

# Towards an Inclusive Mediterranean: Understanding and Tackling Gender-Related Paradoxes

Karine Moukaddem

PhD Candidate at Aix-Marseille School of Economics (AMSE), Aix-Marseille University (AMU), France.

## Introduction

Gender equality and inclusive growth have become essential topics in sustainable development debates, especially in South Mediterranean Countries (SMCs). The participation of women, both economically and politically, is no longer solely a matter of human rights, but also of better resource allocation (World Bank, 2009). According to the Union for the Mediterranean [UfM] (2018), the closure of the employment gender gap in the wider Middle East North Africa (MENA) region, including SMCs, would result in an increase in regional Gross Domestic Product of up to 47% by 2028.<sup>1</sup> However, despite some improvements, inequalities persist in SMCs (Sidlo et al., 2017). Despite increased schooling and the proliferation of national legislative measures, the economic participation of women is stagnating and remains very low, compared to the rest of developing countries (World Bank, 2022). This constitutes what is known as the “Mediterranean Paradox” (Assaad et al., 2018), with, on the one hand, the rapid rise in female educational attainments and even a reversal of the education gender gap in some SMCs, and, on the other hand, the low Female Labour Force Participation (FLFP) rates in the formal sector<sup>2</sup> (idem).

The participation of women, both economically and politically, is no longer solely a matter of human rights but also of better resource allocation.

---

1. This surge in Female Labour Force Participation rates, from approximately 21% to 77%, is thus estimated at around €490 billion per year (UfM, 2018).

2. In fact, women’s unemployment is rising, with four out of five working-age women out of the formal labour market (The World Bank, 2017).

Therefore, this article reviews, in a non-exhaustive manner, the literature on gender gaps in SMCs and links this analysis with the results of the survey *“Towards more social justice and inclusiveness in the Mediterranean”*, conducted by the European Institute of the Mediterranean (IEMed) within the framework of the project *“Euro-MeSCo connecting the dots”*.

First, this article presents the sources of the Mediterranean paradox. Second, it discusses some consequences of gender paradoxes on long term inclusiveness. Last, it tackles policy instruments and practical tools that are needed to improve inclusiveness and provides cooperation perspectives between the European Union (EU) and SMCs.

## A Structural Issue: Understanding the Mediterranean Paradox

The gender gap in economic participation cannot solely be explained by the education gap in SMCs, thus, the Mediterranean paradox should be considered as a structural problem.

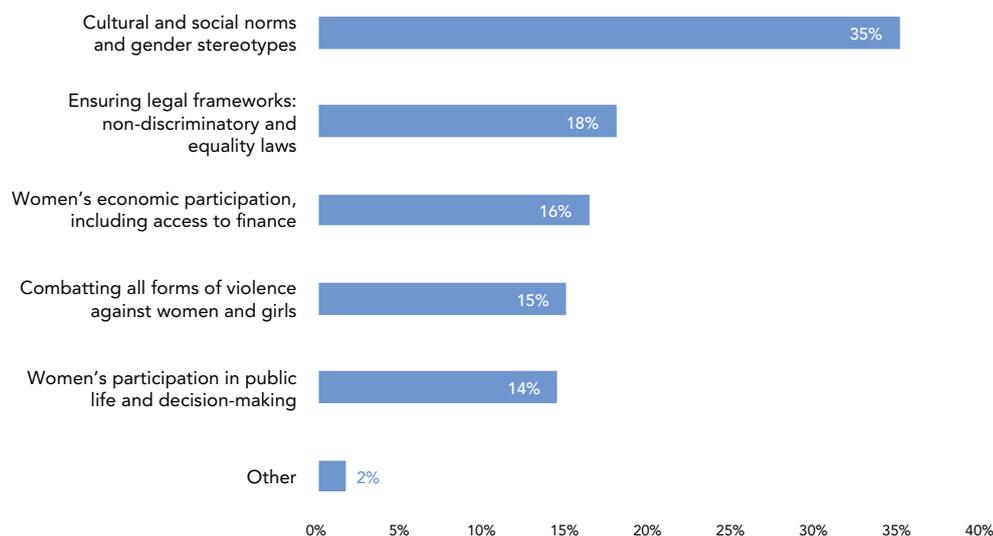
The gender gap in economic participation cannot solely be explained by the education gap in SMCs (World Bank, 2017). In spite of the increase in female enrolment rates in tertiary education, female employment has not grown at a similar pace (idem). With the exception of Israel,<sup>3</sup> in all other SMCs, FLFP rates are lower than half or a third of those of men. To understand these figures, **one needs to consider the Mediterranean paradox as a structural problem** that is not only influenced by economic cycles or recent economic developments. This article highlights three long-established factors that hinder women’s economic participation and that are tackled by the IEMed survey:

- i. the conventional socio-cultural norms surrounding women’s work,
- ii. the slow-changing legal frameworks that do not provide enabling work environments and,
- iii. the lack of access to finance and the formal economy.

