
The Eurasia Proceedings of Educational & Social Sciences (EPESS), 2016

Volume 5, Pages 385-389

ICRES 2016: International Conference on Research in Education and Science

GENDER DIFFERENCES IN EMPLOYMENT IN THE REPUBLIC OF MACEDONIA

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Abstract: The Republic of Macedonia, similar to almost all ex-yugoslav and ex-socialist societies has been faced with many internal challenges, unemployment being one of the main focuses of all economic policies. Although the Republic of Macedonia has been implementing inclusive employment policies, in practice it can be argued that the level of unemployment of the female population has been decreasing relatively slowly compared to that of the male population. Therefore, this paper strives to provide insides as to gender differences in employment in the Republic of Macedonia.

Keywords: Gender, gender differences, unemployment, employment, Republic of Macedonia

Introduction

The GW team designed and implemented a survey focusing on gender equality issues asking both multiple choice and open-ended questions in 2011. Over 1,100 responses were collected, with 85% of survey takers being women. On the effect of gender on employment and advancement, women and men were sometimes at odds in their views. For instance, 61% of men did not agree that barriers existed for women to reach top levels of management, while 73% of women believed there were obstacles due to their gender. However, there were some common views as well between men and women, with both genders favoring granting parental leave to fathers and altering school hours to better fit into schedules of working parents. Unity occurred as well in rejecting the idea of introducing quotas for women on company boards in Switzerland. While men felt more strongly against quotas than did women - 89% rejected the idea as compared to 54% of women – neither wanted to see gender mandates legislated into policy. Many women in the survey felt their parental status negatively affected their careers as they attempted to balance work and family life. Particular issues that appeared repeatedly among the responses were the lack of childcare options available in Switzerland, the difficulty of working around school schedules, and career advancement for mothers by employers (Kelso et al, 2012).

In fact, inequalities increase the higher up the pay scale you go, so that while on average in OECD countries women earn 16% less than men, female top-earners are paid on average 21% less than their male counterparts. This suggests the presence of a so-called “glass ceiling”. Women are also disadvantaged when it comes to decision-making responsibilities and senior management positions; by the time you get to the boardroom, there are only 10 women for every 100 men. (OECD, 2010).

Contemporary labour markets are shaped by globalization, new information and communication technologies, new forms of employment arising from economic restructuring towards services and new employment forms. New employment forms have arisen in the context of economic deregulation and include privatization of public sector services, sub contracting of non core business and greater flexibility of working times, contracts, status and locations. These changes have expanded employment but simultaneously weakened career structures and the collective power of workers. (Perrons, 2009).

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- Selection and peer-review under responsibility of the Organizing Committee of the conference

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Table 1. Global gender gap index for 2015 (Selected Countries)

Country	Global Index		Economic participation and opportunity		Educational attainment		Health and survival		Political empowerment	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Slovenia	9	0.784	24	0.778	29	1	79	0.973	16	0.385
Bulgaria	43	0.722	55	0.701	72	0.992	42	0.979	48	0.215
Serbia	45	0.72	74	0.669	52	0.996	79	0.973	43	0.242
Croatia	59	0.708	78	0.664	65	0.994	42	0.979	60	0.193
Macedonia	69	0.701	70	0.671	80	0.99	120	0.967	65	0.175
Montenegro	79	0.689	73	0.67	49	0.997	62	0.975	94	0.114

Source of data: Statistical Office of the Republic of Macedonia

As can be noted, the Global Gender Gap Report for 2015 places Macedonia as the worst e Yugoslav Republic with the exception of Montenegro when it comes to gender equality. In fact, Macedonia is ranked 70 in the field of Economic participation and opportunity, 80 on educational attainment, 120 on Health and survival and 65 on Political empowerment.

Women in the Labor Market in the Republic Of Macedonia

The Republic of Macedonia is characterized by a relative balance wgen it comes to the gender structure of its population. This trend is present also when it comes to the gender structure of the working age population in the country, table 2.

