Begoña Casas Sierra

WOMEN IN EMPLOYMENT LAW, RECONCILIATION OF FAMILY LIFE IN THE MIDDLE EAST AND NORTH AFRICA (MENA).

IMMIGRATION, INTEGRATION AND EMPLOYMENT:

THE ROLE OF EDUCATION

THE MIGRATION PROCESS: General issues

MIGRATION IN THE WORLD

Some data on migration processes in the world

- According to the International Organization for Migration (**IOM**):
  - There are **214 million** migrants in the world.
  - **USD 444,000 million** remittances per year.
  - About **40 million IDPs (internally displaced persons) and refugees**

IMMIGRANT POPULATION (2010 WORLD)

Main destination continents (IOM)

	Region	Migrants (millions)	Percentage (with respect to the population in the region)
1	**Europe**	**69.8**	9.5%
2	**Asia**	**61.3**	1.5%
3	**North America**	**50.0**	14.2%
4	**Africa**	19.3	1.9%
5	**Latin America**	7.5	1.3%
6	**Oceania**	6.0	16.8%

MAIN IMMIGRATION RECIPIENT COUNTRIES 2010

Main destination countries (IOM)

	Country	International migrants (in millions)
1	**The United States**	**42.8**
2	**Russian Federation**	**12.3**
3	**Germany**	**10.8**

4	**Saudi Arabia**	**7.3**
5	**Canada**	7.2
6	**France**	6.7
7	**Spain**	**6.5**
8	**UK**	6.4
9	**India**	5.4
10	**Ukraine**	5.3

ESPECIALLY VULNERABLE GROUPS

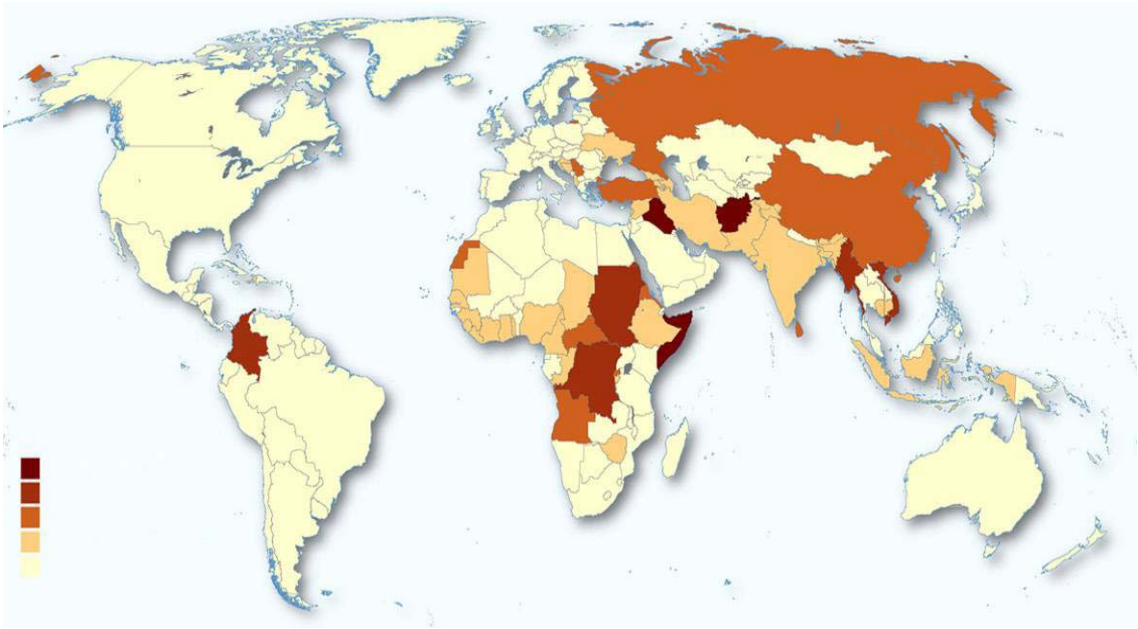
VULNERABLE POPULATION BY REGION (UNHCR DATA 2009)

CONTINENTS	REFUGEES	ASYLUM SEEKERS	IDPs	RETURNED	STATELESS	OTHERS
Africa	2,498,300	272,300	5,888,800	1,971,600	100,100	500
Asia	6,300,800	69,300	4,285,800	814,200	2,193,100	62,400

Europe	1,569,200	234,200	565,600	14,900	644,100	5,800
Latin America	530,600	41,200	3,000,000			
North America	457,000	121,400				
Oceania	34,900	1,700				
TOTAL	**11,390,800**	**740,100**	**13,740,200**	**2,800,700**	**2,937,300**	**68,700**