---

3. Israel still faces large disparities but being part of the Organisation for Economic Co-operation and Development (OECD), some of its socio-economic features resemble other OECD-type economies (Giorno and Machlica, 2018).

**Graph 1: Q.11 In your opinion, what is the main challenge that SMCs countries encounter while dealing with gender equality?**



Source: Compiled by the IEMed based on the results of the 13<sup>th</sup> Euromed Survey

## The Impact of Traditional Socio-Cultural Norms

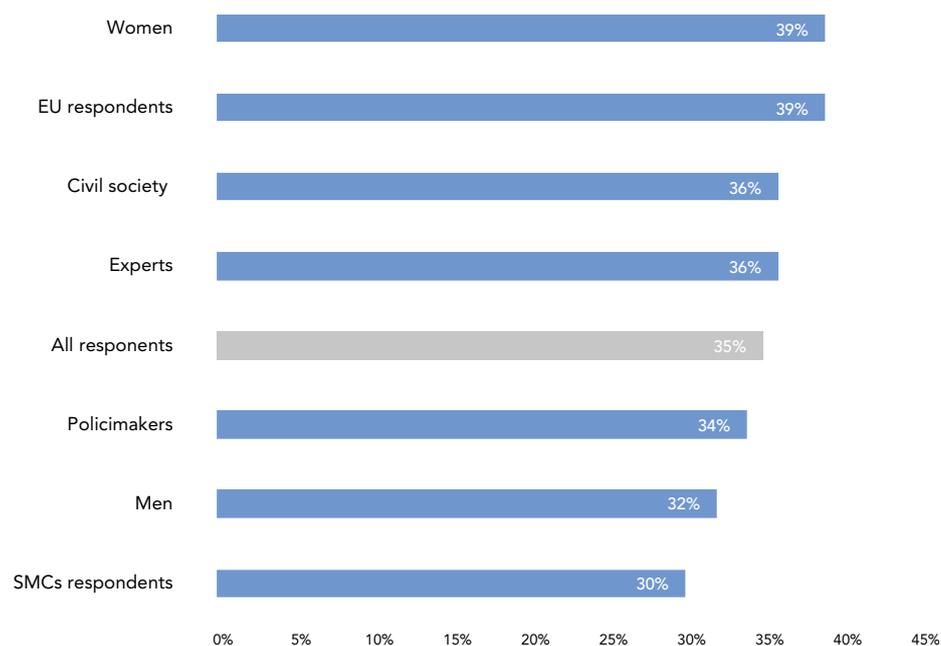
Conservative social norms are considered by the literature as the main obstacles to gender equality, due to their influence on the perception of gender roles at all levels (Assaad et al., 2018). The socio-cultural context in SMCs has an impact on mentalities and shared gender stereotypes at the society level, as well as on women's own choices for their work-life balance<sup>4</sup> (idem). In patriarchal societies, many women would be compelled to endorse the caregiver role, due to unconscious biases and social pressure, which has a negative impact on their intra-household bargaining power (Chamlou et al., 2011; Promundo and UN Women, 2017).

By acknowledging this reality, the IEMed survey tackles this sizable obstacle to women's empowerment. Survey respondents agree with the importance of modifying discriminative norms and this issue is recognised as the major challenge to inclusiveness in SMCs by most respondents – 35% of them think that cultural and social norms are the major challenge SMCs face to reach equality. This percentage is similar across respondents' professional affiliations and slightly higher for women – on average 38%.

The socio-cultural context in SMCs has an impact on mentalities and shared gender stereotypes at society level, as well as on women's own choices for their work-life balance.

4. According to Promundo and UN Women (2017), up to 75% of men and more than 50% of women in Egypt, Lebanon, Morocco and West Bank and Gaza believe that "a woman's most important role is to care for the household".

**Graph 2: Q.11** In your opinion, what is the main challenge that SMCs countries encounter while dealing with gender equality? (% of answers on “Cultural and social norms and gender stereotypes” as first option)



Source: Compiled by the IEMed based on the results of the 13<sup>th</sup> Euromed Survey

## Legal and Structural Impediments to Equality

In many SMCs, gender equality is not yet established legal frameworks because the civil law does not regulate marriage, heritage, and many other personal status matters, leaving them linked to each religious community's authority.

On the other hand, about 18% of survey respondents regard “ensuring legal frameworks: non-discriminatory and equality laws” as the main challenge to overcome (see graph 1). In many SMCs, gender equality is not yet established in national legal frameworks because the civil law does not regulate marriage, heritage, and many other personal status matters, leaving them in the hands of each religious community's authority (Sidlo et al., 2017). Additionally, with regards to legislations governing the workplace, some SMCs, such as Lebanon, Jordan and Egypt do not provide legal provisions that enable equal labour market access or pay to women (idem).