Table 2. Working age population by gender for the period 2001-2014

Year	Gender	n	%	Year	Gender	n	%
2001	Total	1554420	50.3	2008	Total	1633341	50.0
	Women	782363			Women	816569	
2002	Total	1566954	49.7	2009	Total	1638869	50.0
	Women	778765			Women	819382	
2003	Total	1579450	49.9	2010	Total	1648522	50.0
	Women	787772			Women	824129	
2004	Total	1594557	49.9	2011	Total	1656215	50.0
	Women	796423			Women	827927	
2005	Total	1607997	49.8	2012	Total	1669965	50.0
	Women	801376			Women	834678	
2006	Total	1618482	50.0	2013	Total	1672460	49.9
	Women	809960			Women	835015	
2007	Total	1628635	50.0	2014	Total	1673494	50.0
	Women	814034			Women	836263	

Source of data: Statistical Office of the Republic of Macedonia

Even besides the equal participation of male and female alike in the group of working age population, statistical data shows a major discrepancy in the level of activity of both genders, chart 1.

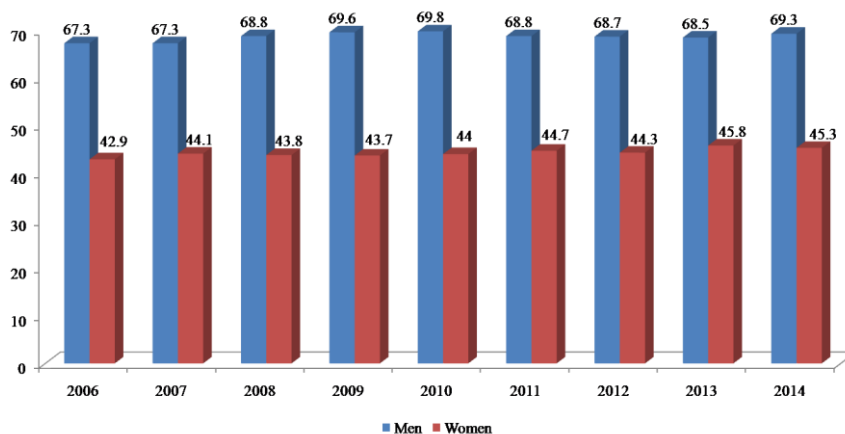


Chart 1. Activity rates of the population by gender

Source of data: Statistical Office of the Republic of Macedonia

Gender Equality in Employment in the Republic Of Macedonia

As statistical data shows during the entire period of Macedonia’s functioning as an independent country, the level of unemployment among the female population has been larger, as compared to the male population, chart 2.

