



سلطنة عُمان
وزارة الاقتصاد الوطني

Omani Women in Labor Market: Facts and Challenges

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Objectives

- Identifying the characteristics of the Omani women in labour force (Census 2010, Manpower survey 2008).
- Discussing some of the challenges Omani women face in the labour market.

Country Profile



Population (2010)

Total Population:
2,770,329

Omanis

1,954,199 (70.6%)

Male:

988,962 (50.6%)

Female:

965,237 (49.4%)

Expatriates

816,130 (29.4%)

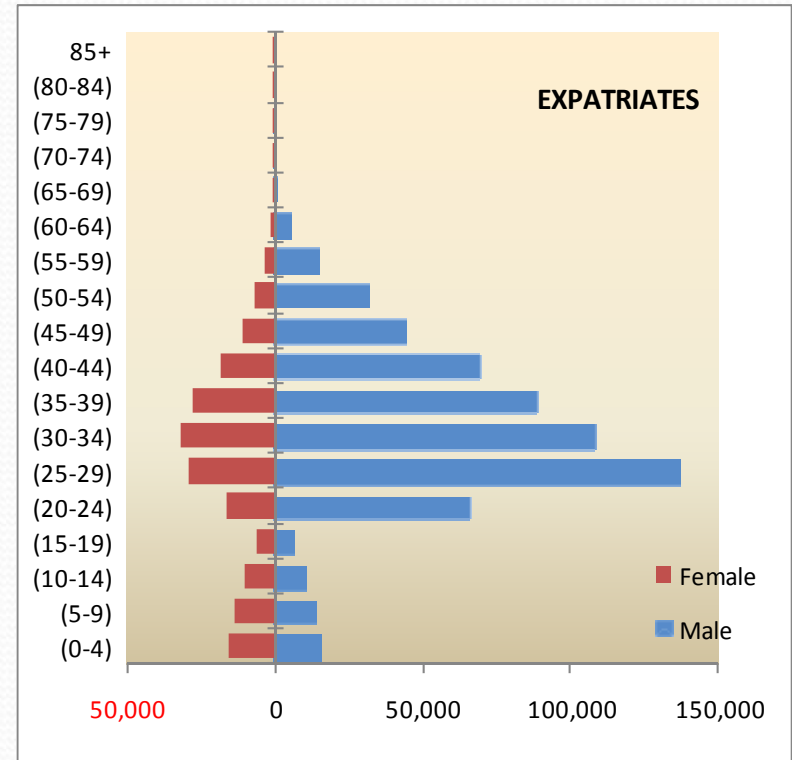
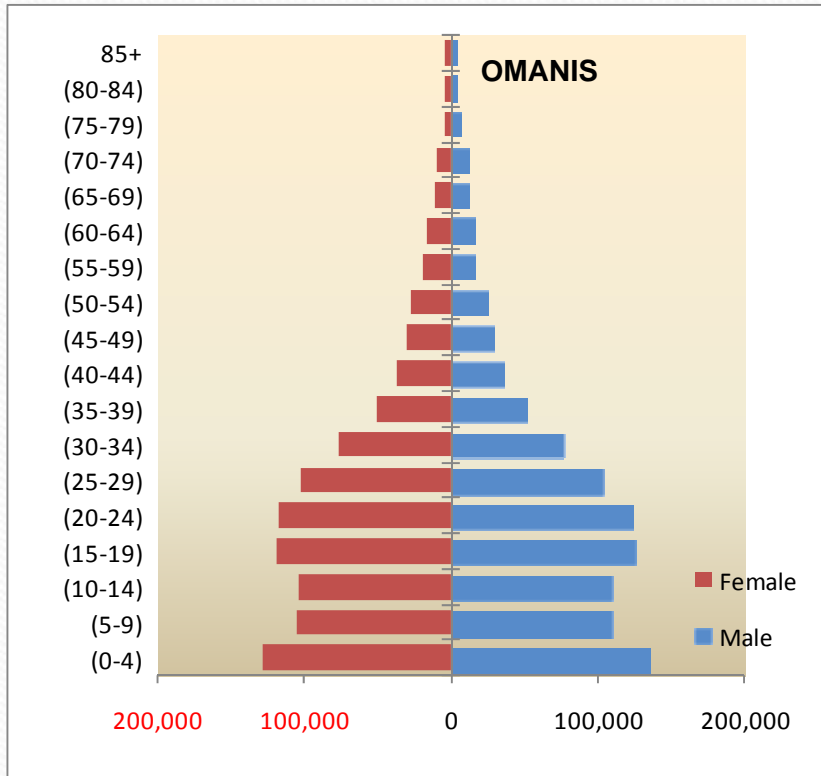
Male:

