

The Working Environment of Working Women in Taiz City in the Districts of (Al-Qaherah – Al- Mudhaffar) Under the Yemeni Labor Law

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Executive Abstract

The current study aimed to diagnose the current reality of the working environment of working women in Taiz City in the districts of (Al-Qaherah - Al-Mudhaffar) under the Yemeni Labor Law, and to reveal the level of awareness of working women of their legal rights included in Labor Law No. (5) of 1995, related to the work environment; by identifying the most important challenges and difficulties facing working women in their different work environment (public sector - civil society organizations - private sector), and it also seeks to provide implementable proposals and recommendations regarding improving their work environment.

The study followed the descriptive analytical approach using the social survey method - for a stratified random sample - for a number of (418) women working in the sectors (public, private, and civil society organizations) in the districts of (Al-Qaherah, Al-Mudhaffar) from December 11, 2024 to January 18, 2025, in addition to conducting standardized interviews for a number of (10) women in decision-making positions in Taiz. The most important results were the revelation that the work environment for women in the districts of Al-Qaherah and Al-Mudhaffar in the work sectors (public, private, and organizations) was characterized by many opportunities and challenges from their point of view. The most prominent opportunities were equality in the amount of salary, obtaining their full vacations, and working in safe work environments. As for the most prominent challenges, they were represented in the totality of professional and security challenges, and social challenges. The professional challenges were discrimination according to gender in obtaining rewards, incentives, and opportunities for training and qualifying. As for the security challenges, they were represented in the siege and the inability to move to perform their work, and their feeling of anxiety about violations that could affect their families, and the most prominent social challenges are represented by some customs and traditions that hinder women's participation in the labor market, such as the necessity of traveling with a mahram.

The results of the study also showed a clear lack of knowledge among Yemeni women (the research community) about the provisions of the Yemeni Labor Law, with most participants agreeing, albeit to a moderate degree, that the war has negatively affected women's participation in the labor market. This negative impact is likely to be the result of several interconnected factors, including the siege imposed on Taiz, the forced displacement of many women from unsafe contact areas, and the resulting loss of job opportunities.

The women participating in the study expressed their aspirations for improved working conditions, and these aspirations focused on three main points:

- First, raising the awareness of working women of their legal rights through various training programs, such as: training courses, awareness workshops, and media and awareness campaigns.
- Second, providing job opportunities for women in various public facilities, by replacing expatriate workers and appointing female volunteers.
- Third, raise wages in line with the inflation in the local currency and the rise in the prices of food and services.

As for women in decision-making positions, their situation was no different from that of women working in other sectors, except for their deeper knowledge of the labor law and their legal rights. Women leaders saw that the wars and conflicts in Yemen highlighted strong women capable of working, present in leadership positions that compete with men's positions, such as: deputy governors, and general managers of executive offices. These experiences are evidence of women's ability to make important decisions and make effective contributions to serving society. Women leaders agreed to encourage Yemeni women's political participation, as this has an impact on representing their interests and needs, and a positive impact on all sectors of the state and its institutions. They also stressed the importance of political participation in reshaping societal awareness of women's leadership role in building and stabilizing societies, and in improving the conditions of working women.

As for the nature of the support that working women in decision-making positions need, it can be divided into four main types, which are:

- First: Financial support, which includes financing, incentives, rewards, and health insurance.
- Second: Psychological and moral support, which includes encouraging community participation, honoring female leaders, and granting them privileges in their field of work.
- Third: Legal protection, especially with regard to harassment and cybercrimes.
- Fourth: Training and qualification, so that training programs are designed according to the actual needs of women in their field of work, in line with the requirements of practical reality.

The most important recommendations were:

- The concerned authorities must pay attention to raising awareness among working women in all sectors about the Yemeni Labor Law. These authorities are:
 - A. Institutions in all sectors in which women work; this is done by hanging pictures of the law's articles on the facades of the institutions, and creating a code of conduct that includes implementing the law and not violating it for any reason, and hanging it on the facades of the institutions as well.
 - B. Civil society organizations must contribute to spreading this awareness and dedicate effort and support to it, and conduct field visits aimed at informing women of their legal rights through training workshops or awareness seminars, or advocacy campaigns dedicated to publicizing all legal violations in the women's work environment.
 - C. Local authority: which must contribute to the creation of an awareness guide that is distributed free of charge to all institutions under the slogan: (Legal culture in different work environments), and those educational institutions be directed to disseminate legal culture by all possible means (study curricula, awareness lectures, and training courses).
 - D. Media (print, audio, visual, and social media); as they must focus on the importance of spreading legal culture, especially with regard to the rights of working women.
- In the absence of any amendment to the laws during this period – the war period – institutions in various sectors must amend all internal executive

regulations to be consistent with the changes in the labor market, the nature of the problems and challenges that women face in their work environment, and establish clear policies that protect working women from all forms of violence, harassment, blackmail, various electronic crimes, and other challenges that affect working women, especially those who work in decision-making positions.

- Executive authorities, at both the governmental and local levels (such as Taiz Governorate), must continue their efforts to empower women in all decision-making positions, including legislative bodies. This empowerment requires providing material and moral support, and granting them full powers to perform their duties efficiently. The presence of women in these positions not only supports women's issues in general, but also contributes in particular to improving the conditions of working women by facilitating their access to job opportunities and quality training and rehabilitation programs. Moreover, empowering women enhances effective partnership between the sexes, which contributes to building the nation and achieving stability and sustainable development.