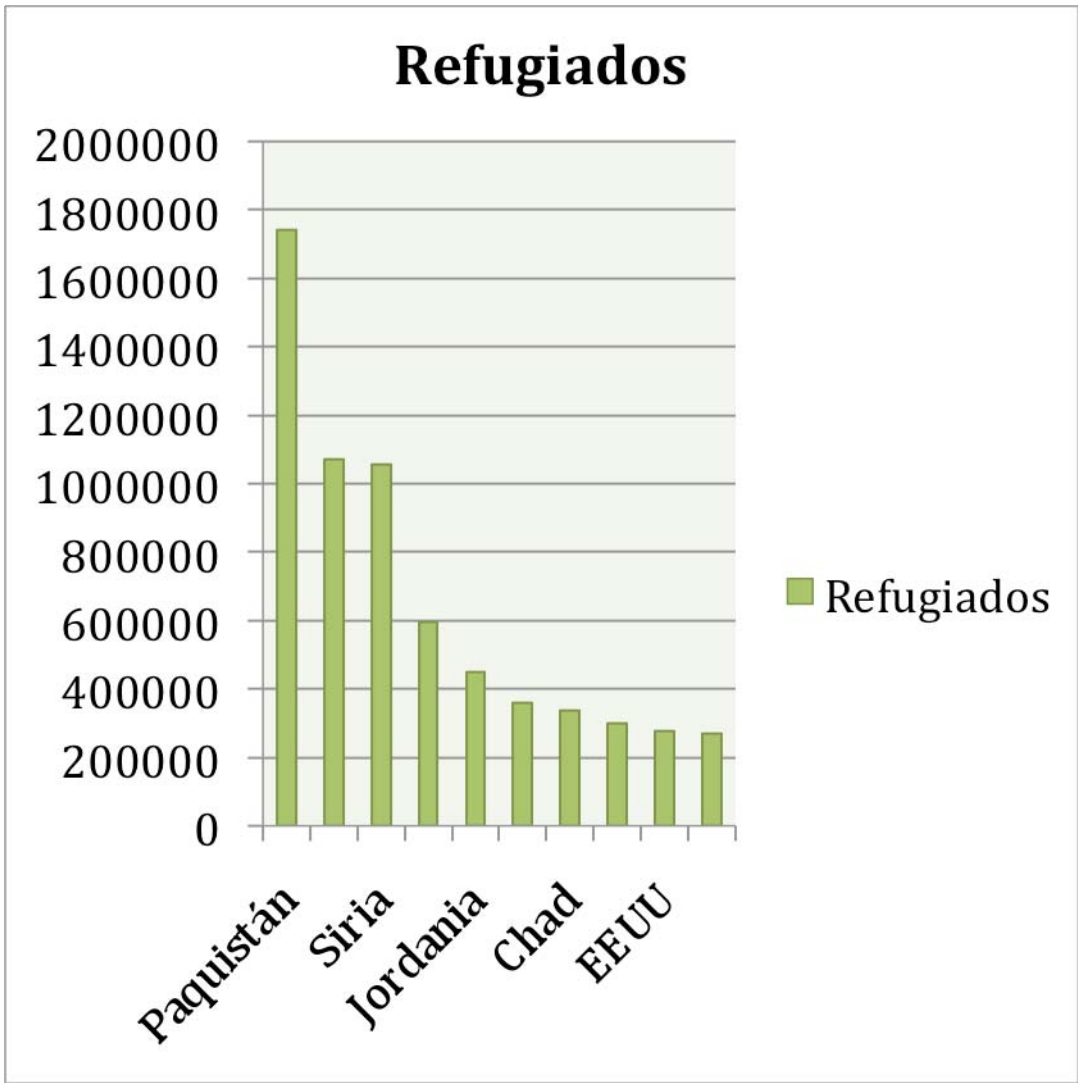
Data: UNHCR. These data are in addition to the **4.8 million Palestinian refugees** dealt with by the UNRWA.

REFUGEES (UNHCR 2009)



MAIN RECIPIENT COUNTRIES FOR REFUGEES 2009

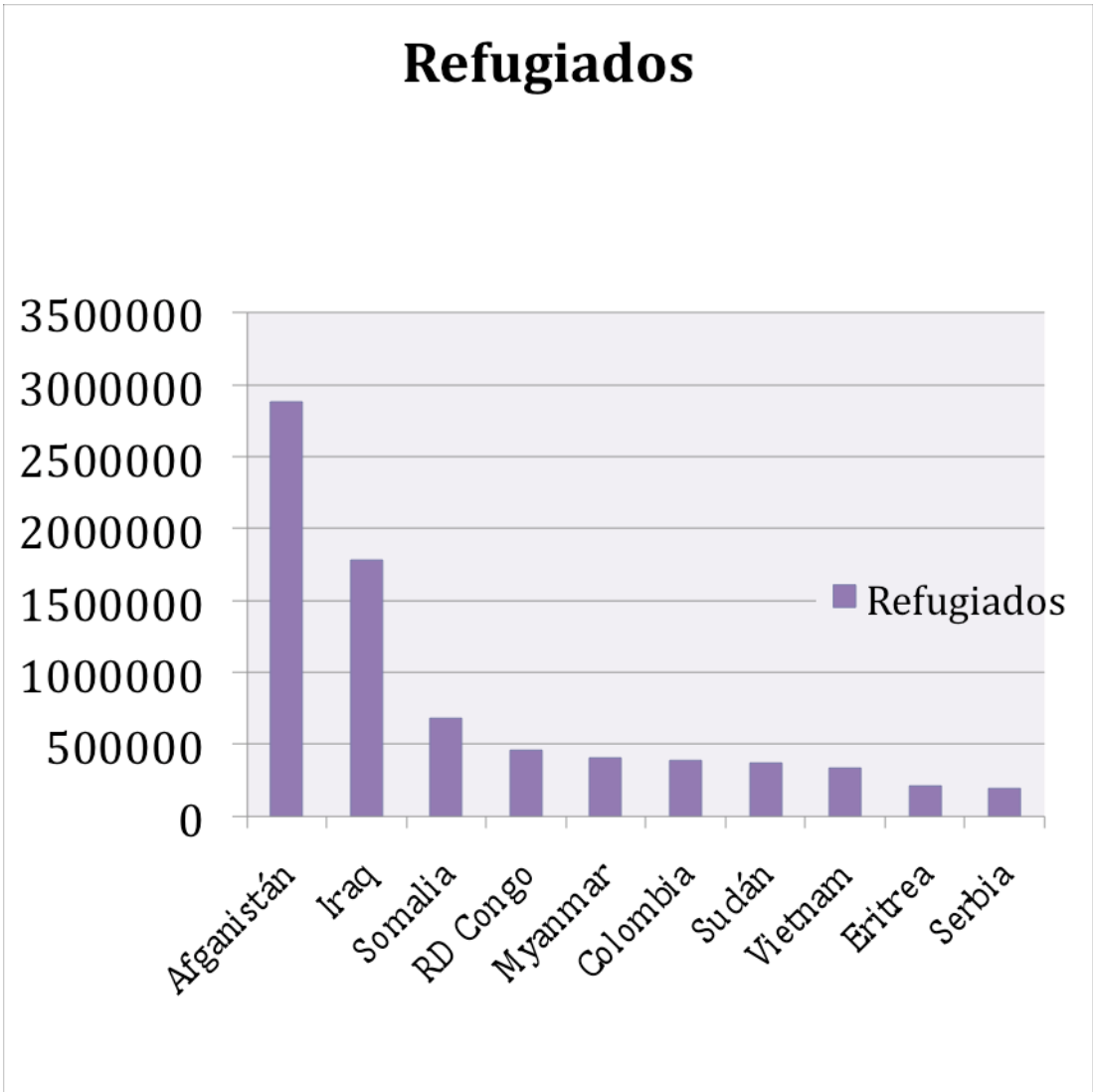
These are the main destination countries for refugees



