

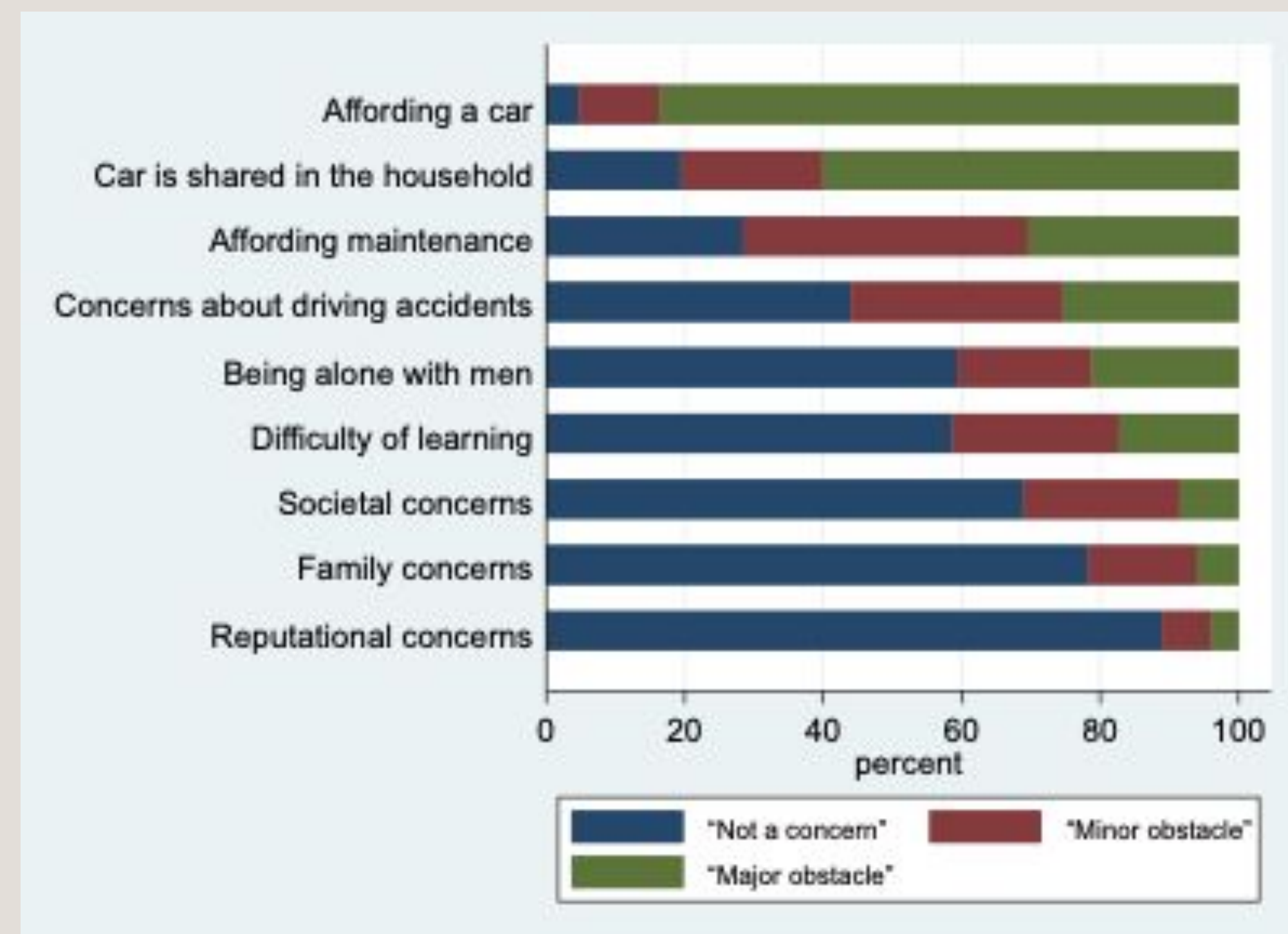
Women's Mobility, Employment and Empowerment in the Muslim World

