



WOMEN AT WORK: REGULATORY BARRIERS AND OPPORTUNITIES

CHAT TRANSCRIPT

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PRESENTERS

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OPENING REMARKS

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Jennifer Dahnke: I'll be collecting questions from those of you online. Feel free to type them in during the presentation.

Indra Klein: From a cultural perspective, the data is shocking for Western societies. Thoughts on best practices in approaching/discussing these barriers without insulting the cultural practices & mores of said societies?

Jennifer Dahnke: Thanks Indra!

Jennifer Dahnke: Others online should feel free to answer or discuss too.

Indra Klein: With regard to buy-in for much needed change/evolution in thinking, what type of studies have been conducted to ascertain the male perspective, to include intergenerational perspectives?

Bama Athreya: The reality is that women do work in all these sectors but in informal employment since they are barred from formal employment. This is a valuable look at the formal barriers.

Indra Klein: Are there efforts to educate companies that purchase said products/goods to better facilitate opportunities for women (to include training and certification programs for women)?

Indra Klein: As restrictions are removed, are wages fair or are women making less for the same work performed by their male counterparts?

Noubia Gribi: surprised to hear that women are not involved in agriculture. In Africa and many developing countries, women are the backbone of the sector

Bama Athreya: The history of the night work convention and other barriers to formal employment for women are a legacy of an era that intended to restrict women's economic participation. Just getting women from informal to formal sector is a great first step. Then yes, after that, we do need to look at wage gaps, etc.

Bama Athreya: Women ARE involved in agriculture, Noubia! But they just don't get counted as formal workers in the sector!

Noubia Gribi: OK, thanks for the clarification

Indra Klein :audio is out

Indra Klein: guess the gong was the warning

Sharmini Constantinescu: Lost audio

Noubia Gribi: lost audio

Abdul Hakeem Montazir: no audio

Gayatri Rao: lost audio

Carol Tyroler: It is not only that they don't counted, but women are less involved in cash crops, have less access to viable and inclusive agriculture value chains.

USAID Marketlinks: We are working on re-connecting the audio

Indra Klein: thx USAID

Abdul Hakeem Montazir: thank you

Indra Klein: is speaker still presenting?

Elikplim Dzekey: lost audio

USAID Marketlinks: yes, but we just lost audio in the room

Noubia Gribi: it is back

Abdul Hakeem Montazir: audio is back +ve

Indra Klein: yay!

USAID Marketlinks: Our apologies for the audio disruptions

Indra Klein: out again

Kenana Amin: back

Adam Schreck: Yep, we've had lots of Gremlins this morning.

Adam Schreck: Sorry again

Indra Klein: It appears that said locations are where USA was prior to major regulatory changes here

Indra Klein: lots of background noise, like sound tunnel

Sarah Halfman: can you share the presentation?

USAID Marketlinks: Yes, the presentation is located in the file downloads on the left hand side of the screen

Sarah Halfman: sorry, got it!

Indra Klein: Q&A time?

Bama Athreya: Still very bad sound quality

Jennifer Dahnke: We're trying to trouble shoot

Kenana Amin: Can hear

Jennifer Dahnke: Lis took a few comments from the room to ask about their perspectives/ experience.

Jennifer Dahnke: We'll have a formal Q&A at the end

AV Tech: We're mixing it up today while our patient presenters deal with my troubleshooting to include all our good webinar participants

Jennifer Dahnke: I've been saving the questions as they come in.

AV Tech: Sorry for the bumpy ride

Jennifer Dahnke: So keep the questions coming and we'll get to as many of them as we can.

Jennifer Dahnke: The rest we'll save and share out after the seminar/webinar.

Indra Klein: With regard to facilitating change in addressing gender violence. Sexual harassment, what steps are being/have been taken to publicly raise awareness, perhaps using empathy (female family member as victim) as well as encourage those harassed to report such?

Indra Klein: With the prevalence of mobile devices (smart/cell phone), are there any efforts to create venue to report such transgressions (anonymously if necessary), thus "forcing" much needed attention and action?

AV Tech: Hover your mouse over the presentation window and click the four windows to expand the PowerPoint presentation (if you'd like)

Indra Klein: To what degree are women banding together to begin the process to effect change?

Indra Klein: What % of countries provide paid maternity leave?

Indra Klein: correction: mandate paid maternity leave

Trufena Ogol: Could some of the regulatory barriers for women in high risk job industries be informed by the cultural/social need to protect women e.g. there could bear higher risk of sexual harassment for women in male dominated fields in remote locations such as mining? How can regulation overcome social/cultural barriers without resulting in unintended consequences for women?

Indra Klein: Trufena, it would seem that men must be educated on acceptable behavior and that there should be meaningful consequences for such behaviors, to include some type of shaming from their male counterparts?

Bama Athreya: Sexual harassment is shockingly prevalent in predominantly female professions such as apparel factories, nursing and teaching. And we are supporting programs to assist domestic workers, who are predominantly female and particularly at risk of GBV. The answer is not to restrict women from employment- that clearly doesn't work. We can put measures for accountability in place, and we also do need to work on sensitization and normative change.

Indra Klein: horrible audio....background noise...and a=echo

Indra Klein: sounds like computer audio is on

USAID Marketlinks: Our AV technician is trying to resolve the audio issues

AV Tech: Yes, sorry folks, but we're going to have to live with Kenana's audio quality.

AV Tech: Her presentation is short and we will roll l up her contributions for QA via chat

Indra Klein: Will the recording be free of background noise?

AV Tech: I will be able to clean up the audio files (some) and the transcripts are generated from those but I can tell you that there is a very high signal-to-noise ratio here, the powerpoint slides may be the best resource for her content

Indra Klein: ok, thank you...today has been a real challenge for you -- totally appreciate your efforts :)

Indra Klein: with regard to addressing cultural mores, what kind of time frame for change is realistic, especially considering how long it has taken our country to address and make much needed changes?

Indra Klein: As changes are made, to what degree is there resentment by men? How is such being addressed?

Indra Klein: Given tech's role in general and business/industry, are there larger numbers of millennials in the workforce, and to what degree in tech-related positions?

Indra Klein: For NGO's: Is YouTube being used to raise awareness re:jobs/opportunities, to include educational component?

Kenana Amin: Thanks

Kenana Amin: I meant that we always tend to discuss the challenges and issues with women's access to work

Kenana Amin: but, we need to also highlight the role models and successes and the impact of what women can offer to the economy

Indra Klein: EXACTLY

Kenana Amin: So, not only look at what issues employees and employers face, but rather how they benefit from participating in the labor market or employing more women

Fouzia Nasreen: I think we need more men advocating for these issues. How can development activities create more men in the development field (even!) to be sensitized on these issues?

Kenana Amin: Just to add to Anastasia's point, regulations and policies are important. In the case of Jordan enforcing the law is a challenge. We found that working on breaking customs and norms is important.

Indra Klein: Are there plans to conduct any focus studies with families where both male and female are working a regs have changed, as well as parents with daughters?

Sarah Ward: sorry to ask so late...but there is long-term research from women and savings and daughters (women who participate have more "empowered" daughters? anything around this from work research?

Jennifer Dahnke: thanks for all your questions. for those that we can't get to, we'll answer later and share with participants.

Kenana Amin: Thank you all

Kenana Amin: I'm sorry about the voice

Indra Klein: Thank you for another thought-provoking presentation.

USAID Marketlinks: Thanks Kenana. Your content was great.