UNHCR DATA 2009

MAIN COUNTRIES OF ORIGIN FOR REFUGEES 2009

These are the main countries of origin for refugees

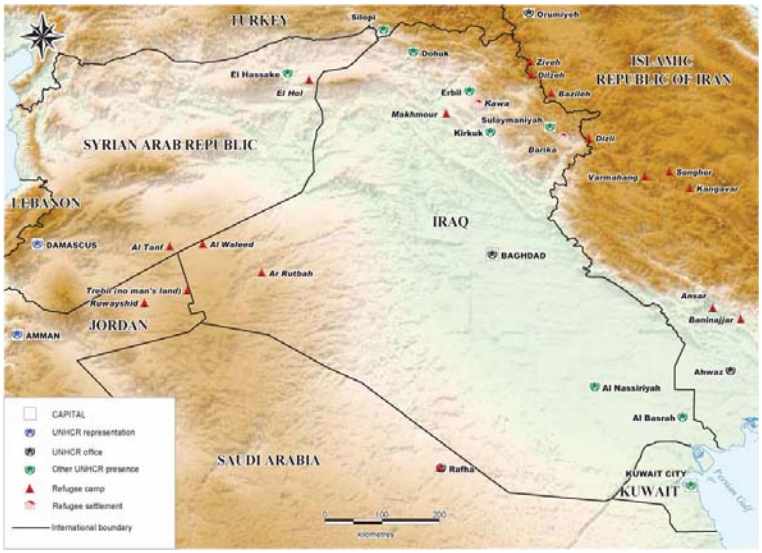


UNHCR DATA 2009

IRAQI REFUGEES IN THE MIDDLE EAST

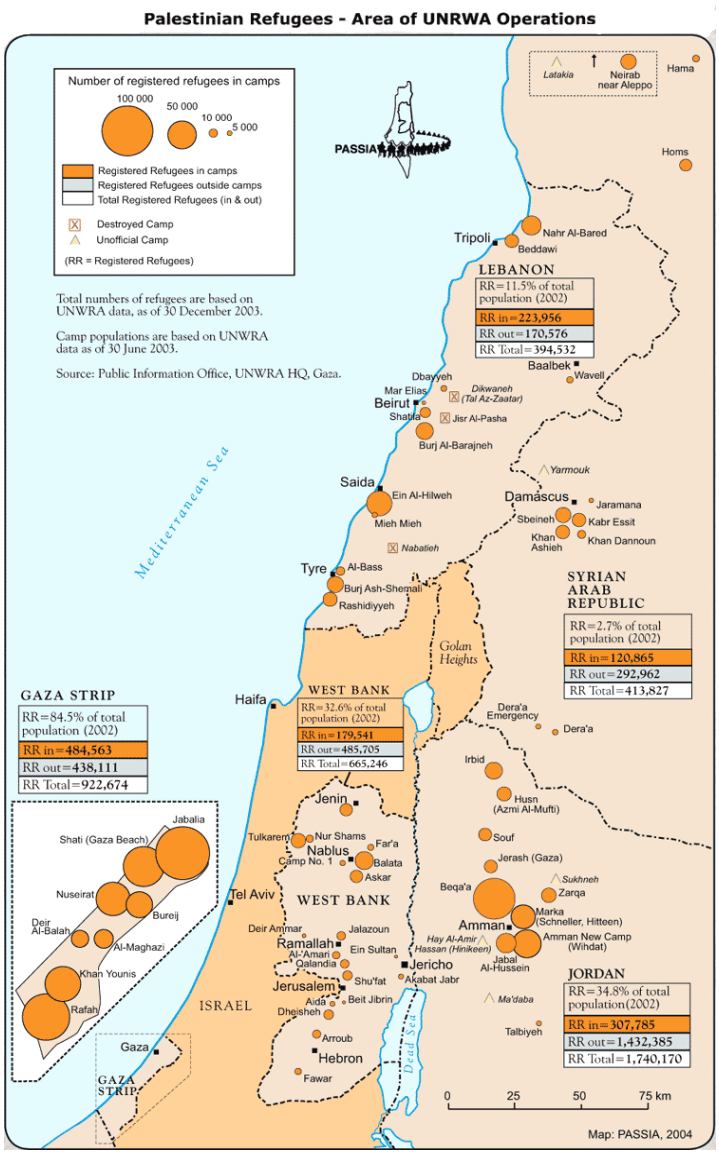
COUNTRY	NO. OF REFUGEES
Syria	1,500,000
Jordan	500,000
Lebanon	50,000

