role of women in the labor force. So, the aim of the Marxist feminism is to break down the capitalist system in order to achieve liberty and freedom for the woman. Marxist theories stated that women may enter the labor force and be paid in jobs that have some sort of shortage in the male labor. But, after their job is done they are expected to leave the formal employment. According to the Marxist labor segmentation theories, the class conflict was not the only reason behind the existence of gender inequality but it was the employer strategies of using cheap labor which caused this gender segregation. But, after that the radical feminists came and criticized Marxists theories as they did not focus that much on solving the gender segregation problem. Then, Radical feminists' theories have started to rise in the 1970s in the USA. Historically, the radical feminism began with the assumption that men have more control over women. This theory asserts that all type of gender segregation is existing due to the existence of a system of patriarchal relations. So, the radical feminists claimed that this male-controlled system is the main reason behind the oppression against women especially at work. Therefore, this system results in having the woman having a low status whether economically or socially. After that, another theory came to criticize both of the Marxist and the radical feminists' theories which was called the Dual systems theory. According to this theory, the Marxist only focused on the role of the capitalist systems in excluding women from entering jobs while they ignored the role of the patriarchal system in causing this type of segregation. On the other hand, the radical feminist's theory was criticized because they exaggerated that the gender segregation is all because of the male-controlled system and society. Also, the radical feminist theories did not emphasize the role of the capitalist system in resulting to have such inequalities. So, the dual system theories came in order to merge between the role of the capitalism and patriarchy in achieving gender segregation [2].

Then, the post structural feminist's theories came in order to say that the gender segregation mainly happens due to the structural analysis in a society. This means that it happens based on who dominates the work whether male or female in this job. On the other side, this theory did not recognize the importance of women having lower wages and lower positions in jobs than men. Another theory which is mainly from the neo-classical school rose which was called the Human Capital theory. This theory claims that the workers' education, training, and skills that will determine his position at his work. So, this theory states that women are less than

men especially in receiving higher positions due to their lower skills and qualifications.

Moreover, regarding Feminization segregation and trying to achieve gender equality, there are other four main theories that put into consideration the women empowerment. First perspective is the classical modernization perspective which basically issues the importance of the existence of democracy and human choices in order for the economy to develop. This theory related the economic development with the gender equality since it states that economic development is crucial for achieving empowerment of women and increasing their social positions. Also, the theory claims that whenever economic development is achieved then this will lead to a better and unbiased distribution in the educational and occupational aspects. Accordingly, better education will create more opportunities for women to achieve professional development even politically. Also, if the government in countries tend to invest heavily in the improvement of women's education, this will be a very effective tool in reducing the fertility rates and thus decreasing the population growth rate. This is done if women became educated and thus they will marry later and have less children but healthier. If the population shrunk, then the rates of unemployment will decrease leading to economic growth. Furthermore, the achievement of higher development in the economy will increase the social services provided to the societies. Increase in these services will help support the women by having more time for child rearing or housework and so on.

Later a theory was introduced focusing on the cultural modernity: the human development perspective. This theory is mainly concerned with converting the economic development that is achieved in a way that lead to human development process. This rise in the human development will lead to respect of the choices of human including women. This will also lead to have freedom in many aspects so one of the freedoms included is the freedom of women and to be treated equally. The human development perspective correlates the modernization that is coexisting in different societies and between the call for more gender equality. Although the theory states that when the modernization is achieved then women empowerment is supposed to happen but this was not the case in many countries. Moreover, the third theory that was concerned with the gender equality achievement is Historical Legacies. The first two theories were more focused on the gender equality in the modern societies. According to this theory, there are many factors that might affect the gender equality and the empowerment of women. One of which is religion as different religions have different views towards women liberation. Some religions such as Protestantism, it respects the democratic values and individualism and popular sovereignty. On the other hand, some religious legacies states that women's empowerment can be done through adopting measures of secularization. When the secularization is achieved then people will be more rational and this may lead to modernization. So, when this is applied then the restrictions on women will no longer be found. Additional

tradition that focuses on the gender equality is the state-financed welfarism. This tradition thinks that mainly the gender inequality remains in the society due to the institutional restrictions that constrain the state from adopting policies regarding caretaking and domestic responsibilities. So, this welfare policy is able of abolishing these restrictions. Finally, the last theory is the Institutional design perspective which is mainly concerned with the role of women in the government and how it can be achieved through various factors. So, in order for the empowerment of women to occur then democracy has to be achieved through different institutions as these institutions help the women to have their rights heard. This theory calls for the role of the women in the political field such as parliament but due in comparison to men, women will face more difficulties [3].

