

Socio-Economic factors that influence women employment in Garowe district of Puntland state of Somalia

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Abstract

Women unemployment is a challenge that faced the women across the world, particularly developing countries including Somalia. Gender disparity exists in the recruitment process led women exclusion from the work sphere. Women unemployment in Puntland is more than 50.3%. However, the women unemployment issue highlighted different ways. The general objective of the study was to determine the social-economic factors influence on women unemployment in Garowe district, Puntland State of Somalia. The study was guided by feminist theory, likewise, the study was focus three main variables including poverty influence, educational level and culture and how each of the three-influence women employment in Puntland. Variables of the study were also reviewed as the empirical studies relating to research variables discussed. Research design of this study was quantitative research using structured questionnaire with Likert scale method. The target population of this study was 85 from different background including women employee MOWDAFA, women association leaders, women employee private companies and women politician who represented whole Garowe district women employee. Sampling involves a process of selecting a sub-section of population that represents the entire population in order to obtain information regarding the phenomenon of interest; sample size was 85. Census sampling used in the first stage basing on the categories of the respondents, in the second stage simple random sampling was used to reach a quota of each sub group. Instruments of the questionnaire like type of questions of 5 points starting from SD, D, N, A, SA was used as the main tools for collecting data. The results revealed that there were a lot of factors behind women unemployment include culture influent and perioritation for men when job opportunity comes. The study concludes there was disparity that most of respondents agree and it was recommended that Adopt practices that promote gender equality in education, ensuring that girls and boy have equal access to good quality- education with equal rights and opportunities. Promote family-friendly policies and working conditions which enable fathers and mothers to balance their working hours and their family responsibly and facilitate women to participate more in private and public sector employment by providing employment-protected paid maternity and paternity leave to working mothers and fathers.

Keywords: education level, culture influence for women employment

Introduction

Unemployment among the women in developing countries is a fact that cannot be ignored; Somalia especially Puntland state is among those countries which were severely affected by widespread unemployment in women, according (PDRC, 2003) ^[4] women unemployment is more than 50.3%. Despite current condition in Puntland, there are different factors contributed women's unemployment includes, education and culture, thus, this research focuses socio-economic factors with particular focus on the above-named factors that influence on women unemployment in Puntland.

According to published data by Ministry of Labour, Youth and Sports of Puntland, found that in Puntland, Ministers consist 46, one minister belong to women and 3 vice ministers, which is 8.7%. The parliamentary women are 2 out of 66 members which is 3 %, the district representative are 478 out of 66 members of women which is 13.8%. other side women are more petty trade which no profit, in Garowe district there are big companies which did not take to the account women to employed include Golis telecommunication company which one female out of 81 employee, National energy corporation of Somalia (NECSOM) which is 8 female out of 64 employee similarly (NUWACO) water company 7 female out of 46

employee this data witnessed inequality job distribution exists in Puntland.

As the above data suggests there are currently very limited participation of women in development programs and employment opportunities in Puntland, therefore, these have greatly contributed to women unemployment in Puntland. For the last decades, there are no available studies conducted on socio -economic factors that contributes to unemployment in women in Puntland, none of these studies are currently available, this shows how a limited effort were given on identifying factors contributing women unemployment in Puntland. Accordingly, this study was seal the gap, since it will try to examine socio-economic factors that contribute women unemployment in Puntland with focus of two main variables namely; educational level and culture and how each of the variables influences the large-scale women unemployment that exists in Puntland.

Objectives of this study

1. To determine the influence of educational level on women employment in Puntland, Somalia
2. To examine the influence of culture on women employment in Puntland, Somalia.

Literature Review

Tremendous progress regarding the status of women, "There was a culture that says that Somali women cannot participate or be part of the political processes but the last four years of this government, there have been lobbied. When the regional administrations were being formed, "we participate and went to every region to mobilize the women, to reconcile them and to show them how to unite as women and advocate for their rights together as women," Ash Siyad, said. Asha emphasizes that the voices of women need to be heard, adding that they need to be among the decision makers, Somali Women Leadership Initiative (SWLI).she Said there has been views are to be taken seriously. It is very important because in Somalia, it is estimated that women and girls constitute 70% of the population. So, if women are not part of the decision-making process, then who will speak for their needs or their rights? They have to be part of the political administration; they have to be on that decision-making table so that they can voice the needs of women, the needs of girls, everything about women," adds Abdulle. Despite efforts to improve the lives of Somali women, they still face challenges that negatively impact them (Source Asha Abdalla).