Moreover, the lack of safe and affordable public transportation impedes women's economic inclusion (Hasson and Polevoy, 2011). Not many policies exist to alleviate physical obstacles dissuading women from entering the job market. The lack of adequacy of public policymaking could be linked to the lack of female political representation in the public sphere (Hasson and Polevoy, 2011; Bteish and Luckner, 2019). The vast majority of the IEMed survey participants share this concern. About 89% of respondents consider “structural and governance issues impeding the socio-economic integration of some groups of society” as affecting socio-economic inclusiveness in SMCs. More specifically, more than half – 53% of the respondents – assume it is very highly impactful (see graph 3).

## The Obstacles Towards the Formal Economic Inclusion of Women

### The constrained access to finance

Another main constraint to inclusiveness is linked to the considerable gender gap in access to finance,<sup>5</sup> which hampers women from creating businesses (Sidlo et al., 2017). Financial inclusion gives women access to productive resources and saving money, which is particularly beneficial for sustainable development, as women appear to invest more in children's human capital formation<sup>6</sup> (Reggio, 2010; Hou, 2011; Gettu, 2018).

Yet, it seems that female-led enterprises are also unserved or underserved by financial institutions (Zimmer and Pearson, 2018). These gender biases are related to the male-dominated venture capital industry<sup>7</sup> (UfM, 2022). In fact, many experts – 18% of survey respondents – believe that “women's economic participation, including access to finance” remains the main challenge to achieving gender equality in SMCs.

### The lack of Female Labour in the Formal Sector

For the past decade, FLFP rates in SMCs have been hovering around 20-25%, which implies that most working women are not registered in the formal economic sector (International Labour Organization, 2018). Many South-Mediterranean women engage informally not only in low-skill activities, but also in freelance more high-skill ones (idem).

Two types of precarious work are predominant: being employed in an informal un-registered company or being hired in a formal company, but informally<sup>8</sup> (idem). Yet, both are vulnerable to economic shocks and do not protect or insure workers against risks (ARLEM, 2018). The survey results highlight this issue as 84% of respondents recognise that the lack of decent work and the size of the informal sector highly (38% of respondents) or very highly (46% of respondents) affect socio-economic inclusiveness in SMCs (see graph 3).

Many South-Mediterranean women engage informally not only in low-skill activities, but also in freelance more high-skill ones.

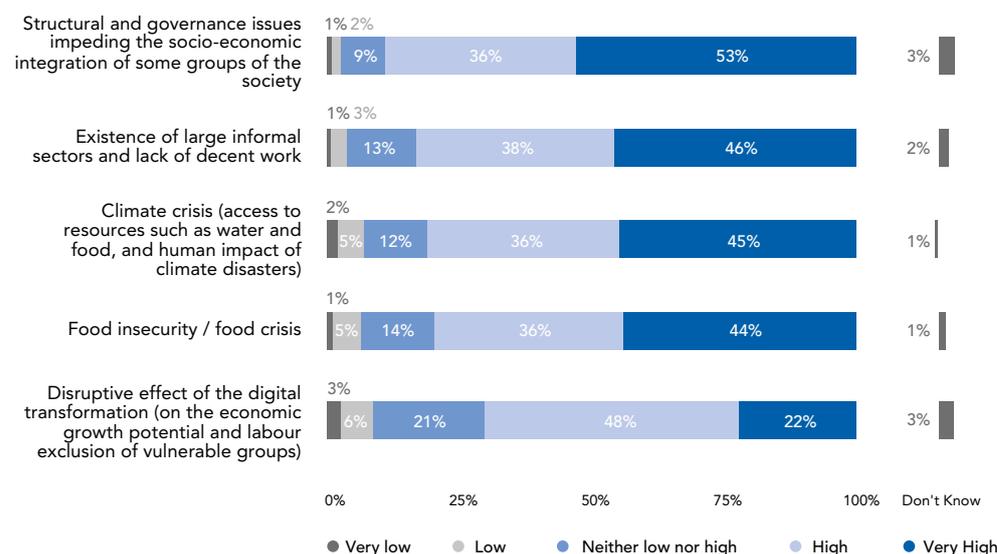
5. For instance, in Lebanon, in 2017, while almost 57% of men had bank or mobile-money-service accounts, only 32.5% of women did (Sidlo et al., 2017).

6. It includes investments in education and health outcomes (Reggio, 2010; Hou, 2011).

7. The venture capital industry is 92% male in SMCs (UfM, 2022).

8. Being informal in a formal company is to not be registered in social security (International Labour Organization, 2018).

**Graph 3: Q.1 To what extent do you consider that the following factors affect socio-economic inclusiveness in Southern Mediterranean Countries?**



Source: Compiled by the IEMed based on the results of the 13<sup>th</sup> Euromed Survey

## The Long-Term Consequences of Discriminations

### The interlinkages between inequalities

The diversity of women's profiles and backgrounds within and across SMCs renders anti-discrimination policy making harder to implement.

The cumulative aspect of inequalities<sup>9</sup> aggravates discrimination against women (Ferraro et al., 2009). This is particularly true for rural women in SMCs, who are exposed to extreme poverty, but also particularly vulnerable to discrimination, violence and physical integrity restrictions that obstruct their participation in decision making on every level (Bader, 2010). The diversity of women's profiles and backgrounds within and across SMCs renders policy making even harder to implement.

