

Women's Access to Employment and Inequalities Based On Gender: Case of Morocco

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Abstract: Unemployment among women is a complex international reality requiring a no less complex response. Results of socio-economic conjuncture and injustice in terms of access to employment, of course, this situation is also the responsibility of, among others, the education system. We conducted a gender analysis to try to detect gender-based inequalities in the labor market. The thesis of this research is: Do men and women have equal opportunities to enter the world of work? To answer this question, a survey was carried out among a representative sample of graduates from Moroccan universities and private schools. A detailed questionnaire was put in place to ensure that all factors influencing access to employment could be taken into account. The results show that there is a significant difference and unequal access to employment between men and women. We also analyzed the issue of the integration of women graduates, the factors that govern it and the process that it entails.

Keywords: Employment, Gender, Inequality in employment, Integration, University graduates, Training.

I. INTRODUCTION

Unemployment among women is a complex international reality that requires a complex response. This situation is also the responsibility of the educational system [1][2], given the socio-economic conjuncture and the injustice in terms of access to employment. While the situation varies from one country to another, women's unemployment falls within a general framework characterized by a difficult match between training and employment [3]. In the case of the Maghreb countries, unemployment among university graduates is a major concern for governments. Indeed, these countries are confronted with an accumulation of major problems, including the unemployment rate of young graduates who broke the world record [4]. Moreover, for both men and women, new graduates entering the labor market are more numerous but unable to find a job that corresponds to their initial training. This is compounded by gender inequality in access to employment. The purpose of this paper is to answer the following questions: Do men and women have the same opportunities to enter the world of work? Does gender determine the working conditions of young graduates?

While eloquent phenomena in the employment situation of women are complex, many are known and analyzed [5][6][7]. In line with developments in social regulation, analyzes focus mainly on occupational inequalities between women and men, to the detriment of access to employment. Today, it is a certainty that women are more active in employment than they were 30 years ago. Some factors are favorable for improving their situation: the level of training of girls has increased more than that of boys, the gradual feminization of managerial jobs, and the need for labor in highly feminized jobs. Nevertheless, obstacles to the employment of women persist and recur. They are multiple and relate both to the quantity of jobs available to women and the quality of the jobs they occupy: part-time jobs, lower quality and less remunerative business lines, decommissioning generating access Employment at the cost of less favorable terms of employment. Access to employment can therefore not be dissociated from the quality of jobs held by women.

II. STUDY CONTEXT

The place of women in the labor market does not only question their professional position: women's work is a key to analyzing the place of women in society, in all contemporary societies. Addressing the work and employment of women also means looking at their social status and their position in society. Beyond employment, it is the economic autonomy of the women in question - autonomy which is an essential issue to deal with the place of women in society, their status, their Gender relations [8].

This is true both at the individual level and at the societal level. At the individual level: the role of women in the family, and more generally in the private sphere, differs according to whether they work or not, depending on whether they work full-time or part-time, depending on whether they have a stable or precarious job, depending on whether they are experiencing periods of unemployment of varying length, and depending on whether their wages are higher or lower. At the societal level: the place of women, their image, their status is not the same according to whether they constitute a quarter, a third or a half of the active population; According to

whether the majority of them work full-time or part-time [9]. The position of women in the world of work is not merely an economic indicator of participation in the activity. This is an indicator of their place in society [10].

The place of women in the labor market reflects both the evolution of the labor market and their role in society [11]. The findings of this report demonstrate the many and persistent constraints faced by women in accessing quality jobs. There are many public policies that reproduce or even fuel these obstacles. The labor market today is marked by inequalities between women and men and current public policies do not correct them. Implementing gender equality in employment requires, firstly, deconstructing current public policies in order to escape from their apparent neutrality and, secondly, to build genuine, not neutral, in favor of equality. To analyze the situation of inequality between men and women in Morocco, a survey is carried out among graduates of Moroccan universities and private schools. This research is part of an exploratory research to understand and detect the facets of injustice in access to employment for women.