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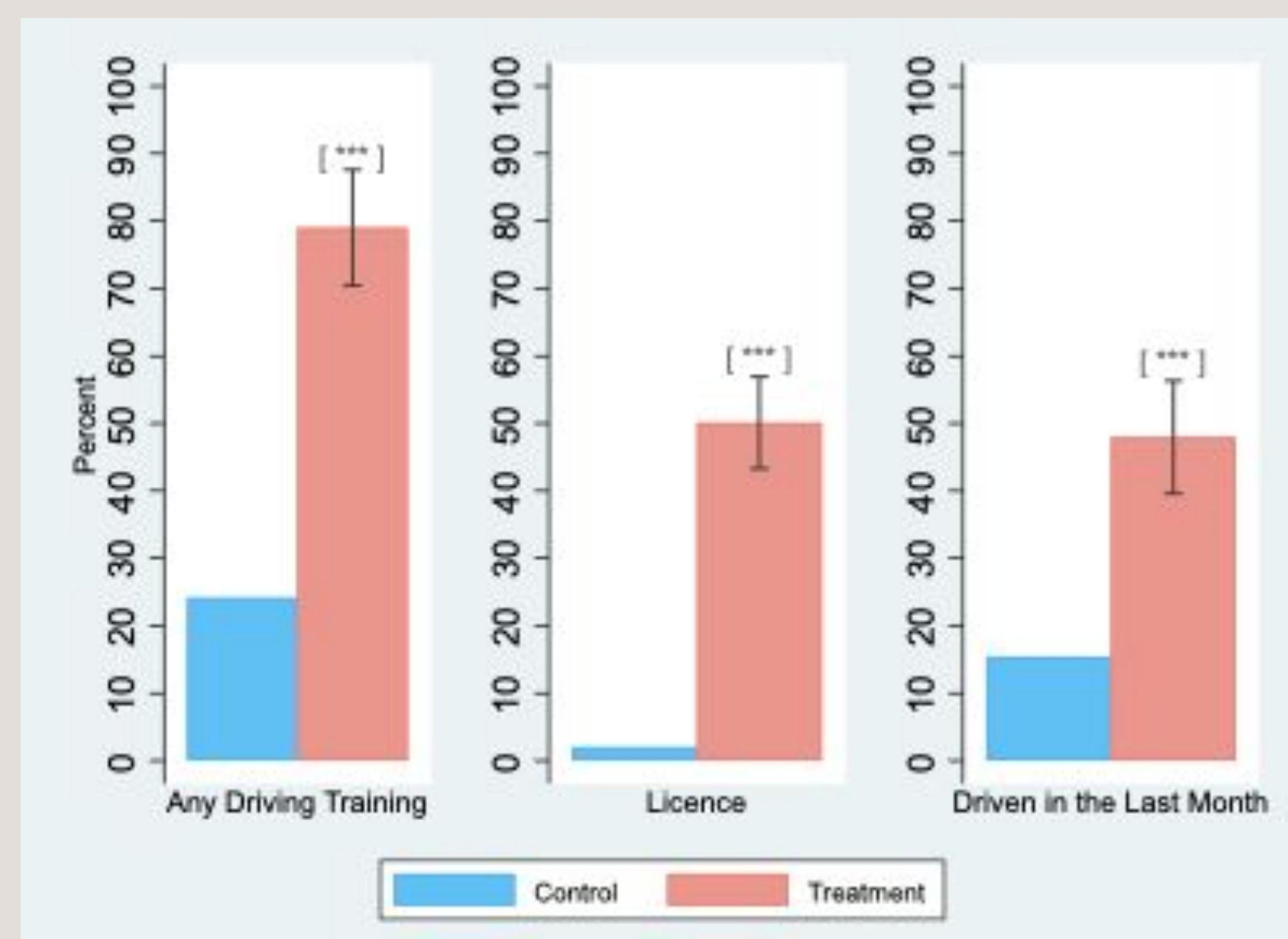
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Women's Mobility and Workforce Participation in Saudi Arabia

What are the key barriers for women in obtaining their driving licenses?



How does alleviating the financial barriers affect women likelihood in obtaining their license?



Based on our findings, what can the policymakers in Saudi suggest to increase license uptake?

- Reduce the cost of driving training and/or offer financial assistance to low-income women
- Offer transport or open more driving training schools
- Implement gender-sensitive road safety interventions

Background

Women's mobility and employment are severely limited in many countries with conservative gender norms such as South Asia and the Muslim world. In many of these regions, for a woman to travel independently, she may have to break taboos against coming into close contact with unrelated men, and she may be subject to harassment. With these restrictions, women are less likely to join the workforce, engage socially and civically, make independent purchasing decisions and use public services.