2.2. Empirical Review: Application of Feminization Segregation in Egypt, Jordan and Turkey

Regarding Egypt, the question here will be: Does Egypt suffers from feminization segregation and in which aspects? The answer will be being that Feminization segregation is still existing although the situation is much better in 2006 than in 1998. First of all, there many forms of gender inequality that could be applied, one of which gender wage gap which is basically the difference between the average weekly earnings between men and women. Under certain policies that were adopted in the Egyptian economy, Egypt was forced to achieve gender equality in each and every aspect whether cultural, political, social and economic. These policies also ensure the women participation in the political institutions to protect and call for the women's rights. Regarding the labor market, Women are completely being exposed to segregation since they compose very small percentage of the labor force [16]. So, the empowerment of women in Egypt will lead to an increase in the productivity and an achievement of economic growth. According to the IMF, if the labor force participation rate of female increases by the same amount like male participate rate, the GDP will rise by 34% in 2015. Also, educating the women will lead to tremendous growth and will lead to a higher labor force participation rate so this will increase the employment rate [21].

Last but not least, concerning Egypt there a lot that should be done in order to encourage the empowerment of women. First thing that should be done in to have an enabling regulatory environment. The legal system inside Egypt does not help to protect nor to support the woman to enter the labor market. According to statistics, in June 2014 almost 71% of the women living in rural areas are working informally in unprotected jobs compared to 13% only in urban areas. Regarding the incentives given to women, Egypt does not provide any of the following provisions: Tax deduction for childcare payments and credits applicable only to women. Also, there are a lot of long and useless procedures that can have a negative impact on the women entering the labor market especially in the private sector [5].

Basically, there are many solutions or recommendations that have to be considered in order to solve the problem of feminization segregation in Egypt. First of all, there has to be diversification and enhancement of the economic trainings and social programs to women. Also, women have to work in a flexible system without having obstacles of barriers constraining her. Second thing is to have legislations and regulations promoting equal payment for both genders. Furthermore, applying affirmative actions towards women such as offering them to work half time or to leave early as they have to put into consideration their personal circumstances. Also, the labor unions and syndicates have to exert efforts to call for equal rights in the parliament. Laws have to be adopted ensuring against any type of wages discrimination against women [16].

In case of Jordan, women also suffer from some sort of segregation like Egypt. In Jordan, the women lack the motivation and the incentives to work for the sake of themselves and to be successful. They rather work for the sake of their children or families or either to support themselves financially. On the contrary, women who were capable of having skills and high education levels also do not reach any high positions in their work as people think that women always judge things in an emotional way. Regarding the obstacles that the women might face in Jordan that can constrain her success, there a lot to be considered. First of all, there are some cultural factors including religion. Due to some religious views, the Jordanian women are always viewed as being a good mother and take care of her family rather than thinking of opening a business for example. So, being married puts the woman under so much pressure since she cannot balance between the practical life and the personal life. So, they end up leaving most of their jobs and careers as they put their families as a first priority. Another obstacle that can restrain the Jordanian women is the training. Generally, women receive less amount of on the job training than men [10].

In the previous years, the government of Jordan begun to be aware of the problem of feminization segregation and they admitted the existence of this issue. The government began to eliminate any barriers to enter the labor market or to open a business through offering benefits and incentives. Also, they gave privileges for the maternity women. But, these policies are still not enough since the application of these regulations may solve the demand side of the problem while the supply side problem still exists. Although the government is trying its best, the cultural issues and the traditions still prohibits any success of a woman [14]. There are many recommendations that the World Bank suggested for the Jordanian government to solve the gender inequality problem. First of all, adopting policies that will reduce the level of occupational segregation. Secondly, the abolishment of any barriers that might prohibit the woman from entering

any high productivity sectors. Also, making some education reforms to provide women with the right skills demanded in the labor market. One of the main things that should be done is the application of regulations that protects women from any cultural views or traditions that might restrain women's empowerment. Also, reforming the legal framework in the work to ensure having equality between both genders [22].