The most prominent challenges that the researcher faced while preparing this study were represented by the difficulty of obtaining accurate information and statistics about working women, especially with regard to their distribution across different sectors, which necessitated conducting field visits to some facilities and searching through employment contract files to determine the numbers of working women. The lack of time and the breadth of the research scope also posed an additional challenge in completing this study.

Table of Content

SN	The Topic	PG
1	Procedural concepts of the study: <ul style="list-style-type: none"> - Work Environment. - Labor law. - Working Woman. - Harassment. - Violence. - Legal Awareness. 	6
2	Introduction: <ul style="list-style-type: none"> - The Importance of the Study. - Study Objectives and Questions. 	8
3	Study Literature:	11
4	Women's Employment System for Some Arab Labor Laws.	12
5	Study Methodology: <ul style="list-style-type: none"> - The Quality and Methodology of the Study. - Areas of Study. - Study Sample and Tools. 	17
6	The work environment of women working in the sectors (public, private, and civil society organizations) in Al-Qaherah and Al-Mudhaffar districts (field study).	18
7	Women's work environment in decision-making positions (field interviews).	45
8	Results of a study on the work environment of women in the sectors (public, private, and civil society organizations) in the Al-Qaherah and Al-Mudhaffar districts in Taiz.	52
9	Results of the study of the work environment of women in decision-making positions in Taiz.	54
10	Recommendations.	56
11	Conclusion.	57
12	References.	58
13	Appendices.	59

Procedural concepts:

Work Environment:

It is defined as the surroundings or environment in which an individual practices his work, and includes all the physical, social, psychological, and cultural factors that affect his behavior and productivity. The work environment also affects the performance and effectiveness of the institution. In the context of this study, the work environment means: the various work sectors (public, private, and civil society organizations) in the Al-Qaherah and Al-Mudhaffar districts in Taiz Governorate, where women work under permanent contracts, temporary contracts, or as volunteers.

Labor Law:

It is the branch of law that regulates the relations between workers and employers, with the aim of achieving a balance between the interests of both parties, protecting the rights of workers, and ensuring the efficient and effective conduct of work. In the context of this study, the Labor Law means Yemeni Law No. (5) of 1995 and its amendments.

A Working Woman:

She is every woman who performs regular work for a wage, whether inside or outside institutions. The importance of the working woman goes beyond being a mere element of production, to being an effective force that contributes to economic and social development. In this study, the working woman is defined as the Yemeni woman who works in one of the work sectors (public, private, or civil society organizations) in the Al-Qaherah and Al-Mudhaffar districts in Taiz Governorate, with a permanent contract, a temporary contract, or as a volunteer.

Harassment:

It is any unwelcome behavior that involves verbal suggestions, physical actions, or psychological pressures based on gender, physical appearance, or any other sexual characteristics, and this behavior aims or leads to insulting human dignity, causing fear, exploitation, or creating a harmful work environment. In the context of this study, harassment refers to the various forms of harassment that a working woman may face, whether verbal, psychological, or sexual, in her workplace, from her colleagues, management, or even from customers and visitors to the institution.

Violence:

It is the deliberate use of force, physical, psychological, or verbal, with the aim of harming a person or group of people, animals, or property. Violence is a multi-rooted and diverse behavior, with effects ranging from individual to societal, leaving profound repercussions on victims and society as a whole. In the context of this study, violence refers to the violent practices that a working woman may face, whether physical or moral, within her work environment, from her superiors at work, regardless of their gender, which creates an unsafe work environment that does not support productivity.

Legal Awareness:

It is the individual's awareness of his legal rights and duties, in addition to understanding the laws that regulate relations within society and between individuals and institutions. This awareness is represented in the person's knowledge of his rights and obligations towards others and towards the state. Legal awareness is one of the basic pillars of building a strong democratic society, in which justice, respect for rights and the rule of law prevail. In the

context of this study, legal awareness refers to the extent to which working women are aware of their legal rights and duties, which enables them to confront all forms of violence and exclusion in the work environment, enhance their ability to protect themselves, and demand their rights effectively.

1- Introduction to the study:

The economic empowerment of Yemeni women is one of the important issues that has received priority on the agendas of various actors, from the government to research centers, non-governmental organizations, and donors. This includes the availability of a legal framework that guarantees gender equality in the labor market and enhances women's rights. Yemeni Labor Law No. (5) of 1995 stipulates, in Chapter One of Part Four (Regulating Women's Work), the achievement of equality between women and men in terms of work conditions, rights, and duties. Article (42) specifically states that "Women are equal to men in all work conditions, rights, duties and relationships without any discrimination. Equality must be achieved between women and men in employment, promotion, wages, training, qualification and social insurance. What is required by the specifications of work or profession is not considered discrimination. Discrimination on the basis of gender is prohibited. It also provides shorter working hours for pregnant or breastfeeding workers, and maternity leave for 60 days with full pay."