621,778 (76.2%)

Female:

194,352 (23.8%)

Population's Age-Structure



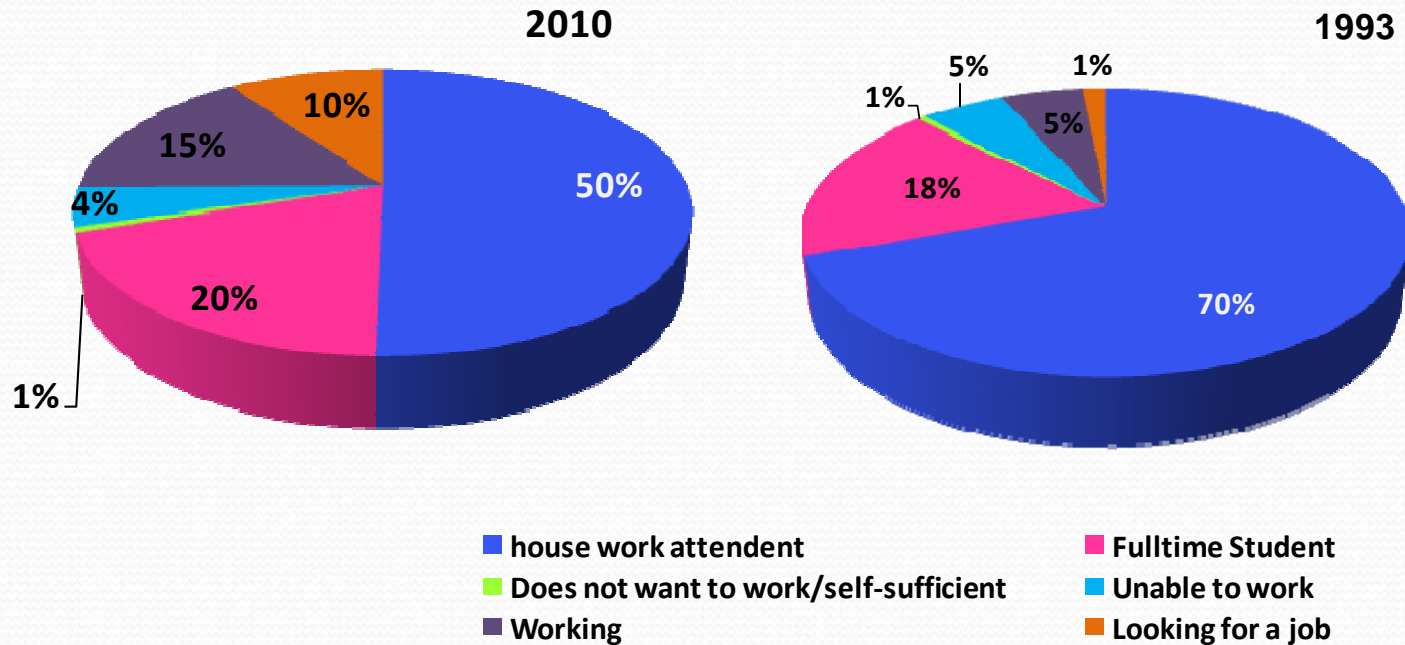


Facts (Census 2010)

Economically Active Omanis:

- The manpower constitutes around 65% of Omanis (1,266,635 person).
- The labour force amounted to 590,858 Omanis forming around 30% of the Omani manpower.
- 26.8% of the Omani labour force were females.
- 61.5% of those females were working.
- 58.3% of working Omani women are in public sector and only 8.8% are in the family sector.