Regarding Turkey, Turkey is completely the opposite of Egypt and Jordan since the Turkish people respect the role of women in the economy and in the society. So, accordingly gender equality is mostly achieved but at the same time there are still some women suffer from some sort of violence either physically or sexually. As mentioned before, Turkey is in a much better situation regarding feminization segregation than Egypt and Jordan, but that does not mean that it still does not exist completely. According to statistics, Turkish women do not participate equally like men in the labor market so they resort to hidden employment. Also, the number of Turkish women working for part-time jobs have declined substantially. So, what should be done is to give the Turkish women the opportunity to work for more hours so this can lead them to reach higher positions at their work. Regarding the education, the percentage of Turkish women attaining college and secondary education rose in the previous years but it is still not very high compared to the other European countries. In Turkey, women mainly focus their participation in the teaching and education field and there are other fields known that it will be mainly occupied by men. So, this created gender bias. Regarding the gender pay gap, Turkish women are being paid much better than men [9]. So, the UNFPA (United Nations Population Fund) decided to promote gender equality in Turkey by adopting certain programs and policies between 2016 till 2020. They will call for regulations and policies promoting the women rights. Also, programs preventing any time of violence will be applied. This association is also concerned about promoting gender equality even in the private sector. Moreover, promoting youth and especially boys to participate in this awareness to promote gender equality [20].

3. Role of Feminization in the Labor Market and Society

3.1. Labor Force, Female (%)

Generally, the total labor force is known by calculating the amount of all people who are able and willing to work. This indicator is very important since it gives an indication about the total unemployment in the country and especially the female unemployment. From the following graph, the female labor force will be illustrated in Egypt, Jordan and Turkey.

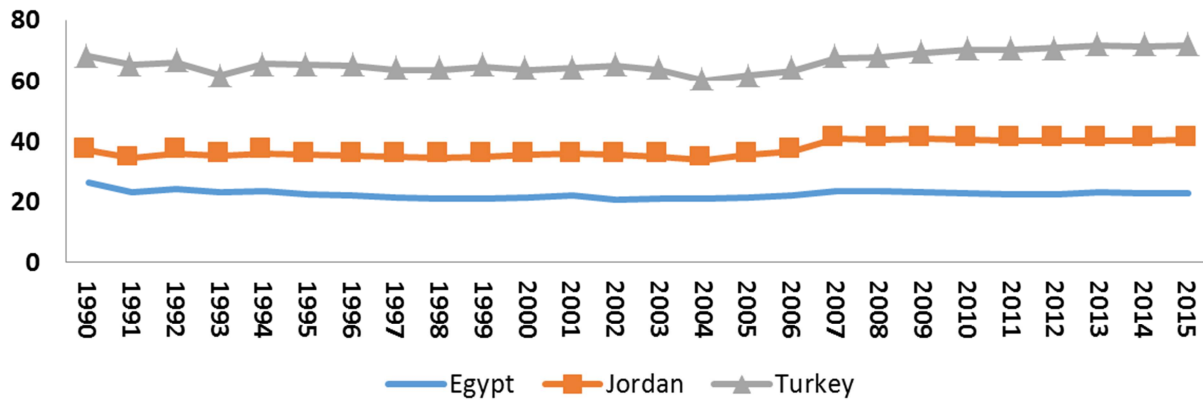


Figure 1. Female Labor force, Female (% of Total labor force) from 1990 till year 2014.

Source: World Bank

From Figure 1, it is obvious that the amount of the female participation in the labor markets was somehow constant over the past 25 years in Egypt and Jordan while it was higher in Turkey.

Concerning Egypt, it is known that the female participation rates are correlated with the amount of the education that they receive which is supposed to be higher than secondary education levels. But, on the contrary, the educational attainment for women has been increasing but the number of women participating in the labor force is not increasing as it was expected. This is mainly due to the "Traditional gender paradigm" which is spread all over the Arab countries. The major characteristics of the traditional gender paradigm are categorizing women in familial roles, dominant gender norms that always think of men as the breadwinner and the social requirements imposed on women. Apart from these norms and traditions, there are also the public policies that prohibit the women from entering the workforce. These policies play a vital role in inhibiting the role of the woman in promoting productivity and achieving economic growth. Also, there are some indirect policies that restrain the role of women. An example of these indirect policies can be like the urban planning policies that locates some of the new industries away from the people working in this business. This policy makes women less capable of engaging in such jobs rather than men [7].