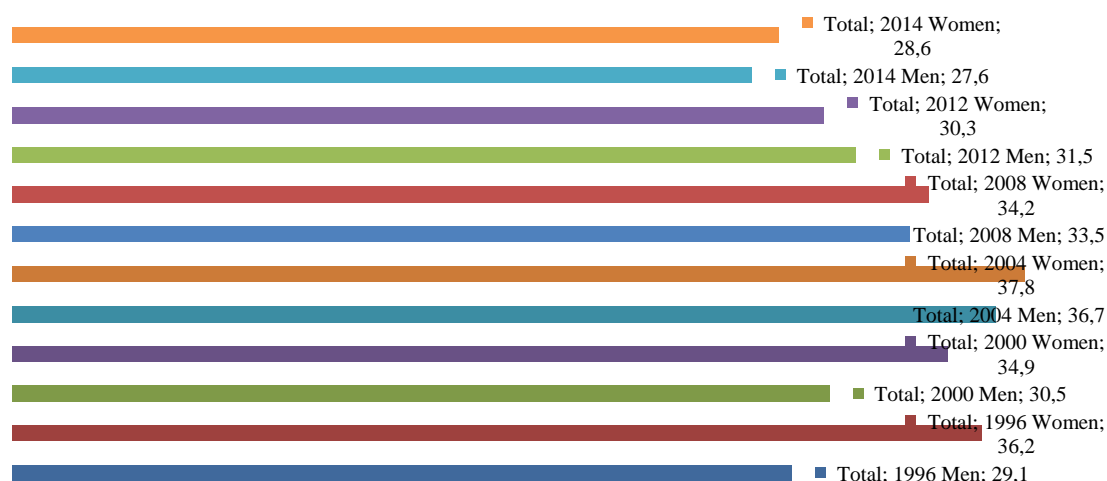


Chart 2. Gender and unemployment levels in the Republic of Macedonia

Source of data: Statistical Office of the Republic of Macedonia

Although the general level of unemployment among the female population, is not largely above the country average (around 28%), as statistical data shows, unemployment is much more present among the younger generations of people as opposed to the older generations. In fact, around one half of the 20-29 age group are unemployed, while only a fifth of the older generations of women in the Republic of Macedonia are unemployed, table 3.

Table 3. Unemployment according to age in the Republic of Macedonia

	1996		2000		2004		2008		2012		2014	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
15-19	73.8	80.5	60.9	60.4	73.8	71.5	61.5	48.3	61.9	51.8	65.6	59.9
20-24	65.3	68.5	57.2	63	62.4	62.7	54	59.7	53.8	51.8	49.2	54
25-	45	52.9	45.9	55.4	47.5	52	38.4	43.2	42	40.9	36.5	43.2

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30-34	30.1	41	33.4	39.6	37.8	43.2	33.1	37.8	28.2	31.4	26.9	31.7	
35-39	20.2	24.3	23.7	28	33.3	34.3	30.6	28.1	31.2	26.5	22.3	19.6	
40-44	13.6	18.7	19.5	24.4	28.9	28.3	26.9	26.4	24.1	25.1	20.1	22.2	
45-49	13.6	16.4	17.2	18.5	25	25.6	24.7	26.8	23.4	22.2	20.8	20.5	
50-54	10.3	10.1	18	15	25.1	22.5	26.6	28.9	23.7	23.5	22.4	21.6	
55-59	9.3	9.6	20.1	13.5	33.2	23	30.1	24.4	26.5	24.4	22.1	20	
60-64	10.8	7.8	12.5	8.3	23.8	4.6	35.3	13.3	28.2	13.8	29.8	15.8	
65 and over	..	..	..	..	3.4	8.1	9.6	7.1	10.3	7.9	6.7	7

Source of data: Statistical Office of the Republic of Macedonia

Historically, the Republic of Macedonia has been characterized by lower levels of employment among the female population as compared to the male population. In fact, in 2014 less than a third of the female population was employed, while over a half of the male population was employed, chart 3.