However, the data reveals a wide gap in women's participation in the labor market. According to the International Labor Organization statistics (2013-2014), the percentage of women participating in the labor force was only (6%), while women held (7%) of the available jobs in 2013. Higher levels of education are associated with increased women's participation, as the participation rate of women with a university education reached (62.1%), compared to only (4.5%) of women with primary education or less. Regarding the reality of work, half of the (293) thousand working women before the conflict worked in agriculture, while a third of them worked in the service sector, often in family businesses, compared to less than a tenth among men. Tribal and male social norms in Yemen are among the main factors that limit women's participation in the labor market, as their options are often limited to traditional jobs such as: teaching, nursing, and office work. (Al-Areeqi: 2024, p. 6).

The war that broke out in March 2014 also had a significant impact on achieving equality between men and women in the country. This impact is evident in the significant decline in Yemen's ranking in the Global Gender Gap Index, as it fell from (115) to (155) in the period from 2006 to 2021. Moreover, Yemen witnessed a sharp deterioration in the "Economic Participation and Opportunity" sub-index, as its ranking fell from (114) to (154) globally. These figures reflect the extent of the challenges facing Yemeni women in the labor market due to the repercussions of the ongoing conflict. Women have become more vulnerable to discrimination and exclusion in economic opportunities, which has widened the gender gap and weakened their effective participation in economic and social development.

It is worth noting that the absence of official statistics in the post-war period is a major challenge for this study; as there is no accurate data that highlights the size of women's

employment or related indicators, such as: education levels, work sectors, and income levels. This deficiency is one of the main reasons that highlight the importance of this study at the local level, especially in Taiz Governorate.

Moreover, the level of legal awareness among Yemeni female workers directly and indirectly affects their continued presence in the labor market, as well as their ability to obtain their full legal rights without any infringement. Hence, it is necessary to shed light on this issue to understand the influencing factors and enhance legal awareness as a tool for women's economic and social empowerment.

1.2. Importance of the study: - The importance of studying the work environment of working women under the Yemeni Labor Law in the districts of (Al-Qaherah - Al-Mudhaffar) is represented in: -

The importance of studying the women's work environment under the Yemeni Labor Law in the districts of Al-Qaherah - Al-Mudhaffar lies in understanding the reality of enhancing the private sector partnership in building and developing society, through scientific and methodological foundations, and institutional frameworks that contribute to organizing this partnership and providing the necessary conditions for its sustainability. Thus, the private sector becomes able to perform its duties towards society in an effective and tangible manner. This research and implementation experience is expected to represent a pioneering reference for a deeper understanding of the localization of some concepts in the organizational structure of society, by integrating them into the regulations governing the work of institutions, and absorbing them into the executive authorities concerned with supervising these experiences. Thus, development partners will be enabled to contribute more effectively to achieving the sustainable development goals, which will enhance the vital role of the private sector in the progress of society.

The importance of the study is also evident in its characteristics:

- 1- **Modernity:** This study is the first of its kind to provide modern insights into the reality of women's work and their level of legal awareness, and sheds light on work problems related to legal rights and their impact on women's work environment.
- 2- **Providing new knowledge,** which can enrich scientific research in this field, and benefit researchers, interested parties, and decision-makers, in light of the current urgent need for reliable scientific sources and accurate data collected using a recognized scientific methodology among specialists and researchers.
- 3- **Providing practical recommendations** that it aims to improve women's work environment by increasing their legal awareness and activating laws specific to them, thus enhancing their participation in the labor market in a better way.
- 4- **Responding to global trends** calling for enhancing the role of working women in the labor market, reflecting commitment to international standards of human rights and gender equality, and promoting interventions and policies that support the achievement of sustainable development and social justice.

1.3. Study objectives and questions: -The study aims to:

- Diagnosing the current reality of the working environment of working women in Taiz City in the districts of (Al-Qaherah - Al-Mudhaffar) under the Yemeni labor law.

The following sub-objectives branch out from this main objective:

- Identifying the current situation of the working women's environment in Taiz City in the districts of (Al-Qahir and Al-Mudhaffar).
- To reveal the level of awareness of working women of their legal rights included in Labor Law No. (5) of 1995, and related to the work environment.
- Identifying the most important challenges and difficulties facing working women in their different work environments (public sector - civil society organizations - private sector).
- Analysis of the external environment, social, economic and political factors, and regulatory frameworks of different work environments, which contribute to the decline in the participation of working women and their obtaining of their professional rights.
- Identify the most vulnerable group to violations according to the sector.
- Identify the effectiveness of protection and support programs that can protect working women from exposure to violence and abuse in the workplace.
- Identifying labor laws related to the rights of working women in other countries, and the extent of differences and similarities between them and the Yemeni labor law.
- Providing a comprehensive list of implementable recommendations that include requirements to enhance women's involvement in the labor market and obtain all their legal rights under Yemeni Labor Law No. (5) of 1995.
- Submitting proposals for legal materials that are compatible with the current practical reality and the requirements of the changing work environment.

Study questions:

- What is the reality of the working environment for working women in the Al-Qaherah and Al-Mudhaffar regions in terms of the challenges they face in the labor market, and the opportunities available to enhance their participation in it? How can the work environment be improved to enhance the opportunities of working women and mitigate the challenges they face?
- What is the level of awareness of these women of local laws relevant to their rights at work?
- What suggestions and recommendations can be made to enhance these women's awareness of their legal rights, protect them, and enhance their participation in the labor market?