A study conducted by Musa (2009) ^[3] on Assessment of level of education and its impact of women employment opportunities in Morocco, the study found that in Rural areas in Morocco girls' education is often sacrificed to allow male siblings to attend school important aspect of capabilities is the freedom to make informed choices and have opportunities to achieve goals, and a basic requirement to actively use resources and information is basic education. The study further found that Education is considered a contributing factor to why women are more likely than men. 63% of female households who have children under the age of 18 do not complete high school. A study conducted by Torill (2006) ^[6], on factors affecting women unemployment in third world countries, this study investigating as common phenomenon in the third world that leads to women unemployment across those nations particularly in rural and semi-rural areas of those nations, the study found that, the female population, especially in rural areas, dominantly represents the face of unemployment in developing world. A study conducted by Turdiyev (2016) ^[7] on Women cultural exclusion and its impacts of their livelihoods, in Kazakhstan; the study instituted that needs as well as for the needs of their children. Gender discrimination within households is often rooted in patriarchal biases against the social status of women. Major determinants of the household bargaining power include control of income and assets. The study found that 65% of the Kazakhstan women are unemployed and their role is limited to domestic roles and work, this is due to exiting norms in the country where women are not allowed to have assets which is more than her husband asset, a strange culture with no modern civilization links exists and effected employment opportunities of women in Kazakhstan.

The study also found that factors hinder women education and unemployment as traditional beliefs, family background, early marriages, physical environment and pregnancy, which is not allowed for the married women to work outside her home. The Jordan national human development report women are perceived as primary source affection and care for children and responsible domestic duties. Working women are also expected to fulfil their domestic roles even if their spouses

unemployed. Jordan national human development report (JNHDR, 2004).

Highlighting the existing high level of women unemployment across the globe, a number of studies were conducted using different socio-economic factors and how each of these factors influence unemployment among the women particularly developing countries. On the other hand, those studies were observed to have the following gaps:

Studies by draw much emphasis different countries with different situation from Somalia situation, hence their can contribute a little on the existing widespread unemployment in Puntland particularly unemployment among the women. Another important gap is the fact that those studies were giving emphasis on limited areas, for example they were giving allot of focus on household headed women and single mother, by ignoring important aspect such as poverty, level of education and cultural factors that may contributed to the existing women unemployment.

Research Methodology

The research design was survey design using quantitative data collection; it took the form of an applied research, to formulate solutions which was immediately applied by the researcher or any other person to try to solve socio-economic factors that was responsible for women unemployment in Puntland. The quantitative data was obtained using structured questionnaires particularly Likert scale questionnaire. Data was collected from different categories of women employee such as women association leaders, women employee MOWDAFA, political representative women and women employee private companies.

Data Collection Procedure

The research activity of this study was beginning immediately when an introductory letter is secured from Jomo Kenyatta University of Agriculture and Technology. Thereafter, a copy of the letter was used to introduce the researcher to the respondents. The data was collected in two ways that the researcher read the questions while filling in the respondent's answer and distribute respondents, the methods were used partly because some respondents may be unable to read or write, or both while others able to fill. Cases of non-response did not arise as the questionnaires were self-administered. After filling the entire 85 questionnaires and ensuring the respondent answers the entire questionnaire the researcher was started the next step with was data entry and analysis.

Research Instrument

The researcher used primary data collection using structured questionnaire, which was employed by the researcher during the study. A logically design set of questions were used to answer the research questions in relation to the set of study objectives. The questions in the questionnaire was and close-ended in nature and exclusively Likert scale questions which 5-point scale from SD, D, N, A. and SA. They were designed on the following variables; Poverty influence on women employment, Educational level influence on women employment and culture influence of women employment. The questionnaire was comprised five sections one was general information, section two was poverty, section three was educational level section four was culture and section five was gender inequality.

Data analysis and Interpretation

Table 2: Education related causes

	SD	D	N	A	SA	%
Women’s illiteracy caused their unemployment	8.9	15.6	13.3	51.1	11.1	
Women believe if they graduate they will not get job hence fail to go to university	17.8	44.4	4.4	20.0	13.3	
Most of job requirements are beyond women qualification	26.7	33.7	13.3	20.0	6.7	
Women are discriminated in the work place even if they are qualified	15.6	46.7	17.8	15.6	4.4	
Women are satisfied to stay at home and perform domestic chores	24.4	33.3	22.2	13.3	6.7	

On the influence of illiteracy amongst women on their employment status, as shown 62.2% of the respondents agreed or strongly agreed to this factor while 24.5% either disagreed or strongly disagreed. 13.3% remained neutral. When it comes to negative attitude on education as a root cause for unemployment, majority of the respondents disagreed with 62.2% either disagreeing (D) or strongly disagreeing (SD) on this as a cause of women unemployment while only 33.3% agreed or strongly agreed. 4.4% of the respondents remained neutral.

Lack of qualifications amongst women was also postulated to be a basis for unemployment especially with regards to academics and vocational skills. However, 60.4% of the respondents either disagreed (D) or strongly disagreed (SD)

with this as a cause while 26.7% of the respondents agreed/strongly disagreed. 13.3% of the respondents remained neutral.

Discrimination against women in work places also drew a substantial level of deviation from the respondents with 62.3% either disagreeing (D) or strongly disagreeing (SD) with the factors SA and A is 20.0% while 17.8 remained neutral. Another factor that also drew contrasting results is the theory that women were satisfied with staying at home instead of working. Majority of the respondents (57.7%) either disagreed (D) or strongly disagreed (SD) with this hypothesized cause. Only 20.0% of the respondents had some level of agreement with this as a causative factor while 22.2% remained neutral.