Furthermore, women are often not only hindered in their access to the labour market, but also within the job market, where they face unequal pay along with promotion and superannuation gender gaps: This is known as "gendered poverty" (Chant, 2008).

9. It is the idea that inequality adds-up over the course of one's life and across generations, which implies that those who are disadvantaged to begin with are at risk to confront further discrimination (Ferraro et al., 2009).

## Crises and the vicious cycle of discrimination

Additionally, the vulnerability of discriminated groups is often exacerbated by crises (Blanton et al., 2019). Women seem to be among the most vulnerable groups, due to the accentuation of social, economic, and political inequalities (idem). The predominance of female informal labour further explains the gendered consequences of negative economic shocks.

Moreover, the nature of the crisis could amplify these effects. For instance, the Covid-19 crisis has accentuated these mechanisms by placing women at the forefront of childcare responsibilities and pressuring them to reconsider their professional careers (Adams-Prassl et al. 2020; Fabrizio et al., 2021; Russell and Sun 2021). Theory predicts a snowball effect causing women to gradually lower their aspirations, but also ultimately their efforts and investments, negatively impacting their well-being outcomes.

With regards to the survey, 81% of respondents acknowledge that the climate crisis impacts, either highly or very highly, inclusiveness in SMCs and, when asked about the impact of the sanitary crisis on inclusiveness, respondents assume that gender inequality mostly affects “persons below the poverty threshold”. Lastly, another related crisis seems to exacerbate inequalities: the food crisis/insecurity (Visser and Wangu, 2021). IEMed survey’s respondents believe that it highly (36% of respondents) or very highly (44% of respondents) influences socio-economic inclusiveness in SMCs (see graph 3).

The predominance of female informal labour further explains the gendered consequences of negative economic shocks.

## Policy Recommendations and the Role of EU-SMCs Cooperation

### Enhancing the legal framework

Comprehensive regulations of the multi-layered gender inequalities are needed to improve inclusiveness. This includes ensuring safe workspaces and homes, providing affordable and accessible childcare services, and guaranteeing a sufficiently long paid maternity (and paternity) leave. Recent research conducted by the World Bank shows that these elements are positively correlated with higher FLFP rates.<sup>10</sup> For some SMCs, the possibility of establishing a Ministry for Women’s Affairs could be explored. An executive body could be mandated to improve legislation promoting gender equality holistically and deconstructing stereotypes (Gürsel, 2021).

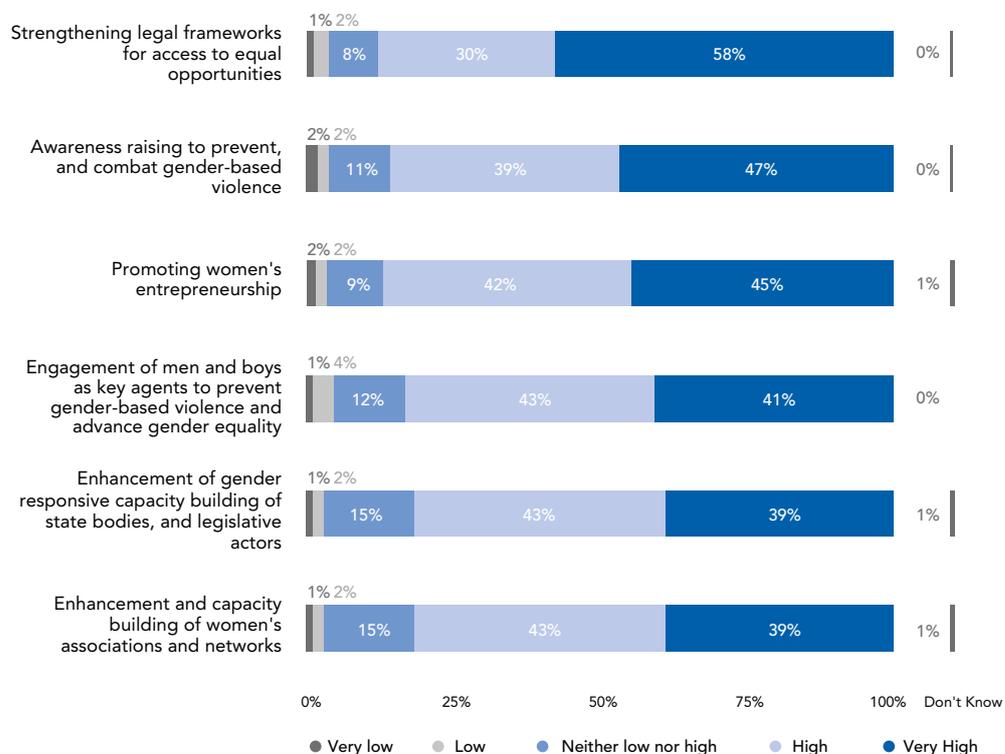
An effective and active EU-SMCs cooperation for inclusive and sustainable decision-making would be very useful to ensure anti-discrimination laws’ efficiency and to enable structural empowerment. About 58% of respondents to the IEMed survey answered that EU-SMCs cooperation should focus very highly on “strengthening the legal framework for access to equal opportunities”. The enhancement of a gender

Effective and active EU-SMCs cooperation for inclusive and sustainable decision-making should ensure anti-discrimination laws.