Distribution of Omani Women (15 years and above) by activity status



Economic Participation rates 2010:

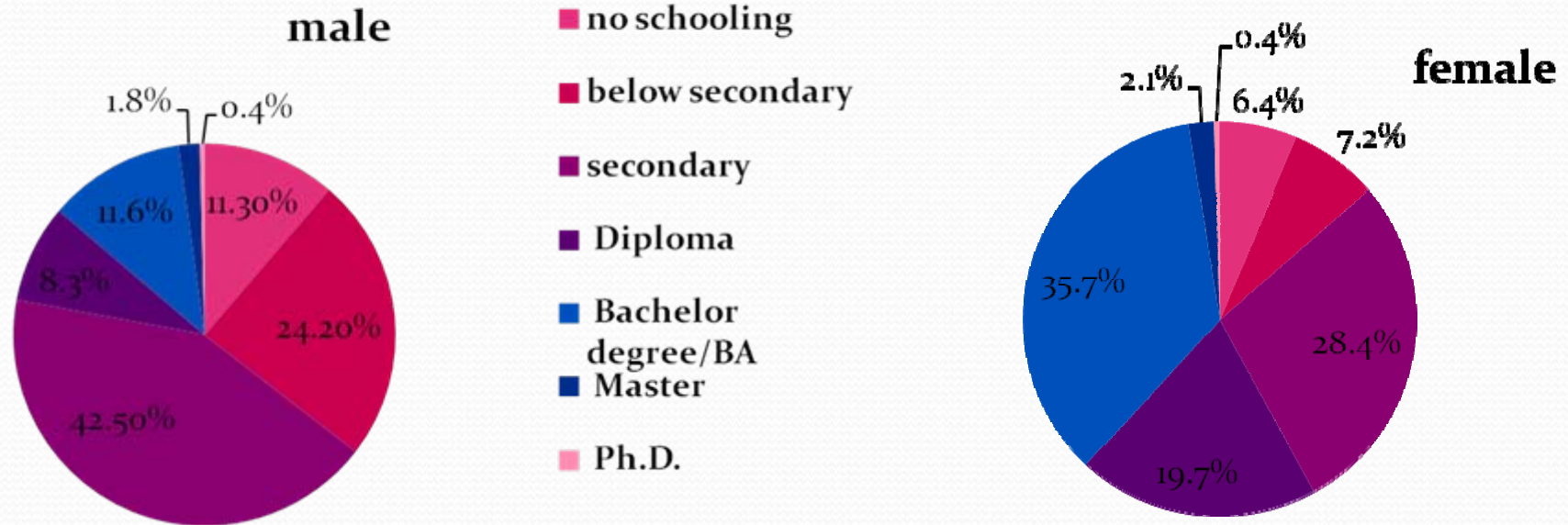
Indicators	women
No. of economically active women	158,610
Percentage of women from total economically active Omanis	26.8%
Crude economic participation rate	25%
Corrected participation rate for women	26.6%
Corrected participation rate for men	70.8%

Characteristics of Omani women in Labour Force

- 1) Educational Level of working women.**
- 2) Economic Activities and Sectors.**
- 3) Wages in different economic sectors.**

Educational level of working women

Distribution of Working Omanis by gender and Educational Status, 2010



Source: Ministry of National economy, census 2010

Economic Activities and Occupations

- According to the census 2010, Omani women still tend to work in the traditional Economic activities, such as:
 1. 29.4% of Omani women are employed in public administration and defense; compulsory social security activity group.
 2. 26.6% are in the education activity.
 3. Around 11% are in the wholesale and retail trade and repair of vehicles and goods activity group.
 4. About 9% are in the health sector and social work.