Iran	57,400
Egypt	10,300
Turkey	3,700
Gulf States	34,200
TOTAL	**2,155,600**



UNHCR DATA

PALESTINIAN REFUGEES



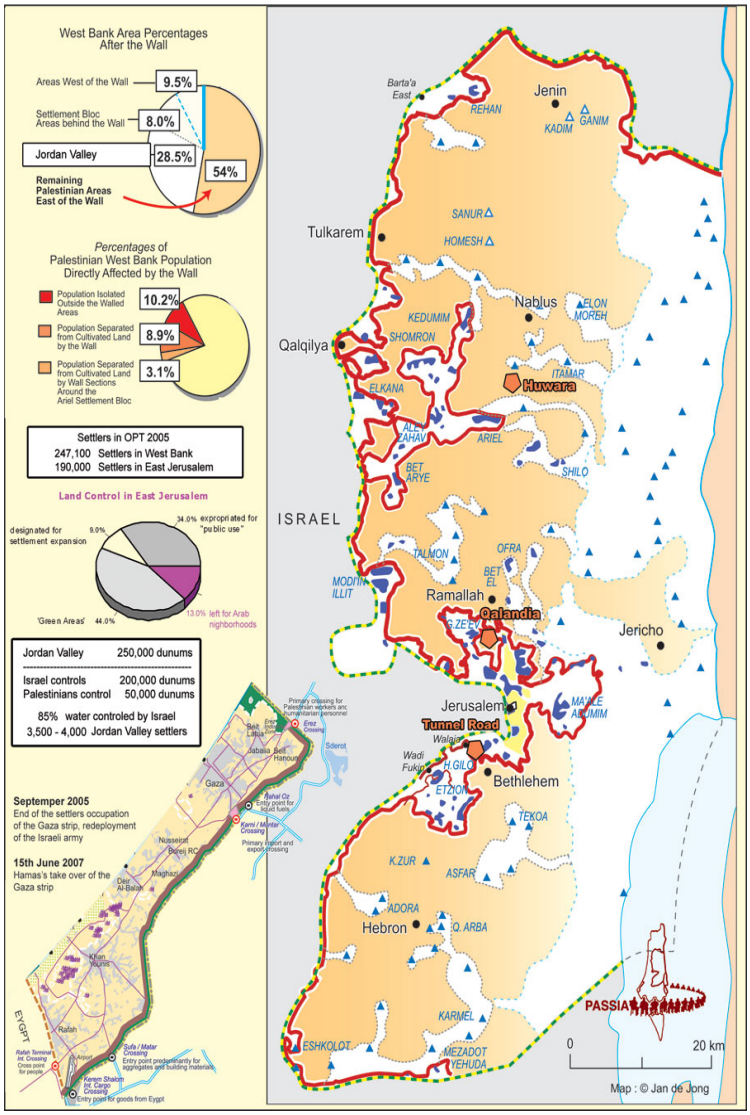
Source: PASSIA.ORG

IDPs (UNHCR 2009)

DISPLACED BY THE WALL

The West Bank Wall is causing a high number of IDPs according to the **International Displacement Monitoring Centre (IDMC)**

West Bank Wall - Map 2006



IN THE MIDDLE EAST

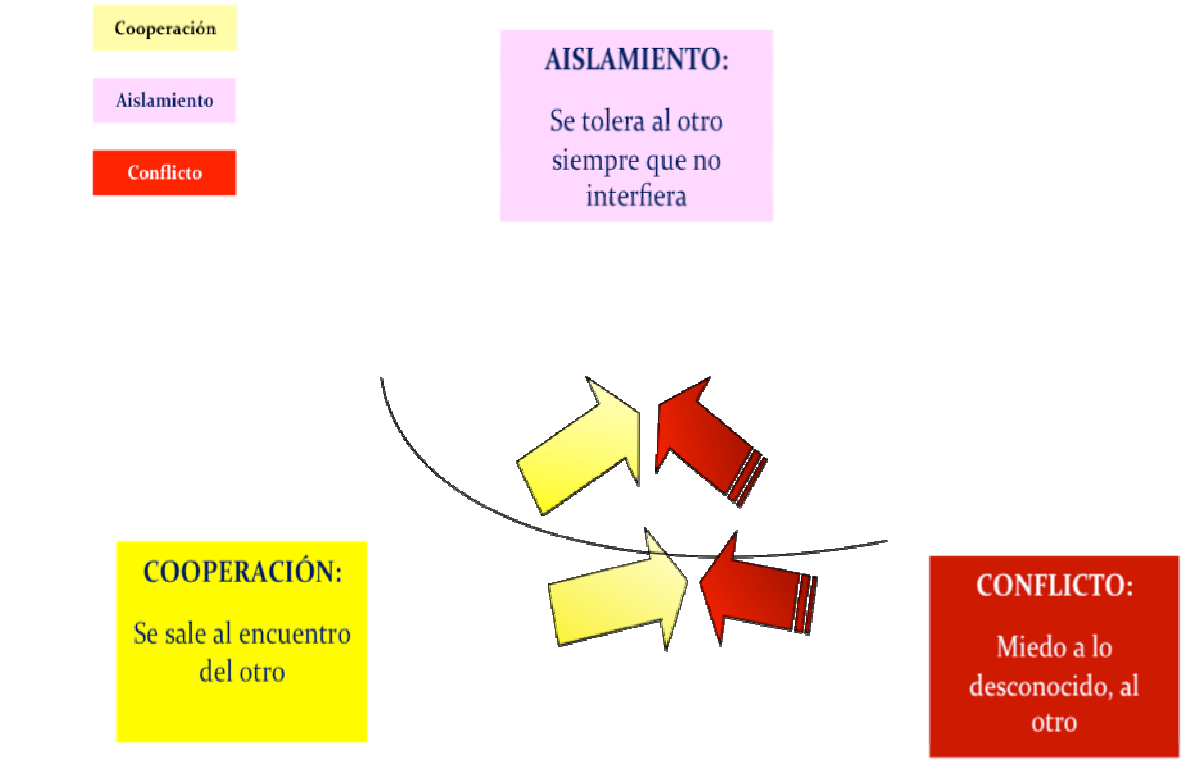
STATELESS PERSONS

- 22-30 million Kurds live in **Turkey, Iran, Iraq and Syria**.
- We should also add the Kurdish Diaspora in Europe, mainly in **Germany, France, Holland, Switzerland and Britain**.

INTEGRATION DYNAMICS

Main integration processes

DYNAMICS: MEETING THE OTHER



* Improve copies of this diagram: the circles do not appear

MIGRATION PHENOMENON

APPROACH MODELS

- **ASSIMILATION**
  - French system

- **MULTICULTURALISM**
  - British system

- **INTERCULTURALITY**
  - Correction to multiculturalism
- **MELTING POT**
  - American system

- **A SYSTEM:**
  - Minimum **common elements** (inalienable core)
  - **Various personalised elements** (cultural diversity)
- The question is how?

SITUATION OF WOMEN

Some considerations

FEMALE MIGRATION

—According to the UNFPA report "**State of World Population 2010**":

—About **40 million people** are vulnerable (IDPs, refugees, asylum seekers ...)

—In 2009, women and girls amounted to 47% of this figure (UNHCR)

SOME FACTS ....

VULNERABLE GROUPS

An Iraqi refugee student runs alongside Jordanian students in a primary school in Amman, Jordan.

UNFPA

FOR CONSIDERATION

•Most (about 3/5) of the **poorest 1,400 million people in the world** are women.

• Women account for 2/3 of adults who **cannot read or write** (960 million).

• 70% of **children who do not attend school** are girls (130 million).

• 536,000 women **die each year during pregnancy or childbirth**.

• Between 10 and 15 million women **suffer injury or illness**.

• 47% of the **world's refugees and asylum seekers**, over 50% of IDPs and over 51% of internally displaced returnees are women and children.

• In 2009, the ILO estimates that between 6.5% and 7.4% of those **unemployed were women**, compared to 6.1% and 7% for men. **Less secure, unpaid jobs** will mainly be covered by women.

• 2/3 of **people with HIV/AIDS worldwide** are women from Sub-Saharan Africa.