2. Study literature: -

The field of women's work and its relation to legal legislation is a vital topic that needs more research and analysis in the context of our Arab societies, as studies in this field remain relatively rare, which reflects a weak focus on this issue by researchers and public policies. By tracking the available literature on this topic, a number of studies were reviewed that addressed various aspects of the rights of working women and the impact of laws on their participation in the labor market. The most prominent of these studies are:

1. **Zainab Ghassan Qaraawi (2022)** This study aimed to analyze the role of national and international legislation in protecting the rights of working women, with a focus on Palestinian legislation and comparative legislation. The study concluded that the actual implementation of laws protecting working women is weak due to employers' failure to implement legal texts related to women's rights. The study also showed a disparity in the interest of women's rights in local laws compared to international agreements.
2. **Larji Nour El-Din Mohammed (2019)** This study addressed the legal principles related to women's equality with men in the labor market, with a focus on women's right to work and equal pay. The results showed a large gap between reality and the actual application of relevant laws, as many countries do not provide full legal protection for all working women, including those working in the domestic service sector.
3. **Kamilah Khalil Mohammed Suleiman (2018)** The study focused on "Women's Rights at Work: Between the Palestinian Labor Law and the Demands of Women's Associations Related to Work from an Islamic Perspective." The study showed that many working women are ignorant of their legal rights, which exposes them to exploitation by employers. The study also showed an increase in the number of women's associations demanding the rights of working women, whether this is consistent with Islamic law or not.
4. **Sireen Rafeeq Mohammed Al-Hamouri (2016)** The study aimed to measure the attitudes of working women towards the Palestinian Labor Law and the extent of its impact on their participation in the labor market. The study showed that the impact of the law on women's participation was limited, and that there was a lack of commitment by employers to implement the legal texts related to women, in addition to the existence of loopholes in the legal texts that negatively affected women's participation in the workforce.
5. **Dumoo' Hatem Mahmoud, Saba Noman Rashid (2015)** This study sought to link the sustainable development goals to women's participation in the labor market, and indicated that the Iraqi Labor Law includes many recommendations of the International Labor Organization, but the practical application of these texts does not match the required standards compared to developed countries. The study also revealed the many challenges facing Iraqi women in this context, such as: high unemployment rates, and gender discrimination in the labor market.
6. **Mohammed Ali Abdullah Al-Sharafi (.....):** This research aims to identify the rights guaranteed by the Yemeni Labor Law for working women, in which the researcher made a comparison between the Yemeni, Egyptian, and Saudi labor laws, focusing on rights such as vacations, wages, compensation for work injuries, and end-of-service bonuses. The study recommended the necessity of unifying legal rights between these laws instead of fragmenting them.

In general, these studies indicate that the laws that guarantee women's rights at work are not always sufficient to ensure the actual implementation of these rights, and that there are gaps in legal awareness among working women that affect their ability to obtain their rights. These

studies also call for developing legislation and improving its implementation in order to improve the status of women in the labor market and enhance their contribution to economic development.

From reviewing the previous literature, it is clear that most of it falls within legal studies, with the exception of the study by Dumoo' Hatem, which linked the goals of sustainable development to the role of working women, and the relationship of law to this role. This indicates a lack of social studies that link the problems of working women to their legal awareness, which is what the current study seeks to add. It is noted, to the best of the researcher's knowledge, that no local studies related to the legal rights of working women in Yemen have been conducted, with the exception of the study by researcher Al-Sharafi, which compared the texts of the laws (Yemeni, Egyptian, Saudi) related to women's work, which confirms the necessity of conducting the current study that combines the legal and social dimensions of the reality of the environment of working women in Taiz, and attempts to understand the women's work environment with the aim of improving and developing it through the law; and highlighting the importance of legal awareness among women; to help them obtain their legal rights, overcome the challenges they face in their work environment, and ensure that they obtain job opportunities equal to men.

3. Women's employment system in some Arab labor laws:

The researcher tried to trace the most important labor laws in some Arab societies that are similar to Yemeni society in some features and characteristics, as follows:

	Right to Work	The Right to Equal Pay with Men	Working Hours and Right to Vacation	Nature of Work	Other Rights Mentioned in Some Laws
Yemen	Article (42): Women are equal to men in all work conditions, rights, duties, and relationships without any discrimination.	Article (42): Parity must be achieved between women and men in employment, promotion, wages, training, qualification, and social insurance. What is required by the specifications of the work or profession is not considered discrimination.	Article (43): 1- A woman's daily working hours are set at five hours if she is pregnant in her sixth month, or if she is breastfeeding until the end of the sixth month, and this period may be reduced for health reasons based on an approved medical report. 2- The working hours of a breastfeeding woman shall be calculated from the day following the end of maternity leave until the end of the sixth month. Article (44): A woman may not be employed for additional working hours starting from the sixth month of pregnancy, and during the six months following her commencement of work after she has enjoyed maternity leave. Article (45): 1- A pregnant female worker has the right to obtain a fully paid maternity leave of sixty days. 2 - It is not permissible under any circumstances to employ a working woman during maternity leave. 3 - A pregnant worker shall be given twenty additional days in addition to the days mentioned in paragraph (1), in the following two cases: A- If the birth was difficult, and this is proven by a medical decision. B- If she gave birth to twins.	Article (46): A - It is prohibited to employ women in industries and jobs that are dangerous, arduous, and harmful to health and society. The Minister shall determine by decision what is considered prohibited work in accordance with this paragraph. B- Women may not be employed at night except during the month of Ramadan, and in those jobs that are specified by a decision from the Minister. Article (47): The employer who employs women at work must announce in a visible place at the workplace the system for employing women.	Law No. (25) of 2003; By adding an article to the provisions of Law No. (5) of 1995 regarding work: Article (45 repeated): Public and private institutions employing fifty or more female workers in one facility must establish or entrust a nursery to house the children of female workers, in accordance with the terms and conditions determined by a decision of the Minister.
	Article Three of	Article (89): Chapter	Article (151):	The Saudi Labor	Article (159)