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- Regarding occupations, more than half of the employed Omani women are working as specialists and technicians.
- 30% of employed Omani women are specialists in scientific, technical and human matters.
- 27% are technicians in scientific, technical and human subjects.

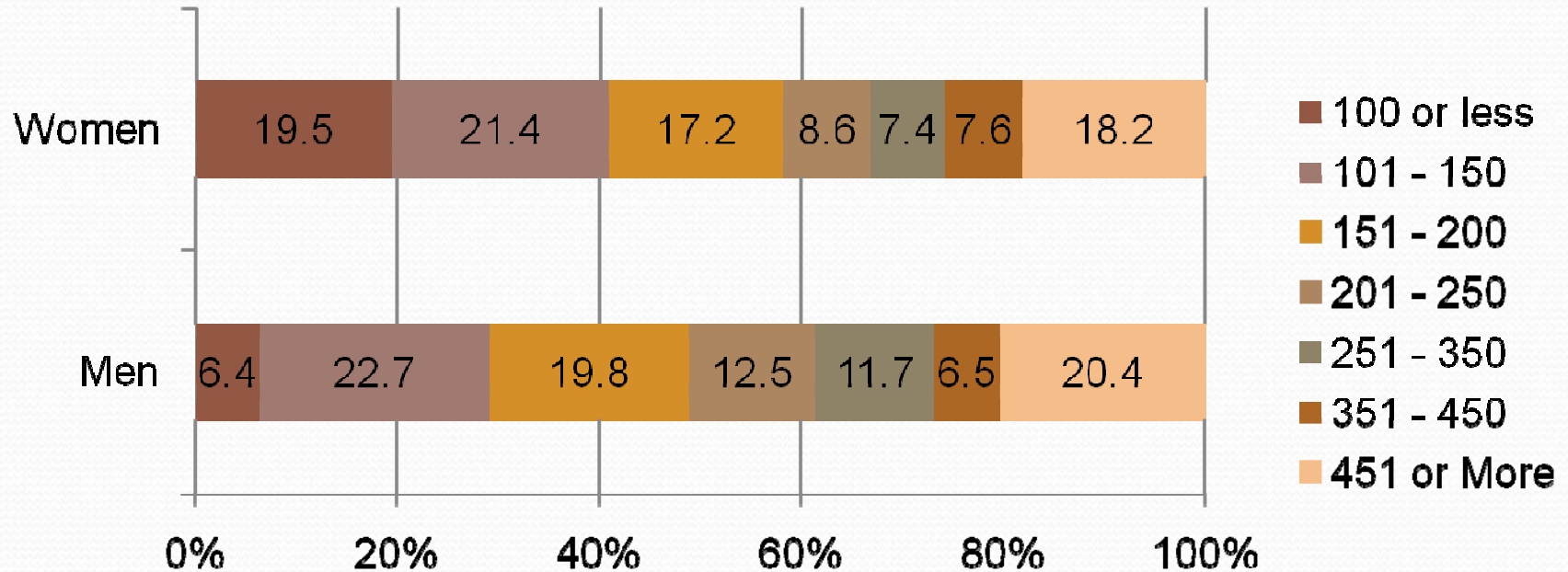
Monthly Wages (2008)

- In public sector, 75% of Omani female employees get more than R.O.450 as a monthly salary (> \$1143), compared to 36% of male Omani employees.
- 91.5% of women in family sector earn at most R.O.100 monthly (\$ 254) .

