



FEMISE RESEARCH
PROGRAMME

2006-2007

تحدي التوظيف في دول حوض البحر الأبيض المتوسط

Research n°FEM3d-02

ف. بلانك و م. لويس
بتنسيق من
أ. جلال و ج. ل. ريفيرز

تم إعداد هذه الوثيقة بواسطة "فيميس" كمساهمة في ورشة عمل التوظيف الأورومتوسطي والمنعقدة بتاريخ 13-12 ديسمبر 2007 م. يعتبر محتوى هذه الوثيقة مسئولية خالصة للمؤلفين، ولا تعكس بأية حال من الأحوال وجهة نظر الاتحاد الأوروبي شبكة "فيميس" مدعومة من المفوضية الأوروبية

نوفمبر 2007



Ce rapport a été réalisé avec le soutien financier de la Commission des Communautés Européennes. Les opinions exprimées dans ce texte n'engagent que les auteurs et ne reflètent pas l'opinion officielle de la Commission.

This report has been drafted with financial assistance from the Commission of the European Communities. The views expressed herein are those of the authors and therefore in no way reflect the official opinions of the Commission.



Forum Euro-Mediterranéen des Instituts Economiques
www.femise.org

2007

. 2007-	12 -13	" "
---------	--------	-----

" "

			.1
			.2
		:	.2
			.2
			.2
"	"		.2
			.3
			.3
			.3
			.3
			.4
			.4
		:	.4
علي مستوى			.4
		الكلبي والتوظيف؟	
		:	.1. .4
		:	.2. .4
		:	.5
			.5
			.5
			.5
		الأفضل تعليماً.	.5
		التعاونية.	.5

2007

.1

" "

.1

.2

.3

.4

.(:)

:

((((

:2

:2 1

✓

260

82

✓

70

178

)

.(

.(9.3)

✓

%13

(1 :

(2 (1

)

82

(

)

2005 :1

** 2005	**2005) (15	% 15	15	*	2005
6 845 964	8 320 513	23 113 550	30	9 740 248	32 853 798	
18 118 600	20 359 300	49 194 781	34	24 838 103	74 032 884	
2 493 600	2 740 000	4 856 925	28	1 867 639	6 724 564	
1 204 206	1 390 571	3 583 946	37	2 118 830	5 702 776	
1 097 285	1 199 477	2 552 078	29	1 024 740	3 576 818	
9 913 296	11 139 725	21 690 593	31	9 787 867	31 478 460	
578 439	790 596	2 018 372	45	1 683 840	3 702 212	
4 821 757	5 459 562	12 023 912	37	7 019 470	19 043 382	
2 926 700	3 413 100	7 482 790	26	2 619 677	10 102 467	
22 046 000	24 565 000	51 831 653	29	21 361 185	73 192 838	
70 045 847	79 377 844	178 348 600	32	82 061 599	260 410 199	

[] : ** * :

2005 :2

	%4/2		% 2/1	2-1=3	2 **2005) (15 1 *2005	2005
16 267 586	18	1 474 549	36	14 793 037	8 320 513	23 113 550	
31 076 181	11	2 240 700	41	28 835 481	20 359 300	49 194 781	
2 363 325	9	246 400	56	2 116 925	2 740 000	4 856 925	
2 379 740	13	186 365	39	2 193 375	1 390 571	3 583 946	
1 454 793	9	102 192	47	1 352 601	1 199 477	2 552 078	
11 777 297	11	1 226 429	51	10 550 868	11 139 725	21 690 593	
1 439 933	27	212 157	39	1 227 776	790 596	2 018 372	
7 202 155	11	637 805	45	6 564 350	5 459 562	12 023 912	
4 556 090	14	486 400	46	4 069 690	3 413 100	7 482 790	
29 785 653	10	2 519 000	47	27 266 653	24 565 000	51 831 653	
108 302 753	13	9 331 997	45	98 970 756	79 377 844	23 113 550	

[] : ** * :

: (9) %50
 .%80
15 . **.2**
 (1)
 %27 15
 2000
 2020
 .(3) 15 %1.9 22.5

2020

:3

15		% 2005	2020-2005	2020	2020
19 216 175	1 915 441	29.90	2 046 953	8 892 917	
39 104 175	3 038 643	35.61	6 452 272	24 570 872	
2 743 046	319 278	29.58	737 530	3 231 130	
3 273 608	278 150	49.25	593 069	1 797 275	
1 680 600	126 973	24.25	266 086	1 363 371	
13 625 681	1 583 844	29.14	2 889 007	12 802 303	
2 119 299	366 210	72.61	420 021	998 460	
9 839 058	955 982	49.89	2 405 394	7 227 151	
4 989 120	596 288	22.59	661 204	3 587 904	
34 609 956	3 197 403	26.93	5 937 306	27 983 306	
131 200 718	12 378 211	31.99	22 408 841	92 454 688	

2020 () 12
 130

(%6.5) %2

15

%2.3

28

108

(%56

2005

) %58

15

57.9

(4)

15

%4.1

2020

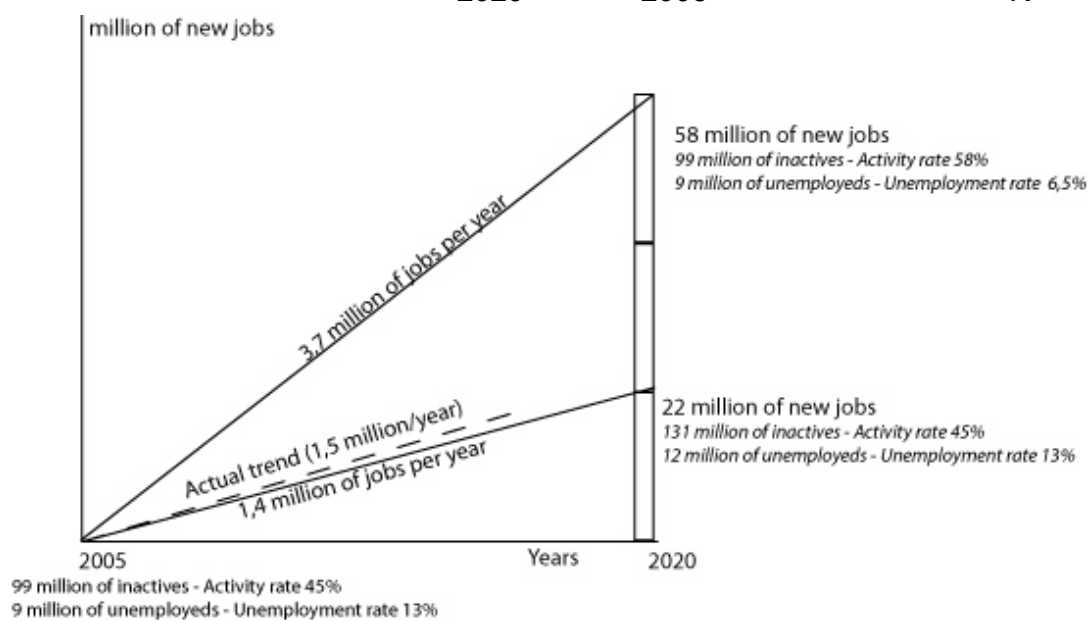
:4

(%)2020/2005	2005		% 2005	2020-2005	2020	2020
5.95	12 610 304	1 131 925	137.84	9 436 340	16 282 304	
4.72	28 019 749	2 515 106	99.68	18 060 234	36 178 834	
2.11	2 643 251	237 263	36.87	919 340	3 412 940	
6.04	2 246 593	201 659	140.89	1 696 574	2 900 780	
3.04	1 331 796	119 545	56.71	622 318	1 719 603	
2.89	11 764 968	1 056 046	53.24	5 277 518	15 190 814	
8.21	1 463 267	131 346	226.63	1 310 917	1 889 356	
4.82	7 569 320	679 437	102.69	4 951 677	9 773 434	
3.60	3 852 791	345 834	69.98	2 047 987	4 974 687	
3.26	27 632 079	2 480 308	61.84	13 632 278	35 678 278	
4.10	99 134 119	8 898 467	82.74	57 955 184	128 001 030	

2020

2005

:1



. .2

() 1.5
1.4

((

()
: 15 3.7

:5

/	%	/	%	/	%		
629 089	5.95	136 464	1.76	577 217	7.06	2001-2005	
1 204 016	4.72	430 151	2.05	412 389	2.28	1997-2003	
61 289	2.11	49 169	1.74	58 364	2.34	2000-2005	
351 835	2.89	192 600	1.72	151 501	1.53	2001-2005	
87 394	8.21	28 001	3.71	26 866	4.64	2001-2004	
330 112	4.82	160 360	2.73	176 065	3.65	1991-2002	
136 532	3.60	44 080	1.37	81 134	2.77	2000-2005	
908 819	3.26	395 820	1.60	94 195	0.43	2000-2005	
3 709 086		1 436 646		1 577 732			

" " .2

" - -

:

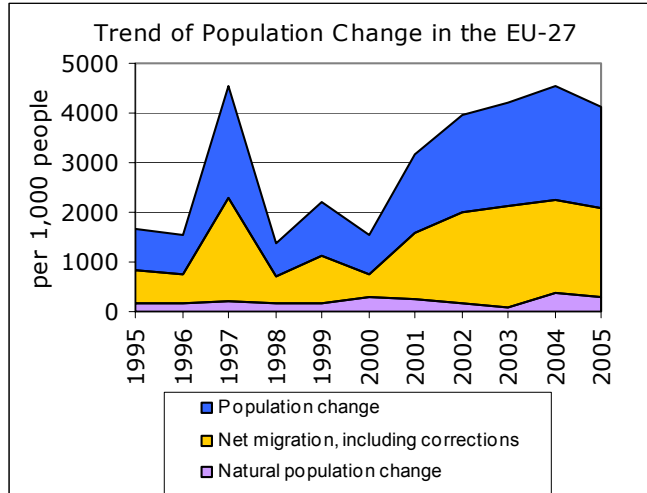
(:
 ((:
 (64) ()
 (64 : 15) 2005 .(64 : 15)
 .%16.7 (14 : 0) %68.2
 .2030 2050 2000 66
 () ()
 .(2000 %62.2) 2006 %64.4 27
 2006 .%7.9
 2008 2006 9
 .2008 %6.7
 :
 - .()
 ()
) ()
 (()
 (()
 .(2)

1.78

(2)

(27)

:2



()

:

%4 2005

()

. 1990 %3

2005

. 2005

2000

300

%3.9

.(3) %2.9

.2003

%30

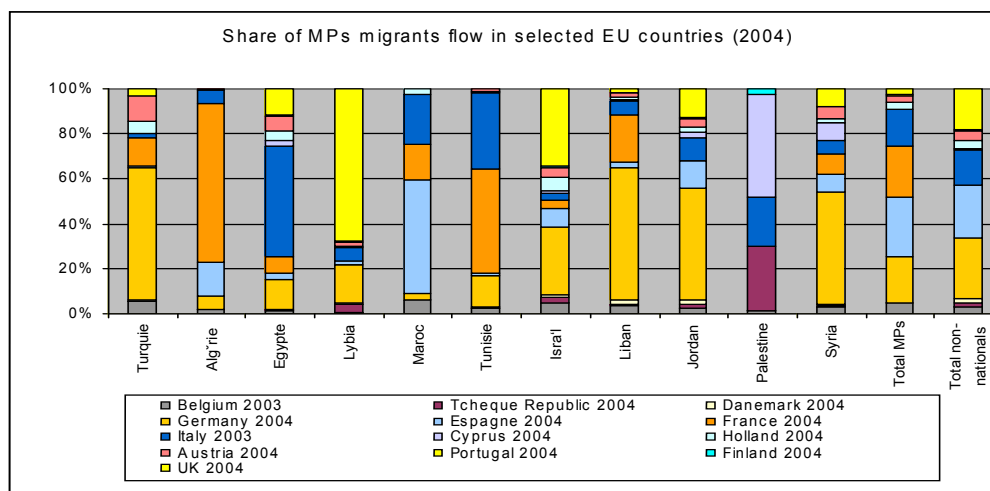
.()

%90)

2004

.(

(2004)



.() :

()

.(5 4)

1

" "

" "

.(%5²)

%9)

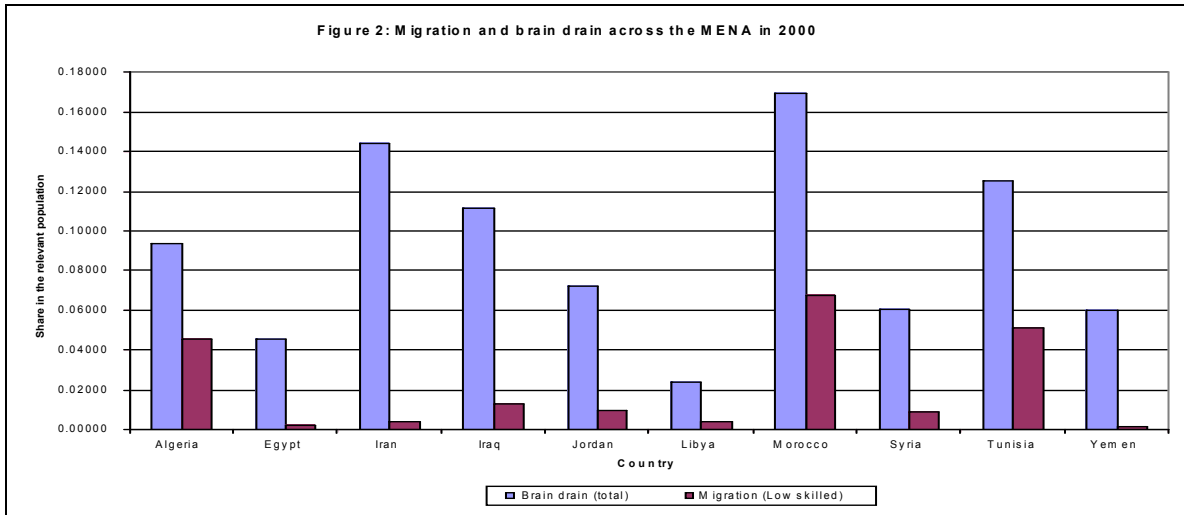
¹ واجهت الأردن عجز في العمالة المدربة في القطاع الزراعي، وتم سد هذا العجز من خلال المهاجرين من الدول المجاورة (مثل مصر)
² هذا الرقم لجميع دول منطقة الشرق الأوسط وشمال أفريقيا ولكنها تقدم مؤشراً لدول شركاء حوض البحر الأبيض المتوسط، حيث أن المهاجرين من فئة "استنزاف العقول" يأتون في الأساس من هذه المنطقة

3

(195 27)
(%56 %59)⁴

2000

:4



.() . :

25

(2005)⁵

.3

() ()

³ أجري دوجوير ومرفوك دراسة عام 2004 قاموا فيها بجمع بيانات منظمة التعاون الاقتصادي والتنمية بشأن مخزون الهجرة من حيث مستوى التعليم في 1990 و2000

⁴ نسبة المهاجرين المدربين من إجمالي المهاجرين

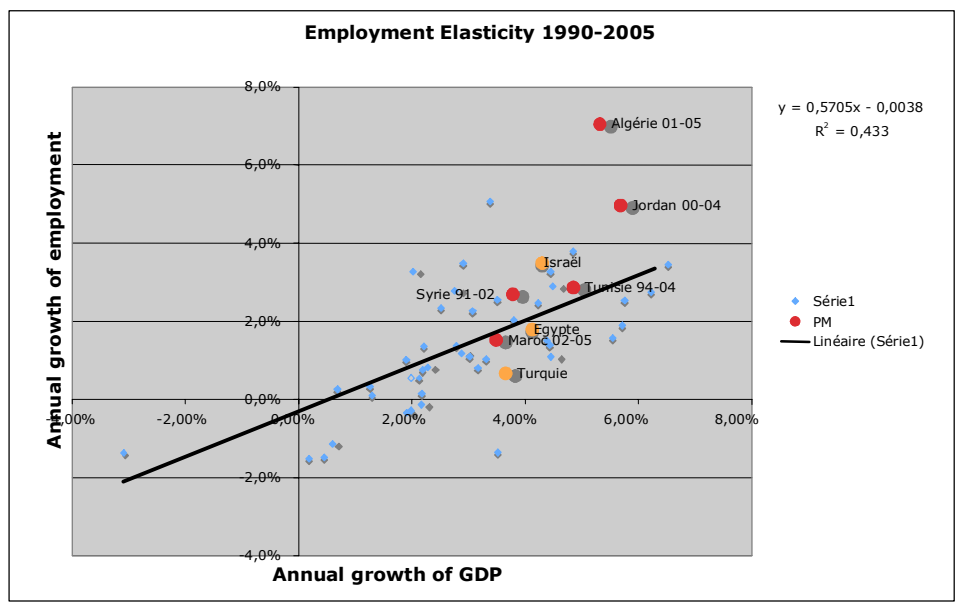
⁵ Rodrik, Dani. 2002. "Feasible Globalizations" Cambridge, Mass.: National Bureau of Economic Research Working Paper Series 9129

