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For more information please contact familyresearch@qf.org.qa

الشرائح التقديمية التالية هي ملكية خاصة بالمؤلفين ، ويتم توفيرها في هذا الموقع كخدمة عامة . يرجى عدم نسخ أو توزيع و إعادة نشر هذه الشرائح دون الحصول على إذن كتابي من المؤلفين المدرجين .

لمزيد من المعلومات الرجاء الإتصال بـ : familyresearch@qf.org.qa

In Majaalis Al-Hareem: The Complex Professional and Personal Choices of Qatari Women

Jocelyn Sage Mitchell (NU-Q)

Christina Paschyn (NU-Q)

Sadia Mir (VCUQatar)

Kirsten Pike (NU-Q)

Tanya Kane (NU-Q)

Based on research from a Qatar National Research Fund grant,
“Qatari Women: Engagement and Empowerment” (UREP 15-035-5-013)

Research Question and Methods

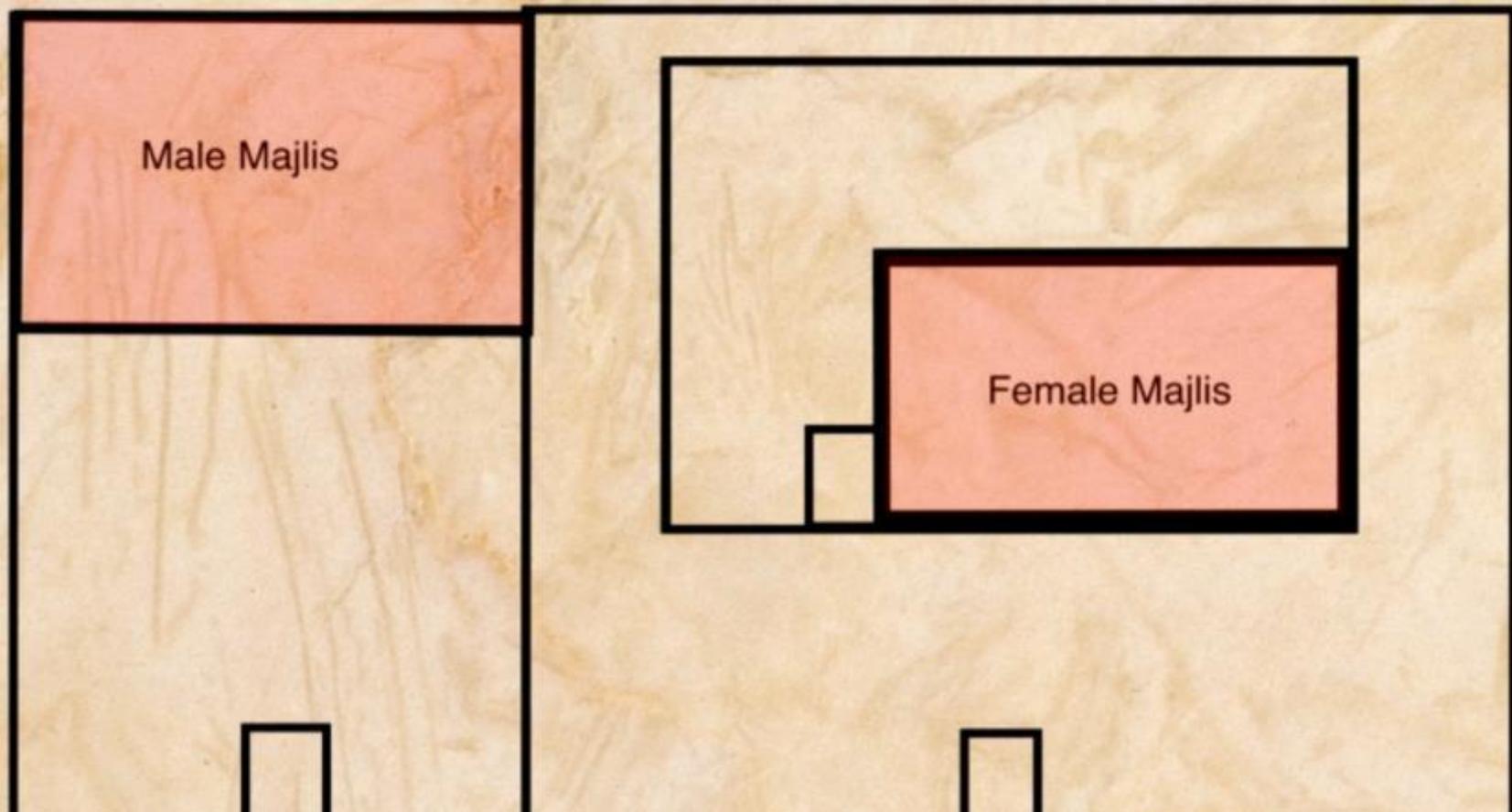
Q: What are the drivers and obstacles of Qatari women's engagement in society, economy, and polity?