<p style="text-align: center;">Saudi Arabia</p>	<p>Royal Decree No. (134): Work is a right of the citizen, and no one else may practice it except after meeting the conditions stipulated in this system. Citizens are equal in the right to work without any discrimination on the basis of gender, disability, age, or any other form of discrimination, whether during the performance of work or when hiring or advertising it.</p>	<p>Six: The Council of Ministers may, if necessary - and based on the Minister's proposal - set a minimum wage. (There is no article here that talks about equal pay between the sexes.)</p>	<p>1. A working woman has the right to a maternity leave with full pay for a period of ten weeks, which she may distribute as she wishes; starting at most four weeks before the expected date of delivery, and the following shall be determined: The expected date of delivery according to a medical certificate certified by a health authority. 2. It is prohibited to employ a woman after giving birth under any circumstances during the six weeks following it, and she has the right to extend the leave for a period of one month without pay. 3. For a working woman - in the event that she gives birth to a sick child or a child with special needs, and whose health condition requires a constant companion, she has the right to a one-month leave with full pay, starting after the end of the maternity leave period, and she has the right to extend the leave for a month without pay. Article (154): When a working woman returns to work after maternity leave, she has the right to take a break or periods not exceeding one hour in total to breastfeed her baby in one day, in addition to the rest periods granted to all workers. This period or periods are calculated from the actual working hours, and do not result in a reduction in wages. Article (155): The employer may not dismiss the female worker or give her notice of dismissal while she is pregnant or on maternity leave, including during the period of her illness resulting from either of them, provided that the illness is proven by an approved medical certificate, and that the period of her absence does not exceed (one hundred and eighty) days in the year, whether continuous or scattered.</p>	<p>Law did not mention any restrictions on women working in terms of the nature of the work.</p>	<p>1. Every employer who employs fifty or more female workers must provide a suitable place. It has a sufficient number of nannies to take care of the children of female workers who are under the ages of six years, if the number of children is ten or more 2. Article (153): The employer must provide medical care for the working woman during pregnancy and childbirth. 3. Article (158): The employer in all places where women work and, in all professions, must provide them with seats to ensure their rest. 4. Article (160): 1. A Muslim working woman whose husband dies has the right to a fully paid waiting period leave for a period of not less than four months and ten days from the date of death. She has the right to extend this leave without pay if she is pregnant during this period until she gives birth. She may not benefit from the rest of the waiting period leave granted under this system after she gives birth. 2. A non-Muslim working woman whose husband dies has the right to a fully paid leave of fifteen days.</p>
<p style="text-align: center;">Egypt</p>	<p>Article (88): All the regulatory provisions that apply to workers shall apply to women without discrimination between them, provided that their working conditions are similar (Chapter Two, Employment of Women, 2003).</p>	<p>Article (88): All the regulatory provisions that apply to workers shall apply to women without discrimination between them, provided that their working conditions are similar (Chapter Two, Employment of Women in 2003).</p>	<p>Article (91): A female worker who has spent ten months or more in the service of her employer shall have the right to take a maternity leave of ninety days with compensation equal to the full wage, including the period preceding and following the birth, provided that she submits a medical certificate stating the date on which the birth is likely to occur. It is not permissible to employ a female worker during the forty-five days following childbirth. Maternity leave shall not be granted more than twice throughout the worker's service period. Article (92): The employer is prohibited from dismissing the female worker or terminating her service during the maternity leave specified in the previous article. Article (93): The female worker shall have the right to breastfeed during the twenty-four months following the date of delivery, in addition to the prescribed rest period, the right to two</p>	<p>Article (89): The competent minister shall issue a decision specifying the conditions, work and occasions in which women may not be employed between seven in the evening and seven in the morning. Article (90): The competent minister shall issue a decision specifying the work that is harmful to women's health or morals and the work in which women may not be employed.</p>	<p>Article (96): An employer who employs one hundred or more female workers in one place must establish a nursery to care for the children of female workers, in accordance with the terms and conditions determined by the competent minister. Article (95): The employer who employs five or more female workers must post a copy of the Women's Employment System in the workplace or workers' gathering.</p>