(((:

. .3

() 5 50 2005 1990

50 2005-1990 :5



.ILO

✓
✓
✓

%5 %4

.%3.5 %0.7

()
(.6)

%4.7 %3.8 %5.9

(%1 %0.6)

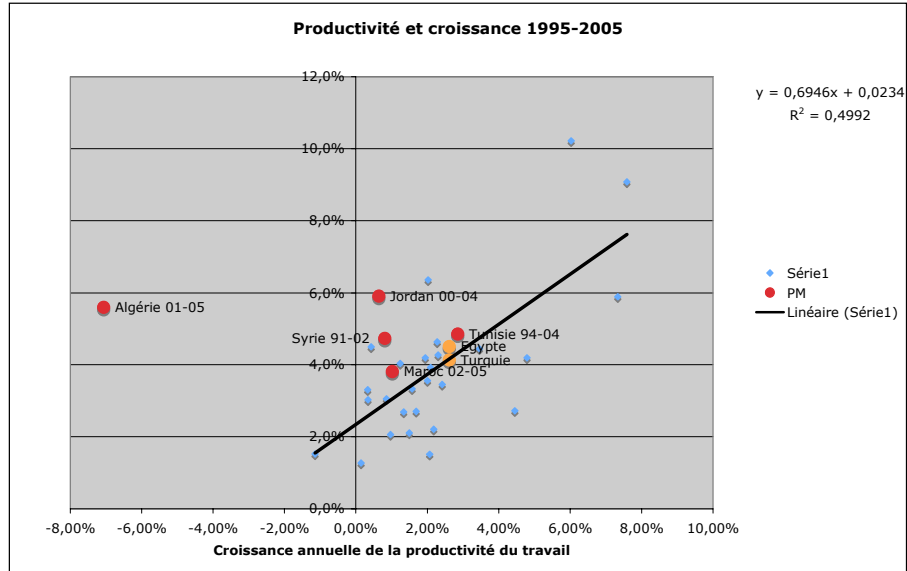
%3.7 %1.5 %5

(2005 1995

%2.9 %2.6)

%1 %0.9 %2

%4.1 %4.9 %4.5



6

(0.4%)

✓

✓

1997

1991

1980

1970

✓

1%

1%

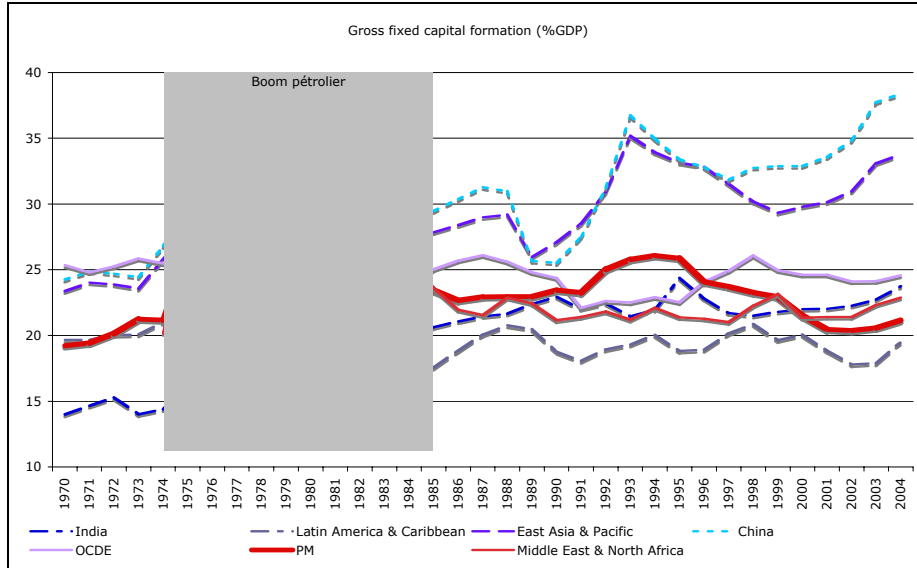
2%

4%

⁵ على سبيل المثال: ماكديسي وفتح وليمام "محددات النمو في دول منطقة الشرق الأوسط وشمال أفريقيا"، 2000؛ وسيكات "مصادر النمو في المغرب"، 2003؛ وأحدث الدراسات س.أ. بسارديز، م.أ. فيجانزونينس-فاروداكس "أسواق العمالة والنمو الاقتصادي في منطقة الشرق الأوسط وشمال أفريقيا"، البنك الدولي 2005

				:1
	3	-	-	
%5			%2.5	✓
		%1		✓
			.%4	
		%1		✓
)		%6	
		(

		()	
				. 3
-20	/			.%30
				.(7) %25
	7.	/		

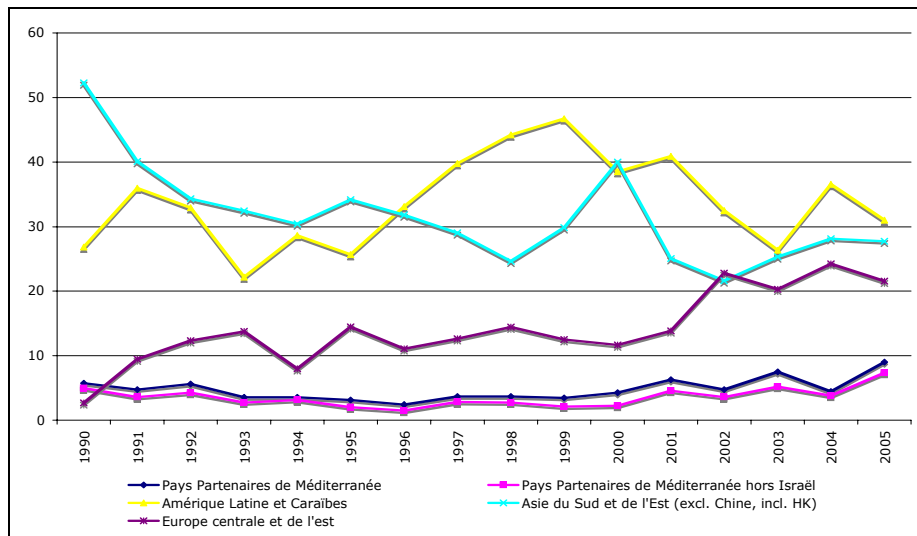


2006

8

2005

%34



.3

%5

6

:6

80.0	42.0	
29.6	16.4	
43.6	45.1	
37.8	20.0	
42.5	42.6	

.5

2007

:

:

.(7)

() :7

20.2	18.0	7.1	38.2	16.4	2003	
6.1	10.2	7.4	41.2	35.0	1995	
4.0	30.0	10.0	26.0	30.0	2002	
5.8	25.7	8.5	38.8	21.2	2003	
2.3	18.3	3.9	47.8	27.6	2003	
5.8	25.3	11.5	28.2	29.2	1994	
13.0	31.0	7.0	27.0	22.0	2002	
0.4	18.1	5.6	33.4	42.4	2003	WBG
12.1	46.8	8.9	9.4	22.8	1994	
7.9	41.1	7.3	20.4	23.4	2002	
11.2	40.0	4.0	27.0	20.0	2002	
16.0	24.0	9.0	31.0	20.0	2002	
4.7	17.6	5.9	59.7	12.2	1995	
31.0	14.0	10.0	35.0	10.0	2002	
8.0	16.0	17.0	33.0	26.0	2000	
5.0	32.0	9.0	35.0	20.0	2002	
2.2	28.5	9.1	43.2	17.1	1996	
4.3	32.0	8.0	42.0	15.0	2002	
9.2	24.3	11.4	42.1	13.0	1991	

.UIS 1998 :

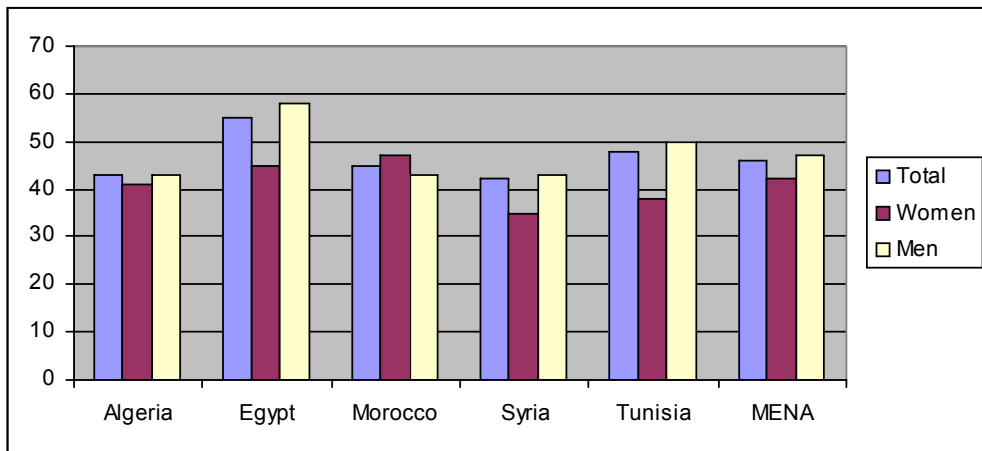
8.

(:

.5 2007

8

2000-1994



2002

%35
)

%35

.(1998

)

%82

%42

(:

(

(

)

⁹ Eşim, Simel and Eileen Kuttab. 2002. "Women's Informal Employment in Palestine: Securing A Livelihood Against All Odds", Background Paper for the 9th Forum of ERF, Cairo

(" "

.4

: 4

10

✓
✓
✓
✓

:

()
()
()

.5

!

50

:

8

✓

10

50

✓

%14

✓

¹⁰ يُعد الحجم الكبير للشركات المحلية عامل هام من أجل التمكن من تحقيق مزايا هذه القنوات

(9)

2003

%37

2003

%50

%30

%20

()

:8

	*								
		2005	2004	2002	2005	2004	2003	2004	
18.6	30.0	29.5	18.1	30.3	45.4	4.1	29.9	20.7	
0.4	0.6	0.5	1.3		0.4	0.9	0.2	1.7	
14.3	14.2	18.5	21.7	13.7	11.6	14.2	10.9	10.9	
0.6	0.7	0.4			0.3	1.4	1.3	1.0	
6.8	8.0	5.3	14.9	13.2	7.1	9.1	7.4	12.4	
20.8	16.8	20.6	12.2*	15.0	16.7	16.9	13.5	17.2	
5.6	5.4	5.1	6.2	5.5	3.8	8.1	6.3	5.6	
9.0	3.3	4.0	14.9 يتضمن	1.3	1.3	4.7	3.0	1.8	
23.7	21.1	16.1	21.3	21.0	13.2	40.0	27.5	28.5	
0.2	0.1	0.0	1.2	0.0	0.0	0.6	0.0	0.2	
100.0	100.0	100.0	111.8	100.0	100.0	100.0	100.0	100.0	
		Nd	Nd	Nd	Nd	16.8	11.2	14.2	
الصين	فييميس	العمل الدولية	إجمالي العمالة 2004	العمل الدولية	العمل الدولية		العمل الدولية	العمل الدولية	

() 2003 :9

6.1	30	13.7	14.5	29,8	
2.7	21.5	15.4	16	17.1	
1	15.3	8.4	14.3	48.8	
1	11	5.9	16.7	51.9	
5.4	15.7	10.1	21.5	37	(*)
3.9	17.3	8.7	23.3	32.4	
-	0.8	-	66.2	17.2	(**)
10.5	20.5	4.5	35	9.1	
14.8	18.8	9.9	33.6	8.4	(*)
7.6	8.2	15.1	33	19.9	

2001 (*)

2000 (**)

- :

11

(6 -) 2003/2000 97/1995

()

⁹ تم إصدار البيانات الصناعية من خلال القواعد الدولية لمنظمة الأمم المتحدة للتنمية الصناعية (اليونيدو)، قاعدة بيانات إندستات 2006. (Indstat 3 rev2) 2006 وقد تم حساب قيمة الوحدة من الصادرات بواسطة قاعدة البيانات الإحصائية التجارية للسلع (كومتريد) من خلال ملاحظة قواعد التكافؤ بين مجموعة مصطلحات التجارة ومجموعة مصطلحات الصناعة المستخدمة من قبل منظمة الأمم المتحدة للتنمية الصناعية (اليونيدو) (ISIC rev2)، ن. روكس، Cefi. وقد تم عمل برنامج حاسوبي للقيام بحسابات قيمة الوحدة وقيمة الصادرات والذي يسمح بـ(1) تنظيف القاعدة و (2) إعادة تشكيل القيم المفقودة و(3) حساب قيمة الوحدة من خلال إجمالي الصناعات الكبرى.

/

()

: .4

	:2
()	(1)
()	(2)

¹²()

" ()

.(2006

50 10 (%73)

10 5 %60

()

%35

13

⁹ نسبة الضرائب على الأجور (بما في ذلك التأمين الاجتماعي، المرض ...) يعد أيضًا مرتفعًا للدول ذات هذا المستوى من التطور. فعلى سبيل المثال، فإن المغرب وتونس يمثلان 25% من فاتورة الأجور في الجزائر، حيث يمثل تكلفة التأمين الاجتماعي بمفرده أكثر من 36% من تكلفة العمالة¹⁰ التمييز بين الجنسين في أجور القطاع غير الرسمي: بين العاملات السيدات، فإن الأجر المغطى في الساعة حوالي 80% أعلى ممن هن لا يتمتعون بغطاء من ذوات الأجور (تانسيل، 1998)

SMA

116

%7

30

1999

15

70

50

77.26 SMIG

. SMAG

1.250

2004

2.000

1999

.(

70

)

3.500

%5

2002

%10

3.000

4.000

)

.(

16

%85

16

50

15

) ()
(...)
(...)
(2115)
(%1)

: .2. .4

:

¹³ بناءً على 22 مؤشر بما في ذلك دور القانون والسيطرة على الفساد وكفاءة القطاع العام، ... إلخ وكان معظمهم غير موضوعي.

" "

✓

:

() ○

" "

() ○

✓

)

.(

-

"

"

-

(

)

.(8

)

.()

) %20 2000
%35 .(%25
2003 .(()
()
2003 .
)
9 .(

) (

: .5

. .5

:

()

()

15

()

2000

:

()

()

()

()

.(

)

. .5

:

()

()

(...

)

/

()

:8

)

.(:

✓

) %18

20 14

%49.8 (

%37

✓

)

(

)

2000

)

(

.(

3

✓

)

%12

2005 2001

(

(:8

)

)

(

)

.(

(:8

)

✓

.(% 15)

...

.5

.(2007)

:

✓

✓

✓

.16

()
()

%1.0

6.5

%1.3

%1.7

%1

()

%0.04

الأفضل تعليمياً

.5

knowledge-base

¹³ جلال، 2004: "اقتصاد التحول إلى الرسمية: الفائزين والخاسرين المحتملين في التحول إلى الرسمية في مصر"

()

(2005 2006)

()

() /

التعاونية

-5

(" ")

-

-

(10)

(" ")

:10

			
-	-	-	-	-	
..			