Source: Ministry of National Economy, Manpower Survey, 2008

Con. Monthly Wages (2008)

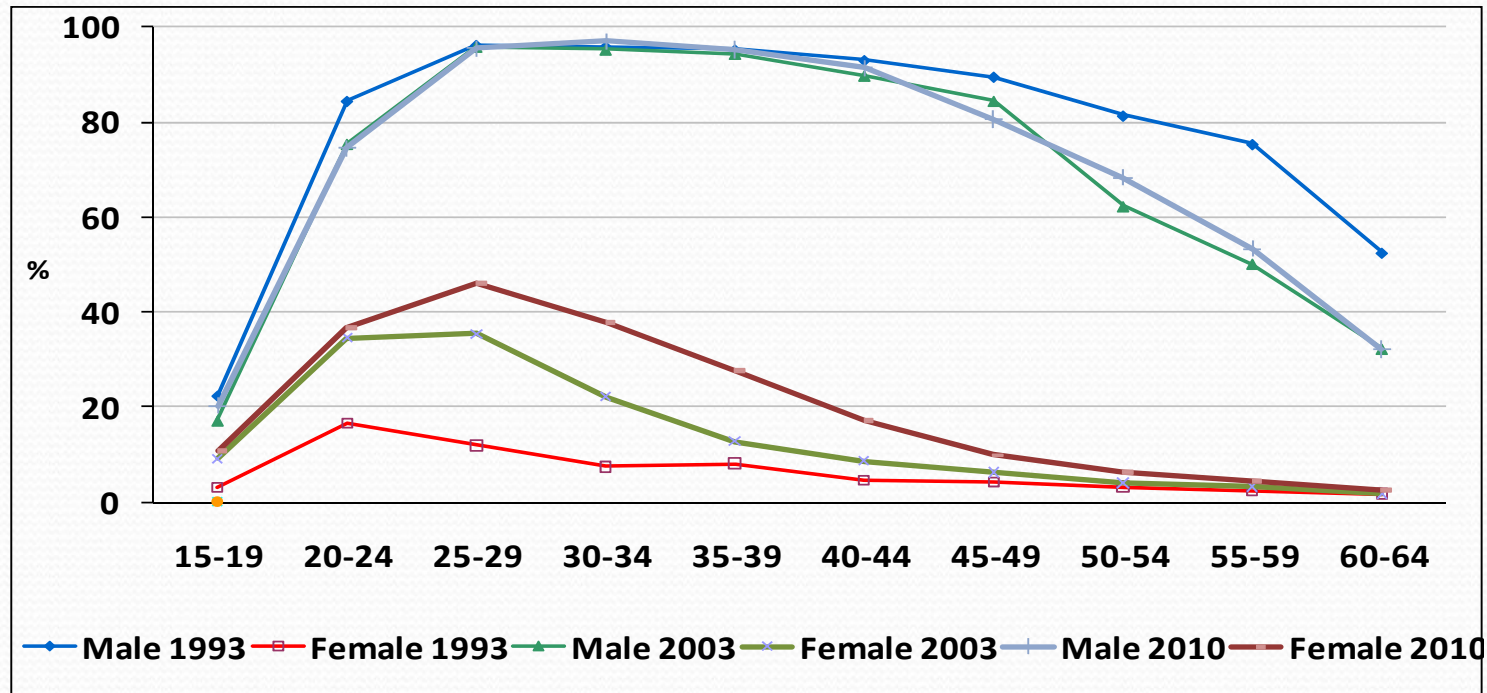
Distribution of employees in private sector by gender and wage groups,
2008