MAIN UN RESOLUTIONS ON WOMEN

UNSC RESOLUTIONS

• **Resolution 1325** (2000) on women, peace and security

- Links peace and security with Women's Rights

- **Resolution 1820** (2008) on violence against women as a tactic of war
  - Prof. Sonia Hernández Pradas UCM
- **Resolution 1888** (2009) develops the above
  - Representative Margot Wallstrom
- **Resolution 1889** (2009) on the participation of women in peace processes, public life and conflict resolution

"THE TROJAN WOMEN", by Euripides

What does it show us about women?

- **Briseis** sees how her children are killed.
- **Andromache** is taken prisoner of war.
- **Briseis** is enslaved.
- **Polixema** is burned in sacrifice.
- **Cassandra** is under the sway of Agamemnon, the warlord.

o Do we see women as beings whose human rights may be easily violated? Or ... do we see women as agents for the development and construction of society?

WOMEN DEVELOPMENT AND EDUCATION

MILLENNIUM DEVELOPMENT GOALS (MDGs)

EDUCATION: THE KEY TO MDGs

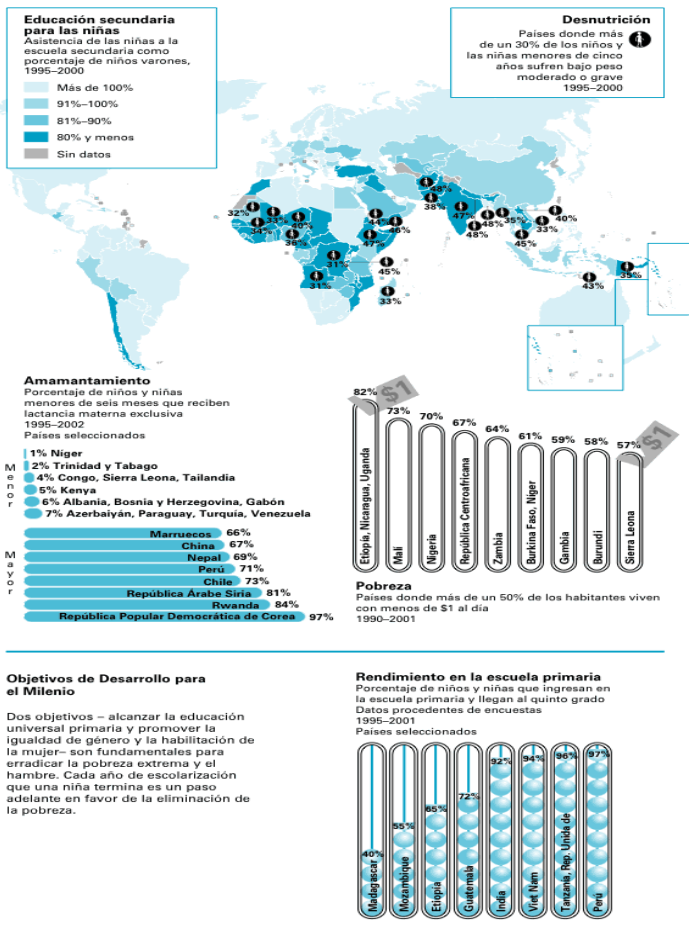
According to UNESCO and UNICEF, education is the key to achieving MDGs

- **UNESCO** has carried out a study that confirms how **education is the basis for achieving the MDGs.**
- UNESCO Documents:
  - "*The Dakar Framework for action: Education for all meeting our collective commitments*".
  - "*The central role of education in the Millennium Development Goals*".

- **UNICEF** has also confirmed this fact in "*Girls' Education Initiative*" (UNGEI)
  - http://www.ungei.org/whatisungei/index_2581.html

WOMEN AND ACHIEVING MDGs

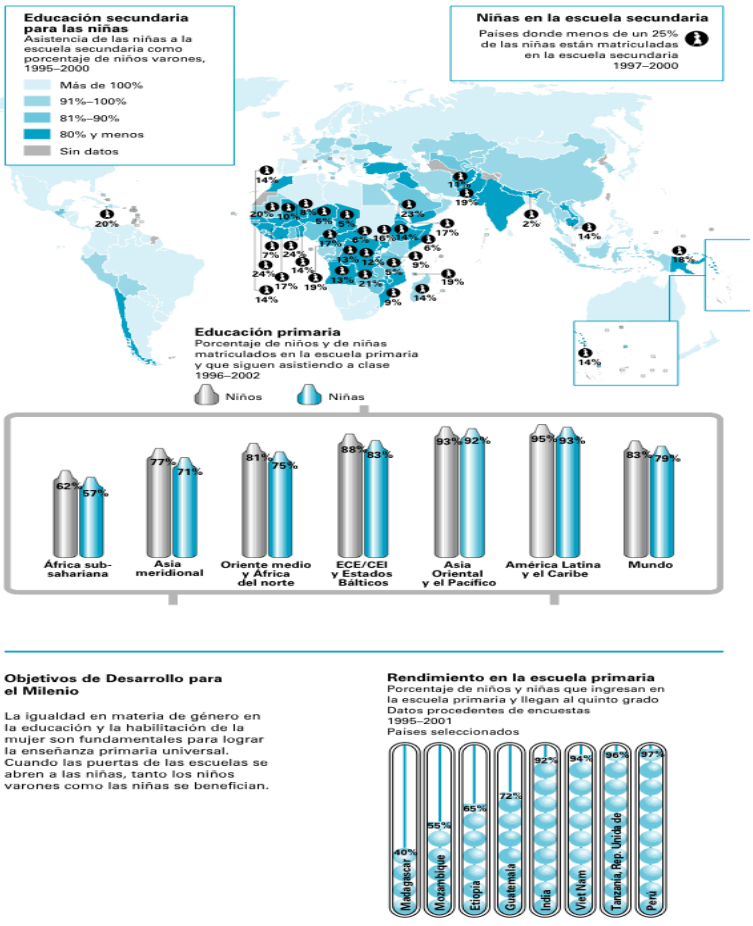
MDG1 WOMEN, EDUCATION AND NUTRITION



UNICEF Chart

WOMEN AND ACHIEVING MDGs

MDG2 WOMEN AND EDUCATION



Objetivos de Desarrollo para el Milenio

La igualdad en materia de género en la educación y la habilitación de la mujer son fundamentales para lograr la enseñanza primaria universal. Cuando las puertas de las escuelas se abren a las niñas, tanto los niños varones como las niñas se benefician.