.2006

()

¹⁴ في المجمل هناك 11 دولة فقط في العالم تقر هذه السياسة (بما في ذلك دولتين من دول حوض البحر الأبيض المتوسط)
¹⁵ مثل المكتب القومي الجزائري للقوي العاملة في الجزائر (1962)، و مكتب التدريب المهني بالخارج بتونس (1969) ووزارة القوي العاملة والهجرة في مصر (1996)

()
()
19()
2005 " " " "
()
2006
)
(" " " "
- -
- -

¹⁶ طبقًا لتقديرات الاتحاد الأوروبي



Forum Euro-Méditerranéen des Instituts Economiques
www.femise.org

THE CHALLENGE OF EMPLOYMENT IN THE MEDITERRANEAN COUNTRIES

November 2007
F. Blanc, M. Louis
Coordinated by
A. Galal, J.L. Reiffers

Annexes

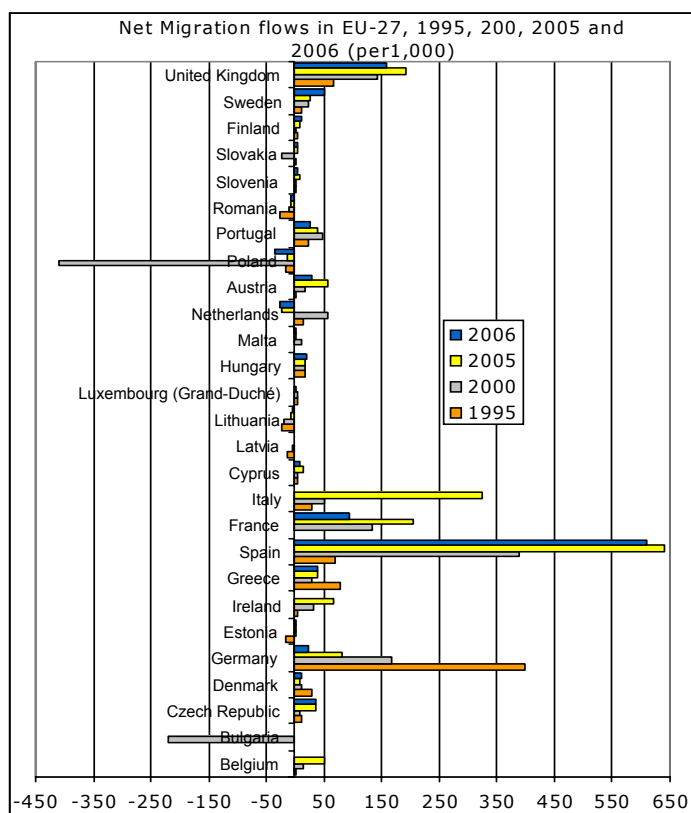
- Annex 1: Total Population and the evolution of the Working Population**
- Annex 2: Net migration flows in the EU-27 (per 1,000)**
- Annex 3: Migrations stock and flows in MPs**
- Annex 4: Remittances & FDI as % of GDP in MPs**
- Annex 5: The equilibrium mechanism of the current account for the 10 MPs**
- Annex 6: Unit Value of Export, productivity and wages per capita**
- Annex 7a: Trade-policy reform progress, 2000–06**
- Annex 7b: Tariff and nontariff protection in the region, 2000 or closest year available)**
- Annex 8: Labour Policies oriented to encourage Women participation**

Annex 1. Total Population and the Evolution of the Working Population.

2020	Total Population (Median scenario)	In which less than 15 yrs	Share of less than 15 yrs (%)
Algeria	40 624 196	10 599 663	26
Egypt	94 833 729	28 120 040	30
Israel	8 295 522	2 002 068	24
Jordan	7 555 606	2 206 574	29
Lebanon	4 139 575	968 631	23
Morocco	38 326 921	10 315 093	27
Palest. A	5 693 658	2 209 689	39
Syria	26 029 379	8 007 188	31
Tunisia	11 603 673	2 430 361	21
Turkey	86 774 180	20 983 515	24
Total MPs	323 876 439	87 842 822	27

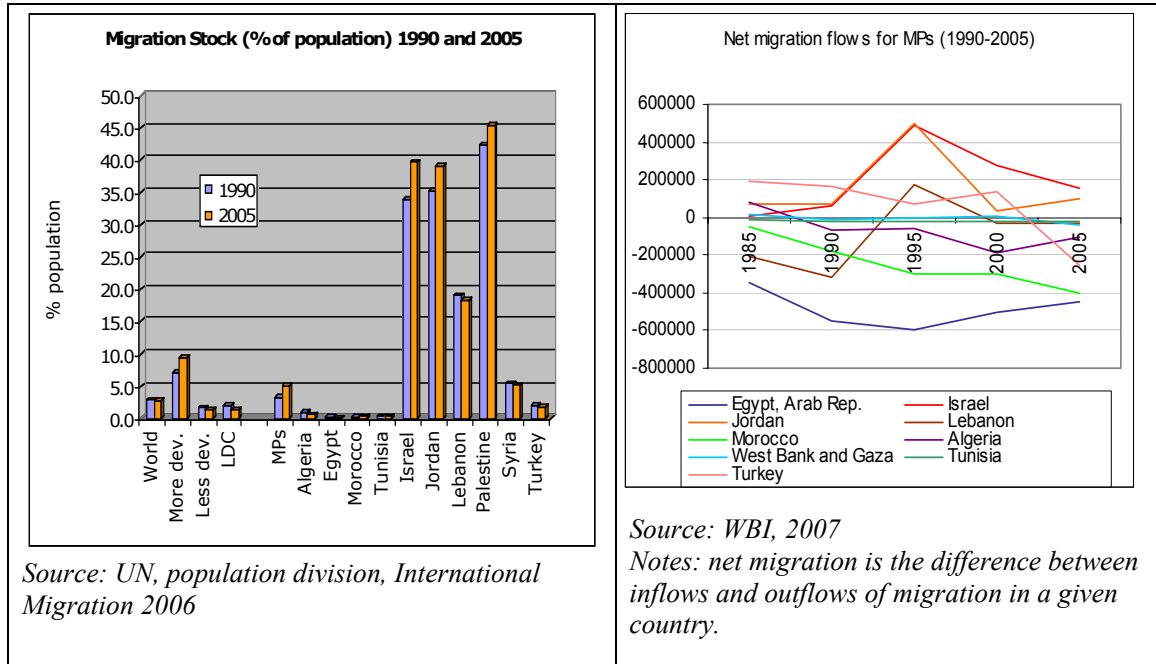
Source: UN Pop. Div. quinquennial projections, scénario médian

Annex 2: Net Migration Flows in the EU-27 (per 1,000)

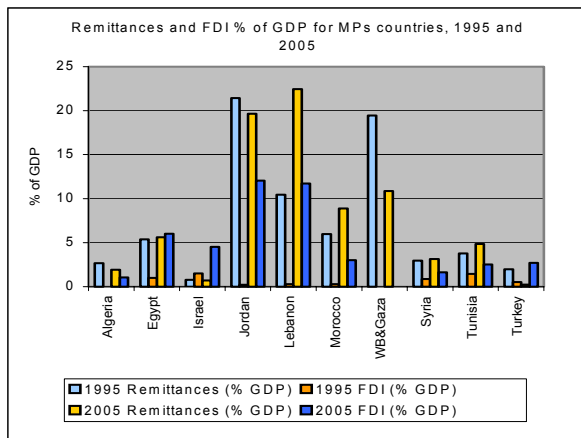


Source: Eurostat, 2007

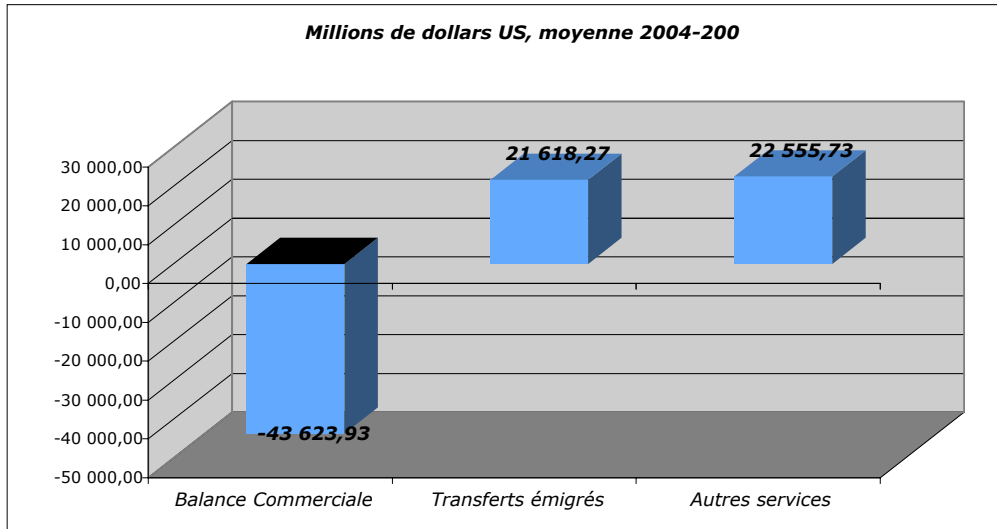
Annex 3: Migrations stock and flows in MPs



Annex 4: Remittances & FDI as % of GDP in MPs



Annex 5: The equilibrium mechanism of the current account for the 10 MPs

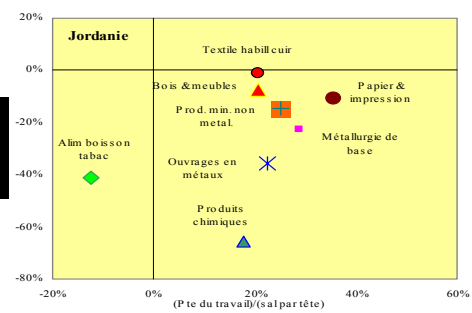
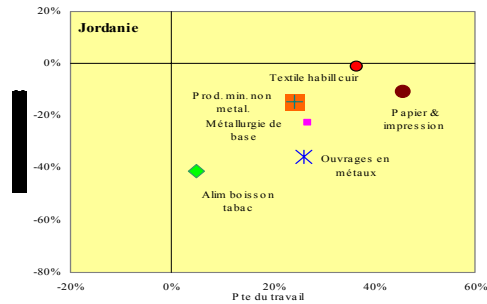
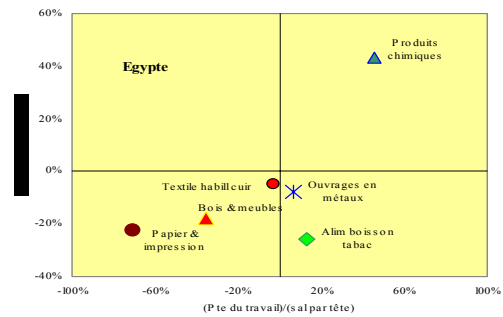
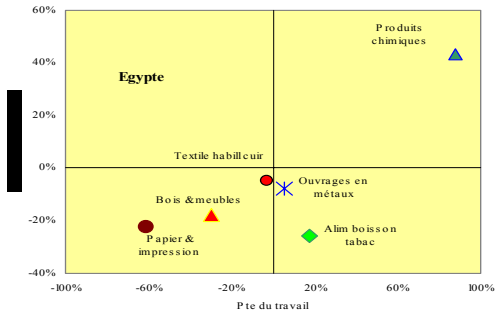
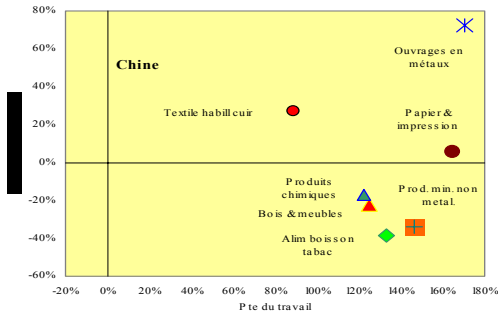
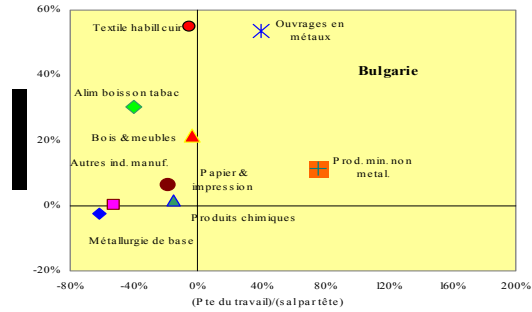
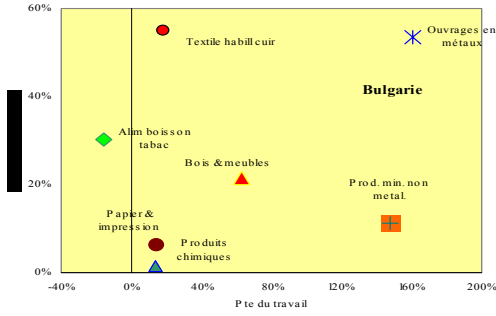


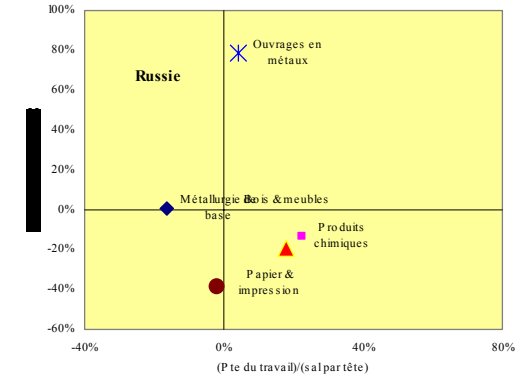
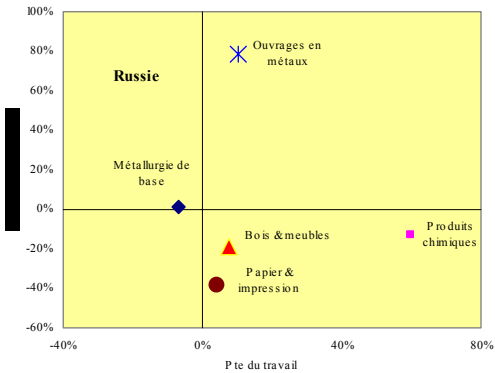
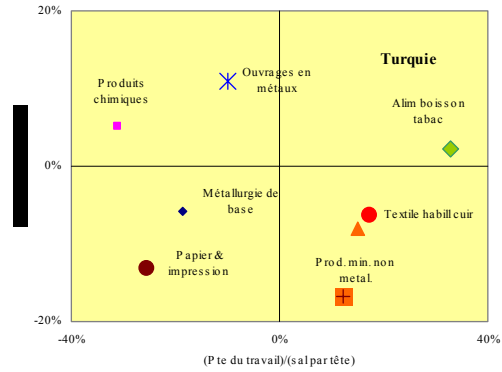
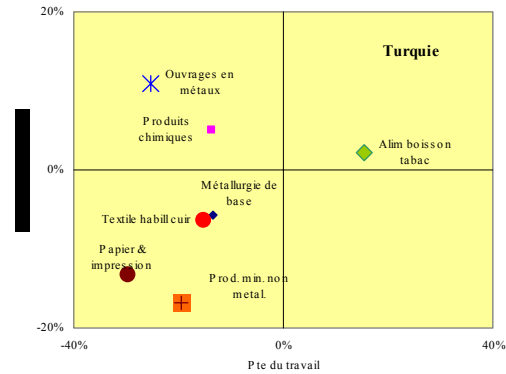
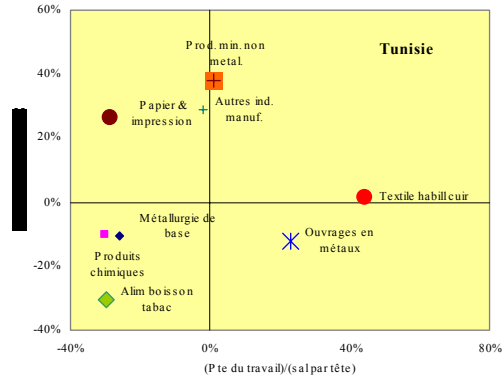
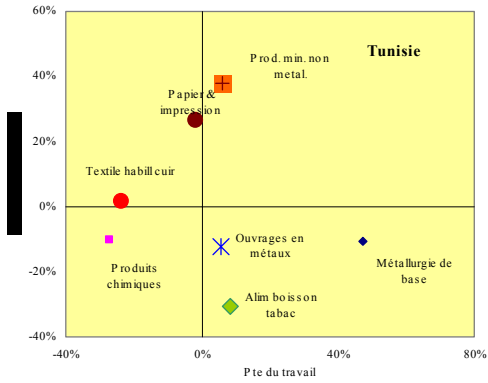
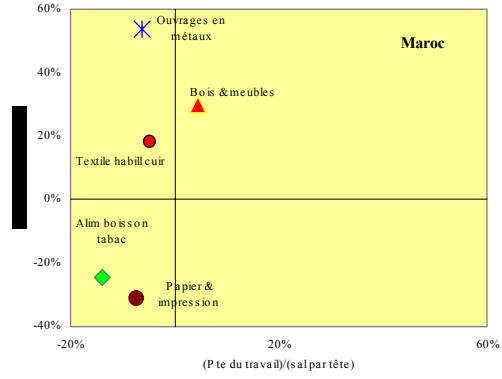
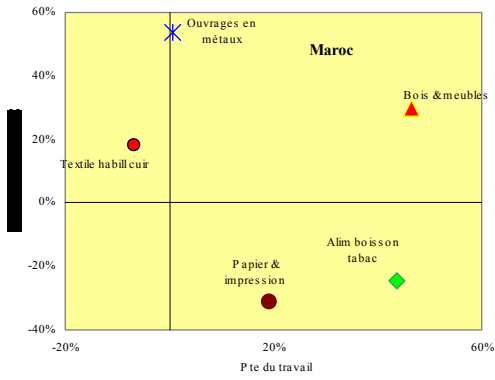
Source: EIU

Annex 6 : Unit Value of Export, productivity and wages per capita

Evolution of the unit value of exports and the productivity between 1995/97 and 2000/03 per large sectors

Evolution of the unit value of exports and the ratio productivity /wage per capita between 1995/97 and 2000/03 per large sectors





Annex 7a: Trade-policy reform progress, 2000–06

	Current trade Policy 06	Trade policy reform progress (00-06)
Algeria	68	63
Egypt	60	100
Jordan	44	94
Lebanon	50	80
Morocco	52	50
Syria	2	32
Tunisia	53	42
Regional averages		(unweighted)
MPs	47	86.9
East Asia & Pacific	53	40
Europe & Central Asia	50	64
Latin America and the Caribbean	64	57
High-income/OECD	84	61
South Asia	28	41
Sub-Saharan Africa	26	22
World	50	50

Source: Global Economic Prospects, 2007

Current trade-policy status reflects country's current placement in a worldwide ordering of countries, based on four major categories of trade-policy indicators available in 2006, expressed as a cumulative frequency distribution, with "100" reflecting the country (countries) with the most open trade policies and "0" reflecting the country (countries) with the most closed trade policies.