III. METHODOLOGY

The approach used in this work is exploratory in nature, based on a qualitative approach. Several elements are at the origin of this initiative, notably the weaknesses of the Moroccan higher education system. Our work focuses on unequal access to employment between men and women. The sample of the empirical study was made up of 661 laureates of universities and Moroccan schools. The methods we have chosen for the analysis of the results are the cross-sorting and the chi-square test (χ^2). This choice takes into account the nature of the variables available to us, and presents itself as a good choice in the case of the crossing of qualitative variables. In the following analysis, we have selected some variables that seem to us most relevant to address our problem. It is a question of crossing the variable "Sex" and the following elements: Type of work contract, definition of tasks, time spent finding a job, Ways of finding a job, Salary, prospects for career development, efficiency of university education, sector of activity, type of employment, tasks performed, and finally the relationship between training and employment. We perform the statistical significance test using the chi-square test (χ^2).

IV. EMPIRICAL RESULTS

The result of the chi-square test (with p-value <0.05) shows that there is a relationship between the different variables introduced in the analysis and the gender of the person. Results are ranked according to their impact on the female sex, positive differences where women are fair or have an advantage over men, and negative differences in the areas where women have a less value than men.

4.1. POSITIVE DIFFERENCES

For the type of employment contract, the chi-square test gives a result of 8.165 with a value of $p < 0.05$, which leads us to conclude that men and women do not sign with the same type of contract. It seems that women prefer interim contracts less. The value of Cramer's V and the contingency coefficient have a significant value ($p = 0.043$) but shows a weak association between the person's gender and the type of contract he/she signs. Thus, we can conclude that the type of contract can be explained to 12.2% by the variations of the kind. Thus, the definition of tasks has a positive result. It seems that women work in well-defined tasks as compared to their male counterparts ($\chi^2 = 8,112$ and $p = .017$). This relationship can amount to 12.1% (and that is significant).

For the time required to find a job, the chi-square test has a negative result ($\chi^2 = 4,192$ and $p = 0.241$), which means that men and women spend the same time finding a job. The majority of people spend less than 6 months before finding their first job, whereas a minority of people need more than 2 years to find a suitable position for their training.

The empirical study also shows the non-existence of a relationship between the person's gender and the way in which he/she found his or her job ($\chi^2 = 11,734$ and $p = 0,068$). Young graduates often find their first jobs through internships, family networks, in response to an announcement or by spontaneous application. On the other hand, there are few people who find employment through the ANAPEC agency, employment forums or through recruitment offices. These people feel they are underpaid in relation to their skills. This feeling is general that it exists amongst women and men, and therefore has no relation with gender of the person ($\chi^2 = 1,181$ and $p < 0,277$).

A further problem arises at this level as well; the majority of people consider that the academic training they have followed is not sufficient enough to effectively access the labor market. This shared sentiment between men and women shows that there is no difference between men and women at this level ($\chi^2 = 1.737$ and $p = 0.420$). The chart below shows the detailed results for the chi-square test, Cramer's V and the Contingency Coefficient.