In this project, our team explored the constraints to women's mobility and employment and engaged with a set of randomized controlled trials in Pakistan and Saudi Arabia.

Future Work Saudi Arabia

Using randomized controlled trials as an exogenous variation in whether women have realized and exercised the right to drive, we plan to test whether realizing and exercising this newfound legal right changes women's social, economic, civic and political activity.

Pakistan

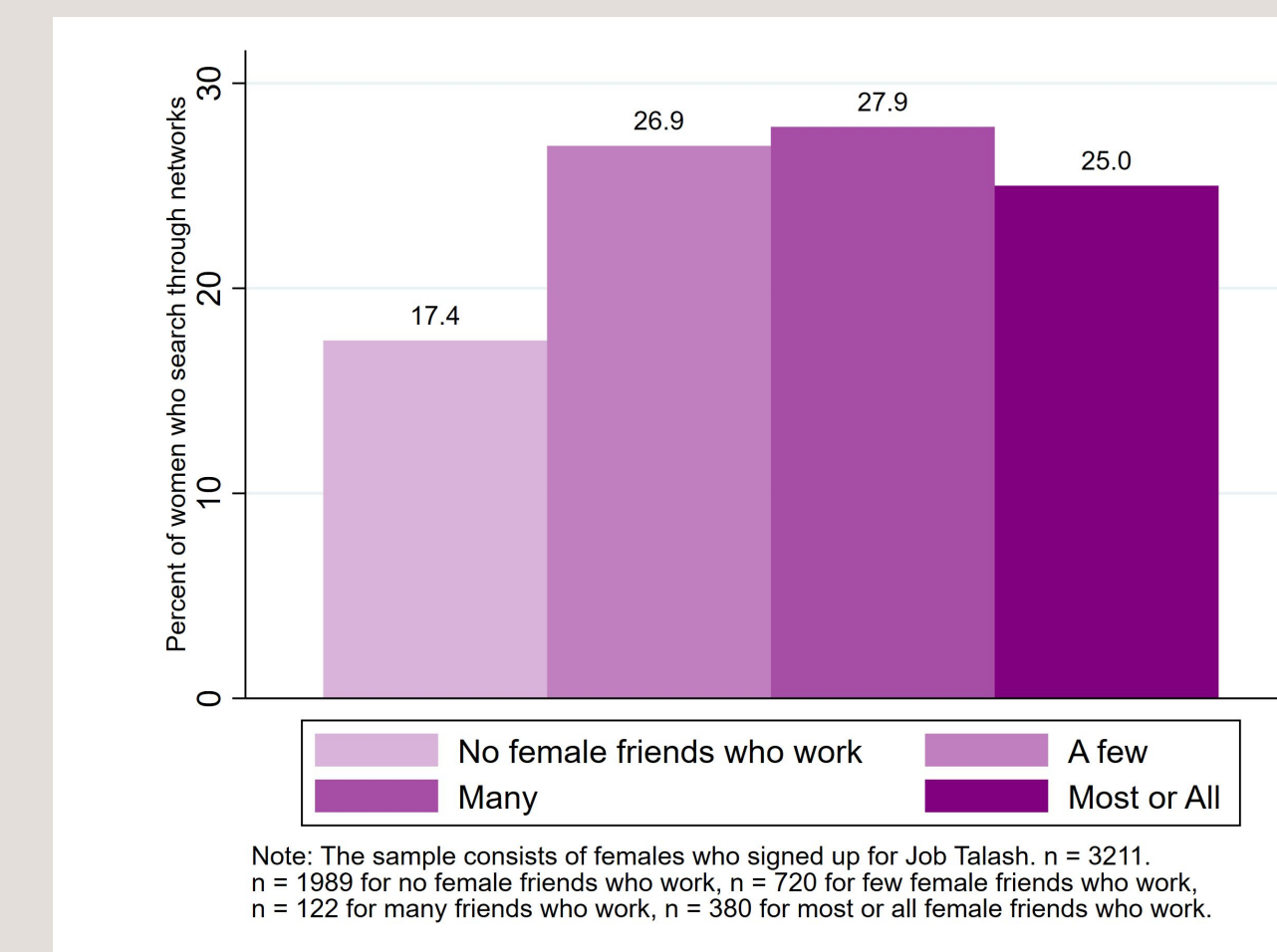
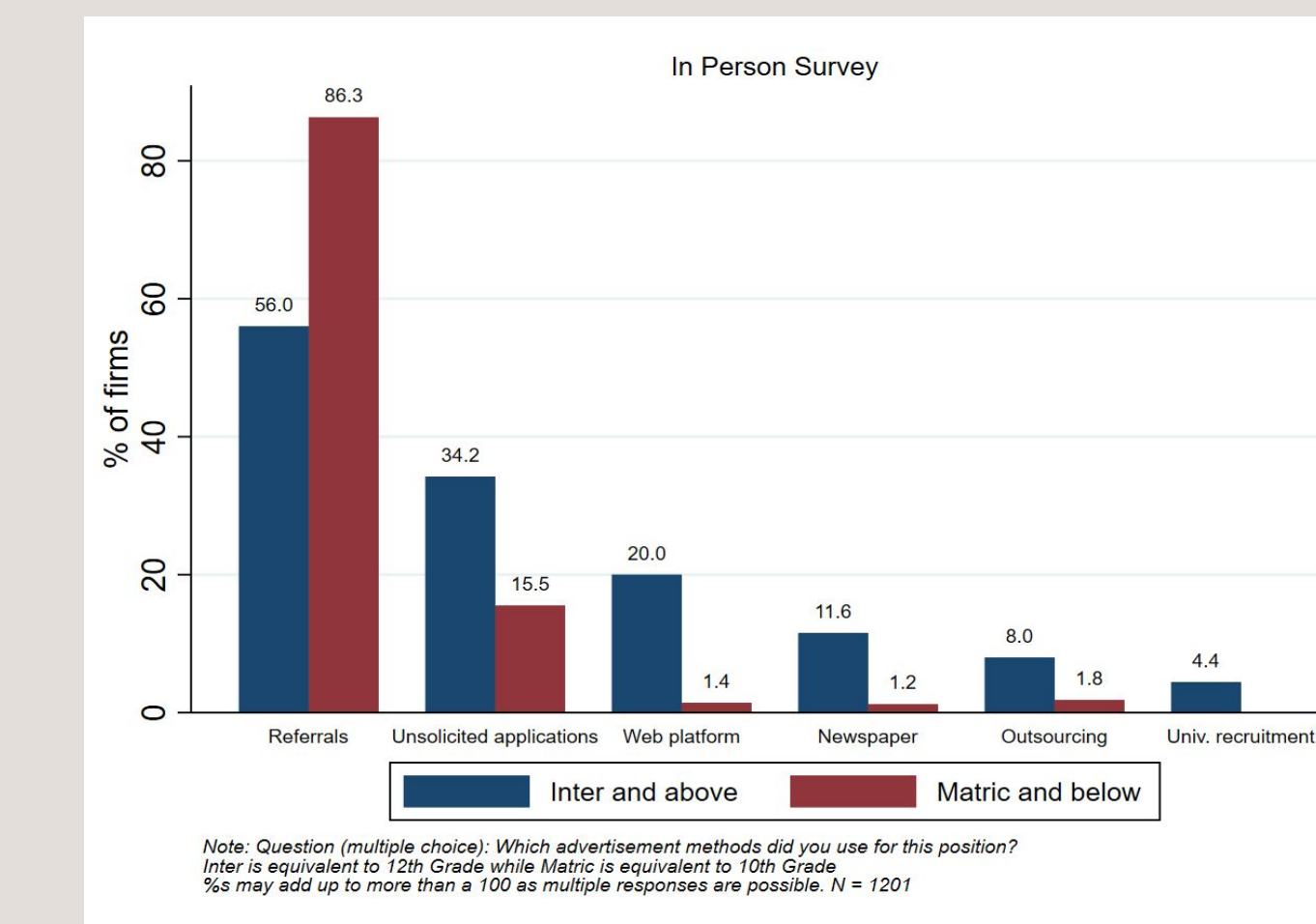
The team is conducting several RCT experiments using the Job Talash infrastructure to explore the constraints faced by jobseekers and firms. In one RCT, we quantify the costs and benefits of transport on women's mobility and labour force participation by offering door-to-door pick and drop services from home to places of employment for Job Talash subscribers. We are also conducting an auditing experiment to measure the extent and effect of misreporting of work experience by job applicants on jobseekers and firms; as well as a study to understand how search encouragement can bring people who are not otherwise searching into job search and employment.