10. World Bank unit for Women, Business and Law. Available at: <https://wbl.worldbank.org/en/wbl>

responsive capacity-building of state bodies and legislative actors is also considered a major concern for EU-SMCs cooperation, with 82% of respondents putting it as a high or very high priority, (see graph 4).

**Graph 4:** Q.12 To what extent should the EU-SMCs cooperation prioritise...



Source: Compiled by the IEMed based on the results of the 13<sup>th</sup> Euromed Survey

Moreover, EU-SMCs legal cooperation should prioritise combating violence against women and girls through ensuring harmonised and dissuasive sanctions for any types of violence or harassment against women at home and in the workplace (Bteish and Luckner, 2019). It should also focus on providing anonymous channels of communication to the victims and ensure that they receive assistance (United Nations International Children's Emergency Fund, 2010). In fact, 15% of survey respondents believe that this issue is a primary challenge to achieving gender equality in SMCs (see graph 1).

## The untapped potential of women's entrepreneurship

Women-led businesses and social ventures play a growing role in supporting empowerment through four main channels, notably by delivering trainings, mentoring and employment opportunities for women, by providing services and suitable working places, but also by disseminating micro-entrepreneurship for women and by funding for women's rights and awareness-raising (Haugh and Talwar, 2016; Richardson et al., 2017; de Groota et al., 2017).

About 87% of survey respondents think that EU-SMCs cooperation should prioritise highly or very highly the promotion of women's entrepreneurship (see graph 4). These figures are even higher when we isolate policy makers – almost 96% – and female respondents – more than 91%. The EU-SMCs cooperation could facilitate women's access to finance, for instance through the creation of a platform that gives visibility to women-led initiatives, encourages role models, and organises business-to-business meetings with relevant stakeholders<sup>11</sup> (Moukaddem and Tsakas, 2019). It would also disseminate success stories of South-Mediterranean women, who developed innovative tools to locally tackle socio-economic problems. A special focus should be given to rural women's access to credit and investment, which could offer them economic activity opportunities.

EU-SMCs cooperation could facilitate women's access to finance, through platforms giving visibility to women-led initiatives, encouraging role modelling, and organising business-to-business meetings with relevant stakeholders.

## The role of digital literacy

One field in which the EU-SMCs cooperation can be prolific is the digital sector. In fact, "the disruptive effect of the digital transformation on the economic growth potential and labour exclusion of vulnerable groups" is considered by 70% of survey respondents as highly or very highly affecting socio-economic inclusiveness in SMCs (see graph 3). One of the challenges of the digital transformation is deepening inequalities by leaving certain marginalised communities behind, notably in rural areas (Gürsel, 2021). Spreading digital literacy becomes crucial to avoid such discriminations.<sup>12</sup> Another challenge is to ensure that women's digital jobs do not confine them at home and limit their mobility or promotion opportunities (Haas, 2022).

Despite challenges, digital transformation is also a source of rising opportunities. The use of digital platforms can provide women with greater access to markets, knowledge, and more flexible working arrangements (UfM, 2021). Overall, digitalisation can reduce gender inequality by equipping women with digital technologies in order to gain employability and equally compete in the market economy (Elmasry et al., 2016; Gürsel 2021). Engaging in vocational training and coding can also multiply women's bargaining power on the job market and further widen women's job possibilities (idem).

The use of digital platforms can provide women with greater access to markets, knowledge, and more flexible working arrangements.

11. It could be adjacent to the EU's Social Challenges Innovation Platform.

A regional scoreboard could be built to monitor the evolution of gender disparities and the specific problems women face in the region.

## Promoting research efforts through regional cooperation

Finally, research on inclusiveness in SMCs and the creation of public databases are still needed. It would allow us to deepen our understanding of the stagnant FLFP rates and further investigate the diverse impacts of informality on inclusiveness. An area for regional cooperation at the EU-SMCs level revolves around sharing and collecting appropriate data on the status of women (Suleiman, 2021). A regional scoreboard could be built to monitor the evolution of gender disparities and the specific problems women face in the region.

An area for further efforts also includes the need to map women-led social enterprises in SMCs, which can be engines of inclusiveness and jobs, as well as the financial support tools<sup>12</sup> that can facilitate their emergence and durability. Building such a database would promote these businesses, better communicate around their social impact, and effectively bridge the gap with the donor community and stakeholders that could provide technical support and dedicated financial tools (Moukaddem and Tsakas, 2019).

