

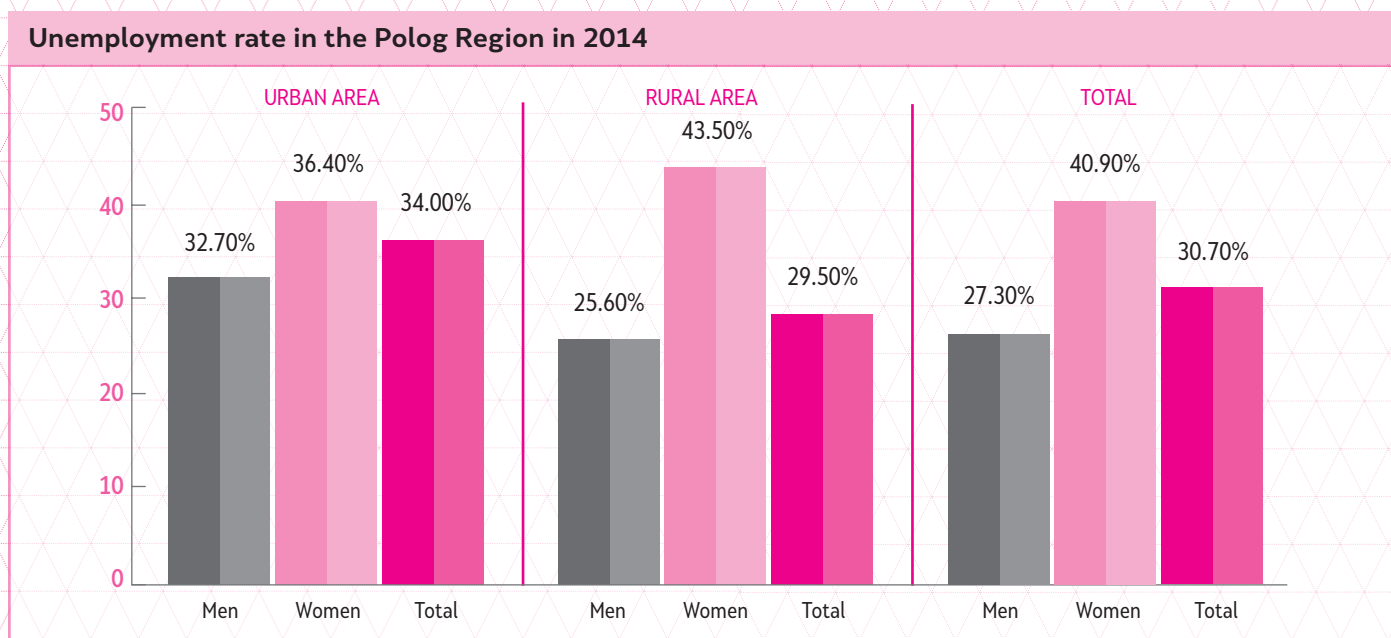
# THE SITUATION WITH GENDER EQUALITY IN THE LABOUR MARKET IN THE POLOG REGION

# 3

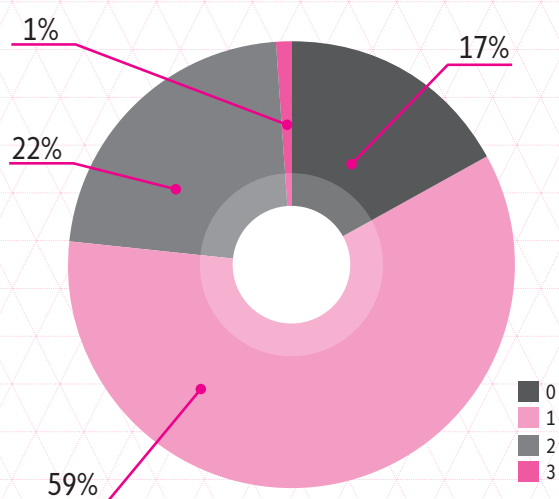
WHAT IS YOUR AVERAGE FAMILY MONTHLY INCOME?							
	Less than 8000	8001–18000	18001–30000	30001–60000	60001 +	Refuses to answer	I don't know
Bogovinje	0,0%	15,2%	12,1%	0,0%	0,0%	39,4%	33,3%
Brvenica	0,0%	21,4%	32,1%	25,0%	7,1%	14,3%	0,0%
Gostivar	1,9%	20,8%	33,0%	17,9%	8,5%	14,2%	3,8%
Jegunovce	0,0%	0,0%	81,8%	18,2%	0,0%	0,0%	0,0%
Mavrovo and Rostushe	23,1%	38,5%	30,8%	7,7%	0,0%	0,0%	0,0%
Tearce	31,3%	46,9%	6,3%	6,3%	6,3%	0,0%	3,1%
Tetovo	4,7%	11,6%	11,6%	32,6%	20,9%	16,3%	2,3%
Vrapchishte	0,0%	11,1%	16,7%	5,6%	11,1%	33,3%	22,2%
Zhelino	11,9%	64,3%	4,8%	14,3%	0,0%	0,0%	4,8%