Acknowledgments
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Job Search Barriers for Women in Pakistan

What methods do employers use for hiring, and how does it interact with the job search methods for male and female job seekers?



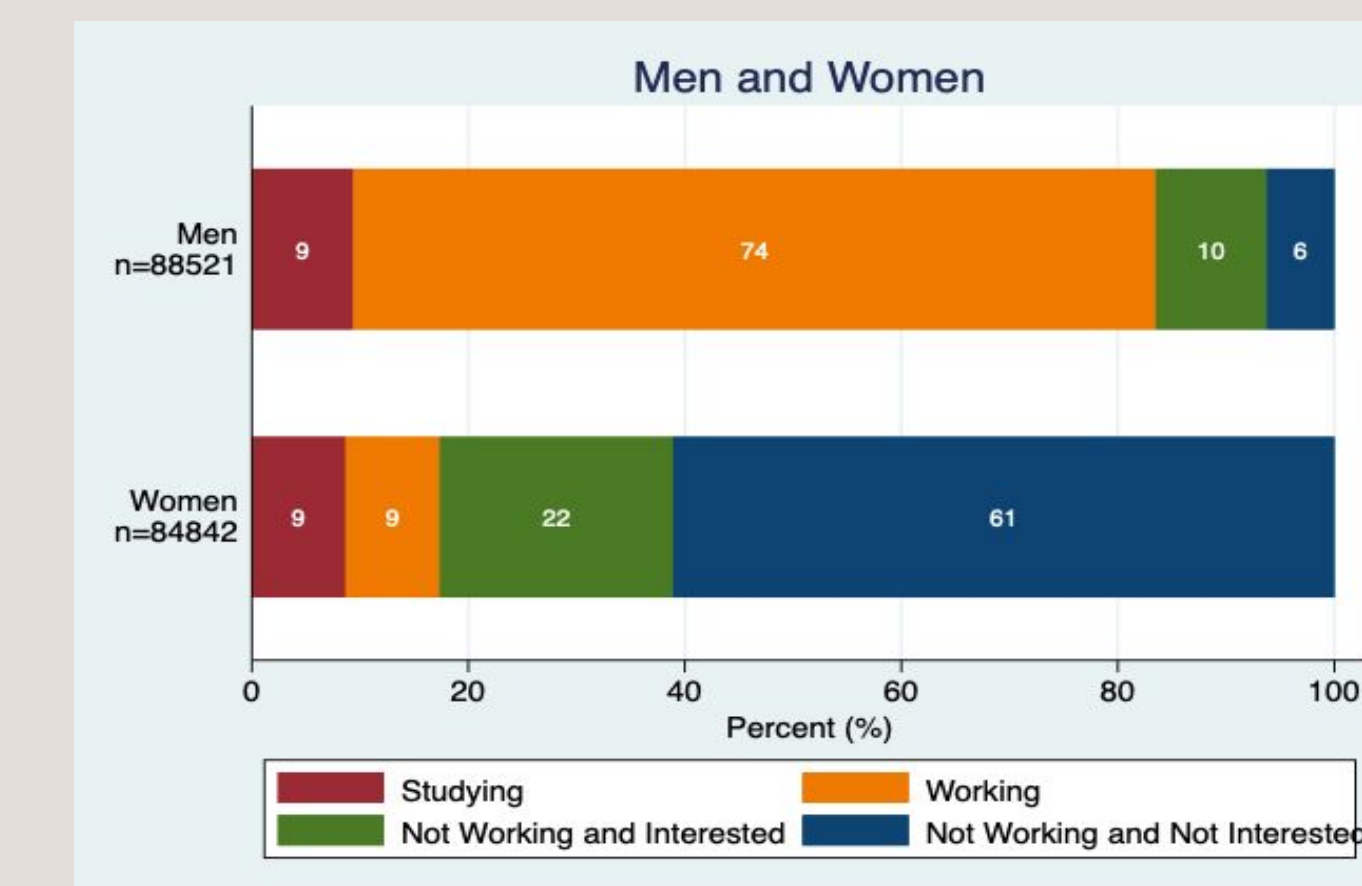
Firms largely recruit through referrals

- Our survey of firms in Pakistan found that 56% of higher education(inter and above) roles and 86% of lower education(matric and below) roles use referrals to advertise