Reform progress reflects the improvement in a country's rank between 2000 and 2006 in a worldwide ordering of countries, based on the simple average tariff (the only trade-policy indicator widely available in 2000) expressed as a cumulative frequency distribution, with 100 reflecting the country (countries) that exhibited the greatest improvement in rank and 0 reflecting the country (countries) that exhibited the greatest deterioration in rank.

— = data not available.

Annex 7b: Tariff and non-tariff protection in the region, 2000 (or closest year available)

	Simple average Tariff	Non-tariff Barrier coverage
Algeria	24.0	17.5
Egypt,	21.4	28.7
Jordan	23.1	48.6
Lebanon	10.7	24.1
Morocco	30.5	9.1
Syrian	21.0	—
Tunisia	29.1	33.1
Regional simple average		
MPs	22.8	26.9
Sub-Saharan Africa	15.8	4.7
East Asia and Pacific	10.7	19.6
Europe & Central Asia	9.5	9.5
Latin America & Caribbean	13.4	30.0
South Asia	17.6	13.6
High income OCED	4.3	25.7
World	13.6	17.6

Source: Global Economic Prospects, 2007

a. Nontariff barrier coverage refers to the proportion of tariff lines that have at least one core nontariff barrier (quantitative restriction).

Annex 8: Labour Policies oriented to encourage Women participation

BOX: Algeria has increased female participation

As a result of the national plan aiming at integrating women in the labour markets, Algeria, has managed to increase the rate of activity of women from 8% in 1999 to 15% in 2006 (check figures and add labour force %). The promotional mechanisms of job creation have included specific policies for female participation as part of the national plan of "setting up a strategy to encourage the professional insertion and job creation". The following are some the programs adopted and achievements of women: (i) Emplois salariés d'initiative locale (ESIL) where 70% were women; (ii) Contrats de pré emploi (CPE) has created 112 thousands new jobs where 85% have been filled by women; (iii) the micro enterprise organization (ANSEJ- CNAC) have funded projects where 17% were initiated and established by young female entrepreneurs.

Furthermore, to prepare women to enter the labour market, the Algerian government with the help of the civil society has established programs and created centers for vocational training for women. Specially designed training programs for household female, handicrafts and women working in enterprises have encouraged women to participate. Also the double objective of alleviating poverty is also achieved with programs designed to especially vulnerable women in rural poor areas and with difficult social conditions.

The government has established 500 investment projects in the agriculture sector and rural development where females benefit from some credits given the agricultural acquisition. Also, the Caisse nationale de l'artisanat has established specially designed projects for handicraft women. 160 micro enterprises generating 480 jobs have been created in 2004 by women within the framework of 'unemployed - promoters' programs.

Box : Access of women to micro credits in Egypt

Increasing the participation of Egyptian women in the micro and small enterprise sector is important for the government given the role that they are already playing in this sector. The government adopted a number of activities and policies to enhance this role for women in the micro sectors using the following mechanisms: (i) Social development fund: this funds grants credits to small and micro enterprises, but the access of female entrepreneurs to these funds has decreased indicating the need to include the social aspect so as to attract more women; (ii) Productive Families Program, this program is one of the major programs designated for women entrepreneurs. It has contributed to a large extent to improve the condition of life of poor families. This program is specially designed for artisans and handicrafts work where 1.5 million families have profited from its funding and the services they provide in terms of education and training, many of those families are led by women. This program is financial support by the government, the social fund, NGOs and the private sector. This project assures credits, market access by organization expositions (permanent and seasonal), technical training to its members; (iii) other programs exists that promote the micro and small sectors and specially those related to women through the National Council of women. .

Box: Tunisia gives specially designed training to meet the women needs

Tunisia have intensified in the past decade its policy towards promoting the rights and the economic independence of women, giving her incentives to join the labour markets and ensuring good working conditions and having access to good training to respond to the market needs. Only in 2000 Tunisian married women have been granted the right to work without having to take their husbands formal approval.

In the objective of giving incentives to employment of women, several programs are designed to help the Tunisians integrate in the labour force (public or private) in general. Women have presented 45.1% of the beneficiaries of these programs.

The National Fund for Employment (Fonds National de l'Emploi (FNE)), created in 2000, finances activities to develop the qualifications of job seekers, a large number of women benefited from these activities (e.g. 7,364 of graduated women have benefited from specialised training in IT and multimedia, other have benefited from training in telecommunications, and others benefited from educational sessions. Also, the forum of Tunisian productive women "Hirafiyet"(artisans) have helped women in this forum to efficiently integrate in the market with their products.

Moreover the promotion of female entrepreneurs has been an important aspect of the economy. Women are benefiting from a specially designed training program in the framework of 'creating enterprises -

entrepreneurs training' that helps in the creation of new micro enterprise, providing training on how to manage them and how to handle market regulations.

Box: Turkey: the participation of women in an export oriented market.

The economic policies adopted 10 years ago and their socioeconomic implications have had important consequences on female employment in Turkey. The export-oriented growth policies applied since the 80s have weakened the labour market and its capacity to create jobs which have affected female employment. Female participation in Turkey was on the decline, due to the internal migration and urbanization (women left the agriculture sector and had no jobs in the urban areas or joined the informal market).

The general administration plan started with gathering information about those women that was disseminated to the appropriate persons who have designed targeted policies to integrate those women in the labour markets to specific sectors.

In 1999, the employment Agency has revised their strategies and had as objective to decrease unemployment and increase the capacities of the active population. In 2002, 18% of job seekers were women; 9% of the unemployed that found jobs were women.

The law ensures equality between males and females in terms of access of work and of salaries. It forbids any discrimination because of gender or because of pregnancy and provides maternity leaves and flexible hours of mothers with young children. It forbids the work of women in certain difficult physical conditions.

In general, equality of chances for women for education and employment is granted.

Source: FEMISE 2007. « Le renforcement du role des femmes dans la societe », Istanbul, 2006, Questionnaire d'Istanbul » pour les pays Euro Méditerranéens



Forum Euro-Méditerranéen des Instituts Economiques
www.femise.org

THE CHALLENGE OF EMPLOYMENT IN THE MEDITERRANEAN COUNTRIES

November 2007
F. Blanc, M. Louis
Coordinated by
A. Galal, J.L. Reiffers

Labour Market Country Sheets

Algeria

Egypt

Israel

Jordan

Lebanon

Morocco

Palestine

Syria

Tunisia

Turkey

This document has been produced has been drawn up by FEMISE as a contribution to the Euro-Med Employment Workshop on 12/13 December 2007. The contents of this document are the sole responsibility of the authors and can under no circumstances be regarded as reflecting the position of the European Union.

*Association FEMISE : c/o Institut de la Méditerranée, Palais du Pharo, 58, Bd Charles Livon 13007 Marseille, France
Tel : + 33 (0) 491 31 51 95 — Fax : +33 (0) 491 31 50 38 — email : ins.med@femise.org*

The FEMISE network is supported by the European Commission

Country Sheet : Algeria

Table A: Algeria Labor Market Profile, Quantitative

Item	Unit	2000	2005
Population ⁽¹⁾			
• Total	mn	30.5	32.9
• Annual growth	%	1.0	1.0
Economically Active Population (15-64)			
• Total	mn	8.2	8.3
• Average annual growth	%	3.4	2.0
• Male	%	88.0	83.0
• Female	%	12.0	17.0
Activity rate	%	27.0	36.0
Employment			(2006)
• Total	mn	6.2	8.9
• Male	mn	5.3	7.4
• Female	Mn	0.9	1.5
• Governmental	%	37.7	
Unemployment		(2001)	(2004)
• Total	mn	2.3	1.6
• Male	%	26.6	17.5
• Female	%	31.4	18.1
• Rate		27.3	17.7
Unemployment by Education		(2001)	(2004)
• No schooling	%	5.6	5.0
• Primary	%	22.5	19.0
• Secondary	%	62.6	64.5
• University	%	9.2	11.4
Employment by Sector ⁽²⁾			(2004)
• Total	%	100	100
• Agr. Hunting, Forestry, Fishing, Mining & Quarrying	%	23.0	22.4
• Manufacturing	%	10.1	10.9
• Construction, Elect., Gas and Water Supply	%	12.2	13.4
• Wholesale & Retail Trade & Restaurants & Hotels	%	14.0	17.2
• Transport, Storage and Communications	%	5.5	5.6
• Financing, Insurance, Real Estate and Business Services	%	2.1	1.8
• Community, Social and Personal Services	%	33.2	28.5
<i>Public Admin. and Defence;</i>			
• <i>Compulsory Social Security</i>	%	16.2	14.2
Informal Employment ⁽³⁾		(2002)	
• % in Total Employment (non-agriculture)	%	36.5	
• % in Urban Employment	%	39.0	
Estimation of contribution in GDP ⁽⁴⁾	%	42.7	
Migration ⁽⁵⁾			
• Net flows	thous	-184.9	-100.0
• Stock (% of population)	%	0.82	0.74

Sources: ILO, LABORSTA Labour Statistics Database; unless otherwise indicated.

Notes: (1): UN Pop. Div. quinquennial estimates and projections; (2) data for 2000 and 2004 from ILO; (3) Algeria Femise Country Profile; (4) Source: Algeria Femise Country Profile based on estimation through a model designed by the authors; (5): WDI, 2007

Table B: Algeria Labor Market Profile, Qualitative

Item	Description
Labour Unions	The law grants the workers to form trade unions. The General Union of Algerian Worker (UGTA) dominates on other unions, representing most of the public sector (enterprises and admin), it includes 50% of the workers. It is the only syndicate that is allowed to present the workers in political negotiations; other autonomous syndicates related to some profession (teachers and doctors) are deprived of any political participation. Prior authorisation must be obtained from the government however before a union can operate legally. The law bans unions from associating with political parties and receiving foreign funding.
Legal rights to peaceful strikes	Strikes are permitted by the new law. The law requires a secret ballot of all the workforce to be held in order to call a strike. The government may prohibit a strike if it feels it may cause a serious economic crisis, a provision which the ILO has repeatedly asked it to repeal. The number of strikes and lockouts has substantially decreased in 2004 (35) compared to 2000 (187), due to the decreasing number of strikes from the manufacturing sector (50 in 2000 vs 8 in 2004)
Labour Flexibility	The new labour law introduce more flexibility to the labour market, where licensing is made easier (by using contracts with determined duration), the collective convention can negotiate salaries other than the minimum guarantee. The cost of dismissal of an employee can reach up to 15 months of wages. These payments are scaled over time, but this system did not reduce the cost that the enterprise has to pay for dismissal. It only ensures the autonomy of the enterprises in their decisions to dismiss an employee. This is more binding in the public than in the private sector (<i>source: Femise Country Profile</i>). Some places has to be occupied by minority groups of mentally or physically disabled workers.
Social Insurance	The National Retirement Fund insures represent 17% of the wage bill (where the employee pays 7% and the remaining share is paid by the employer). The National social insurance Fund represents 15% of the wage bill and it is divided equally between the employee and the employer.
Employment and Unemployment Policies	Other than the institutional reforms, the government has taken some active actions to give more incentives to the unemployed and young to engage in creating their own enterprise (even if temporary) until they found suitable job. Other incentives are given to the enterprises to create more jobs and to provide the young with training and basic knowledge that would assist in getting a job. The unemployment insurance scheme in Algeria aims at providing revenues for the unemployed in the transition period between jobs. It is set at a diminishing rate so as to encourage the unemployed to seek a new job with no delay (<i>FEMISE Country Profile</i>).
Wages and minimum wages	The minimum salary of activity (SMA) is negotiated between the government and the unions and is based on CPI, productivity, and the overall economic condition. The National Minimum Guaranteed Salary (SNMG) has increased about 150% in 10 years, reaching in 2004 DA 10,000 (<i>source: Femise Country Profile</i>).

Female Participation	
Equal opportunities to work	By law, there is no discrimination based on gender. A national plan was launched to increase the participation of women in employment. Several organisms have been successful in creating jobs, in which the participation of women was particularly high.
Equal Access to Education	A literacy program for women and girls has been launched by the National office to fight against the illiteracy of women especially in the rural areas. In the objective of encouraging families to send their children to school (specially girls), the government have launched several support channels, such as the school allowance granting AD 2,000 to the family for each child that goes to school, food allowance in schools.
Micro credits and Informal Markets	Many women entrepreneurs of micro enterprises are still leading marginal and isolated economic activities and are not easily granted loans through banks. Several investment projects have been established in the agriculture sector where women have benefited from materials and funds. Also projects for artisans have supported women to received credits to run their business.
National Migration Policies⁽¹⁾: Immigration policy: overall Highly skilled Emigration policy Encouraging returns	maintain - No intervention Yes

Sources: FEMISE, Algeria Country Profile and Algerian Labour Law; 2007 Annual Survey of violations of Trade union rights; National Labour Law profiles, ILO, FEMISE « Le renforcement du rôle des femmes dans la société ; Questionnaire d'Istanbul pour les pays Euro Méditerranéens », oct 2007

Notes: (1) Data from: UN, department of Economic and Social Affairs, population division, 2006. Governments' policy on immigration: Overall level: Governments policies regarding the current overall level of immigration into the country. It is coded into four categories: to raise the level of immigration; to maintain the level of immigration; to lower the level of immigration; and no intervention

Country Sheet : Egypt

Table A: Egypt Labor Market Profile, Quantitative

Item	Unit	2000	2005
Population ⁽¹⁾			
• Total	mn	64.2	74.0
• Annual growth	%		1.8
Economically Active Population (15-64)		(2001)	
• Total	mn	19.3	20.4
• Male (2006)	%	78.1	77.1
• Female (2006)	%	21.9	22.9
Activity rate	%	na	41.0
Employment			(2003)
• Total	mn	17.2	18.2
• Male	mn	14.0	14.7
• Female	mn	3.2	3.5
Unemployment			(2003)
• Total	mn	1.7	2.2
• Male	%	5.1	7.5
• Female	%	22.7	23.3
• rate	%	9.0	11.0
Unemployment by Education ⁽⁶⁾		(1998)	
• Illiterate	%	8	
• Read-Write & below intermediate	%	12	
• Intermediate	%	55	
• Above intermediate	%	11	
• University	%	14	
Employment by Sector ⁽²⁾			(2003)
• Total	%		100
• Agr. Hunting, Forestry, Fishing, Mining & Quarrying	%		30.1
• Manufacturing	%		10.9
• Construction, Elect., Gas and Water Supply	%		8.7
• Wholesale & Retail Trade & Restaurants & Hotels	%		13.5
• Transport, Storage and Communications	%		6.3
• Financing, Insurance, Real Estate and Business Services	%		3.0
• Community, Social and Personal Services	%		27.5
Public Admin. and Defence; Compulsory Social Security	%		11.2
Informal Employment ⁽³⁾			
• Total	mn	4.8	
• Urban			
• Rural			
• Annual growth rate	%	5.0	
Earnings ⁽⁴⁾			
Average earnings per week			
• Total	LE	162	190
• Male	LE	169	193
• Female	LE	125	169
Migration ⁽⁵⁾			
• Net flows	thous	-500.0	-450.0
• Stock (% of population)	%	0.25	0.22

Sources: ILO, LABORSTA Labour Statistics Database; unless otherwise indicated.