Regarding Jordan, the above graph displays that the female participation in the labor markets in Jordan began to increase in the previous couple of years. But before this period, there were some fluctuations in the rate of the female participation in the workforce but it was generally low. Also, the current statistics of the participation rate of female in Jordan is considered very low if it was compared with other countries around the world. Although the educational attainment of women is high but it the participation rate in labor force is low. The main reason behind this stagnant position of women in the labor force in Jordan is due to the deterioration in the structure of the opportunities in the labor market especially for women. The majority of the females are working whether in the health or education sectors so mainly they are concentrated in the public sector. Regarding the private

sector, most of the women engaged in the private sector tend to quit once they get married. So, the problem with the Jordanian market is the existence of the occupational and job segregation as women are concentrating on occupying certain jobs. So, statistics proved that almost 61% of the women who were never been married were employed in the private sector compared to only 26% of the married women [17]. There are a lot of other reasons led to the current position that Jordan is facing nowadays. One of these factors that resulted in that are the factors that are correlated to the skills supply through training and education. Other reasons are the reasons related to the working conditions and the structure and the nature of the jobs. Also, the behavior of the other employers towards women in such jobs plays an important role [15].

The reason for the gap or the mismatch of the skills offered and available for women is due to the limitations in the quality and relevance of skills. This actually affects the youth females like fresh graduates and the females who have not been working for a long time. So, there is always a discrepancy between the skills taught at schools and universities and between the skills demanded in the jobs. Also, there is a limited concern about the application of such skills in the practical life. Another reason behind this divergence is the gender stereotyping and teaching methods. Regarding the working conditions, the country does not offer enough job opportunities despite the increase in the GDP in the previous years which increased from 2.3% in 2010 to 2.7% in 2012. Also, most of the jobs created are not meeting the demand of the people since they are low paid and low skilled jobs. Another point that might affect the female's employment is the public transportation services which is not very efficient. Also, if there is a woman working somehow far from her home then she will pay a lot since the costs of transportation is high [15]. Another reason as mentioned above which is due to the cultural and attitudinal conditions limits and discourages the women from having the interest to improve in her career. This is due to the women being exposed to structural discrimination which means that they never promoted to higher positions nor given equal and high wages like men [15].

If Turkey will be compared with Egypt and Jordan, then

Turkey will win in terms of development. Turkey is growing rapidly and heading to be a developed country. Apart from that, Turkey respects the woman and the role of women in promoting economic growth since that the participation of the Turkish women in the labor force is considered high. The above graph depicts the huge volatility in the participation rates of female in Turkey. If Turkey was compared with other developing countries such as Egypt and Jordan, then Turkey will have better and higher female participation rates. But, unfortunately, if Turkey was compared with developed countries such as the European Union which has almost 50.7% female participation in 2014, then the country is facing a real problem since their rates are considered low [4]. From the beginning of 2013, there was a tremendous increase in the female participation rates in the labor market. This was mainly due to the transformation from agriculture to more services sector. Despite having a considerable high rates of female labor force participation rates, this does not give an indication about the gender equality since there is a lot of unemployment and underemployment of women. Also, apart

from the increasing percentage of women occupying services sector, they are still exposed to some sort of segregation as they have low wages and positions than men. But, women succeeded to be better than men in the managerial positions only [6]. Also, there are some socio-economic reasons which caused this low rate of participation such as the lack of accessibility to education. Furthermore, there is discrimination between women living in rural and urban areas. But, the problem of education remained to be the main factor driving the LFPR (labor force participation rate).

3.2. Gender Gap Index

The following graph examines the gender gap index which was published by the world economic forum in 2006. This index is mainly done to measure the level of gender equality in each country. The rank that each country has is mainly based on the gender gap between both genders in mainly four aspects which are: health, education, economy and politics.