			<p>other breastfeeding periods, each of which shall not be less than half an hour.</p> <p>Article (94): A female worker who works in an institution that employs fifty or more workers shall have the right to obtain unpaid leave for a period not exceeding two years, and she shall not be entitled to this leave more than twice throughout her service period.</p>		
Palestine	<p>Article (2) of Labor Law No. (7) of 2000: Work is a right for every citizen who is capable of it. The National Authority works to Provide it on the basis of equal opportunities and without any kind of discrimination.</p>	<p>Article (100): According to the provisions of this law and the regulations issued pursuant thereto; discrimination between men and women is prohibited.</p>	<p>Article (103): A working woman who has worked for one hundred and eighty days before each birth has the right to ten weeks of paid maternity leave, at least six weeks after birth. A working woman may not be dismissed due to the leave mentioned in paragraph (1) above; unless it is proven that she was engaged in another job during that period.</p> <p>Article (104): A breastfeeding woman has the right to a breastfeeding period or periods during work that shall not be less than, in total, about one hour per day for a year from the date of delivery. The breastfeeding hour mentioned in paragraph (1) above shall be counted as one of the daily working hours.</p> <p>Article (105): According to the interest of work, a working woman may obtain unpaid leave to care for her child or to accompany her husband.</p>	<p>Article (101): Women are prohibited from working in:</p> <ul style="list-style-type: none"> • Dangerous or strenuous work as determined by the Minister. • Extra working hours during pregnancy and the following six months of childbirth. • Night hours except for work specified by the Council. Ministers. 	<p>Article (106): The institution shall post in the workplace the provisions relating to the employment of women.</p> <p>Article (102): The facility must provide special comforts for female workers.</p>
Iraq	<p>Iraqi Labor Law No. (37) of 2015, Article (4): Work is a right for every citizen who is capable of it, and the state works to provide it on the basis of equal opportunities without any kind of discrimination.</p>	<p>Iraqi Labor Law No. (37) of 2015, Article (4): Work is a right for every citizen who is capable of it, and the state works to provide it on the basis of equal opportunities without any kind of discrimination.</p>	<p>First: The female worker is entitled to a special leave for pregnancy and childbirth with full pay for a period of no less than (14) fourteen weeks per year.</p> <p>Second: A pregnant female worker has the right to take leave after giving birth for (8) eight weeks before the expected date of delivery, with a medical certificate issued by the competent authority.</p> <p>Third: The pregnant female worker shall continue to enjoy the remainder of this leave after giving birth, provided that the duration of this leave is not less than (6) six weeks after giving birth.</p> <p>Fourth: The period of pre-natal leave shall be extended by a period equal to the period between the supposed date of birth and its actual date, without reducing the period of mandatory leave after birth.</p> <p>Fifth: The competent medical authority may decide to make the leave period stipulated in Clause (First) of this Article a period not exceeding (9) nine months in the event of a difficult birth, or the birth of more than one child, or the emergence of complications before or after delivery. The period in excess of what is stipulated in Clause (Second) of this Article shall be a guaranteed leave to which the provisions of the Workers' Retirement and Social Security Law shall apply.</p> <p>Sixth: The working mother is guaranteed, at the end of her pregnancy, delivery and maternity</p>	<p>Article (86): First: It is not permissible to employ a female worker in night work unless the work is necessary or due to force majeure, or to preserve raw materials or perishable products, or if there is a force majeure that led to the unexpected cessation of work on the project, provided that this does not happen again.</p> <p>Second: The working woman shall be granted a daily rest period of no less than eleven continuous hours, which shall necessarily include no less than (7) seven hours of the night period between (9) nine o'clock at night and (6) six o'clock in the morning.</p> <p>Third: The provisions of Clause (First) of this Article shall not apply to the following categories: A - Women working in administrative or</p>	<p>Secondly, from Article (92):</p> <p>First: The employer in projects in which female workers work is obligated to establish nurseries on his own, or in partnership with the employer in another project or projects, in accordance with instructions issued by the Minister.</p> <p>Second: The employer who employs women must provide places for their comfort according to the requirements of the work.</p> <p>Article (84): An employer who employs one or more female workers must place a copy of the provisions for the protection of working women on the bulletin board at the workplace.</p> <p>Article (87):</p>