Challenges

(1) Early withdrawal of Omani women from the labour market



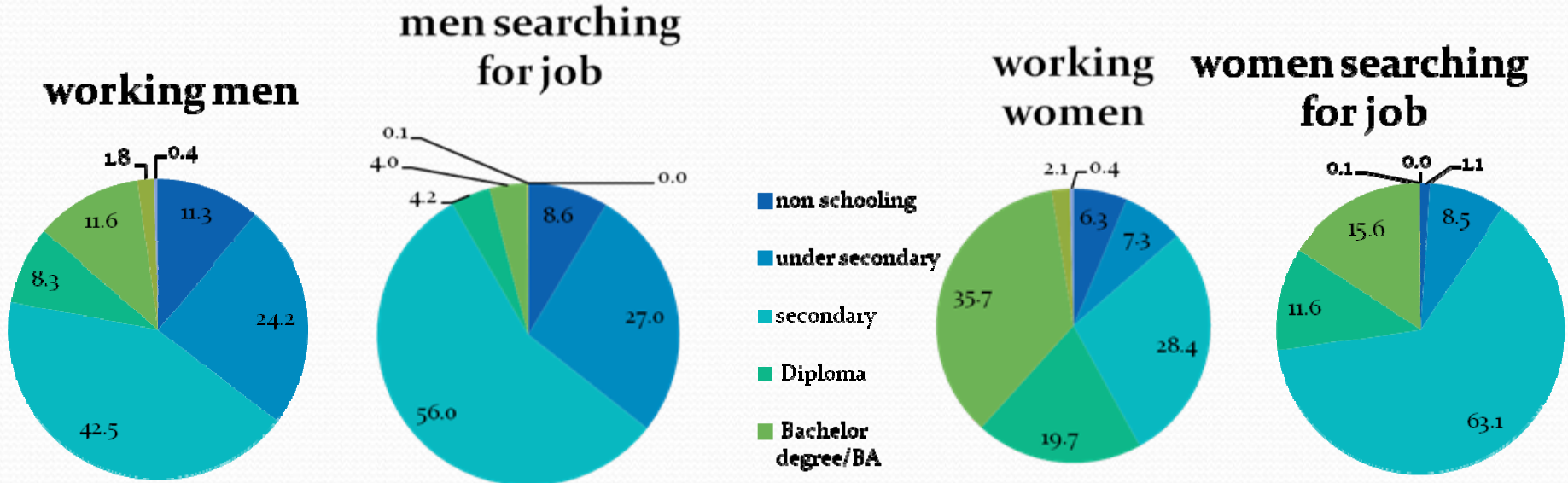
Possible Reasons for early withdrawal:

1. Depression stemming from the long period of searching for work.
2. Family responsibilities related to giving birth and maintaining the family.
3. Preference of work in a female friendly environment.
4. the limitation of employment opportunities for women in regions and governorates other than Muscat .

(2) Increasing number of Omani females searching for jobs:

- 65% of Omani searching for job are in the age group of (20-29) years.
- The percentage of Omani females searching for job was 44% and 38.5% respectively in 2003 and 2010 of the total female Omani labour force, compared to 22% and 19% for their counterpart males.