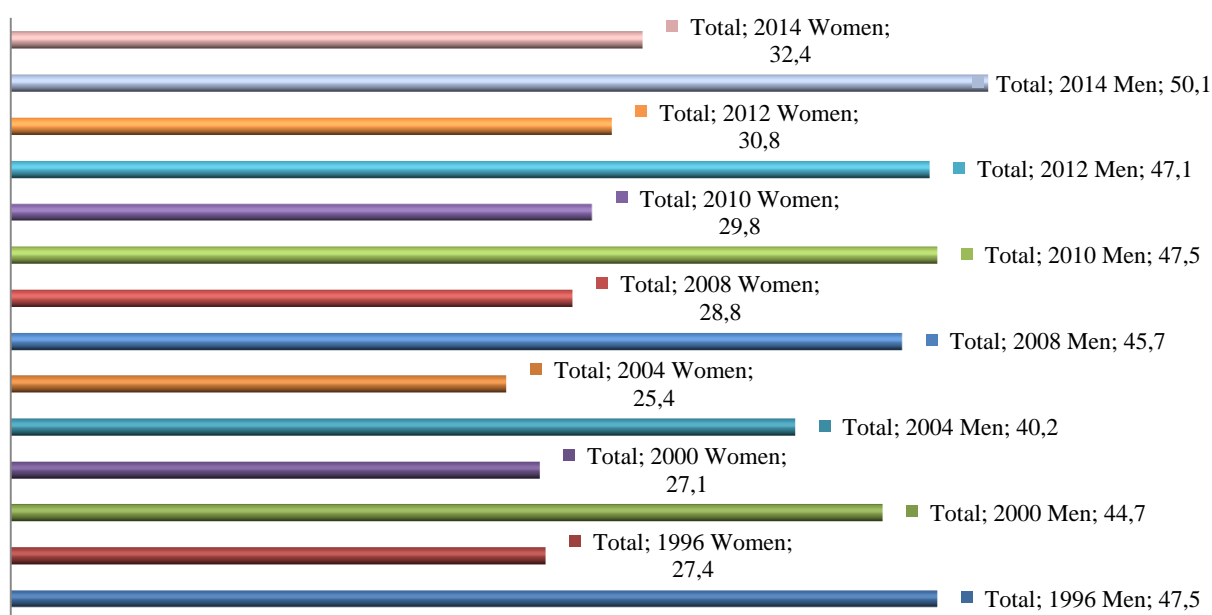


Chart 3. Gender and employment levels in the Republic of Macedonia

Source of data: Statistical Office of the Republic of Macedonia

As can be noted from the data presented in table 4 the 30-49 age group is characterized with the highest levels of employment among the female population. In fact, by the end of 2014 over a half of the female population belonging to these age groups was employed.

Table 4. Employment according to age in the Republic of Macedonia

	1996		2000		2004		2008		2010		2012		2014	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W
15-19	7	4	7.9	5.8	4.3	3.5	7.9	6.1	6.4	4.3	5.7	3.6	4.9	3.7
20-24	25.8	17.3	29.2	17.9	22.9	15.3	30.1	17.6	31.8	17.7	29.3	20.8	31.2	17.9
25-29	49.2	28.9	47	26.2	43.9	29	55.3	36.2	56.2	39.2	50.9	40.2	57.1	38.9

30-34	64.9	39.1	59.6	38.8	55.5	35.7	63.2	40.2	67	45.6	67.3	50	69.7	47.7
35-39	74.1	51.9	68.8	49.2	60.3	41.8	66.3	48	69.7	46	65.4	47.8	74.3	56.5
40-44	79	55.1	73.2	52.1	63.6	48.1	67.6	49.7	67.8	48.2	71.1	47.2	75.6	51.6
45-49	76.6	50.5	72.7	49.1	65.5	45.2	69.6	47.1	68.7	48.9	71.3	46.6	74.4	50
50-54	72.4	31.7	65	37.4	59.9	38.8	63.2	39.7	68.3	43.2	68.4	43.1	69.1	47
55-59	56.6	14.3	52.9	18.5	42.6	20.1	53.1	26.5	57.6	28.9	58.5	32.1	64.1	39
60-64	22.7	7	25.1	9.3	27.3	7.1	29	13.9	32.3	14.3	32.1	16.1	33.8	13.9
65 and over	..	..	..	..	5.5	1.9	5.3	2.1	5.5	2.5	4.7	2.4	3.4	1.3

Source of data: Statistical Office of the Republic of Macedonia

Conclusion

As can be noted from the paper, the Republic of Macedonia has been faced with unequal employment opportunities for the female population compared to the male population. This is proved by international rankings as well as statistical official data from the official institutions in the Republic of Macedonia.

The female population in the Republic of Macedonia, for the moment is not facing any institutional, legal or other official obstacles in employment as anti-discriminatory laws and regulations have been applied for years, but yet there is a certain discrepancy in the levels of employment and unemployment among the male and female population in the country. Therefore, one might conclude the need for further governmental and other programs that would boost female employment in the Republic of Macedonia.

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