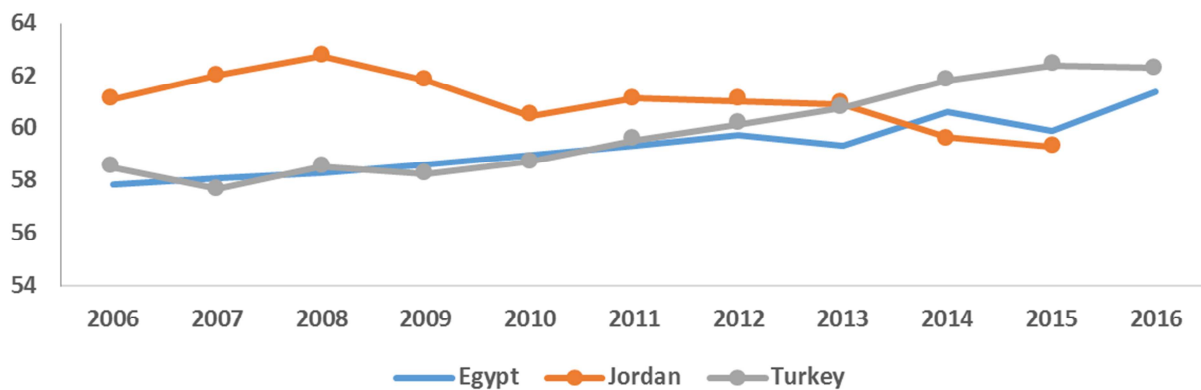


Figure 2. Gender Gap index from 2006 till 2016.

Source: world economic forum

Regarding the Gender Gap index of Egypt, the rank of Egypt is very low, it was even lower than Oman and Saudi Arabia according to the ranks of 2015. The top and the highest rankings were for Iceland, Finland and Norway. Also, the best ranking in the Middle East region were of Kuwait and UAE. As mentioned above, this ranking is mainly based on four aspects which they are: educational attainment, political empowerment, economic opportunities and health. Regarding Egypt, Egypt was poor and there was a huge divergence between men and women in most of these indicators [9]. Women compose only a limited portion of the workforce and they mainly work informally. Also, when it comes to education, the difference can be seen as almost 82% of the men being literate in 2015 while only 65% of women are literate. When it comes politically, there is an obvious lag behind in the participation of women in Egypt as they have very minor contributions in the past 50 years [9].

Concerning Jordan, the Global Gender Gap in Jordan had some fluctuations and volatility. So, regarding the economic opportunities, it was declining dramatically as it composed only 28% of the global gender gap score in 2015. Regarding

Education, the Jordanian females are considered the highest educated people in the Middle East region and North Africa. Despite all of this, they are excluded from the labor markets as less than 16% of the females are employed in 2014. Jordan does not lack the laws that promote gender equality but the constitution itself fails to prohibit this segregation [11]. Regarding Turkey, it is obvious that its global gender gap index is improving overtime. Although the performance of the Turkish economy is developing by time, gender inequality still prevails. So, despite this improvement, the gender gap index is still considered low due to the low levels political empowerment of women and in the labor force. Also, women are considered to have less secondary education compared to men [1].

3.3. Gender Inequality Index

The Gender Inequality index (GII) is an index that calculates the gender gap between both genders in 3 main aspects which are: reproductive Health, empowerment and economic status. This index is created by the UNDP (United

Nations Development Program). First aspect which is the reproductive health includes the maternal mortality ratio and adolescent birth rates. Regarding the empowerment, it includes the number of women participating in the

parliament. Last but not least, the economic status measures the labor market participation of females and the labor force participation rate of both gender aged 15 years and above. The higher the index, the higher there is gender inequality.

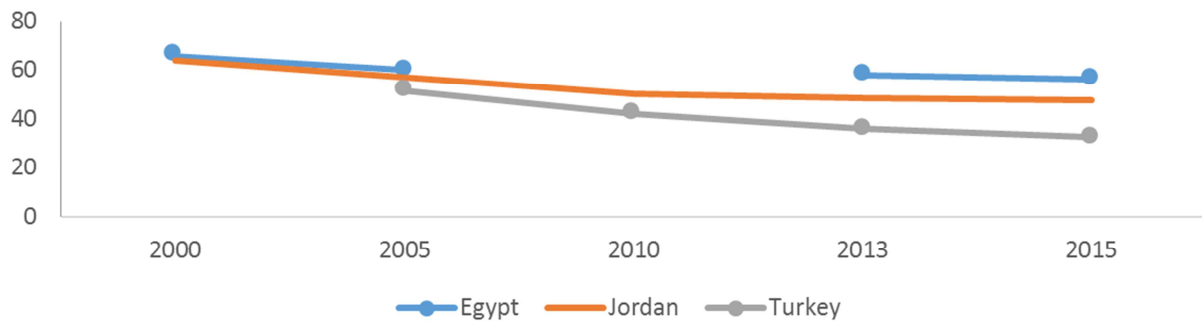


Figure 3. Gender Inequality Index from 2000-2015 in Egypt, Jordan and Turkey.