			<p>leave, to return to the same job, or an equal job with the same pay.</p> <p>Article (88): A working mother may not work for a third-party during pregnancy and maternity leave.</p> <p>Article (89): A working mother, with the employer's approval, is entitled to a special maternity leave to care for her child without pay, for a period not exceeding one year, during which she is to take care of her child if he has not completed one year of age. The employment contract is considered suspended during this period.</p> <p>Article (90): A female worker may not use her special maternity leave to care for her child for purposes other than her own. If it is proven that the female worker who is enjoying this leave is engaged in paid work for someone else, the leave shall be considered cancelled, and the employer may ask the female worker to return to her work with him from the date he specifies for that purpose.</p> <p>Article (91): First: A breastfeeding female worker is allowed two breastfeeding periods during the work day, not exceeding one hour, and the breastfeeding period is considered working time. Second: A male or female worker who has one or more children under the age of six shall be exempted from work if the sick child requires care for a period not exceeding (3) three days for each case that requires it. This exemption shall result in them not being entitled to wages for the entire period of their absence from work.</p>	<p>commercial work. B - Workers in health and entertainment services. C - Women working in transportation and communications services.</p>	
Algeria	There is no text or article in the Algerian Labor Law that mentions the right to work for every Algerian citizen, regardless of his gender.	Article (93): A working woman shall be granted a wage equal to that of a man when she performs the same work, and shall be provided with the same opportunities for training and promotion.	<p>Article (96): A female worker who has served her employer for a full year has the right to obtain maternity leave with full pay for a period of fifty days, including the period before, during and after childbirth.</p> <p>Article (97): A working woman shall take a breastfeeding period of one hour per day for a year.</p> <p>Article (98): The employer may not terminate the female worker's contract due to her marriage or maternity leave, and she may not be notified of the termination of her employment during the due leave or the termination of her employment period.</p>	<p>Article (94): It is prohibited to employ women in dangerous, arduous, or harmful work to their health, morals, or other work specified by a decision issued by the Minister.</p> <p>Article (95): It is prohibited to employ women at times other than those specified by a decision issued by the Minister.</p>	There is no article about it.
Jordan	There is no text or article that speaks about the right to work in the Jordanian Labor Law and its amendments No. (8) of 1996, published on page (1173), from the Official Gazette No. (4113), dated April 16, 1996.	Article (45): The amount of wage shall be determined in the contract. If the employment contract does not stipulate it, the worker shall receive the wage estimated for work of the same type, if any; otherwise, it shall be estimated according to custom. If no custom exists, the court shall estimate it in accordance with	<p>Article (67): A woman who works in an institution that employs ten or more workers has the right to obtain unpaid leave for a period not exceeding one year to devote herself to raising her children.</p> <p>Article (68): Each working spouse shall be entitled to one-time leave for a period not exceeding two years to accompany his spouse if he moves to another job in another governorate in the Kingdom or to any job located outside it.</p> <p>Article (70): A working woman shall be entitled to maternity leave before or after giving birth, for a period of</p>	<p>Article (69): It shall be determined by a decision of the Minister after consulting the competent official authorities. -Industries and businesses in which women are prohibited from working. -The times when women may not work, and the cases that are exempted</p>	Article (72): An employer who employs no less than twenty female workers must provide a suitable place under the care of a qualified nanny to care for the workers' children who are under the age of four years; provided that their number is not less than ten. This article was amended by virtue of the amended Law No. 26 of 2010.

		the provisions of this law, considering it a global dispute over wages.	ten weeks. Article (71): After maternity leave, the working woman shall take a breastfeeding period of one hour per day for a year.	from this.	
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Table (1) Shows the System of Women’s Employment in Some Arab Labor Laws.

From Table (1), it is clear that some Arab laws address the rights of working women, in the context of these countries’ commitment to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is an international treaty adopted by the United Nations General Assembly in 1979. It is a comprehensive document on women’s rights at the international level. This agreement entered into force on September 3, 1981, and was signed by 189 countries, including more than 50 countries that expressed reservations and objections to some of its provisions. The most prominent of these reservations is the reservation to Article (28) related to the mechanisms for settling disputes related to the interpretation of the agreement, as 38 countries refused to implement this article. Australia also stated in its reservation that the restrictions of its constitutional system hinder full commitment to some of the provisions. The United States and the State of Palau also signed this agreement; however, the two countries did not activate it. It is worth noting that the Republic of Sudan was the last country to join the agreement, while the Holy See, Iran, Somalia, and Tonga did not sign it. (<https://ar.wikipedia.org/wiki/%D8%A7%D8%>).

Despite this international commitment, Arab societies still face multiple challenges in implementing the provisions of the Convention, the most prominent of which is the lack of societal awareness of women’s rights, as well as the conflict of some provisions of the Convention with the cultural values and traditions prevailing in some Arab countries. For example, Article (15) stipulates that all States Parties to the Convention must adhere to “the equality of women with men before the law,” including “legal capacity similar to that of men.” It also stipulates that “women shall have the same rights as men with regard to the law pertaining to personal movements, as well as their freedom to choose their place of residence and domicile.” This article raises controversy in some Arab countries that derive their laws from Islamic law, which reflects the complexity of the relationship between international obligations and the cultural and legal specificity of these countries.

Despite the challenges raised in implementing some provisions of the Convention in some Arab countries, these countries have made tangible efforts to establish the principle of equality between men and women in several fields, especially the field of work. These laws have included fundamental rights, including the right to work without discrimination, ensuring equal pay for equal work, and prohibiting discrimination in employment and promotion. These laws also paid special attention to protecting motherhood, as they approved paid maternity leave, imposed the provision of a safe work environment for pregnant and breastfeeding women, and prohibited the employment of women in jobs that may endanger their health, in order to enhance their physical and psychological safety.

Women's rights issues in Arab labor laws are among the most prominent topics addressed by labor-related legislation; however, it is noted that the Saudi labor system has paid special attention to working women, represented by additional measures that contribute to facilitating

their working conditions. With regard to providing a suitable work environment, the Saudi labor system is keen to allocate rest areas for working women and provide the necessary medical care for pregnant and lactating women. In addition, Article (160) of the system has allocated a leave of absence for a Muslim working woman whose husband dies, granting her a leave with full pay for a period of no less than four months and ten days from the date of death, with the right to extend the leave without pay if she is pregnant, until she gives birth, provided that she is not entitled to benefit from the remaining days of the leave of absence after giving birth. On the other hand, the laws specify a leave of absence for a non-Muslim working woman whose husband dies for a period of fifteen days with full pay, which is not included in the other laws reviewed in the study.