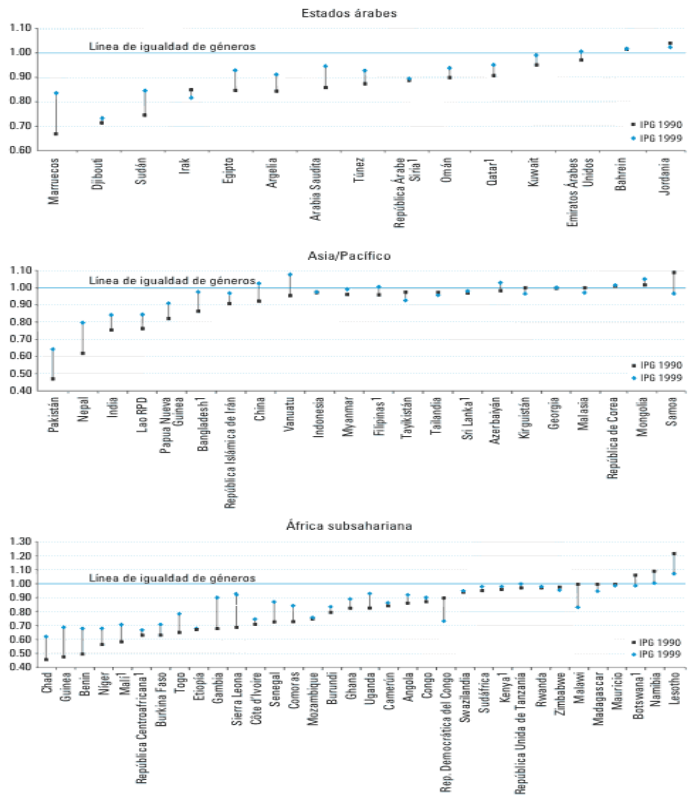
Rendimiento en la escuela primaria
Porcentaje de niños y niñas que ingresan en la escuela primaria y llegan al quinto grado
Datos procedentes de encuestas
1995–2001
Países seleccionados

UNICEF Chart

WOMEN AND ACHIEVING MDGs

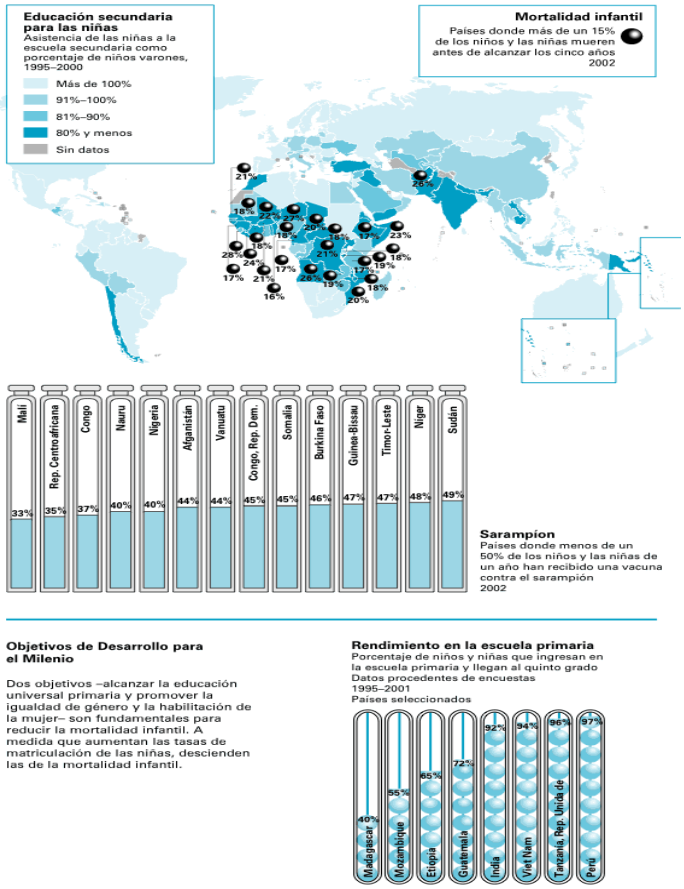
MDG3 WOMEN, INEQUALITY AND PRIMARY EDUCATION

GRÁFICO 2 LAS TENDENCIAS EN LA DESIGUALDAD ENTRE LOS GÉNEROS EN LA EDUCACIÓN PRIMARIA (1990 – 1999)