Notes: (1): UN Pop. Div. quinquennial estimates and projections; (2) data for 2003 from ILO; (3) Egyptian Labour Market Survey (2006) for 2005; (4) latest available year is 2004; (5): WDI, 2007; (6): CAPMAS, Labor Force & Unemployment. Labor Market Demand: Labor Demand Survey in Labor Market

Table B: Egypt Labor Market Profile, Qualitative

Item	Description
Labour Unions	<p>According to Egyptian labour law, workers have the right to have labour unions but this right is heavily curtailed in law (for ex. A minimum of 50 employees in the enterprise is required and it has to join one of the 23 industrial federations) All labour unions have to belong to one trade centre: the Egyptian Trade Union Federation (ETUF), which is in close liaison to the National Democratic Party (the ruling party). The main functions of the unions include protecting workers' rights and interests, improving work conditions, and raising cultural and social standards for their members and contributing to the vocational training plans. The General Federation also has the right to draft collective employment contracts, the workers' comments on all legislations of concern to them, and approve saving and other group funds. The minister of manpower and migration can monitor collective negotiations and agreements.</p> <p>Unions are bared from engaging in political activities and since mid 90s, the government imposed judicial supervision over many unions representing profession groups (doctors, engineers, lawyers and pharmacists).</p>
Legal rights to peaceful strikes	<p>The 2003 law acknowledges the right of workers to stage peaceful strikes (after the approval of 2/3 of the board members) as a tool of collective bargaining rather than illegal work disturbances. Strikes are prohibited in vital establishment or those that provide basic services to citizens. The number of strikes is negligible in 2003 there were only 4 strikes, where 3 of them were in the manufacturing sector.</p> <p>Collective bargaining is limited in the private sector, as companies have to abide by certain government-established standards particularly in relation to minimum wages, social security and official public holidays.</p>
Labour Flexibility	<p>The new law give the employer the right to dismiss the workers for economic reasons and even to reduce their wages if necessary. The worker has the right to appeal to this decision. Hiring in the public admin sector is done (normally) through a competition.</p>
Social Insurance	<p>The Social Insurance systems are administrated by the General Authority for Insurance and Pensions and the General authority for Social Insurance. Social insurance on workers is required by law and it represents 31% of the wage, of which 2/3 is paid by the employer. The relatively high insurance results in high evasion rates specially from the employer's side, but this can only take place in the private sector.</p>
Employment and Unemployment Policies	<p>Fight against unemployment in Egypt is one of the main objectives of the government. The Law has established an emergency relief fund for workers whose wages have been discontinued from partially or wholly closed establishments. The fund draws it resources from contributions of 1% of the basic wages of workers in all sectors, whether public or private, along with aid, donations, and investment yields. Underemployment seems to be a serious problem in Egypt as well, where workers are working less hours than the standard (better than to be unemployed), which is translated into low productivity, low wages, or over-qualifications of the workers for the job he is doing.</p> <p>Concerning active employment policies, Egypt relies on</p>

	internally and externally funded projects to apply the national strategy of job creation. Examples of these projects: the ELMSR project, funded by the Canadian International Development Agency, which intends to develop a modern national employment service in order to provide counselling and job search assistance. Another project funded by the World Bank on Skills Development Project which aims to stimulate private sector demand for skills training by providing short-term training (less than six months) on production processes in tourism, construction and manufacturing. The Egyptian Small Enterprise Development Organisation (SEDO) also provides financial and technical assistance and training to start-up and existing enterprises. Operating through NGOs and financial institutions; it represents one of the the most important source of funding for small enterprises, beside the Social Fund for Development (SFD). It has established a number of one-stop-shops. Most beneficiaries borrow directly from SEDO (<i>ETF, 2006</i>).
Wages and minimum wages	The official minimum wage in Egypt is LE 116 per month by the new law with a 7% annual increase. This minimum wage and the foreseen annual increase are not binding if justified. On the other hand real wages has substantially decreasing since the 80s with little increases that do not compensate the general decrease.
Female Participation	
Equal opportunities to work	Article 13 of the 1971 Constitution gives all citizens a constitutional right to work, without discrimination between men and women. The new Labor Law No. 12/2003 includes a sector on the employment of women that provides protection and security to working women. The particular section is intended to facilitate the performance of women's duties towards their families and children, without suffering any prejudice or deprivation of any of their rights as workers (salaries, working hours, working in a non-safe or difficult environments . employer to establish a nursery for more than 100 women employed, maternity leaves, childcare flexible hours, ..etc.). However unemployment among women is still four times more than that of men and those who work earn significantly less than men especially in the private sector. There is a clear discrimination against employment of women in the private sector.
Equal Access to Education	Education is a national right provided by Law, but the implementation process is affected by economic, social and cultural impediments. Several programs and special targeted policies target the education of girls and give incentives to families to send their girls to school especially in the rural areas. Illiterate women are much higher than men
Micro credits and Informal Markets	20% of the informal MSE entrepreneurs in Egypt are women, working in difficult conditions. Access to credit to run small and micro business is difficult in general in Egypt: banks require extensive knowledge of procedures and require the submission of guarantees, which either men or women are able to handle. This is changing slowly with the introduction of micro-credit through public sector banks. There is still great need for enhancement of micro-enterprises and micro-credit, especially for women. The National Council for Women is currently developing a project to promote micro-enterprises for women.

National Migration Policies⁽¹⁾:

Immigration policy: overall

Highly skilled

Emigration policy

Encouraging returns

Lower

Maintain

Maintain

yes

Source: FEMISE, Egypt Country Profile and Egypt Labour Law of 2003; 2007 Annual Survey of violations of Trade union rights; National Labour Law profiles, ILO; FEMISE « Le renforcement du rôle des femmes dans la société ; Questionnaire d'Istanbul pour les pays Euro Méditerranéens », oct 2007; "Employment Policy Reforms in the Middle East and North Africa, European Training Foundation, 2006.

Notes: (1) Data from: UN, department of Economic and Social Affairs, population division, 2006. Governments' policy on immigration: Overall level: Governments policies regarding the current overall level of immigration into the country. It is coded into four categories: to raise the level of immigration; to maintain the level of immigration; to lower the level of immigration; and no intervention

Country Sheet : Israel

Table A: Israel Labor Market Profile, Quantitative

Item	Unit	2000	2005
Population ⁽¹⁾			
• Total	mn	6.3	6.7
• Annual growth	%	2.6	1.8
Economically Active Population (15-64)			
• Total	mn	2.4	2.7
• Average annual growth	%		
• Male	%	54.3	53.5
• Female	%	45.7	46.5
Activity rate	%	54.3	56.4
Employment			
• Total	mn	2.26	2.49
• Male	%	54.6	53.7
• Female	%	45.4	46.3
• Governmental	%		
Unemployment			
• Total	Thous	213.8	246.4
• Male	s	8.4	8.5
• Female	%	9.2	9.5
• Rate	%	8.8	9.0
Unemployment by Education		(WDI)	(ILO)
• No schooling	%	1.1	4.8
• Primary	%	23.3	20.6
• Secondary	%	43.9	48.7
• University	%	31.7	25.9
Employment by Sector ⁽²⁾			(ILO 2003)
• Total	%		100
• Agr. Hunting, Forestry, Fishing, Mining & Quarrying	%		1.8
• Manufacturing	%		16.3
• Construction, Elect., Gas and Water Supply	%		6.3
• Wholesale & Retail Trade & Restaurants & Hotels	%		17.4
• Transport, Storage and Communications	%		6.5
• Financing, Insurance, Real Estate and Business Services	%		22.6
• Community, Social and Personal Services	%		34.9
Public Admin. and Defence; Compulsory Social Security	%		5.4
Earnings ⁽³⁾			
Average earnings per month			
• General (NIS)			7 300
• Minimum Wage (NIS)			3 500
Migration ⁽⁴⁾			
• Net flows	thous	275 650	158 250
• Stock (% of population)	%	35.9	38.4

Sources: ILO, LABORSTA Labour Statistics Database; unless otherwise indicated.

Notes: (1): WDI, 2007 (2): Femise calculation from ILO; (3): Yetnews.com, 04/03/06; (4): WDI, 2007

Table B: Israel Labor Market Profile, Qualitative

Item	Most Recent
Labour Unions	<p>Employees are free to join and establish trade unions and have the liberty of establishing collective bargaining. In fact, there is a law that specifically prohibits anti-union discrimination. The majority of the unions are affiliated to the Histadrut Ha Hadasha (created in 2001, superseding the old Histadrut of the 1920s). Although Trade Unions claim approximately 700,000 members (almost the entirety of the Israeli workforce is covered by unions), the unionisation rate dropped from 80% to less than 50% of workforce wages. This drop can be attributed to the 1995 Health Insurance Reform which disconnected healthcare services from the Histadrut; and to the increase in the number of firms and number of employees covered by personal contracts. As a result, Israel has switched from a continental European system to a system at the crossroads of European countries and the United States or Japan. (Israel's union density rate is higher than that of Anglo-American systems and higher than the rates found in most European countries).</p> <p>It is to note that Palestinians from the West Bank and Gaza Strip who work in Israel (only) have the right to organize their own unions in Israel or to join Israeli trade unions, while Palestinian trade unions in the WB and GS are not allowed to carry on activities in Israel. Palestinian members of the Histadrut may not elect, or be elected in leadership elections.</p>
Legal rights to peaceful strikes	<p>Strikes are permitted, but unions must give 15 days' advance notice unless otherwise specified in the collective bargaining agreement. Strike leaders are protected by law. The number of strikes varies from year to year from 69 in 1997 to 54 in 2000, 57 in 2005 and 35 in 2006. But it is to note that most of these strikes are made by the 'Public Administration and Defense; Compulsory Social Security' sector (ILO). Due to the special nature of the country, the government holds the right to apply emergency measures (security) and here strikes are not permitted.</p>
Labour Flexibility	<p>Approximately 6% of the Israeli labor force is employed through Manpower agencies, a figure considerably higher than Western Europe and the US.</p> <p>In terms of dismissal procedures, 2/3 of the work force, which is unorganized and not protected by collective agreements, has limited protection against dismissal. If the dismissal is not discriminatory the only protection the worker has is his individual labour contract with its good faith requirement. The labour contract generally allows dismissal if advance notice is given or at the conclusion of the contract term. The National Labour Court has begun to develop case law which expands the good faith requirement, holding that the dismissal cannot be arbitrary and the employee must be informed of the reasons for his dismissal and given a fair hearing and chance to relate to these reasons. Also, Given the high percentage of temporary contracts, (50 percent of temporary workers earn the minimum wage or less), the Knesset enacted the Manpower Law in 2000 which limits temporary employment to a nine month period, after</p>

	<p>which it becomes mandatory to hire the employee full time. The law is not convincingly implemented due to regulation loopholes and inadequate monitoring and enforcement.</p>
Social Insurance	<p>Israel adopted the European Social security model. The National Insurance Institute founded in the 1950's covers basic branches of social welfare, such as worker's compensation. Today this social security legislation covers the following benefits: maternity, disability, free burial, medical insurance, unemployment and minimum annual income. Social security cover old age pension and health insurance with temporary assistance to the unemployed. The share of the employer and employee is the same (6.2% of the income each) and 2.9% on health insurance (shared). The self employed contribute 15.3% and 6.2% unemployed insurance (Israel Ministry of Finance)</p>
Employment and Unemployment Policies	<p>Unemployment is an increasing problem in Israel. It is specially concentrated in the low education level persons and those in the periphery areas of the country. Holders of academic degrees were employed 2.6 times more than those without high school diplomas. But this rate seems to decrease and unemployment among the graduates started to increase from 3.8% in the 90s to 5.8% in 2003. Moreover, in order to reduce government spending under the heading 'From welfare to work,' transfer payments are being reduced with the goal of removing the implicit labor disincentive. In the year 2003 alone, income maintenance and unemployment compensation payments tightened in real terms by in excess of 20%. Access to transfer payments is similarly affected by the tightening of unemployment eligibility criteria to one of the strictest standards in Western economies (for instance, a minimum employment term of 360 days during the 540 prior to unemployment is required for eligibility).</p> <p>There is an Israeli plan to reintegrate disadvantaged populations into the workforce through counseling and professional training in designated centers.</p>
Wages and minimum wages	<p>The Minimum Wage Law, 1987 provides for a minimum wage, which is set at 47.5% of the average wage, the latter being updated at least every year or when a general cost of living collective agreement is signed. In accordance with this law, the minimum wage was raised in March 2006 to about NIS 3,500 (USD 752) per month, or NIS 18.60 (roughly 4 dollars) an hour. The Histadrut is campaigning for a substantial increase in the minimum wage to a fixed \$1,000, instead of the \$650 today. This is bitterly opposed by employers and many economists.</p> <p>All employees 18 years and older are entitled to the minimum wage. Handicapped and youth are entitled to a lower minimum wage, so that it will be worthwhile economically for employers to hire them.</p> <p>The structure of Israeli wages is somewhat intricate. Some of the elements comprising it are uniform for all employees, whereas others are specific to the individual employee situation. All in all, three components form the general wage structure: the <i>basic wage</i> which is the fundamental industry component; the <i>cost of living increment</i> which results from a basic general collective agreement and covers all employees; and finally special wage supplements like departmental or occupational</p>

Wages and minimum wages	<p>The Minimum Wage Law, 1987 provides for a minimum wage, which is set at 47.5% of the average wage, the latter being updated at least every year or when a general cost of living collective agreement is signed. In accordance with this law, the minimum wage was raised in March 2006 to about NIS 3,500 (USD 752) per month, or NIS 18.60 (roughly 4 dollars) an hour. The Histadrut is campaigning for a substantial increase in the minimum wage to a fixed \$1,000, instead of the \$650 today. This is bitterly opposed by employers and many economists.</p> <p>All employees 18 years and older are entitled to the minimum wage. Handicapped and youth are entitled to a lower minimum wage, so that it will be worthwhile economically for employers to hire them.</p> <p>The structure of Israeli wages is somewhat intricate. Some of the elements comprising it are uniform for all employees, whereas others are specific to the individual employee situation. All in all, three components form the general wage structure: the <i>basic wage</i> which is the fundamental industry component; the <i>cost of- living increment</i> which results from a basic general collective agreement and covers all employees; and finally special wage supplements like departmental or occupational supplements. Moreover, the wage structure is framed by several benchmarks such as the Minimum Wage Law (1987)¹⁸ or the prevention of wage discrimination (Israeli Country Profile).</p>
Female Participation	
Equal opportunities to work	<p>Despite the equal work rights granted to women, their hourly wages represented on average 83 percent those of men and their salaries only 63 percent of men's. The unemployment gender gap is significantly closing. Over the past 10 years the ratio of women's to men's unemployment has dropped from 1.6 to 1.1, at a compound annual growth rate of -4.1 percent.</p> <p>The law protects female employees (for ex. prohibit or</p>

Source: FEMISE, Israel Country Profile and Israeli Labour Law; 2007 Annual Survey of violations of Trade union rights; National Labour Law profiles, ILO; and FEMISE « Le renforcement du rôle des femmes dans la société ; Questionnaire d'Istanbul pour les pays Euro Méditerranéens », oct 2007.

Notes (1): Governments policy on immigration: Overall level: Governments policies regarding the current overall level of immigration into the country. It is coded into four categories: to raise the level of immigration; to maintain the level of immigration; to lower the level of immigration; and no intervention

Country Sheet : Jordan

Table A: Jordan Labor Market Profile, Quantitative

Item	Unit	2000	2005
Population ⁽¹⁾			
• Total	mn	4.8	5.7
• Annual growth	%	2.1	2.9
Economically Active Population (15-64) ⁽²⁾			
• Total	mn		1.4
• Average annual growth	%		
• Male	%		78.1
• Female	%		21.9
• rate	%		39.0
Employment ⁽²⁾			
• Total	mn		1.2
• Male	%		83.5
• Female	%		16.5
• Governmental	%	32.0	33.1
Unemployment			
• Total	Thous		186.4
• Male ⁽³⁾	%	12.3	11.8
• Female ⁽³⁾	%	21.0	16.5
• Rate	%		13.4
Unemployment by Education ⁽⁴⁾			
• No schooling	%		1.3
• Primary	%		51.0
• Secondary	%		11.2
• University	%		36.5
Employment by Sector ⁽²⁾			(2004)
• Total	%		100.0
• Agr. Hunting, Forestry, Fishing, Mining & Quarrying	%		5.0
• Manufacturing	%		14.2
• Construction, Elect., Gas and Water Supply	%		10.5
• Wholesale & Retail Trade & Restaurants & Hotels			16.9
• Transport, Storage and Communications			8.1
• Financing, Insurance, Real Estate and Business Services			4.7
• Community, Social and Personal Services			40.0
<i>Public Admin. and Defence; Compulsory Social Security</i>			16.8
Informal Employment			
• Total	mn		
• Urban			
• Rural			
Earnings ⁽⁵⁾			
Average earnings per month			
• National Minimum Wage			JD 85 (2003)
Migration ⁽³⁾			
• Net flows		35 000	100 000
• Stock (% of population)		40%	40.6%

Sources: Department of Statistics (DOS) of Jordan, 2004 Census unless otherwise indicated.