- Over 50% of the families from the Polog Region comprise five or more members, whereas 1/3 of them live on a monthly income of up to 18.000 Denars.
- In addition to employment, 21% of the families have income from part-time jobs and 17% receive money from relatives working abroad.

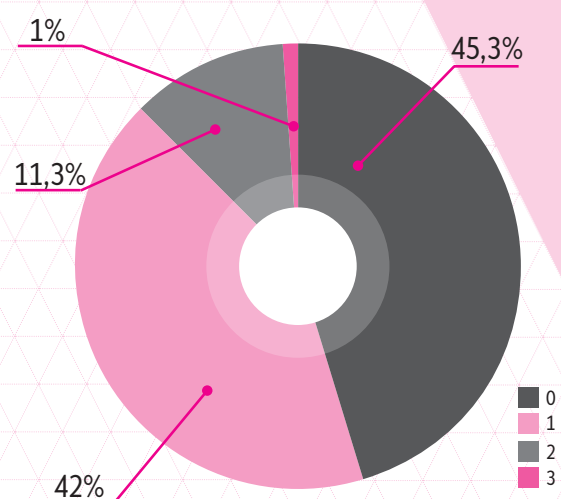
## WOMEN ARE UNEMPLOYED, ESPECIALLY IN THE RURAL AREAS



### NUMBER OF EMPLOYED MEN IN THE FAMILY / HOUSEHOLD



### NUMBER OF EMPLOYED WOMEN IN THE FAMILY / HOUSEHOLD



The findings of the survey indicate that in 45% of the families, the women of legal age are unemployed, whereas in 17,3% of the families men are unemployed.

### WOMEN ARE POOR EVEN WHEN THEY ARE EMPLOYED

#### AVERAGE MONTHLY INCOME IN THE FAMILY ACCORDING TO THE NUMBER OF EMPLOYED WOMEN

		Employed women in the family				
		No employed women	1	2	3	4
What is your average family monthly income?	Less than 8000	13,3%	1,8%	0,0%	0,0%	0,0%
	8001-18000	38,7%	13,7%	13,3%	0,0%	0,0%
	18001-30000	16,0%	25,6%	28,9%	0,0%	0,0%
	30001-60000	6,1%	25,6%	22,2%	100%	0,0%
	60001+	1,7%	13,1%	17,8%	0,0%	100%
	Refuses to answer	12,2%	16,7%	17,8%	0,0%	0,0%
	I don't know	12,2%	3,6%	0,0%	0,0%	0,0%

### FEMINIZATION OF POVERTY

50% of the unemployed women live in low income families. Somewhat less than 1/3 of the families with one or two employed women live on an income of up to 18.000 Denars.

## WOMEN ENTREPRENEURS ARE ONLY JUST EMERGING

In all municipalities in the region, with the exception of Zhelino, there are certain activities for encouraging women's entrepreneurship, as well as a trend of formalizing businesses. There is some progress, but there are also limitations that discourage women: business planning knowledge and skills, preconditions for implementing their ideas.

## WOMEN'S BUSINESSES ARE INFORMAL, SMALL AND STEREOTYPIC

"Dairy plant – a large enterprise belongs to a woman, there are women with culinary activities, boutiques, crafts – hairdressers, dressmakers."

"A new fashion is selling rolls and alike."