Source: UNDP

According to the UNDP, Egypt ranks 131 on the GII (Gender Inequality Index) out of 155 countries. In 2015, women now are more politically powerful since they occupied almost 89 seats in the parliament which is considered the highest in the history of Egypt. Also, 44% of the female are now receiving secondary education. In Jordan, the situation is getting much better and the amount of feminization segregation is beginning to decline as the GII (Gender Inequality Index) of Jordan is being reduced year after year. So, the empowerment and the respect for women is starting to rise. According to the UNDP, Jordan in 2015 is considered one of the countries with high human development. Regarding this index, Jordan ranks 111 out of the 159 countries in 2015 index. This is a good indication as women in Jordan began to have a say in politics and to occupy parliamentary seats as they accounted for 11.6% of these seats. Also, more than 78% in Jordan were able to finish their secondary education. But, Jordan is still considered lagging behind in terms of gender segregation [18]. From this graph, it was obvious that Turkey is trying to reduce the amount of inequality between both genders whether in education, health, or politics. According to the UNDP, Turkey in 2015 ranked to be 60 out of 159 countries. Also, in Turkey around 15% of women participate politically through the seats of the parliament [19].

4. Conclusion

In conclusion, Feminization segregation is global and crucial issue that had to be discussed and to be put into consideration. Many theories came over the past centuries and years and talked about the importance of the role of women in participating in many sectors in the society whether economically or politically. Regarding this paper, the paper as mentioned throughout it, the focus was on Egypt, Jordan and Turkey. To sum things up, Egypt and Jordan were almost very similar to each other in terms of having feminization segregation. Both of these countries in terms of the indicators discussed in the paper, they had a low

percentage of the women participating in the labor force and had moderate Gender Gap Index.

But, by time and over the previous years, things are getting better in Egypt and the role of woman is beginning to be recognized in the country. This can be due to the policies that were adopted in order to solve the segregation problem. Apart from that, Jordan despite it is considered one of the countries with high gender inequality but when it comes to the Gender Gap Index and Gender Inequality index, both of them are increasing and improving. This may be due to the implementation of the policies that were suggested by the World Bank. Regarding Turkey, the chosen indicators throughout the paper depicted that labor force of the female was already high, Gender Gap index was high which means that there is more equality between both genders. Regarding the Gender Inequality index, Turkey was improving rapidly. It is expected that there will be more gender equality and less segregation towards Females since the UNFPA are nowadays trying to adopt the reforms regarding women participation.

So, Finally, Feminization segregation is and will be existing since it is mainly based on the cultures and the mentality of the people living in this society. But, things can be better by the widespread of awareness to people and improving the education also in order for people to have respect to people different than them. Also, by the government collaborating with international institutions and organizations to promote more equality by reducing the gender pay gap between men and women or by applying reforms which enhances the role of women in society.

5. Policies Adopted in Each Country to Empower Women

Since these three countries which are: Egypt, Jordan and Turkey are still not considered as countries that respect and appreciate the role of women in the society and in the economy, then there are many policies that can be implemented to solve the segregation issue.

There are already some actions taken by Egypt to promote gender equality. Actually, these actions or programs are implemented by UNDP (United Nations Development Program), UN women and UNFPA (United Nations Population Fund). The policies adopted by such programs aimed to fight and combat all sorts of violence and discrimination against women. Also, these programs aim at calling for the rights of women to have an advanced status in the society.

Furthermore, these policies make sure that the Egyptian government is quickly responsive to the demands of women and also adopt policies to encourage their SMEs (Small medium enterprises). Apart from work and labor markets, these programs are also concerned with providing women with fair access to justice through family courts by having a transparent legal system. Finally, they are also truly concerned about poor women so these programs try to increase their access to services through achieving economic empowerment and citizens' rights.

Apart from Egypt, Jordan did some already some policies to try to solve the gender segregation problems. There are some legislations and policies that took place in the Jordanian economy. One of which is "The National Agenda" which took place from 2006 till 2015. This agenda was aiming at improving the standards of living of people in general. Also, the agenda's main objectives are to reduce the unemployment generally to be 6.2% by 2017, empowerment of women and increase their participation in the economy, reforms concerning the higher education and training and last thing reforming the transportation services [15].