---

12. In SMCs, women tend to have less access to a computer or the internet, with 44% of women having internet access compared to around 58.5% of men (Gürsel, 2021).

13. Examples of such financial tools are crowdfunding platforms, micro-credit and ethical banks loans.

## References

**ADAMS-PRASSL, A., BONEVA, T., GOLIN, M., RAUH, C.** (2020). Inequality in the impact of the coronavirus shock: Evidence from real time surveys. *Journal of Public Economics*, 189, pp.104-245. DOI: 10.1016/j.jpubeco.2020.104245

**ASSAAD, R., HENDY, R., LASSASSI, M., YASSIN, S.** (2018). Explaining the MENA Paradox: Rising Educational Attainment, Yet Stagnant Female Labor Force Participation. *The IZA Institute of Labor Economics, IZA Discussion Paper series*, IZA DP No. 11385. Available at: <https://www.iza.org/publications/dp/11385/explaining-the-mena-paradoxrising-educational-attainment-yet-stagnant-female-labor-force-participation>

**ASSEMBLEE REGIONALE ET LOCALE EURO-MEDITERANNE** (2018). Report on women's empowerment in the Mediterranean region. *9th ARLEM plenary session*. Available at: [https://cor.europa.eu/en/our-work/Documents/ARLEM/Thematic%20reports/2018/Report%20on%20women's%20empowerment/Report%20on%20women's%20empowerment%20\(EN\).pdf](https://cor.europa.eu/en/our-work/Documents/ARLEM/Thematic%20reports/2018/Report%20on%20women's%20empowerment/Report%20on%20women's%20empowerment%20(EN).pdf)

**BADER, K.** (2010). Rural women and agriculture in the MENA, *CIHEAM Briefing Notes*, No. 66. Available at: [http://portail2.reseau-concept.net/Upload/ciheam/fichiers/NAL66\\_Badr.pdf](http://portail2.reseau-concept.net/Upload/ciheam/fichiers/NAL66_Badr.pdf)

**BLANTON, R., BLANTON, S., PEKSEN, D.** (2019). The gendered consequences of financial crises: A cross-national analysis. *Politics and Gender*, 15(4), pp.941–970. DOI: <https://doi.org/10.1017/S1743923X18000545>

**BTEISH, C., LUCKNER C.** (2019). Why Lebanon Should Invest in Women's Labor Force Participation. *Beirut Today*. Available at: <http://beirut-today.com/2019/08/05/lebanon-should-womens-labor-force/>

**CHAMLOU, N., MUZI, S., AHMED, H.** (2011). Understanding the Determinants of Female Labor Force Participation in the Middle East and North Africa Region: The Role of Education and Social Norms in Amman. *The World Bank, ALMALAUREA Working Paper No. 31*. Available at: <https://www2.almalaurea.it/universita/pubblicazioni/wp/pdf/wp31.pdf>

**CHANT S.** (2008). The 'Feminisation of Poverty' and the 'Feminisation' of Anti-Poverty Programmes: Room for Revision? *The Journal of Development Studies*, 44:2, pp.165–197. DOI: 10.1080/00220380701789810

**DE GROOTA, J., MOHLAKOANAB, N., KNOXA, A., BRESSERS, H.** (2017). Fuelling women's empowerment? An exploration of the linkages between gender, entrepreneurship and access to energy in the informal food sector. *Energy Research & Social Science, Volume 28*, pp.86–97. DOI: <https://doi.org/10.1016/j.erss.2017.04.004>