(i) Educational level

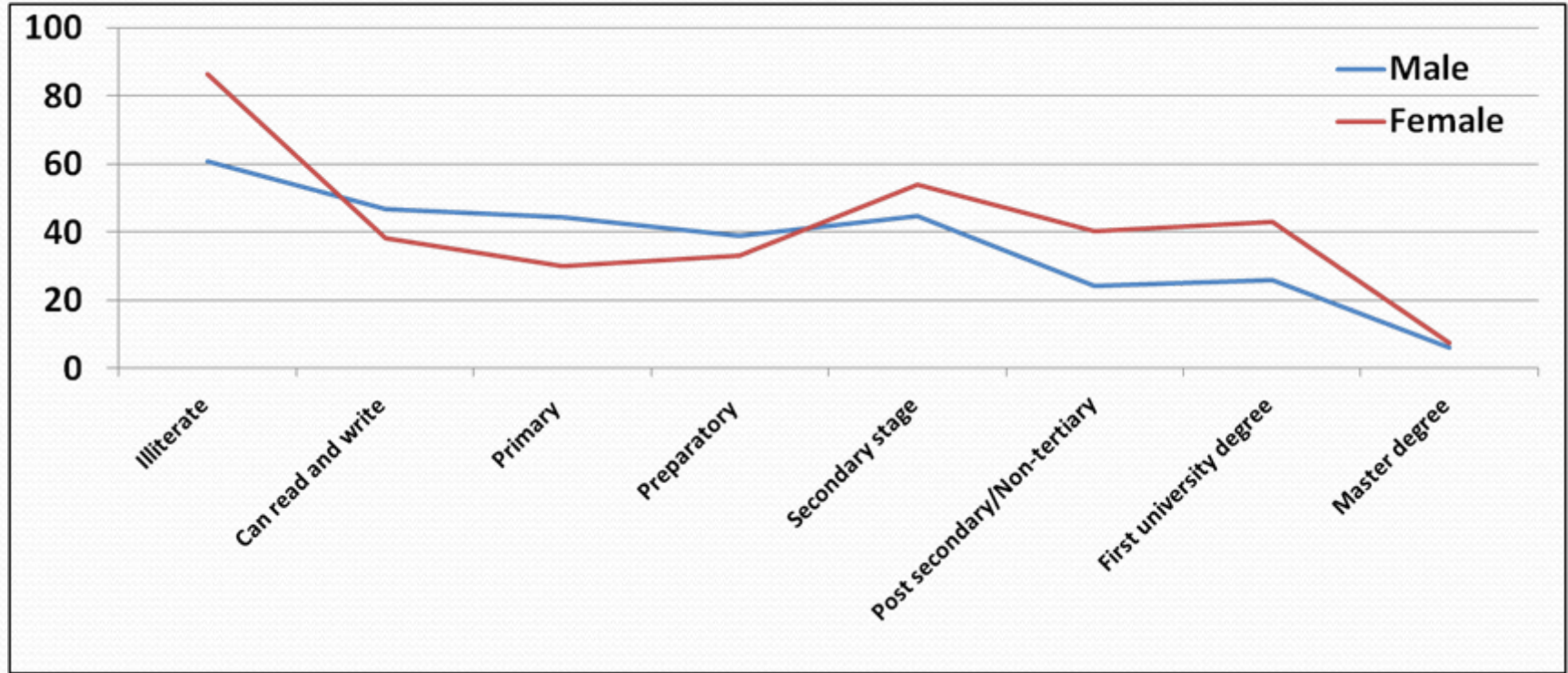


Source: Ministry of National Economy. Cencus 2010.

(ii) Previous experience of work

- around 96% of Omani women searching for job have never worked before, 33% of them are resident of Al Batinah region and 16% reside in Muscat Governorate.
- As with regard to women searching for work who have worked before, (42 %) live in Muscat Governorate and 26% in Al Batinah region.

iii) Average length of period for searching for jobs, 2008



Source: Ministry of National Economy, Manpower survey 2008

iX) Vocational Training, 2008

- 47% of females searching for work (15 years and above) had joined short vocational training courses, compared to 30% males.
- 73% of females and 63% of male who joined these courses said that the training provided them with qualification suitable for the available jobs.

3. Nature of Work

- Omani women searching for work prefer office work (58%) as compared to other jobs, compared to 27.5% males in 2008.
- 26% of females searching for work expressed their unwillingness to work in the private sector as against 10% of males searching for work.

Percentage of Omanis searching for work by the main reasons for un-willing to work in private sector and sex, 2008

Main Reasons	Male	Female	Total
Not matching with qualification	4.85	10.94	8.49
Low wages	55.91	24.99	37.46
Language	2.35	2.81	2.62
Social Status	7.04	25.45	18.03
Working hours	10.29	16.26	13.86
Timings of work	4.92	10.56	8.28
Working days	5.73	5.42	5.54
Working place is far from home	1.76	1.89	1.84
Unsecure	6.55	1.24	3.38
Other	0.59	0.44	0.50
Total	100.00	100.00	100.00

Source: Ministry of National Economy, Manpower survey 2008

Recomendations

1. Most of these challenges require intensive awareness effort to be directed at women with regard to the importance of work in all fronts.
2. Other efforts should also be directed at the employment procedures pertinent to employment of women in the different jobs available in the private sector.

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3. Further information should be collected in future surveys regarding the reasons for early withdrawal from labour market.



Thank You