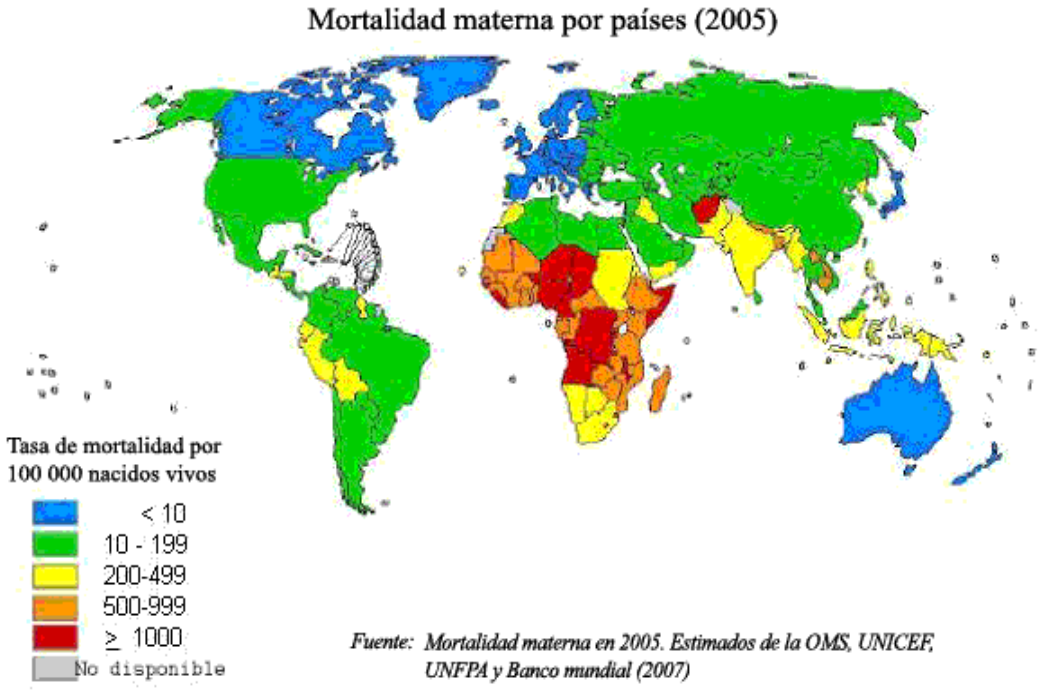
UNICEF Chart

WOMEN AND ACHIEVING MDGs
MDG4 WOMEN, EDUCATION AND CHILD MORTALITY



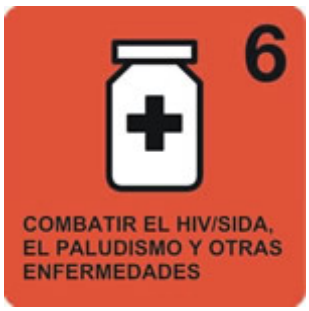
UNICEF Chart

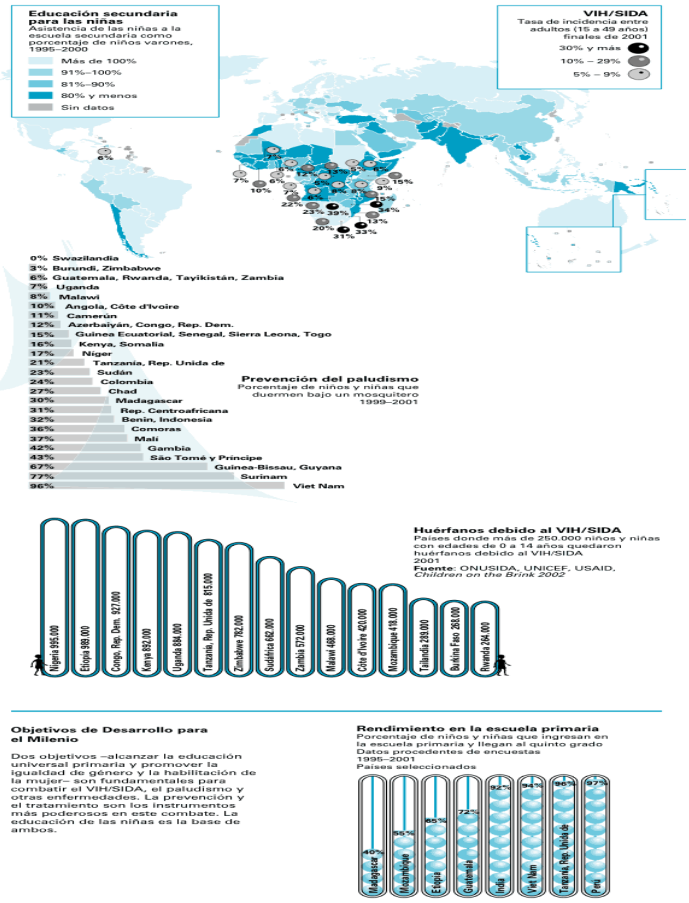
WOMEN AND ACHIEVING MDGs
MDG5 HEALTH/MATERNAL MORTALITY



UNICEF Chart

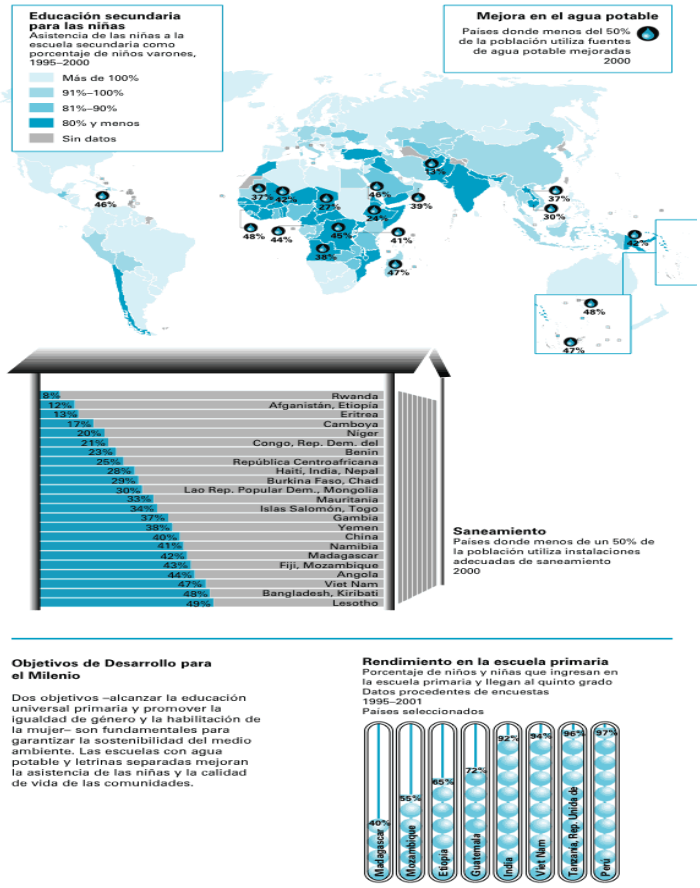
WOMEN AND ACHIEVING MDGs
MDG6 WOMEN, EDUCATION AND HIV/AIDS





UNICEF Chart

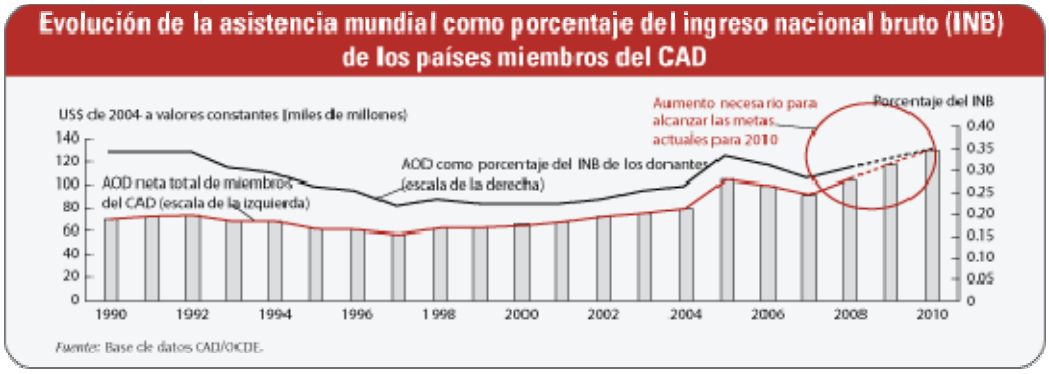
WOMEN AND ACHIEVING MDGs
MDG7 WOMEN, EDUCATION AND ACCESS TO DRINKING WATER



UNICEF Chart

WOMEN AND ACHIEVING MDGs

MDG8 GLOBAL PARTNERSHIP FOR DEVELOPMENT

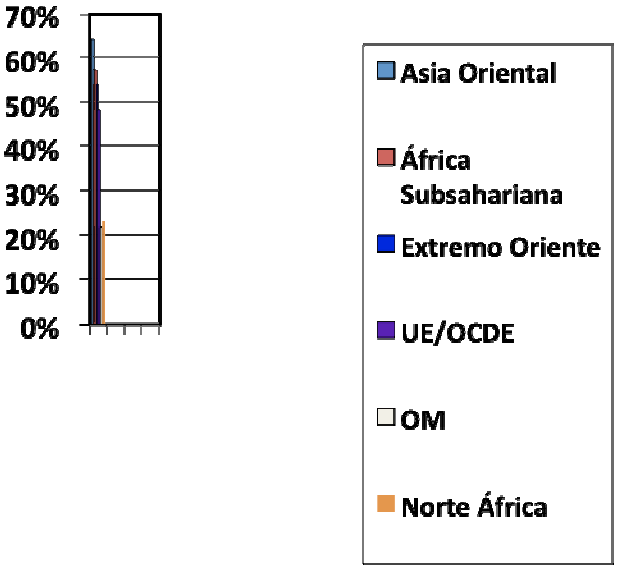


UNICEF chart from OECD-DAC data

EMPLOYMENT SITUATION OF WOMEN IN THE MENA REGION

ILO DATA

- **1,200 million** women did paid work outside the home in 2007.
- **81.6 million women are unemployed** in the world.
- For every **70 women in the workforce**, **there are 100 men**.
- **48% of women** of working age have a paid job in the world:



NORTH AFRICA DATA

Female employment

NORTH AFRICA

- **Limited access to the world of work**: for every 100 men, only 35 women have access.
- Biggest "**Gender gap"** in the world according to the ILO.
- Only **2 out of every 10 women** of working age are professionally active.
- 15 million women as against 65 million men.
- In 2015 25% of the population will be **young people** of working age.
- Sectors:
  - 52.2% services
  - 32.6% agriculture
  - 15.2% industry
- **ILO Data: "Global employment trends for women**" 03/2008.

MIDDLE EAST

Female employment

MIDDLE EAST

- **Limited access to the world of work**: for every 100 men, only 39 women have access.
- "**Gender gap**".
- Only **2 out of every 10 women** of working age are professionally active as against 4 out of every 10 men.
- Female unemployment around 50%.
- Sectors:
  - 50.2% services
  - 31.0% agriculture
  - 18.8% industry
- **ILO Data: " Global employment trends for women**" 03/2008

INFLUENCING FACTORS AND
AGENTS OF CHANGE

INFLUENCING FACTORS

ILO

- According to the **ILO** "Women in labour Markets: measuring progress and Identifying challenges" 03/2010, influencing factors are:
    - CULTURAL ASPECTS
    - ACCESS TO EDUCATION
    - INCOME LEVEL
    - FERTILITY
    - INSTITUTIONALIZATION
    - ECONOMIC SECTOR
    - POLITICAL SYSTEM
    - WAR OR CONFLICT SITUATIONS

AGENTS OF CHANGE

UNDP

- According to the **UNDP** " Arab Human Development Report 2005" the following should be encouraged:
    - HUMAN CAPABILITIES
    - WELFARE
    - ASSOCIATIONS
    - CULTURAL ASPECTS