- EL FEKI, S., HEILMAN, B. BARKER, G. (EDS)** (2017). Understanding Masculinities: Results from the International Men and Gender Equality Survey Middle East and North Africa (IMAGES). Egypt, Lebanon, Morocco, and Palestine. *Middle East and North Africa. Cairo and Washington, D.C.: UN Women and Promundo-US*. ISBN 978-1-63214-082-1. Available at: <https://www.refworld.org/pdfid/5a1bfafd4.pdf>
- ELMASRY, T., BENNI, E., PATEL, J., AUS DEM MOORE, J.P.** (2016). Digital Middle East: Transforming the region into a leading digital economy. *Digital McKinsey, McKinsey & Company*. Available at: <https://www.mckinsey.com/~media/mckinsey/featured%20insights/middle%20east%20and%20africa/digital%20middle%20east%20transforming%20the%20region%20into%20a%20leading%20digital%20economy/digital-middle-east-final-updated.ashx>
- FABRIZIO, S., GOMES, D., TAVARES, M.M.** (2021). COVID-19 Shecession: The Employment Penalty of Taking Care of Young Children. *IMF Working Paper No. 2021/058. Washington, DC: International Monetary Fund*. Available at: <https://www.imf.org/en/Publications/WP/Issues/2021/03/03/COVID-19-She-Cession-The-Employment-Penalty-of-Taking-Care-of-Young-Children-50117>
- FERRARO, K., PYLYPIV SHIPPEE, T., SCHAFER, M.** (2009). Chapter 22: Cumulative Inequality Theory for Research on Aging and the Life Course, *Handbook of Theories of Aging*. Pages 413–433. Available at: [https://www.academia.edu/19000908/Cumulative\\_inequality\\_theory\\_for\\_research\\_on\\_aging\\_and\\_the\\_life\\_course](https://www.academia.edu/19000908/Cumulative_inequality_theory_for_research_on_aging_and_the_life_course)
- GETTU, T.** (2018). Women’s Economic Empowerment and Financial Inclusion, *Welcome Remarks of United Nations Development Programme Associate Administrator at Welcome remarks on Women’s Economic Empowerment and Financial Inclusion at Group of 77 and China, UNDP and UN Women*. Available at: [www.undp.org/content/undp/en/home/news-centre/speeches/2018/women\\_s-economic-empowerment-and-financial-inclusion.html](http://www.undp.org/content/undp/en/home/news-centre/speeches/2018/women_s-economic-empowerment-and-financial-inclusion.html)
- GIORNO, C., MACHLICA, G.** (2018). United we stand divided we fall: the need for greater inclusiveness in Israel. *OECD Ecoscope, Israel Desk, Economics Department*. Available at: <https://oecdecoscope.blog/2018/03/11/united-we-stand-divided-we-fall-the-need-for-greater-inclusiveness-in-israel/>
- GÜRSEL, D.** (2021). Reducing Gender Inequality and Unemployment among Women in the Mediterranean: Post-Covid Responses and Areas for More Regional Cooperation. *Forum EuroMéditerranéen des Instituts de Science Économique (FEMISE) and Center for Mediterranean Integration (CMI), Covid-19 Med Policy briefs, Med Brief No. 15*. Available at: <https://www.femise.org/wp-content/uploads/2021/03/MedBrief15.pdf>
- HAAS, M.** (2022). Women Face a Double Disadvantage in the Hybrid Workplace. *Harvard Business Review, Diversity and Inclusion*. Available at: <https://hbr.org/2022/03/women-face-a-double-disadvantage-in-the-hybrid-workplace>

**HASSON, Y., POLEVOY, M.** (2011). Gender Equality Initiatives in Transportation Policy. A Review of the Literature. *Women's Budget Forum, Adva Center, financed by the Heinrich Boell Stiftung and the European Union*. Available at: [https://il.boell.org/sites/default/files/gender\\_and\\_transportation\\_-\\_english\\_1.pdf](https://il.boell.org/sites/default/files/gender_and_transportation_-_english_1.pdf)

**HAUGH, H.M., TALWAR, A.** (2016). Linking Social Entrepreneurship and Social Change: The Mediating Role of Empowerment. *Journal of Business Ethics; Dordrecht Vol. 133, No. 4*, pp.643-658. DOI: 10.1007/s10551-014-2449-4

**HOU, X.** (2011). Women's Decision Making Power and Human Development: Evidence from Pakistan. *Policy Research Working Papers, World Bank Group*. Available at: <https://elibrary.worldbank.org/doi/abs/10.1596/1813-9450-5830>

**INTERNATIONAL LABOUR ORGANIZATION** (2018). World Employment and Social Outlook. Trends for Women 2018: Global Snapshot. *Document and Publications Production, Printing and Distribution Branch (PRODOC) of the ILO*. Available at: [http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_619577.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_619577.pdf)

**MASOUD T., JAMAL A., NUGENT E.** (2016). Using the Quran to Empower Arab Women? Theory and Experimental Evidence from Egypt. *Comparative Political Studies*, 49(12). DOI: 10.1177/0010414015626452

**MOUKADDEM, K., TSAKAS, C.** (2019). Comment l'entreprenariat social peut-il contribuer à développer le secteur privé et appuyer la croissance et l'emploi dans les PM ? *Le secteur privé dans les pays méditerranéens : Principaux dysfonctionnements et Opportunités de l'entreprenariat social, Ch. 4, Rapport FEMISE 2019*. URL: <http://www.femise.org/wp-content/uploads/2019/06/Rapport-FEMISE-2019-s.pdf>

**REGGIO, I.** (2010). The influence of the mother's power on her child's labor in Mexico. *UC3M Working papers. Economics we101305, Universidad Carlos III de Madrid. Departamento de Economía*. Available at: [https://www.eief.it/files/2008/01/iliana\\_reggio\\_jobmarketpaper.pdf](https://www.eief.it/files/2008/01/iliana_reggio_jobmarketpaper.pdf)

**RICHARDSON, M., SAPPAL, B., TSUI, J., WOODMAN, P.** (2017). The role of social enterprise in supporting women's empowerment. *British Council, Report G086*. Available at: [https://www.britishcouncil.org/sites/default/files/social\\_enterprise\\_and\\_womens\\_empowerment\\_july.pdf](https://www.britishcouncil.org/sites/default/files/social_enterprise_and_womens_empowerment_july.pdf)