Women are more likely to search through networks if they know women who work

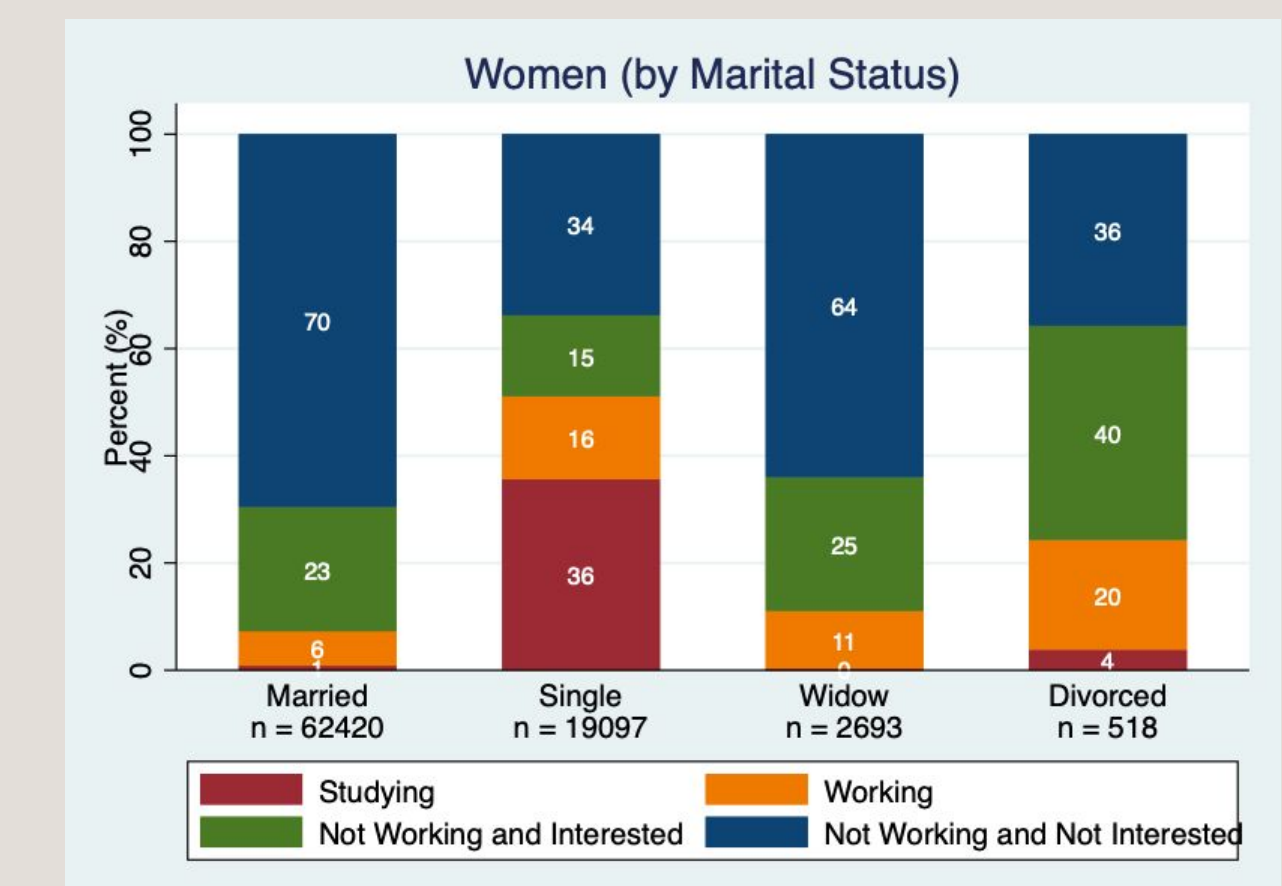
- Women who reported having a few or more working female friends are 10 percentage points more likely to search through networks than women who did not have any. This suggests

How do women's job interest and work change over their life course?