Table 3: Culture related causes

	SD	D	N	A	SA	%
The Somali culture gives priority to men when it comes to job opportunity	0.0	6.7	4.4	42.4	46.7	
Women regard dishonourable if she works with men that reduces their job participation	15.6	46.7	13.3	22.2	2.2	
The government job based clanship that hinder women to get job as she is between two clan	11.1	8.9	2.2	33.3	44.4	
There are culture constraints which hinder women to appear high position in Puntland	13.6	17.8	11.1	33.3	24.4	
According women employment there is Negative attitude on culture aspect	20.0	22.2	17.8	31.1	8.9	

On cultural prioritization of men, and as shown in table 3, 89.1% of the respondents agreed/Strongly agreed with this factor while only 6.7% either disagreed or strongly disagreed as 4.4% remained nonaligned. This gives a strong indication of how indeed this factor is a barrier to women unemployment. When it comes to dishonour regarded on women working with men as a cause of unemployment, majority of the respondents disagreed with 62.3% either disagreeing (D) or strongly disagreeing (SD) on this as a cause of women unemployment while only 24.4% agreed or strongly agreed. 13.3% of the respondents maintained neutrality. Clannish was also advanced to be a basis of unemployment. 77.7% of the respondents either agreed (A) or strongly agreed (SA) with this as a cause while 20.0% of the respondents

disagreed/strongly disagreed. Only 2.2% of the respondents remained neutral.

Cultural constraints also drew a substantial level of agreement from the respondents with 57.7% either agreeing (A) or strongly agreeing (SA) with the factor and only 31.4% disagree or strongly disagree while 11.1 remained neutral. Slightly additional respondents 42.2% either disagreed (D) or strongly disagreed (SD) with this hypothesized cause where 40% of the respondents had some level of agreement with it. Only 17.8% remained neutral. The difference between those in agreement and those in disagreement was not similar, indicating a rather neutral opinion on the part of the respondents.

Table 4: Job opportunity and inequality

	SD	D	N	A	SA
Gender inequality for resource Distribution	11.1	2.2	2, 2	37.8	46.7
Employment opportunities For women	4.4	37.8	26.7	17.8	13.3

According to dependent variable on women unemployment, two factors were considered, job accessibility and inequality among female and male. When it comes to gender inequality regarded on women and men on whether they get equal opportunity towards job distribution, majority of the respondents strongly agreed/agree with 84.5% that female and male have no equal opportunity towards employment opportunity as men are given priority, while 13.3% strongly

disagreed or disagreed and only 2.2% respondents maintained neutral. The respondents were required to specify their levels of agreement or disagreement which the enlisted employment opportunity factors contributed to women unemployment as table 4, shows, 42.2% of the respondents disagree with this factor while only 31.1% either agreed or strongly agreed as 26.7% remained neutral.

Findings of study

Generally, important of the employment was mentioned this study as health of the economy. The study showed effect of the unemployment and it's harmful of the people. However, objective of the study was to determine factors influencing on women employment in district Garowe Puntland State of Somalia. The study specifically determined the, education level and culture on women employment. The reviewed literature showed gap exist employment sphere whether private or public which especial to women. Other side findings revealed culture perioritization and inequality of opportunity among gender.

Women experienced higher unemployment than men, 11% of men headed households own land for cultivation which is privately owned, compared to 8.7% among the women Somali household survey, (2010). Gender inequality is alarmingly high at 0.776 out of a value of 1 (complete inequality), with Somalia at the fourth lowest position globally on the gender inequality index (GII) internationally comparable data were available women suffer severe exclusion and inequality in all dimension of the index, health, employment and labour market participation. (UNDP, 2012),

However, the above findings based on the research objectives agree other research literatures in every factor or section in terms of social economic factors that influence on women employment as general, while research underlined number of factors that influence women employment include: education level, culture influence when it comes division of work and inequality among female and male. According result discussion about the research mention that there was no relation between women unemployment towards education level and their job opportunity. On the other hand, the study based findings of culture influence the two factors influence women employment as respondents stated like cultural prioritization and government job based clanship those were most affected women effort seeking job opportunity, similarly the research shows that women and men were not get equal opportunity like property and land distribution however the result findings of study were reflected objectives of research.

Conclusion

Based on the study findings, the study concludes there was disparity that most of respondents agree/strongly agree 89.1% that there is culture prioritization. On the influence of illiteracy amongst women on their employment status, as shown 62.2% of the respondents agreed or strongly agreed according result finding in this section, there was relation between women unemployment towards education level and their job opportunity women illiteracy factor which respondents indicated has been supported this study conducted by Torill (2006) ^[6], on factors affecting women unemployment in third world countries. The study emphasized that women educational level is too low 73% of the interviewed women were illiterate showing how their low of education was disappointingly high, only 23% had a basic education, 4% of them were having a high level of university level of education, however, this denied women employment opportunities and other basic human rights that they are entitled to have by their own respective constitution.

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