Notes: (1): UN Pop. Div. quinquennial estimates and projections; (2) Department of Statistics, Census of 2004; (3): WDI, 2007; (4) ILO KILM 5th Edition; (5) Femise Country Profile

Table B: Jordan Labor Market Profile, Qualitative

Item	Description
Labour Unions	Trade union can be established by at least fifty founding members working in the same trade or engaged in similar or interdependent occupations within one field of production. There are currently 17 Labour Trade unions in Jordan that are unified under the General Federation of Jordanian Labor Unions. These unions had previously played an important role in pressuring the government, and had participated in formulating policies related to the labor force, labor market, wages, and labor legislation back in the 60s, 70s and 80s. However, its influence on the government and employers has become completely marginal over the past three decades, affecting negatively the openness trend that the Jordanian government is currently adopting (<i>source: Femise Country Profile</i>).
Legal rights to peaceful strikes	Collective bargaining is not mentioned in the Labour Code but Collective agreements exist. Strikes and lock outs are regulated by Law and are only permitted under tight conditions (e.g. no worker may go on strike and no employer may proceed to a lock-out while proceedings concerning a dispute are pending before a conciliation board; also a notice period is required about 2 weeks and double in case of a public service).
Labour Flexibility	According to Article 28 of the labour law the worker can dismiss the employee for serious damage or assaults however, the amendment of the law (2002) gives protection to the worker against dismissal for economic and technical reasons by adoption of tight regulations. Labour Law permits the employment of those under 16 and older than 7, but this is restricted with tight regulation
Social Insurance	There are three social insurance programs that provide pensions and other types of benefits to public and private employees in the country. <i>The Social Security System</i> is run by the Social Security Corporation (SSC) and covers both public and private employees in enterprises with at least five employees, 15% of the Jordanians are enrolled in this program, Jordanians working abroad and non-Jordanians working in Jordan can also be enrolled. <i>The Civil Pension Program (CPP)</i> is administered by the Ministry of Finance and is in charge of civil servants recruited before 1995 (those who are recruited after 1995 have become the responsibility of SSC). Finally, the <i>Military Pension Program</i> is also administered by the Ministry of Finance and covers all members of the armed forces, the public security forces, and the intelligence forces. The MPP is identical to the CPP in all dimensions with the exception of the minimum coverage, which is 16 years for both men and women. Workers in the SSC pay 5.5% of their salary while the employer pay 9%; civil servants or military contribute 8.75% of their salaries to CPP (nothing from the employer) ⁽¹⁾
Employment and Unemployment Policies	Unemployment in Jordan is high. Both the SSC social security and the CPP do not cover the unemployed. Solving the unemployment problem is a main priority for the government, and it is done by labour market intervention policies and tackling the education system to respond more the labour markets needs. Some micro-credits projects are directed to finance small enterprises for the unemployed, but this has not reached its potentials. There are also active labour market policies through a number of measures. In 1989, a Development and Employment Fund was established to provide technical and financial support to SMEs and to promote entrepreneurship and self-employment. The Jordanian government, in cooperation with the Vocational Training Corporation, the military and the private sector established also an

	training project in 2002, offering a range of training specialisations (each composed of a disciplinary component offered by the military and a vocational component). The aim of the programme was to teach positive attitudes and strengthen work ethics. However, too much supply driven, the programme was found to be ineffective and folded after three years (<i>ETF, 2006</i>).
Wages and minimum wages	The first national minimum wage was introduced in 1999 amid much controversy. The minimum wage was set at JD70 monthly across the board, and four years later the government announced a JD15 raise in minimum wage. There is no yearly increase per se, the 2003 increase in min wage came after across-the-board raises in the prices of some basic items in compliance with the structural adjustment program, including bread, petroleum and its by-products, especially that the government subsidies of these items were also reduced.
Female Participation	
Equal opportunities to work	The law provides equal rights for men and women to work. Women have the right for maternity leaves and one hour leave per day for her baby. Every woman worker in an establishment employing ten or more workers is entitled to a maximum of one year unpaid leave to bring up her children. There is however a decrease in the female participation rate of women from 16.5% in 1997 to 10.4% in 2004. One possible explanation is the reluctance of the private sector to employ women specially after the requirement of the law that impose special legislation for female workers (maternity leaves, ...etc). Some private enterprises reduce the salary of women to compensate these non-wages benefits.
Equal Access to Education	Special program in 2006-7 has been launched to reduce female illiteracy. Other programs are put in place to encourage families to send their girls to schools (e.g. subsidizing uniforms, books, etc.)
Micro credits and Informal Markets	Micro-credits for small enterprises are discriminated against women. The government is planning creating a national fund specialised in the professional training and credits to women in the rural areas.
National Migration Policies⁽²⁾: Immigration policy: overall Highly skilled Emigration policy Encouraging returns	Lower Lower Raise No

Source: FEMISE, Jordan Country Profile and Jordan Labour Law of 1996 and 2003; 2007 Annual Survey of violations of Trade union rights; National Labour Law profiles, ILO; FEMISE « Le renforcement du rôle des femmes dans la société ; Questionnaire d'Istanbul pour les pays Euro Méditerranéens », oct 2007; "Employment Policy Reforms in the Middle East and North Africa, European Training Foundation, 2006.

Notes: (1) World bank, 2003, "Unlocking the Employment potentials in the Middle East"; (2) Data from: UN, department of Economic and Social Affairs, population division, 2006. Governments' policy on immigration: Overall level: Governments policies regarding the current overall level of immigration into the country. It is coded into four categories: to raise the level of immigration; to maintain the level of immigration; to lower the level of immigration; and no intervention

Country Sheet: Lebanon

Table A: Lebanon Labor Market Profile, Quantitative

Item	Unit	2000	2005
Population ⁽¹⁾			
• Total	mn	3.8	4.05
• Annual growth	%	1.3	1.27
Economically Active Population (15-64)			(2004)
• Total	mn		1.2
• Average annual growth	%		
• Male	%		78.8
• Female	%		21.2
Employment			(2004)
• Total	mn		1.07
• Male	%		79.5
• Female	%		20.5
• Governmental			
Unemployment		(2001)	(2004)
• Total	Thous		96 400
• Male	%	9.3	7.5
• Female	%	18.2	11.0
• rate			8.2
Unemployment within Education level		(2001)	
• No schooling	%	9.8	
• Primary	%	12	
• Secondary	%	11.5	
• University	%	10.5	
Employment by Sector ⁽²⁾		(2001)	
• Total	%	100	
• Agriculture	%	6.7	
• Industries	%	14.1	
• Construction	%	9.4	
• Services	%	35.2	
• Transport	%	6.9	
• Administration	%	8.4	
• Education	%	10.0	
• Health	%	4.0	
• Others	%	5.2	
<i>Public Admin. and Defence; Compulsory Social Security</i>		nd	
Earnings		(1997)	
Average earnings per month			
• Total			
• Male	LL	732,000	
• Female	LL	568,000	
Migration ⁽³⁾			
• Net flows		-30 000	-35 000
• Stock (% of population)		18.5%	18.4%

Sources: ILO, LABORSTA Labour Statistics Database; unless otherwise indicated.

Notes: (1): WDI; UN Pop. Div. quinquennial estimates and projections; (2): Lebanon Country Profile (3) WDI, 2007

Table B: Labor Market Profile, Qualitative

Item	Most Recent
Labour Unions	The Lebanese law recognizes the right of workers to form trade unions and federations. Setting up a trade union should be authorised by the Ministry of Labour, which controls trade unions elections. The law permits the dissolution of unions if they do not follow the required regulations. Some groups of workers are not members in any unions (domestic workers, day, temporary and some agricultural workers) putting 150 thousands government employees outside the union.
Legal rights to peaceful strikes	<p>Collective bargaining is recognized by law. However, a minimum of 60% of workers must agree before a union can engage in collective bargaining. The right to strike is limited and the law does not adequately protect workers against anti-union discrimination, although fines for infringing labour legislation are relatively high. Organizing demonstrations is limited by the obligation to specify the number of participants in advance and the requirement that 5% of the union's members be assigned to maintain order. The organizers must sign a document whereby they assume full responsibility for all damages occurring during the demonstration. The Ministry of Labour issued a decree that established a high-level national steering committee to amend the local labour law to take better account of the rights of domestic workers.</p> <p>Given the special nature of the Lebanese society and division of parties, all sorts of political groups have been trying to manipulate the trade union movement by creating divisions amongst workers and activists. There are currently 13 different confederations, but many are totally unrepresentative.</p> <p>There are approximately 400,000 Palestinian refugees in Lebanon, who make up eleven per cent of the population. They are not allowed to form trade unions as there has to be a reciprocal arrangement with their home state (<i>Source: 2007 Annual Survey of Violations of trade union rights</i>).</p>
Labour Flexibility	<p>Labour Market policies have generally focused on economic recovery and reconstruction following the civil war. The official approach to employment has followed a typically liberal line; Nonetheless, the authorities remain unconvinced of the need for employment creation measures (<i>ETF, 2006</i>). In fact, hiring is done mainly on subjective criteria and inter-personnel. In 1995, according to a study done by the employment bureau, 61% of employment has been obtained through personnel relations, 21% were not based on clear criteria of selection. Moreover, 60% of the Lebanese enterprises refuse to go through the recruitment agencies. (<i>Femise Country Profile</i>).</p> <p>The restrictions placed on dismissal in Lebanon have also been criticised by employers as being too costly; they particularly dispute the definition of unfair dismissal. A study of the investment climate in Lebanon reports it to be third in the region in terms of strictness of employment protection measures. It is then very common for enterprises to avoid declaring their Lebanese and foreign employees, as also the real wages and other earnings of their workers.</p>

	<p>Unauthorised overtime and dismissal are then common (<i>ETF, 2006</i>), what contributes to enlarge the informal sector.</p>
<p>Social Insurance</p>	<p>The Lebanese labor market does not have an effective or generalized system of Social Security. Out of approximately 800 000 salaried in Lebanon in 1997, less than half were declared at the National Fund of the Social security (CNSS). The weakness of this net work of social protection reinforces the inequalities. Without counting parallel employment and undeclared one, 40% to 50% of the paid labor is not covered by the CNSS. The insurance system covers employees in industry, commerce and agriculture where the employer pays 8.5% of the payroll. The retirement benefit is paid as a lump sum. The program for sickness benefit has not been implemented yet (<i>source: US Social Security Administration 2006</i>).</p>
<p>Employment and Unemployment Policies</p>	<p>There is a mismatch and inadequacy between education in general, vocational training in particular and the needs of the labour market. In fact, there is a lack of appropriate training that would offer the necessary skills to the labour force. Most of the curriculum is very theoretical and doesn't allow trainees to acquire the qualifications most wanted on the labour market. On-going and on the job training is also a missing concept. In 1995, 87% of the enterprises declared that they don't need to offer training to their employees, 86% do not organize any kind of training and 93% declared consecrating no budget for such training. From the employees side, 80% declared that they never attended a work training although 75,5% of them had never obtained a vocational training before joining the labour market. The national employment bureau, reopened in 1995, received approximately 1,370 job requests and 450 job offers per year, for the period 1998 to 2005. Hence, the national employment office recruit only 15% of the applicants (<i>ETF, 2006</i>).</p>
<p>Wages and minimum wages</p>	<p>Distortions in the labour market have generated strong wages disparities, which dropped in real terms after 1990. Gender disparities exist, and its magnitude depends on the sector and the region. Hence, males earn 20% on average more than women, but several evaluations in the rural areas have indicated that males earn 2 times more than females. (Femise Country Profile). Moreover, since 1996, real wages have tendencies to decline especially in the private sector. This was accompanied by the pressure of the Lebanese returnees on the labour market and wages. Wages adjustments are done on the basis of public remuneration which entails a kind of disparities between the public and private wages. In 1999 a new salary system has put in place in the public sector which simplified the categories but implied a decrease in the nominal salaries. Increase in the private sector wages are normally less than those in the Minimum Salary. The minimum salary of Lebanon is currently 300,000 Lebanese lira per month (\$2170 per year) and has not changed since 1996.</p>
<p>Female Participation</p>	
<p>Equal opportunities to work</p>	<p>According to the new labour law, it is forbidden to discriminate between males and females that provide the same work in terms of salary, promotion, career,</p>

	<p>etc. Also the law states that women have the right to maternity leaves (fully paid). The increase of the total activity rate was due to the improvement of participation of women in the labour force that has increased from 14.7% in 1997 to 17.2% in 2001. Female labour (59%) is mainly concentrated in education sector (29.4%), trade (18.8%) and social services and health (10.7%). This distribution is not inline with the level of education of women since Lebanon is offering equal opportunities in education without discrimination. The level of unemployment however rose among women to 18.2% against 9.3% for men in 2001 compared to an unemployment rate of 7.12 for females and 8.9% for females (<i>Femise Country Profile</i>). The National Commission for Lebanese Women is the official body concerned with women's issues and coordinate with various public departments and institutions, NGOs and civil bodies in order to promote the profile of women in Lebanon.</p>
Equal Access to Education	<p>Since the 1998 law, primary education is compulsory for both females and males and some achievements have been made to eradicate women illiteracy. However, women still represent only 21.5% of the labour force whereas they constitute about 50% of students. University education seems to be the best way for women to enter the labour markets: 38.2% of female workers have high education as opposed to 16.2% of males. This tends to indicate that without university education, it is hard for females to get an employment or that the less qualified employment are occupied by men (<i>Femise Country Profile</i>). Vocational programs have been implemented by the government with a growing number of female enrollment.</p>
Micro credits and Informal Markets	<p>It is estimated that females own about 8% of the micro and small enterprises in Lebanon and they are more concentrated in the trade sector (<i>ERF/FEMISE MSE report on Lebanon</i>). A project funded by the European Union 'the Economic and Social Fund for Development -ESFD (2002-06) aims at creating more jobs opportunities in the disadvantaged areas through the provision of micro and small credits to establish enterprises. This project is beneficiary for Females wishing to have access to credits in non-complicated way. Another project funded by the World Bank with the contribution of Lebanon government aims at increase the living conditions and economic status of disadvantaged groups including women and children (Government Programs in Lebanon-regional development, ILO).</p>
National Migration Policies⁽¹⁾: Immigration overall Highly skilled Emigration policy Encouraging returns	<p>Lower No intervention Lower Yes</p>

Sources: FEMISE, Lebanon Country Profile and Lebanese Labour Law; 2007 Annual Survey of violations of Trade union rights; National Labour Law profiles, ILO, FEMISE « Le renforcement du rôle des femmes dans la société ; Questionnaire d'Istanbul pour les pays Euro Méditerranéens », oct 2007; "Employment Policy Reforms in the Middle East and North Africa, European Training Foundation, 2006.

Notes: (1) Data from: UN, department of Economic and Social Affairs, population division, 2006. Governments' policy on immigration: Overall level: Governments policies regarding the current overall level of immigration into the country. It is coded into four categories: to raise the level of immigration; to maintain the level of immigration; to lower the level of immigration; and no intervention.

Country Sheet : Morocco

Table A: Morocco Labor Market Profile, Quantitative

Item	Unit	2000	2005
Population⁽¹⁾			
• Total	mn	28.8	31.5
• Annual growth	%	1.9	1.2
Economically Active Population (15-64)		(2001)	
• Total	mn	10.2	11.1
• Average annual growth	%	2.9	
• Male	%	74.8	72.9
• Female	%	25.2	27.1
Employment		(2001)	
• Total	mn	9.3	9.9
• Male	%	74.1	73.0
• Female	%	25.9	27.0
• Governmental			
Unemployment			
• Total	Thous	1 394	1 226
• Male	%	13.8	10.8
• Female	%	13.0	11.5
• Rate	%	13.6	11.0
Unemployment by Education			
• No schooling	%	6.9	4.3
• Primary	%	51.8	51.1
• Secondary	%	22.5	22.4
• University	%	18.0	21.6
Employment by Sector⁽²⁾			
• Total	%		100
• Agr. Hunting, Forestry, Fishing, Mining & Quarrying	%		45.8
• Manufacturing	%		11.6
• Construction, Elect., Gas & Water Supply	%		7.4
• Wholesale & Retail Trade & Restaurants & Hotels	%		16.7
• Transport, Storage and Communications	%		3.8
• Financing, Insurance, Real Estate and Business Services	%		1.3
• Community, Social and Personal Services	%		13.2
<i>Public Admin. and Defence;</i>			
<i>Compulsory Social Security</i>	%		na
Informal Employment (non-agricultural)⁽³⁾			
• Share of non-agri employment	%	39.0	
• Urban	%	72.7	
• Rural	%	27.3	
• Female	%	12.7	
Earnings⁽⁴⁾			
Average earnings per day			
• SMAG (minimum agri salary)	Dh/day		50
• SMIG (minimum inter-professional salary)	Dh/day		77.26
Migration⁽⁵⁾			
• Net flows	Thous.	-300.0	-400.0
• Stock (% of population)	%	0.42	0.44

Sources: Sources: ILO, LABORSTA Labour Statistics Database; unless otherwise indicated.