**RUSSELL, L., SUN, C.** (2020). The effect of mandatory child cizaare center closures on women's labor market outcomes during the COVID-19 pandemic. *Covid Economics, CEPR Press, Issue 62*, pp.124–154. Available at: [https://bpb-us-w2.wpmucdn.com/web.sas.upenn.edu/dist/0/610/files/2020/12/RussellChuxuan\\_2020\\_CovidEconomicsIssue62.pdf](https://bpb-us-w2.wpmucdn.com/web.sas.upenn.edu/dist/0/610/files/2020/12/RussellChuxuan_2020_CovidEconomicsIssue62.pdf)

**SIDLO, K., FRIZIS, I., DRAGOUNI, O., RUZIK-SIERDZIŃSKA, A., BEAUMONT, K., GIGITASHVILI, G., WINKLER, A.C., HARTWELL, C.A.** (2017). Women's Empowerment in the Mediterranean Region. *Center for Social and Economic Research and the Commission for Citizenship, Governance, Institutional and External Affairs, European Commission of Regions, European Union*. Available at: <https://cor.europa.eu/en/engage/studies/Documents/Women%E2%80%99s%20Empowerment.pdf>

**SULEIMAN, H.** (2021). COVID-19 and Women Employment in Mediterranean Countries: Impact and Policies for Reducing Gender Inequality in Work. *COVID-19 Med Brief No. 14, FEMISE and CMI*. Available at: <https://www.femise.org/en/slideshow-en/covid-19-med-brief-no-14-covid-19-and-women-employment-in-mediterranean-countries-impact-and-policies-for-reducing-gender-inequality-in-work/>

**WORLD BANK** (2017). Progress Towards Gender Equality in the Middle East and North Africa Region. A descriptive note on progress and gaps towards gender equality and women's empowerment in the MENA region. *World Bank Middle East and North Africa, World Bank Group's Regional Gender Action Plan FY18-23*. Available at: <https://openknowledge.worldbank.org/bitstream/handle/10986/28965/121679-WP-27-11-2017-15-23-11-MNAPProgressTowardsGenderEqualityFINALSept.pdf?sequence=1&isAllowed=y>

**WORLD BANK** (2019). The Status & Progress of Women in the Middle East & North Africa. *World Bank Middle East and North Africa Social and Economic Development Group*. Available at: <https://documents1.worldbank.org/curated/en/911511503553406149/pdf/116732-WP-MENA-Status-and-Progress-2009-PUBLIC.pdf>

**WORLD BANK** (2022). Female labor force participation. *Gender Data Portal, The World Bank*. Available at: <https://genderdata.worldbank.org/data-stories/flfp-data-story/>

**THE WORLD BANK UNIT FOR WOMEN, Business and Law.** *Highlights*. Available at: <https://wbl.worldbank.org/en/wbl>

**UNITED NATIONS INTERNATIONAL CHILDREN'S EMERGENCY FUND** (2010). Dealing with Harassment: A complainant's Guide. *Well-Being Unit at UNICEF*. Available at: [https://hr.un.org/sites/hr.un.org/files/UNICEF%20complainants%20guide%20harassmentbooklet-\\_english\\_23nov2010-\\_unicef\\_0.pdf](https://hr.un.org/sites/hr.un.org/files/UNICEF%20complainants%20guide%20harassmentbooklet-_english_23nov2010-_unicef_0.pdf)

**UNION FOR THE MEDITERRANEAN** (2018). Building strong and inclusive societies for all women and men in the Euro-Mediterranean region. *UfM secretariat, Social and Civil Affairs Unit*. Available at: <https://ufmsecretariat.org/building-strong-inclusive-societies-women-men-euro-mediterranean-region/>

**UNION FOR THE MEDITERRANEAN** (2021). Digital Transformation for Women in Business in the Euro-Mediterranean region. *2021 UfM Women Business Forum 6-7th July, Final Report, Social and Civil Affairs Unit*. Available at: [http://www.afaemme.org/sites/default/files/UfM%20Women%20Business%20Forum\\_2021%20Final%20report\\_0.pdf](http://www.afaemme.org/sites/default/files/UfM%20Women%20Business%20Forum_2021%20Final%20report_0.pdf)

**UNION FOR THE MEDITERRANEAN** (2022). International experts discuss gender-smart financing to empower women in the MENA region. *Women Business Forum 2022, co-organised by UfM and UNIDO, Social and Civil Affairs Unit*. Available at: <https://ufmsecretariat.org/fr/women-business-forum-2022/>

**VISSER, J., WANGU, J.** (2021). Women's dual centrality in food security solutions: The need for a stronger gender lens in food systems' transformation. *Current Research in Environmental Sustainability, Volume 3, 100094*, DOI: <https://doi.org/10.1016/j.crsust.2021.100094>.

**ZIMMER, K., PEARSON, K.** (2018). Social entrepreneurs can change the world - but these 6 things are holding us back. *World Economic forum, Social Innovation*. Available at: <https://www.weforum.org/agenda/2018/08/six-challenges-social-entrepreneurs-need-to-overcome/>