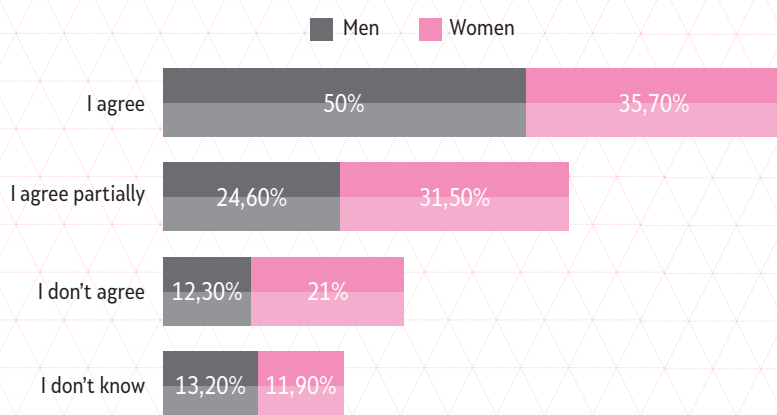
"But, they are not registered."

"...You need money to start up any business. Even if you apply for a bank loan, you need to put a mortgage on some property, and only few women actually have their own property for the mortgage, to be able to obtain some money to set up their own business. It means that the man owns most of the things in a marriage."

"...I am planning to open a lawyer's office, but in that case I would have to stop having children (smiles) Why? There is not a single pregnant lawyer that goes to court here. Who would take care of my baby in the next 9 months or a year, with one more child? So, there is no way."

## WOMEN ARE DISCRIMINATED BOTH AT EMPLOYMENT AND AT THE WORK PLACE...

Do you agree with the statement: Women have the same treatment at work as men (career development, same salary, position, etc.) based on gender



Unlike men, half of whom (50%) think that women and men receive the same treatment at work, only 35.7% of the women agree with this statement.

"I am employed in a textile factory and the conditions of work are a disaster... They don't know the law and they are not aware that they work overtime, they don't know that they are entitled to a maternity leave, vacation and this is abused to the maximum extent..."

"They work for 6 months and then they are deregistered so that the company avoids giving them vacation and other fringe benefits, maternity leave.... unpaid sick leave, simply everything! And where is the overtime work, it is not paid at all, let alone paid as overtime work, and 90% of the employees in this sector are women."

## ... AND ESPECIALLY THE TEXTILE WOMEN WORKERS!

"They know right away that if it is a woman, she may take a maternity leave, but if it is a man, they don't have to worried about this."

"I am unemployed and when I applied for a job, they first asked me if I was married, if I had or planned to have children."

"For example, if you have a child and it gets ill, it may be a problem – why should that be seen as a problem? Why shouldn't the man be responsible for this, take a day off and take the child to the doctor's?"

"And not only for the child, the same goes for the elders in the family as well, this is a burden for the woman."

## CONCLUSIONS

- There is legislation in place that enables gender equality in the labour market and yet, in reality, there is a large gender gap in the activities in the labour market, the horizontal and vertical distribution of work posts and salaries.
- In the Polog region, the largest percentage of unemployment was found among the women in the rural areas - 43.5%. The findings indicate poverty at employment. The data citing that 50% of the unemployed women in Polog live in low income families confirm the so-called phenomenon of feminization of poverty. Almost one third of the families with one or two employed women live on a monthly income of up to 18.000 Denars.
- Women are aware that they face greater limitations when seeking employment compared to men. The conditions and opportunities in society (lack of institutions for child and elderly care), as well as discrimination and inappropriate treatment of women are not favourable so as to enable their equal representation in the labour market and their equal valorization and treatment.
- Women's entrepreneurship in Polog is still only emerging, although there are certain activities in this area in all municipalities. Women are the owners of small businesses that are often unregistered and they are facing various challenges that restrict the implementation of their business ideas.

## RECOMMENDATIONS

- Systematic involvement of the local self-government in the national policies on the reduction of unemployment and introduction of their own measures for reduction of women's unemployment arising from the specificity of the region.
- Introduction of gender sensitivity in implementing the active employment measures, where the criteria would guarantee an equal access to and exploitation of the opportunities by both women and men.
- Introduction of criteria in the unemployment reduction measures targeting the women that belong to the most vulnerable social strata, especially the women from the rural areas and the women with a lower level of education.
- Development of complementary policies for planning measures which ensure the provision of services (kindergartens, transportation, etc.).
- Mobilization of women to use the existing opportunities under the programmes for unemployment reduction as a contribution of the non-governmental organizations.
- Raising the awareness of the existing discrimination at the workplace and sensitization about mobbing and sexual harassment at the workplace.
- The local self-government units should introduce special measures aiming to provide an access to the basic social services, as well as to prioritize the infrastructural services that are of interest to the women from the rural areas and the marginalized groups.

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