Table 1:Chi-square test and symmetric measurements

			Gender		Chi-square	Asymptotic significance	V of Cramer	Significance of V of Cramer	Coefficient of contingency	Significance of CC
			Man	Woman						
Type of employment contract	Undetermined period contract	Frequency	189	193	8,165	0,043	0,123	0,043	0,122	0,043
		percentage	49,50 %	50,50 %						
	Determined period contract	Frequency	51	36						
		percentage	58,60 %	41,40 %						
	Interim contract	Frequency	13	3						
		percentage	81,30 %	18,80 %						
	Internship	Frequency	26	27						
		percentage	49,10 %	50,90 %						
Are your tasks well defined?	Not at all	Frequency	42	20	8,112	0,017	0,122	0,017	0,121	0,017
		percentage	67,70 %	32,30 %						
	Slightly	Frequency	120	132						
		percentage	47,60 %	52,40 %						
	Well defined	Frequency	118	115						
		percentage	50,60 %	49,40 %						
How much time did you put in to find a job?	Less than 6 months	Frequency	163	165	4,192	0,241	0,089	0,241	0,088	0,241
		percentage	49,70 %	50,30 %						
	6 months- 12 months	Frequency	66	57						
		percentage	53,70 %	46,30 %						
	1 year-2years	Frequency	28	25						
		percentage	52,80 %	47,20 %						
	More than 2 years	Frequency	20	9						
		percentage	69,00 %	31,00 %						
How did you find this job?	Internship	Frequency	67	47	11,734	0,068	0,146	0,068	0,145	0,068
		percentage	58,80 %	41,20 %						
	Family Network	Frequency	47	50						
		percentage	48,50 %	51,50 %						
	Employment forum	Frequency	10	6						
		percentage	62,50 %	37,50 %						
	ANAPEC	Frequency	21	20						
		percentage	51,20 %	48,80 %						
	Offices of recruitment	Frequency	4	11						
		percentage	26,70 %	73,30 %						
	Replying to an announcement	Frequency	62	40						
		percentage	60,80 %	39,20 %						
	Spontaneous application	Frequency	78	87						
		percentage	47,30 %	52,70 %						
Do you feel	Yes	Frequency	158	128	1,181	0,277	0,047	0,277	0,047	0,277

you are underpaid?	No	percentage	55,20 %	44,80 %						
		Frequency	130	127						
		percentage	50,60 %	49,40 %						
How do you perceive the prospects for your career development?	Difficult	Frequency	55	59	2,861	0,239	0,072	0,239	0,072	0,239
		percentage	48,20 %	51,80 %						
	Averages	Frequency	185	171						
		percentage	52,00 %	48,00 %						
	Great	Frequency	50	33						
		percentage	60,20 %	39,80 %						
Has your university education been sufficient to integrate into the labor market?	Widely	Frequency	82	77	1,737	0,420	0,056	0,420	0,056	0,420
		percentage	51,60 %	48,40 %						
	Not enough	Frequency	165	166						
		percentage	49,80 %	50,20 %						
	Not at all	Frequency	36	25						
		percentage	59,00 %	41,00 %						

4.2. NEGATIVE DIFFERENCES

The analysis of the sector of activity leads us to conclude that women find it difficult to access the public sector compared to men. The chi-square test gives a significant result, its value being $\text{Chi-}^2 = 30.823$ with a threshold that equals to $p = 0.000$. So we can say that the variations in the sector of activity are related to 23.5% by the variations of the person's gender. The hypothesis that men and women access the different sectors in the same way can be rejected.

Another worrying finding is that both sexes do not have access to the same types of jobs. Men tend to drop positions of responsibility as managers, while women are mostly single-task employees (chi-square = 34.863 and $p = 0.000$). Cross-sorting shows us that the higher the level of responsibility, the greater the likelihood of finding a man on the job. The degree of association between gender and type of employment is 25.3% according to Cramer's V coefficient ($p = 0.000$).

This result is confirmed when we analyze the nature of the tasks performed by men and women in their jobs. We can observe that women are mere performers, whereas men tend to take responsibility tasks (chi-square = 21.396 and $p = 0.000$). According to Cramer's contingency coefficient and V, the probability of finding a man when the level of responsibility for the task increases to 20%. This reflects a problem that may be of a cultural nature with respect to the assessment of competence between the two genera.

This injustice leads to a situation where women think that their training does not correspond to their jobs, unlike men. The chi-square test presents a positive and significant result, which means that the hypothesis according to which women and men have the same perception as to the adequacy between the training followed and the nature of the test (Chi-square = 11.848 and $p = 0.001$).