    - SOCIAL STRUCTURES
    - LEGISLATIVE STRUCTURES
    - POLITICAL PARTICIPATION
    - HR

CONCLUSIONS

What reflections can be gained from the analysis?

SOME REFLECTIONS

VULNERABILITY

- **The migration process creates weaknesses**, especially for women.
- The situation in the ME and NA is particularly delicate due to the presence of **vulnerable groups** such as refugees and displaced or stateless persons.
- **The situation of women is particularly sensitive**, the **lack of access to education** having been found to be a major source of vulnerability.
- **The employment status of women in the MENA region is worrying**, being behind other regions in the world.

INTEGRATION PROCESS

- In order to overcome these vulnerabilities it is necessary to **work through human rights and an integration process** for both migrants and vulnerable groups.
- **Influencing factors** have been observed, such as culture, education or the presence of conflict.
- Agents of change have been observed: building human capabilities in social and cultural areas, human rights and institutional strengthening.
- **Education is the great engine of development** for women.

THE EXPERTS

Some words to reflect on

- **SHIRIN EBADI** Nobel Peace Prize 2003 said that:

"*The best way to promote gender equality is by providing education to women*".

- **BEIJING PLATFORM FOR ACTION** 2005:

"Empowerment of women is fundamental to achieving equality, development and peace".

TO FINISH ...

One last thought

- **ZIAD YAISH** UNFPA Representative in PT found in a study that when the inhabitants (males) had lost hope, the women took over with renewed vigour.

- **SYSTEMS APPROACH**

"One always has to look at masculinity in relation to femininity: you must consider them both together", Z. YAISH.

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- UN Security Council Resolutions www.un.org.
- **UNFPA** World Population Report 2010 "*From conflicts and crisis to renewal: generations of change*".
- **ILO** 2008 Report "Global trends in the employment of women".
- **ILO** Report "*Working to prevent and address violence against women migrant workers*".
- **ILO** 2010 Report "*Global employment trends for women*".
- **ILO** 2010 Report "*Women labour markets: measuring progress and identifying challenges*".
- **UNESCO** 2000 Report "*The Dakar Framework for action: Education for all meeting our collective commitments*" and *"The central role of education in the Millennium Development Goals*".
- **UNICEF**: "*Girls' Education Initiative*" (UNGEI)