Notes: (1): UN Pop. Div. quinquennial estimates and projections; (2) data for 2005 from ILO;

(3) Moroccan Country profile based on Direction de la Statistique : "Enquête Nationale sur le

Secteur Informel (ENSI), June 2003 ; (4) Moroccan Country Profile for 2003 ; (5) WDI, 2007

Table B: Morocco Labor Market Profile, Qualitative

Item	Description
Labour Unions	Workers are free to form and join trade unions without prior authorization but following cumbersome administrative procedures. Workers may form a trade union established by workers engaged in a single profession or occupation, or a union established by workers in professions or occupations that are similar or connected to each other. The judiciary may order the dissolution of a union if its members do not fall into the above categories.
Legal rights to peaceful strikes	Unions have the right to organize strikes and actively defend workers' rights, but some restrictions exist. In 2002, Morocco witnessed 237 strikes which concerned 172 establishments and 17,569 workers. The average yearly rate of increase of strikes is 6.4% and 3.2% (avoided strikes).
Labour Flexibility	Hiring and salaries determination usually occur through a direct process of negotiation between the employer and worker although the new labour law supports the mechanism of collective negotiations. The conventional right takes into account the specificities of the companies and sectors, the concluded collective agreements regulate, the methods of recruiting and individual and collective dismissal, and establish the reasons for the dismissals which can be primarily of an economic nature, technological and financial. If a worker is dismissed from his work (due to economic reason) he has the right for an indemnity that corresponds to the period he has worked.
Social Insurance	Social insurance on worker is required by law and it covers workers in the public and private sectors. The social security covers health, maternity, death (1%); pension (12%), family support (6.5%) disease (4%), which adds up to a total of 24.4% of the income where the employer pays 18.1% of the wage bill and the remaining sum is paid by the employee (6.3%).
Employment and Unemployment Policies	<p>Unemployment in Morocco is mainly concentrated in the young and educated. Morocco started implementing active employment measures at the beginning of the 1990s. To face the unemployment problem, the state is encouraging the emergence of new job opportunities especially for this category of unemployed and self-employment. Among those measures is to activate the laws 16/93 and 13/94 that encourage training and incentives through programs of 'employment incentives'. Enterprises that accept trainees are given a subvention of a sum of 800 to 1300 dirham per trainee. Those enterprises are also entitled to an exemptions in terms of social charges (<i>Femise Morocco Country Profile</i>). Measures targeting unemployed graduates are of three kinds:</p> <ul style="list-style-type: none"> • better labour market information and public employment services (reorganisation of the Agence Nationale de Promotion de l'Emploi et des Compétences), • complementary training courses or in-company training, to improve qualifications and ensure better employability • young investor loans and self-employment programmes to foster the creation of better jobs (<i>ETF, 2006</i>).

Wages and minimum wages	The law implies that the salary are determined by collective conventions but this holds a marginal role and is almost inexistent (Morocco Country Profile). The minimum agriculture salary (SMAG) and the minimum inter professional salary (SMIG) is binding. The state is responsible for fixing the levels of those two minimum salaries, after consultancy. An increase is due when the inflation rate (measured on the index of cost of living) has increased by at least 5%. With this concept, in the past 50 years the minimum salaries have been revised upward at least 30 times.
Female Participation	
Equal opportunities to work	The new law of 2003 has added a whole section on the non-discrimination in terms of employment. Female workers have equal opportunities to work. The law grants women the right for maternity leaves, and safe working environment. However, according to the 2007 survey of union rights, women working at the garment industries (70% of the sectors') most under 30 years old, are still suffering from gender discrimination.
Equal Access to Education	A programme of elimination of illiteracy of women based in rural areas was initiated within the framework of convention of the Secretary of State responsible of Literacy and non-formal Education, as well as other training programs for girls. Illiteracy continue to be high among women, 54.7% vs 30.8% for men. Illiteracy rate of the rural women is estimated at 74.5%.
Micro credits and Informal Markets	To promote the role of women as entrepreneurs several programs and centres are set up: the installation of Young promoters (26% of beneficiary women) as well as self employment programmes. The PADE, national programme aiming at supporting by way of incubator the entrepreneurial women activities in the economically vulnerable areas. - To encourage women to participate in the micro credit programs, a new micro-credit law has been implemented that facilitate the micro-financing of women's projects that do not meet the conditions of bank credit access. Generating projects of incomes for the rural women (PGR) of the Ministry for agriculture and the rural development, with a special line of financing.
National Migration Policies⁽¹⁾: Immigration policy overall Highly skilled Immigration policy Encouraging returns	Lower Maintain Maintain Yes

Sources: FEMISE, Morocco Country Profile and Morocco Labour Law; 2004 Annual Survey of violations of Trade union rights; National Labour Law profiles, ILO, FEMISE « Le renforcement du rôle des femmes dans la société ; Questionnaire d'Istanbul pour les pays Euro Méditerranéens », oct 2007.

Notes: (1) Data from: UN, department of Economic and Social Affairs, population division, 2006. Governments' policy on immigration: Overall level: Governments policies regarding the current overall level of immigration into the country. It is coded into four categories: to raise the level of immigration; to maintain the level of immigration; to lower the level of immigration; and no intervention

Country Sheet : Palestine

Table A: Palestinian Labor Market Profile, Quantitative

Item	Unit	2000	2005
Population ⁽¹⁾			
• Total	mn	2.9	3.7
• Annual growth	%	4.3	3.3
Economically Active Population (15-64)			
• Total	Thous	685	791
• Average annual growth	%		
• Male	%	86.7	83.4
• Female	%	13.3	16.6
Activity rate	%	31.3	39.2
Employment			(2004)
• Total	Thous	597	578
• Male	%	84.4	81.9
• Female	%	15.6	17.1
• Governmental ⁽³⁾	%		32 (G) 18 (WB)
Unemployment			(2004)
• Total	Thous	98.8	212.2
• Male	%	14.4	28.0
• Female	%	12.3	20.0
• Rate	%	14.1	26.7
Unemployment by Education			
• No schooling	%	12.1	9.4
• Primary	%	55.4	58.5
• Secondary	%	12.7	13.1
• University	%	19.7	18.9
Employment by Sector ⁽²⁾			
• Total	%	100	100
• Agriculture	%	13.7	15.9
• Industries	%	34.4	24.7
• Services	%	51.5	58.1
Migration ⁽¹⁾			
• Net flows	thous	10 575	-40 000
• Stock (% of population)	%	47.5	56.3

Sources: ILO, LABORSTA Labour Statistics Database; unless otherwise indicated.

Notes: (1): WDI, 2007 (2) Femise calculation from ILO; (3) FEMISE, Palestinian Country Profil

Table B: Palestinian Labor Market Profile, Qualitative

Item	Description
Labour Unions	Under the umbrella of the Federation of Palestinian Workers Unions, many Palestinian unions have been established covering almost all sectors. Due to the political circumstances, most (if not all) of these unions are involved in political activities at the expense of performing basic duties for their members which are defending workers' rights and improving working conditions (<i>Femise Country Profile</i>). There is no legal and institutional framework that governs the industrial relations which leads to sporadic and non-consistent actions (<i>source: 2007 Annual Survey of violations of Trade union rights</i>). A new Trade union law is being discussed to legalise the institutional framework for industrial relations, but is still not agreed by the Federation.
Legal rights to peaceful strikes	The Labour Law provides the right to strike with two weeks advance notice, or four weeks in public utilities. The Ministry of Labour can impose arbitration, however, and trade unions can face disciplinary action if they do not accept the outcome of that arbitration. In 2006, after the US and EU cut their financial assistance, the newly elected government became unable to pay the public sector workers (160,000) and following several warnings, the unions began an unlimited strike (except for teachers and nurses) which was opposed by the government.
Labour Flexibility	Labor markets are regulated by a set of laws: the labor law regulates work in the private sector (including NGOs) and the civil servants law regulates public sector employment. The labor law is widely criticized by the private sector because it overemphasizes the rights of employees relative to employers' rights. While it is rather easy to hire workers, firing is one of the most difficult in Palestine.
Employment and Unemployment Policies	Current situation does not allow the existence of a stable social security scheme. All funding rely on international donors. In 2006, a Social Safety Net Reform was set up with the World Bank around the following components : A- Financing of conditional cash transfer grants. B- Capacity building of ministries involved in social safety net planning, administration and evaluation. C- Administration and monitoring the project. D- Ministry of social Affairs should coordinate program operations with other ministries, UNRWA and donors E-The ministry of Social Affairs should implement the proposed project using the administrative structure of the existing Conditional Cash Transfer program (<i>source: Ministry of Social Affairs – Palestine; Third International Conference on Conditional Cash Transfers Istanbul, Turkey, June 26-30, 2006</i>).
Employment and Unemployment Policies	The Palestinian National Authority and the international community initiated many activities and projects to alleviate unemployment after 2000. The PNA has absorbed about 145 thousand workers in the public sector which reached a saturation level and evidence of disguised unemployment is apparent. In addition, the PNA has followed active labour market policies including the creation of a social safety net with a fund worth 240 million US\$ allocated in 2005. About 26 employment offices belong to the Ministry of Labour, whose main

	function is to match job seekers with job providers. In reality, the role of these offices is relatively minor. (<i>Femise Country Profile</i>)
Wages and minimum wages	A large wage gap of 19% exists between the West Bank (WB) and the Gaza strip (GS). A substantially wider gap exist between wages of Palestinian working in Israel and those working in the WB of 71% and those working in the GS of 103%. It is known that the WB is more open to the Israeli economy in terms of the movement of workers compared to Gaza. Also, the economic base in the West Bank is relatively more diversified and stronger than the economy of Gaza. But the real wage gap between the two regions has been narrowing over the past 10 years. The Israeli labor market has distorted wages schemes in the Palestinian economy: higher wages do not reflect higher productivity, which hurts the competitiveness of the Palestinian economy at the aggregate and sectoral level.
Female Participation	
Equal opportunities to work	To promote the equal opportunities to work between males and females, the Ministry of Labour has undertaken a gender analysis based on the type of activities and an action plan has been put in place to give incentives to females to join both the public and private sectors. This national strategy has been followed by an urgent program for Palestine whose objective is to optimize the jobs offered by all sectors and specially designed for women and to facilitate the promotion of competences in non-traditional sectors so as to create a source of income. Specially designed training programs for women are offered by the Ministry of Labour and the Ministry of Planning through its program on "Feminine Condition and Development" gives a wider scope of the equality issue. It is worth mentioning that over the 21 ministries in Palestine only 6 have specific orientations towards females (including agriculture and education) but sufficient funds are not currently available (<i>Femise, 2007</i>). Despite these efforts, there is a clear gender discrimination in terms of employment and wages. In 2003, male wages were 14% higher than those of females.
Equal Access to Education	The right for education is equally granted for girls and boys and in general. Female illiteracy and drop out rates are high in Palestine. This is a social trend attributed to the low age of marriage of girls in Palestine. A specially designed program to eradicate illiteracy among older women has been put in place (including refugees). Also special programs of education are designed for married females so that they do not need to drop out from schools. The Palestinian Central Bureau of statistics reports that the share of females attending universities and schools is the same as that of males (2005/6), but this does not go inline with the drop out rates and illiteracy of women.

Source: FEMISE, Palestinian Country Profile and Palestinian Labour Law; 2007 Annual Survey of violations of Trade union rights; National Labour Law profiles, ILO; and FEMISE « Le renforcement du rôle des femmes dans la société ; Questionnaire d'Istanbul pour les pays Euro Méditerranéens », oct 2007.

Country Sheet : Syria

Table A: Syria Labor Market Profile, Quantitative

Item	Unit	2000	2005
Population⁽¹⁾			
• Total	mn	16.5	19.0
• Annual growth	%	2.5	2.7
Economically Active Population (15-64)			
• Total	mn	4.9	5.5
• Average annual growth	%		
• Male	%	80.2	78.5
• Female	%	19.8	21.5
Activity rate		..	45.4
Employment		(2001)	(2003)
• Total	mn	4.7	4.8
• Male	mn	3.9	3.7
• Female	mn	0.80	0.76
• Public sector ⁽²⁾	%	27.0	24.0
Where: Male	%	22.0	21.0
Female	%	32.0	31.0
Unemployment		(2001)	
• Total	thous	613.4	637.8
• Male	%	8.0	7.8
• Female	%	23.9	20.9
• rate		11.2	11.0
Unemployment by Education⁽⁴⁾			(2002)
• No schooling	%		5.2
• Primary	%		62.1
• Secondary	%		23.4
• University	%		9.8
Employment by Sector			(2002)
• Total	%		100.0
• Agr. Hunting, Forestry, Fishing,			30.3
• Manufacturing, Mining & Quarrying, Elect., Gas and Water Supply			13.7
• Construction,			13.2
• Wholesale & Retail Trade & Restaurants & Hotels			15.0
• Transport, Storage and Communications			5.5
• Financing, Insurance, Real Estate and Business Services			1.3
• Community, Social and Personal Services			21.0
<i>Public Admin. and Defence; Compulsory Social Security</i>			na
Informal Employment⁽²⁾		(SCBS, 2002)	(SCBS, 2003)
• Total employment	%	39.0	23.0
• Male		40.0	27.0
• Female		32.0	12.0
Earnings⁽²⁾			
Average earnings per month			
• Illiterate/basic education	SD		4,500 (\$90)
• Secondary	SD		6,200 (\$124)
• University degree	SD		8,000 (\$160)
In public Sector:			
• On average	SD		5,000 (\$100)
• 1% of the public employees	SD		9,000 (\$180)
Migration⁽³⁾			
• Net flows	thous	-30.0	-30.0
• Stock (% of population)	%	5.4	5.2

Sources: ILO, LABORSTA Labour Statistics Database; unless otherwise indicated.