Men and women have vastly different views on employment

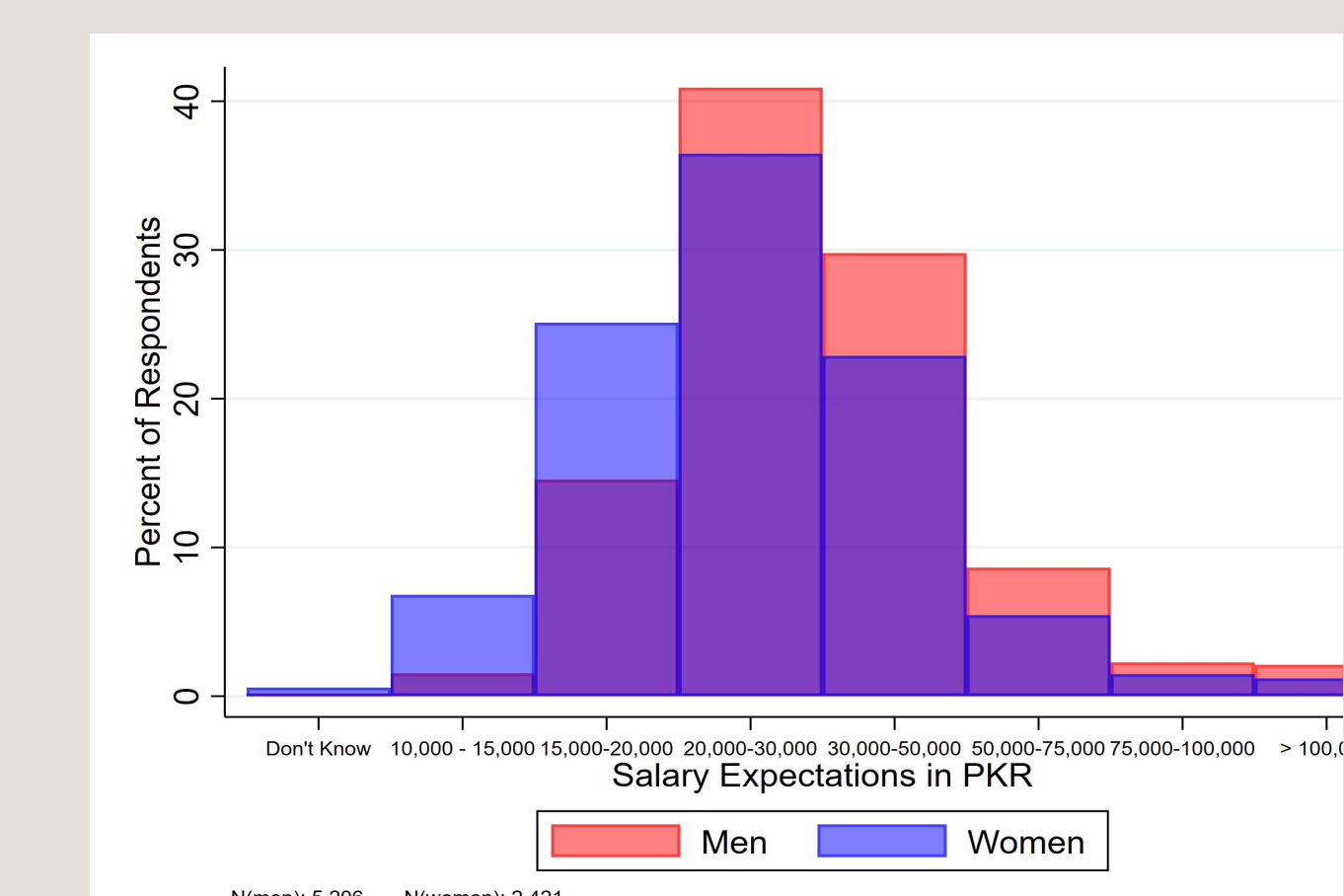
- 74% of men are working, compared to 9% of women
- 61% of women are not working and not interested in working, compared to 6% of men



