



The Status of Working Women in the Middle East

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ABSTRACT

The paper aims to find where we can achieve gender equivalence which is very important for workplaces not only because it is 'fair' and 'the right thing to do,' it is also imperative to the bottom line of a business and the productivity of our region. Women and men come into the workplace with equivalent levels of ambition. Besides, today more than ever, women are achieving their professional targets and delivering effective assistance to the accomplishments of individual businesses and the entire economy as well. They are embracing their careers sincerely and faithfully, as can be considered from the high levels of engagement that these women feel towards their jobs. Moreover, to get benefits of equality in the workplace with access to the entire talent gathering, that because women are gradually become educated as men. In this study, we found that "Get Your Facts Straight: Women in the Middle East Workplace" article has a proper research methodology as it must be in any academic study. This research investigates the current status of working women in the Middle East region, the Bayt.com Status of Working Women in the Middle East survey December 2014 has shown that 60% of women in the Middle East find that not easy to get appropriate job opportunities, whereas 51% of them believe that recruitment and selection opportunities have been processed, regardless of gender.

Key words : Middle East, Diversity, Working Women, Stereotype, Employment

1. INTRODUCTION

As observed in the recent period, women in the Middle East region become highly qualified and more successful professionals. The environment in the workplace has become more diversified, that because the number of women has been increased dramatically. Today, the female workforce has expanded with exponential strength and thus has extreme importance in the professional world. Moreover, regarding

the treatment, some women working in mixed gender environments believe that men and women are treated equally in their workplace. However, some employees get preferential or better treatment than others. When it comes to appreciation, the majority of women working in various gender workplaces believe that recognition and rewards are handed out based on performance, and regardless of gender. Moreover, Middle East-wide, women believe that the challenge they face in the workplace is an opportunity for job promotions. In general, gender stereotypes in the Middle East seem to be still hard to be broken, whereas in Western countries, workplace equality is more flexible than in the Middle East, yet workplace equality is considered the majority of women in the Middle East to have the same levels as Western countries. This is especially seen in Tunisia, that most women believe their workplace is comparable to those in Western countries. The equality in the workplace has many benefits as long as businesses with access to the entire talent gathering, that because women are gradually become educated as men occasionally even more. Also of that, employee turnover for an organization offering gender equality can be reduced, that way decrease the high expense of recruitment, as well as an active group of research proposes a relationship between gender equality and better organizational performance. In the economic perspective, believes that a strong correlation between a country's competitiveness and how it educates and uses its female talent by empowering women, which means more efficient use of a human talent endowment and reducing gender unfairness, to enhance productivity and consequently economic would be outgrowth. To achieve gender equality when employees have the same rewards, resources, and opportunities regardless of whether they are women or men. In the worldwide, countries came up with considerable progress toward of equality between women and men in recently, On the other hand, women still earn less than men and are less likely to advance their careers insofar as men, but it can be achieved by providing equivalent pay for women and men for work of equal or similar value, to remove the obstacles to make equal participation of women in the workforce, and giving a chance

to all occupations and industries, including to leadership roles and senior managerial levels. The research questions are:

- 1- Do men are paid more than women?
- 2- Which gender is dominating the organizations in The Middle East?
- 3- Is it true that higher position always ruled by men?
- 4- Is there a difference between the Middle East and western countries in gender equality in the workplace?
- 5- Do stereotypes in organizations still exist?
- 6- Which aspect is considered in promotion?

2. LITERATURE REVIEW

2.1 Diversity

Workplace diversity affects the development of interpersonal relationships, how supervisors and managers interact with staff and how employees relate to each other. It also affects human resources functions, such as record keeping, training, recruiting and requirements for HR staff expertise. In many ways, workplace diversity increases HR responsibilities and holds the department accountable for functions mandated by law.

2.2 Equality in employment

The Bayt.com Status of Working Women in the Middle East survey December 2014 has revealed that while 60% of women in the Middle East find it hard to find excellent job opportunities, 51% of them consider recruitment and selection opportunities to be made regardless of gender.