The degree of association between gender and the perception of the adequacy between job training amounts to 14.4%, a low dependence but very significant ($p\text{-value} = 0.001$). Finally, the analysis of the perception of wages according to the person's skills shows that women think that their wages do not correspond to their competences (chi-square = 5.308 and $p = 0.070$), a significant result at the threshold of 7 %. The perception of wages and its appropriateness with skills seems to be linked by 9.7% to the variations of the genus (Cramer's V = 0.097, $p\text{-value} = 0.070$). This is a very small but significant degree of association (7%). The following table presents the detailed results for the chi-square test, Cramer's V and the Contingency Coefficient.

Table 2: Chi-square test and symmetric measurements

			Gender		Chi-square	Asymptotic significance	V of Cramer	Significance of V of Cramer	Coefficient of contingency	Significance of CC
			Man	Woman						
Activity area	Public sector	Frequency	68	18	30,823	0,000	0,235	0,000	0,229	0,000
		percentage	79,10%	20,90%						
	Private sector	Frequency	185	209						
		percentage	47,00%	53,00%						
	Semi-public	Frequency	34	42						
		percentage	44,70%	55,30%						
Type of employment	Executive	Frequency	96	43	34,863	0,000	0,253	0,000	0,245	0,000
		percentage	69,10%	30,90%						
	Technician	Frequency	39	21						
		percentage	65,00%	35,00%						
	Employee	Frequency	115	166						
		percentage	40,90%	59,10%						
	Other	Frequency	30	35						
		percentage	46,20%	53,80%						
Accomplished tasks	Simple performing	Frequency	125	160	21,396	0,000	0,199	0,000	0,195	0,000
		percentage	43,90%	56,10%						
	Participates in decision-making	Frequency	71	65						
		percentage	52,20%	47,80%						
	Manager	Frequency	84	38						
		percentage	68,90%	31,10%						
Does your training correspond to your job?	Yes	Frequency	196	138	11,848	0,001	0,144	0,001	0,143	0,001
		percentage	58,70%	41,30%						
	No	Frequency	104	132						
		percentage	44,10%	55,90%						
Is the salary commensurate with your skills?	Very satisfied	Frequency	28	12	5,308	0,070	0,097	0,070	0,097	0,070
		percentage	70,00%	30,00%						
	Satisfied	Frequency	154	146						
		percentage	51,30%	48,70%						
	Not satisfied at all	Frequency	114	110						
		percentage	50,90%	49,10%						

V. DISCUSSION OF RESULTS AND CONCLUSION

In Morocco, equality in access to employment between women and men is far from being achieved. Despite the undeniable progress made in recent years, crucial progress remains to be made, notably in terms of salaries, status, working conditions, division of duties and responsibilities, and the fight against stereotypes.

The issue of women's access to employment remains an issue of great importance and is of concern to all public and private decision-makers. The objective in this article is not to give a clear answer to this problem, but to contribute to its understanding by questioning the field and this, by addressing young graduates freshly hired. It should be emphasized that the most problematic issue is the problem of unemployment among young graduates, whether women or men, which exceeds 20%.

The study confirms that men and women do not have the same opportunities for access to employment. While there are some elements, women are on an equal footing with men, but there is also evidence of the injustice suffered by women in terms of access to the world of work, especially for young graduates. Indeed, access to the public sector is difficult for women, while men are more likely to enter the public service. On the other hand, even in the private sector, the type of employment occupied by women shows an injustice in this respect. Generally, women occupy a single position while men take up positions as a manager.

The analysis of the tasks performed also shows that women work in the post where they perform the recommendations so men are often responsible. Thus, women think that there is no match between their training and the job they are employed, not to mention the fact that the majority of women think they are underpaid compared to their male counterparts. This situation is the result of several factors including education, the vision of Moroccan society to the woman, and it is the responsibility of the Moroccan educational system, incapable of understanding this phenomenon.

The results obtained in this paper should not hide the reality that the situation of women's access to employment in Morocco has improved considerably in recent years. However, much effort is needed to reduce and eliminate discrimination against women. This paper focuses on the forms of discrimination to women's access to employment, not to mention public policies that are incapable of improving access to quality employment for women, particularly the most precarious women. This is one of the limitations of this research.

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