Women have different job interest and employment based on marital status

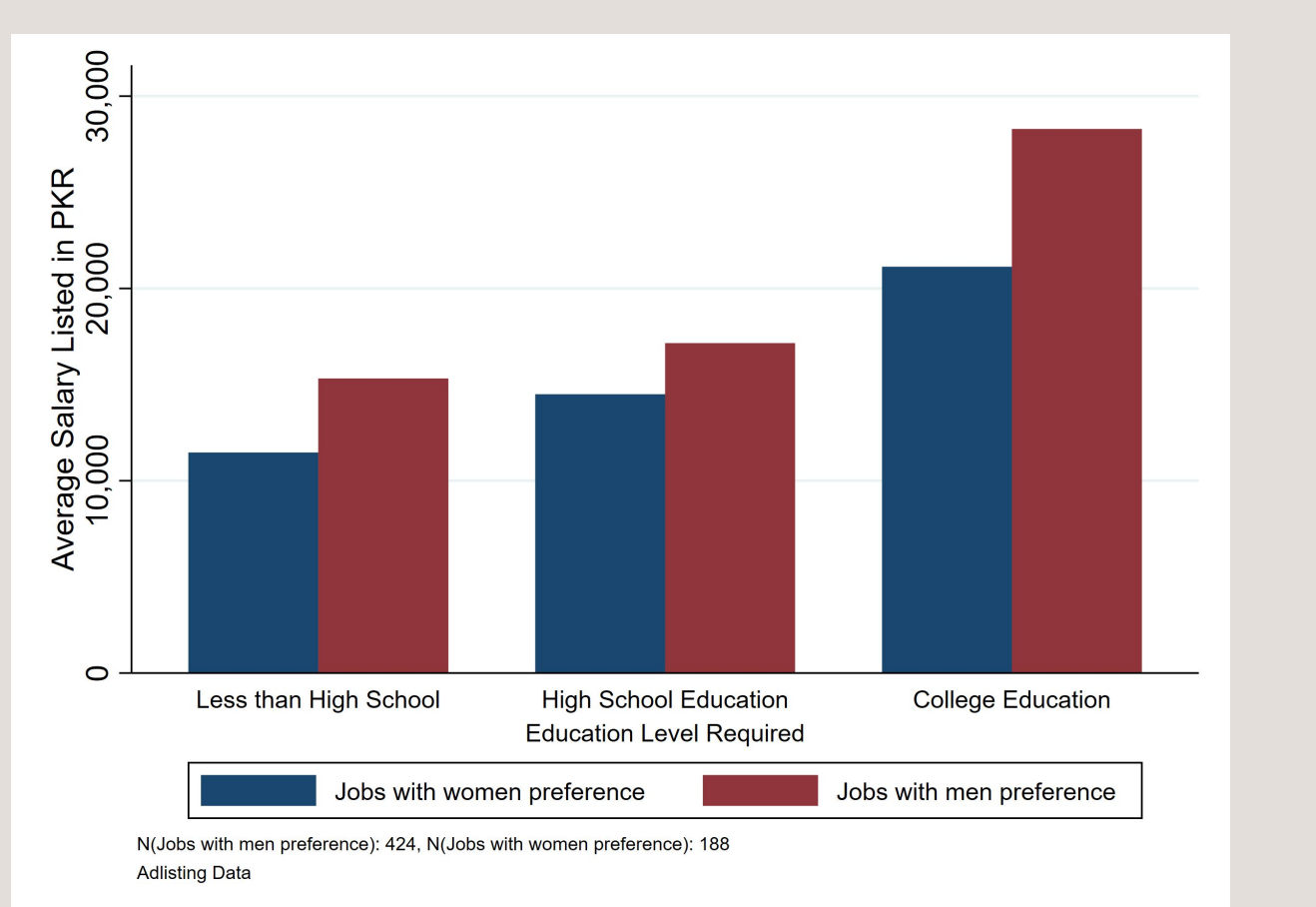
- Single women are most likely to be studying, compared to married and widowed women who are likely not working and not interested and divorced women who are not working but interested.

What are the differences in pay between men and women, and how do they compare with the salary expectations of job seekers?



Women set their salary expectations lower than men.

- However, both show a demonstrated interest in higher salary jobs.



Men are paid higher salaries than women.

- These findings hold even when controlling for education, firm size and firm industry.
- Mixed-gender firms offer higher salaries than male or female dominated firms.