2.3 Stereotypes

Just what is a stereotype? Simply put, stereotypes are characteristics imposed upon groups of people because of their race, nationality among others. But these characteristics tend to be oversimplifications of the groups involved.

2.4 Organizational performance

An analysis of a company's performance as compared to goals and objectives. Within corporate organizations, there are three primary outcomes analyzed such as financial performance, market performance and shareholders value performance (in some cases, production capacity performance may be examined).

3. METHODOLOGY

In this study, we found that "Get Your Facts Straight: Women in the Middle East Workplace" article has a proper research methodology as it must be in any academic study. As the contributor is the VP of Sales in Byte.com, it was apparent to cooperate with Bayte.com to gain data that will serve the article with clear analyses that turn it into decent information.

The report relied on sampling method to collect data from women in the workplace, as Bayte.com is a specialized website that can boost the article regarding:

- 1- Connection to companies all over the world.
- 2- Quick access to a large pool of candidates.
- 3- Proper analyses to data.
- 4- A widely open outcome and conclusion that enables any student to prepare additional research depending on this article.

4. DISCUSSION

The Bayt.com Status of Working Women in the Middle East survey December 2014 has shown that 60% of women in the Middle East find that not easy to get appropriate job opportunities, whereas 51% of them believe that recruitment and selection opportunities have been processed, regardless of gender. Correspondingly, 56% of the female who participated in this survey around the region state that job offers are made according to experiences and qualifications, regardless of gender difference. As for the treatment, 51% of women working in mixed gender environments consider that men and women are treated similarly in their workplace, on the other hand, 59% of participants that some employees get preferential or best treatment than others. Regarding appreciation, 61% of women working in different gender workplaces go with that recognition and rewards are given based on performance, and regardless of gender. Gender Pay GAP Still Persists: comparable to their western counterparts, women in the Middle East have achieved great steps in the work environment. However inequality persists, and of course, still, there is a gender gap that needs to be corrected. Based on the Bayt.com survey outcome of Working Women in the Middle East, 43% of working women in the Middle East region believe they are paid less than their male colleagues. Women Say Glass Ceiling 'INTACT': the studies that have been made by Bayt.com related to the Working Women in the Middle East shows that the majority of women- a whopping 77%- in the region still report to a male manager, with more men than women in the workplace (according to 58% of participants). The survey shows that only a slight proportion (1%) of respondents playing as CEO/Partner/President/Vice-president/CFO/COO/General Manager positions, whereas (34%) of working women in the Middle East believe that women have a lower opportunity of getting promoted than men do. This indicates that their company favours encouraging men over women, especially in Saudi Arabia and Oman. However, the stereotypes in the Middle East seem to be still hard to break. We need to encourage people to go beyond stereotypes and recognize the contributions that each, male or female, can make to the workplace. 67% of women in the Middle East considered that to have reached the similar stages as Western countries in a workplace, especially in Tunisia, whereas 53% of women believe their workplace is comparable to those in Western countries, in no small extent. According to the studying the

article and from those employees working in mix gender environment (1349), 43 of feels receive less pay than male counterparts, 39 feels they receive the same compensation as male counterparts, 3 feels they receive more compensation than male counterparts, and 15 say they don't know/can't tell. That is mean the highest percentage came for females who feel that companies are paying them less than the male which is the most potential situation. Current workplace gender scenario: three-quarters of respondents working in a mixed-gender environment (77%) report having a male manager at their current organization, and 58% report having more males than females at their workplace. Two third (66%) of respondents have no gender-based preference for a manager. Promotion and career growth: while one third (34%) of respondents believe woman have a lower chance of being promoted, half of the woman (49%) surveyed thought promotions depend entirely on job performance, and gender plays no role. The woman in North Africa (56%) were more likely than those in the Levant (48%) or the GCC (44%) to feel gender doesn't play a role in promotion decisions.

5. CONCLUSION

Women in the Middle East region have come a long way as successful professionals; Life in the workplace has become much more diversified as an increased number of women have made their presence felt in many industries and professions. For several decades now, women have fought for equality in the workplace. Finally, we must figure that the Middle East woman become more educated and more aware to achieve goals, missions, and visions otherwise to improve and develop the organizations.

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