Furthermore, Jordan did not adopt only policies and regulations to promote gender equality but also there were some national projects done for the same reason. There are a lot of active measures of the labor market which are under the supervision of the ministry of labor. These measures include providing women with better skills, on the job training, internships and provide their employers with subsidies to advocate for hiring women. Another initiative which is established by ILO (international labor organization) is the pay equity. They introduced some amendments in the labor law in order to reduce the wage segregation between women and men. Last but not least, another program adopted was the maternity fund which was established by the Jordanian national commission for women along with some of the women's organizations. The fund tends to cover all the costs of working women if they took maternity leave [15]. Last but not least, Turkey already in the previous years succeeded to make huge transformations in the economy. One of these changes is that it increased somehow the female participation rate and tried to reduce the female segregation issue. They developed different plans in different years to boost the participation rate of females. So, first of all, they adopted a plan from year 2004 till year 2011 and the main aim of this plan is to boost the employment in less developed regions such as the rural areas. At the beginning of year 2004, some industries such as the textile, clothing and leather were given social security exemptions and provide them with

huge decrease in the taxes paid for more than five years in order to be able to expand their operations from developing to developed parts in Turkey. Then, in the beginning of year 2007, there were a lot of incentives provided to all the industries and interest rates on loans have been subsidized. Also, these industries were offered exemptions on the custom duties on the imported machinery and equipment. Another plan was implemented between year 2008 and year 2010 and the main objective of such plan is to increase the job opportunities for disadvantages especially women and youth. During this period, there were social security contributions given by the employers and financed by the Unemployment Insurance Fund. The results of such plan are that around 61,615 new jobs were created in 2009 including around 31,482 jobs especially for women [15].

6. Recommendations

Although all the countries mentioned in this paper have already made some achievements regarding women empowerment, but unfortunately still segregation prevails. First of all, regarding Egypt, in order for the country to fill the gap between men and women, there are some aspects that should be considered. First thing that should be done is to increase the demand for labor especially women in the markets that have been hospitable to women before. So, in Egypt especially women are mostly engaged in the export-oriented manufacturing sector. What the government should do is to encourage women to engage and maintain in such sectors in order to have a stable economy through having a stable not volatile exchange rate, reducing any barriers in the face of exporters, and promoting diversified products in the Egyptian market. Also, the Egyptian women suffers from is the opportunity to work in medium or large enterprises. Nowadays, there are lots of barriers that constraints the growth of such enterprises such as the enforcement of useless laws and regulations, insufficient information about the markets and lack of finance. So, policies promoting rights for women to engage in such businesses have to be adopted. There is another policy that should be taken into consideration is to enable safety and security for women in the workplace through for example providing her with means of transportation [12].

Finally, another important policy that should be adopted is to prohibit the private employers from providing disincentives for women to work. They are always exposed to segregation especially in the private sector for several reasons. One of the reasons is that the employers are not welcoming women to work since they require on the job training and teaching them skills which are all considered costly from the employer's perspective. Another reason is that the employer is always unwilling to bear the costs of women's reproductive roles such as providing them with paid maternity leave.

Concerning Jordan, the country already adopted lots of policies and implemented lots of projects and programs to achieve in women empowerment and reduce the segregation problem. On the other hand, there are some recommendations

that the country still should take into consideration. First recommendation is the improvement of skill supply due to the mismatch between the education and market skills available. Although the government already achieved a reform agenda decade ago but the problem still prevails. The second policy than can be taken into consideration is building bridges for transition from vocational education and training which means providing women with training and improvement in her skills. This can be done through ensuring having anti-discrimination provisions on the work to provide women with equal opportunities with men. Also, this can be done if the private sector were given fiscal incentives to recruit women. Furthermore, the transition can be achieved if Jordanian society succeeded in increasing and raising the awareness of the people.

Regarding Turkey, there are some policies that the Turkish government should be taking into consideration. First of all, some of the existing laws and regulations should be changed or amended. The law of paternity and child care which is not given to women and prevents her from achieving her dreams and developing her position in her career. Another law that should be removed or corrected is the law which promotes gender bias through preventing women from entering the workforce under specific conditions like pregnancy, night work and shifts, and migrants work. Their excuse for applying such laws is to ensure the security for women. Regarding the actions that should be taken also by government is applying expansionary fiscal policy and increase the spending on child and elderly care. This became a necessity due to the increase in the migration for urban areas and increase in the population. Also, spending on the improvement of all education levels in each and every region in Turkey. This will lead to empowerment of women but in the long run.

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