Notes: (1): UN Pop. Div. quinquennial estimates and projections; (2): Femise Syria Country Profile; (3) WDI, 2007

Table B: Syria Labor Market Profile, Qualitative

Item	Description
Labour Unions	The General Federation of Trade Unions (GFTU) is the sole national trade union center in Syria. All trade unions should be affiliated to the GFTU which have the power to dissolve any unions if it is not conform to the regulations. Also they have the power to determine which sectors can have a union and acts as the link between workers and government. There are a large number of unions and associations in Syria, such that the majority of workers are affiliated with at least one. Examples include: the Labor Union, Youth Union, Women Union, the Federation of Artisan Associations, the Engineers Syndicate, the Physicians Syndicate, and the Pharmacists Syndicate. These unions and associations hold a good deal of administrative authority, as their approval must be secured for many types of business-related activities. At the same time, unions provide a variety of services to their members, including training, housing projects, social security systems, and health insurance. These support services are well-appreciated by union members and help facilitate a healthy business environment.
Legal rights to peaceful strikes	Although law does not forbid strikes, but the right to strike is severely restricted by the threat of punishment and fines. Is considered punishable by fines (and even prison) if the strike involves more than 20 workers in a certain sector, or if the strike takes place in a public places or occupation of premises. Despite the fact that the law provides the right to collective bargaining, it is have not been practiced in a meaningful way (<i>Source: 2007 Annual survey of violations of trade union right</i>).
Labour Flexibility	Hiring in the public sector is done through employment offices through competition among applications with higher education and skills. After one year, either the worker is dismissed or given a life-time contract. Dismissal in these kind of contracts is difficult and is only done for very poor performance or health reasons. Hiring in the private sector is straightforward and it is left to the company to decide. Dismissal is more difficult as it requires the decision made a Committee for Dismissal Affairs (including members of the ministry of labour and social affaire and municipal governorate and labour syndicate). Many private companies request from the worker to sign undated resignation letters before the employment contracts.
Social Insurance	Syria has a social security system in which workers in private sector firms contribute 7 percent of their basic salary and employers contribute 14 percent. For employers with 5 employees and more, the social security benefits are administered through the government. For employers with fewer than 5 employees, the benefit is paid to workers directly upon their leaving employment. The social security system also covers public sector workers, who contribute 10 percent while the government contributes 10 percent. Syria also has an on-the-job injury and disability insurance system.
Employment and Unemployment Policies	Unemployment rate is very high in Syria and so is the underemployment (estimated at 16.2% in 2003). Youth represent the highest share of unemployed (82% for males

	<p>and 73% of females). This could be attributed to the changes in government policy which discontinued the mandatory government service work for university graduates, but it is not the sole reason behind the high unemployment (as many unemployed are concentrated among those who completed elementary school or less). To combat unemployment, the government has established the Agency for Combating Unemployment (ACU) spending one billion dollars for job creation activities over 5 years (2002-07). This is based on giving loans for the creation of micro, small and medium size enterprises. The ACU gives facilities for infrastructure and training. Also, the government is looking into engaging the private sector to create more jobs by removing restrictions on private sector entry, to reform education to better match the need of the labour market and providing tax incentives for firms that hire large number of workers (that are also registered in the social service).</p>
Wages and minimum wages	<p>The minimum wage levels in Syria are set according to the sector. Until recently, Syria had separate levels for workers in urban and rural areas, which was combined with the new labour law of 2004. For a long time the minimum wage was set at 1250 SD, which was decreasing in value and hence was non-binding. It was raised twice in 1999 and 2004 and now is equal to 3500 SP per month (US\$70) and is binding for the lowest paid workers.</p>
Female Participation	
Equal opportunities to work	<p>Despite that equal opportunities is a legal right in Syria. There exist no agencies that facilitate or support female work in Syria. It is to note that although the maternity leaves are granted for female workers, they do not have that right for their fourth child. Female wages are 20% less than male across education levels, this could be partly due to the fact that most employed females (52%) are between 15 and 20 years old (vs 40% of males). In terms of unemployment, it is to note that in the 80s unemployment of women was 66% higher than that of men, while in 2002 it was three times higher than men (190% more). This could be due to females exiting the labour markets for family reasons and re-enter years later. It is to note that in general, especially in the private sector, employers are discouraged to employ females specially those who are in the age of marriage and having children. Another reason could be that the well educated females tend to wait for better opportunities than males (given the non-financial restrictions).</p>
Equal Access to Education	<p>In line with the general policy of increasing female literacy, the minister of agriculture in particular has established programs to fight against the illiteracy of female in the rural areas. Specially schools have been designed to educate girls between the age of 10-20 years that do not follow the standard curriculum and that was put in place by the minister of education in collaboration with the UNICEF.</p> <p>The low participation of women in the labour market has forced labour unions to urge the government to open schools to train Syrian women to domestic workers, rather than import foreigners from Indonesia, Philippines and Ethiopia (amounting for 60,000). However it is considered a problem in Syrian Culture for women to do this kind of work. (IRIN Middle East news)</p>
Micro credits and Informal Markets	<p>Female entrepreneurs are represented by a female business committee in the Industrial and Commerce Chambers. In 2004, females represented 10% of entrepreneurs. The 2001</p>

	law grants facilities to encourage employment of young and females by granting them special credits. However, The condition of the property is a condition which limits the range of these measurements. The access to the property being an obvious aspect of discriminations which the women undergo.
National Migration Policies⁽¹⁾: Immigration policy: overall Emigration policy	Maintain Lower

Source: FEMISE, Syria Country Profile and Syria Labour Laws; 2007 Annual Survey of violations of Trade union rights; National Labour Law profiles, ILO, FEMISE « Le renforcement du rôle des femmes dans la société ; Questionnaire d'Istanbul pour les pays Euro Méditerranéens », oct 2007

Notes: (1) Data from: UN, department of Economic and Social Affairs, population division, 2006. Governments' policy on immigration: Overall level: Governments policies regarding the current overall level of immigration into the country. It is coded into four categories: to raise the level of immigration; to maintain the level of immigration; to lower the level of immigration; and no intervention

Country Sheet : Tunisia

Table A: Tunisia Labor Market Profile, Quantitative

Item	Unit	2000	2005*
Population⁽¹⁾			
• Total	mn	9.6	10.1
• Annual growth	%		
Economically Active Population (15-64)		(2003)	
• Total	mn	3.2	3.4
• Average annual growth	%		4.7
• Male	%	73.8	73.4
• Female	%	26.2	26.6
Activity rate	%	..	46.0
Employment			
• Total	mn	2.7	2.9
• Male	mn	2.0	2.2
• Female	mn	0.7	0.7
Unemployment			
• Total	Thous.	475.1	486.4
• Male	%	15.3	13.1
• Female	%	16.9	17.3
• rate	%	15.7	14.2
Unemployment by Education			
• No schooling	%	10.1	7.4
• Primary	%	45.6	42.4
• Secondary	%	37.5	38.6
• University	%	6.6	13.9
Employment by Sector⁽²⁾			(2004)
• Total	%		100
• Agr. Hunting, Forestry, Fishing, Mining & Quarrying	%		17.3
• Manufacturing, Elect., Gas & Water Supply	%		19.4
• Construction	%		13.3
• Wholesale & Retail Trade	%		10.9
• Transport, Storage and Communications	%		5.6
• Other services (incl. Restaurants & Hotels)	%		13.3
• Education, health and administrations	%		19.1
<i>Public Admin. and Defence;</i>	%		
<i>Compulsory Social Security</i>			na
Informal Employment⁽³⁾			
• % of total employment	%		49.9
• % of VA	% GDP		11.5
Earnings⁽³⁾			
Average annual salary	TD	2243	
• Total			14% more than women
• Male			
• Female			
Migration⁽⁴⁾			
• Net flows	Thous	-20.0	-20.0
• Stock (% of population)	%	0.40	0.38

Sources: ILO, LABORSTA Labour Statistics Database; unless otherwise indicated.

Notes: (1): UN Pop. Div. quinquennial estimates and projections; (2) Employ total, RGPH 2004; (3) Tunisia Country Profile; (4) WDI, 2007

Table B: Tunisia Labor Market Profile, Qualitative

Item	Description
Labour Unions	<p>The Labour Code provides for workers to form and join trade unions. Unlike associations, prior authorisation is not required to form a trade union. A union may only be dissolved by court order. (<i>2007 Annual Survey of violations of Trade union rights</i>). Tunisia is characterised by a reduced number of social partners. Workers are represented by single trade union: The General Union of Tunisian workers (UGTT) (Union Générale des Travailleurs Tunisiens, or UGTT). Composed of 7,000 trade unions, 23 regional unions and 20 federations, UGTT membership exceeds 30% of the active population (60% of public sector workers). Two associations represent employers in the private sector: the first for the industrial and services sectors (Union Tunisienne de l'Industrie, du Commerce et de l'Artisanat, or UTICA) and the other for the agricultural and fishing sectors (Union Tunisienne de l'Agriculture et de la Pêche, or UTAP) (<i>ETF, 2006</i>). Some concerns have been expressed for anti-union activities for private sector employees, specially in applying the dismissal regulations. (<i>2007 Annual Survey of violations of Trade union rights</i>)</p>
Legal rights to peaceful strikes	<p>The new law granted the workers the right for peaceful strikes to defend a case or request a right. Unions, and particularly those representing state employees, have the right to strike, provided they give ten days' advance notice to the UGTT, which should give its authorisation. In 2005, 466 strikes and lockouts were recorded about 54% of them were located in the manufacturing sector (<i>Source: ILO</i>)</p>
Labour Flexibility	<p>The law of 1996 has added flexibility in hiring workers by abolishing the provisions to inform the public Office before recruiting, specified modalities to adopt fixed term contracts for the maximum period of 4 years and those of part time, flexibility in the reduction of working hours per week and flexibility in negotiation the non-working and holidays. Moreover the labour law precise the criteria of abusive dismissal and fixed the ceiling of indemnities in this kind of dismissal.</p>
Social Insurance	<p>Employers in Tunisia contributed 16% of the total wage for social security. Other social protection costs (e.g. training, accident insurance, medical, protective clothing ...etc.) could increase this contribution to 28% of the salary, which makes employing formal workers rather expensive. (<i>Source: Tunisia Femise Country Profile, Development and international cooperation ministry</i>).</p>
Employment and Unemployment Policies	<p>Unemployment in Tunisia is higher in men than in women and is concentrated in those with low level of education and young (15-19 years). Tunisia awards high priority to employment activation by means of its systematic efforts to develop active labour market policies (related expenditures of active measures reaching 1.5% of GDP in 2002; World Bank (2003)). In 1995, Tunisia launched an ambitious plan under a comprehensive programme entitled MANFORME for upgrading training services and enhancing worker employability. The first decade of reform focused on establishing infrastructures (in particular training centres), implementing partnership principles and developing training programmes (<i>ETF, 2006</i>). While the strategy is to offer a whole range of programmes</p>

	covering different job-seeker skill levels, only 5.3% of the labour force benefited from the programmes (ETF, 2006). The programmes underway in Tunisia can be classified into four groups: insertion programmes, university graduate employment programmes, FIAP (Fonds d'Insertion et d'Adaptation Professionnelle) programmes, and micro-enterprise and self-employment programmes (ETF, 2006).
Wages and minimum wages	An increase in level of the SMIG and SMAG was announced to reach 239.824 dinars and 7.379 dinars per day respectively. Collective bargaining is recognised in law. Wages and working conditions are set in triennial negotiations between unions and employers after general guidelines are laid out through national tripartite consultations.
Female Participation	
Equal opportunities to work	The law of 2000 put an end to the necessity of the husband's approval to the employment of the wife. Moreover, several; programs have been designed to help women integrate in the labour market such as "Le fonds National de l'emploi (FNE)". The labour law does not discriminate between men and women. In the agriculture sector, the female salary has been adjusted to meet that of the male workers of the same category. Moreover, women with young children have flexible hours.
Equal Access to Education	Illiteracy among women has decreased due to the efforts of the governments, such as the national program of adult learning that was specially designed to young and women in the rural areas (young women (14-20years) represented more than half of the beneficiaries of this program.
Micro credits and Informal Markets	The Tunisian government has established several programs to support women entrepreneurs such as the Forum of Productive women (artisans), and to organize training programs of which women entrepreneurs have benefited. The National Solidarity Fond (FSN) and the Tunisian Bank for Solidarity have been particularly active in granting micro credits to women entrepreneurs.
National Migration Policies⁽¹⁾: Immigration overall Highly skilled Emigration policy Encouraging returns	No intervention No intervention Raise No

Source: FEMISE, Tunisia Country Profile and Tunisian Labour Law; 2007 Annual Survey of violations of Trade union rights; National Labour Law profiles, ILO; FEMISE « Le renforcement du rôle des femmes dans la société ; Questionnaire d'Istanbul pour les pays Euro Méditerranéens », oct 2007; "Employment Policy Reforms in the Middle East and North Africa, European Training Foundation, 2006.

Notes (1): Governments policy on immigration: Overall level: Governments policies regarding the current overall level of immigration into the country. It is coded into four categories: to raise the level of immigration; to maintain the level of immigration; to lower the level of immigration; and no intervention

Country Sheet : Turkey

Table A: Turkey Labor Market Profile, Quantitative

Item	Unit	2000	2006
Population⁽¹⁾			
• Total	mn	67.4	72.9
• Annual growth	%	1.7	1.2
Economically Active Population (15-64)			
• Total	mn	22.2	24.5
• Average annual growth	%	1.9	1.14
• Male (2001)	%	73.4	73.9
• Female (2001)	%	26.6	26.1
Employment			
• Total	mn	21.6	22.3
• Male	mn	15.7	16.5
• Female	mn	5.80	5.81
• Governmental			
Unemployment			
• Total	mn	1.49	2.44
• Male	%	6.6	9.9
• Female	%	6.3	10.3
Unemployment by Education			
• No schooling	%	4.5	2.2
• Primary	%	44.5	40.6
• Secondary	%	41.5	45.1
• University	%	9.5	12.0
Employment by Sector⁽²⁾			
• Total	%		100
• Agr. Hunting, Forestry, Fishing, Mining & Quarrying	%		30.0
• Manufacturing	%		18.5
• Construction, Elect, Gas & Water Supply	%		5.7
• Wholesale and Retail Trade & Restaurants & Hotels	%		20.6
• Transport, Storage and Communications	%		5.1
• Financing, Insurance, Real Estate & Business Services	%		4.0
• Community, Social and Personal Services	%		16.1
<i>Public Admin. and Defence; Compulsory Social Security</i>	%		Na.
Informal Employment			
• Total		51.6	495,000
• Urban		(% total)	(2004)
• Rural			
Earnings			
Average earnings per week			
Total	NTLira	488.7	
Migration⁽³⁾			
• Net flows	Thous.	135.24	-250.0
• Stock (% of population)	%	1.9	1.8

Sources: ILO, LABORSTA Labour Statistics Database; unless otherwise indicated.

Notes: (1) UN Pop. Div. quinquennial estimates and projections; (2) data for 2005 from ILO; (3) WDI, 2007

Table B: Turkey Labor Market Profile, Qualitative

Item	Description
Labour Unions	Unions are permitted by law in Turkey but they have to obtain official permission to organize meetings and must allow police to attend their events. Obviously, progress in bringing the country's legislation on worker's and trade unions rights is still far from international standards (<i>2007 Annual Survey of violations of Trade union rights</i>).
Legal rights to peaceful strikes	Strikes are allowed but are very restricted: there is an excessively long waiting period (nearly three months) from the start of negotiations to the date when a strike can be held, and the union must follow specific steps. There is still no formally recognized right to strike for the public sector, despite a revision of the PETU in 2005, which is incompatible with the Convention. Solidarity strikes, general strikes, go-slows and workplace occupations continue to be banned. Police intervention in demonstration is permitted.
Labour Flexibility	The employer has the right to terminate an ongoing contract by giving an appropriate notice period. According to Article 17 of the labour a valid reasons has to be given in the notice. The law requires hiring a minority group of mentally or physically disabled (minimum of 0.5%) in firms with more than 50 employees.
Social Insurance	Social security is provided by three publicly run institutions. The employer share is between 19.5 and 25% of the wage bill.
Unemployment Policies	An Unemployment Insurance (UI) scheme was not implemented in Turkey until 1999, even though Turkey accepted the ILO Convention No. 102. The UI system is a compulsory scheme and covers mainly the wage earners registered to the Social Insurance Institution (SSK, Turkish acronym), and to a much lesser extent some other types of employees defined by the law. The scheme is financed by the contributions of employers (2 percent out of the contribution base for SSK). In 2000, the new law permits to the unemployed to continue receiving maternity and health support.
Wages and minimum wages	The minimum limits of wages shall be determined every two years at the latest by the Ministry of Labour and Social Security through the Minimum Wage Fixing Board.
Female Participation	
Equal opportunities to work	The labour law grants equal chances of work to men and women. Moreover, a new project law foresees prohibiting the termination of a contract due to pregnancy and will be prohibiting any discrimination because of gender and to consider maternity leaves as working days and allow certain flexibilities to mothers with young children.
Equal Access to Education	To narrow the gap between men and women in terms of education, several programs have been initiated by the government. In 2001, a supporting mechanism has been created for the national campaign of education from collaboration between governmental and non-governmental organisations and universities. This campaign included literacy classes, as well as professional specialised training and socio-cultural classes (about 63% of the participants were women).
Micro credits and Informal Markets	A micro credit program has been established for women to encourage initiatives that generate revenues (about 21 thousands women benefited from it since its creation).

	Several foundations offer credit training services and advises for women that with to establish a small enterprise. Other form of support is to help women enterprises to market and sell their products.
National Migration Policies⁽¹⁾: Immigration policy: overall Highly skilled Emigration policy Encouraging returns	Lower Raise Maintain No

Source: FEMISE, Turkey Country Profile and Turkish Labour Law; 2007 Annual Survey of violations of Trade union rights; National Labour Law profiles, ILO; www.sendika.org (labornet Turkey); and <http://en.hukuki.net/index.php/topic,27.0.html>; and FEMISE « Le renforcement du rôle des femmes dans la société ; Questionnaire d'Istanbul pour les pays Euro Méditerranéens », oct 2007.

Notes (1): Governments policy on immigration: Overall level: Governments policies regarding the current overall level of immigration into the country. It is coded into four categories: to raise the level of immigration; to maintain the level of immigration; to lower the level of immigration; and no intervention