Qualitative and quantitative methods:

- Ethnographic participant-observation
- Photography and audiovisual recordings
- Interviews
- Two professional surveys of the Qatari population, conducted by Qatar University's SESRI (June 2014: 1049 Qatari women; January 2015: 649 Qatari women (302) and men (347))

Majlis al-hareem (plural=majaalis al-hareem):

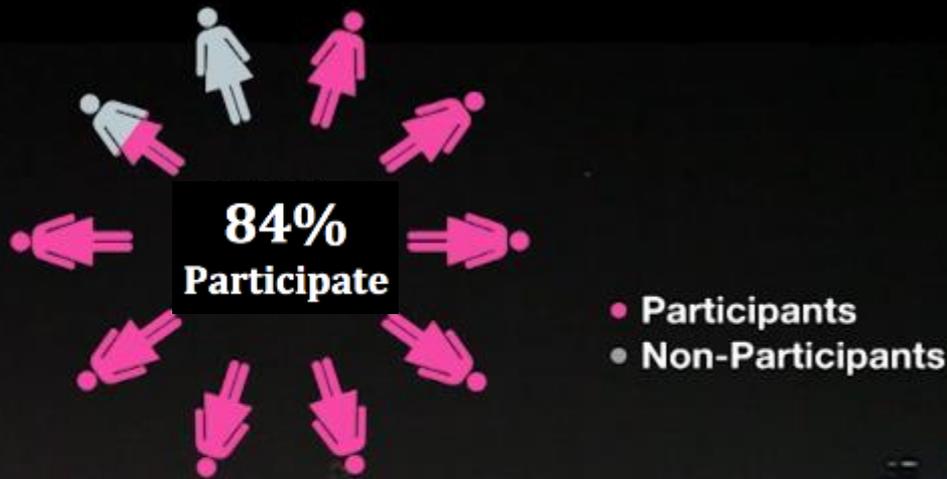
a separate, designated space where women gather freely for various purposes in a formal or informal atmosphere





Majlis Participation

June 2014 survey of 1,049 women



Family majlis: 76%

Religious majlis: 54%

Social majlis: 46%

Neighborhood majlis: 25%

Other majlis: 13%

Marriage and Education



Source:
<http://alkhalifanh.com/The-cost-of-Qatari-wedding>

MY MOTHER
IS QATARI,
WHY I AM NOT ?



Source:

<http://dohanews.co/the-children-of-qatari-women-married-to-men-qatari/>



Source: http://www.northwestern.edu/magazine/fall2012/images/large-images/NU-Q_Commencement_L.jpg

Marriage and Work

Qatari Women Opinions on Social Context

	Strongly agree	Agree	Disagree	Strongly disagree
“The state of Qatar encourages women to work.”	69.8%	27.9%	1.9%	0.4%
“Having a job is the best way for a woman to be an independent person.”	42.0%	44.5%	11.9%	1.6%
“There is social pressure for women to focus on family instead of work.”	24.4%	48.9%	24.9%	1.8%
“Men have more right to a job than women.”	19.4%	35.7%	33.3%	11.6%
“If a woman earns more money than her husband, it’s almost certain to cause problems.”	17.8%	31.0%	41.1%	10.1%

Source: UREP 15-035-5-013, June 2014 survey, n=1,049; sampling weights utilized

Marriage and Work



Women and the Workforce

Perceptions of Gender Inequality in the Workplace

	Qatari man favored	Equal/fair	Qatari woman favored
“Imagine there is an open position at a major company in Qatar. In your view, if a Qatari man and a Qatari woman of equal qualifications were to apply for the position, do you think it’s more likely that the man or the woman would be hired for the position?”	53.6%	22.2%	24.1%
“Imagine that two Qataris of equal qualifications, one man and one woman, are hired to work the same position at a major company in Qatar. How do you think the salaries of the two individuals would compare?”	49.2%	42.3%	8.5%

Source: UREP 15-035-5-013, June 2014 survey, n=1,049; sampling weights utilized

Problems and Solutions

1. Hiring equality between men and women
2. Salary equality between men and women
3. Conflict between societal expectations and government priorities
4. Conflict between higher education and marriage chances
5. Rising number of unmarried women, rising expat population

Problem 1:

Qatari women are deeply concerned about hiring equality; they believe that when applying for jobs, employers will favor male nationals over female nationals.

Policy Recommendations:

1. Amend Qatarization policies to include gender quotas
2. Gender quotas for leadership positions (municipal council, Shura, Cabinet ministers, company boards)

Problem 2:

Qatari women express considerable concern about salary equality; they believe women will be paid less than their male counterparts for equal work.

Policy Recommendation:

1. Amend Law No. 8 of 2009, Articles 26-27, to split marriage benefits between spouses

Problem 3:

There is currently a disconnect between the government's push toward increased female employment and education, and society's traditional mores and values associated with prioritizing the domestic sphere. The challenges of working mothers/wives need to be addressed, and societal expectations and government priorities need to be aligned.

Policy Recommendations:

1. Create family-friendly policies and institutions in workplace and university
2. Amend Law No. 14 of 2004 to increase maternity leave
3. Increase flexibility in education sponsorships

Problem 4:

Qatari women perceive that being highly educated reduces their chances for marriage.

Policy Recommendations:

1. Award Qatari women with a “dowry” based on level of educational degree
2. Encourage Qatari men to pursue and complete higher education

Problem 5:

Qatari women are remaining unmarried at higher rates and the Qatari population vis-à-vis the expatriate population is getting proportionally smaller.

Policy Recommendation:

1. Amend Law No. 38 of 2005 to allow Qatari women to pass their citizenship to their children automatically

Save the date!

September 17, 2015:

The opening reception of the museum
exhibition of our work!

@ HBKU Student Center Gallery