The researcher believes that the Saudi Labor Law's interest in working women, through texts related to vacations, insurance, rest areas, and medical care, reflects the official endeavor to encourage Saudi women to participate actively in the labor market, especially in the public sector. This trend is part of the efforts made to address the weak participation of Saudi women in the labor market in general, and in the public sector in particular, which reflects the regime's desire to improve the work environment for women and encourage them to engage more in professional life.

It is noted, on the other hand, that the Jordanian Labor Law, and its recent amendments No. (8) of 1996, did not allocate a special organization for women's work in a separate chapter. This is perhaps due to the fact that Jordanian women's participation in the labor market is equal to that of men, as they enjoy their rights without discrimination. Therefore, the law has come to protect both sexes equally, taking into account some specificities within the framework of general law, which reflects a development in establishing the principle of gender equality in the labor market.

In this context, the Iraqi Labor Law of 2015 stands out, as it has witnessed recent amendments, dedicating Chapter Ten to "Protecting Working Women." This amendment comes in response to the special situation that Iraq has gone through, and to the many challenges that Iraqi women have faced in the work environment, such as abuse and exclusion. This amendment is a positive distinction that aims to meet the needs of Iraqi working women at a sensitive stage, reflecting the need to provide special legal protection that guarantees their rights in the work environment, which contributes to enhancing their effective role in serving society.

Given the common structural characteristics of Arab societies, the challenges facing working women are very similar in these societies. The most prominent of these challenges is the large gap between legal texts and their actual application on the ground, as well as social traditions and customs that represent a major obstacle to the application of laws in general, and labor laws in particular. In addition, many Arab women work in the informal economy, which places them outside the scope of the established legal protection, in addition to the impact of wars and conflicts on some Arab countries, which has contributed to the exacerbation of the challenges facing working women. These conditions have led to the spread of many negative phenomena in the work environment, such as: violence, harassment, exclusion, marginalization, and extortion.

4. Study methodology:

Study methodology:

This study was characterized by its integration of qualitative and quantitative research based on the descriptive analytical approach, and by using the social survey method with a sample. This approach was chosen to enable the researcher to conduct a comprehensive survey of female workers in the districts of (Al-Qaherah and Al-Mudhaffar), within the various work sectors (public, private, and civil society organizations). The necessary sample size was determined based on precise research standards; as the sample data was analyzed and interpreted using clear and specific phrases; with the aim of reaching accurate conclusions that contribute to understanding and developing the current reality.

4.1 Fields of study:

Human field: A sample of women working in the sectors (public, private, and civil society organizations) in the districts of (Al-Qaherah and Al-Mudhaffar), and a number of women who hold jobs in decision-making positions in Taiz.

Time frame: December 11, 2024 to January 18, 2025.

Geographical area: Al-Qaherah and Al-Mudhaffar districts.

4.2 Study sample and its tools: The research sample was determined by using Stephen Thompson's equation to determine the sample size in order to ensure that the sample accurately represents the study community, and to achieve an appropriate distribution of the sample in line with the size of the community in each district; the stratified sample was used with specific percentages for the sample distribution, as follows:

District	Sector	Sector size of each district	Community size in each district	District percentage of society	Sample size from each district	Percentage of each sector of the district	Sample size required from each sector
Al-Qaherah	Public	2652	4314	43.48%	161	61%	99
	Private	1425				33%	53
	Organizations	237				5%	9
Al-Mudhaffar	Public	2818	5303	53.45%	198	53%	105
	Private	2299				43%	86
	Organizations	186				4%	7
Number of women working in local authority offices in the two districts		305	305	3.07%	11	11	11
Total		9922	9922	100.00%	370		370

Table (2) Distribution of the required sample among the sources of the study community (stratified sample distribution).

During the field visit, (418) working women were surveyed, in addition to conducting standardized interviews with (10) women who hold positions in decision-making positions in Taiz City. These two methods were used in collecting information to add depth to the methodology and enhance the value of the expected results in this context.

Study tools: The researcher relied on two tools: (the questionnaire: paper-electronic), and (the standardized interview guide), and the questions were divided into two groups: closed and open, distributed over several axes, which are:

- Socio-demographic Data.

- The reality of women's work environment (challenges and opportunities).
- The level of legal awareness among working women.
- Proposals and recommendations related to supporting and protecting working women.

5. The working environment of women working in the sectors (public, private, civil society organizations) in Al-Qaherah and Al-Mudhaffar districts (field study):

5.1. Characteristics of the study sample (socio-demographic data):

District	Nature of Work	Sector Type			Total
		Public	Private	Civil Society Organization	
Al-Mudhaffar	Permanent	45	24	8	77
	Contractor	36	83	3	122
	Volunteer	5	1	1	7
	Total In District	86	108	12	206
Al-Qaherah	Permanent	58	75	1	134
	Contractor	26	38	0	64
	Volunteer	5	9	0	14
	Total In District	89	122	1	212
Total Sample	Permanent	103	99	9	211
	Contractor	62	121	3	186
	Volunteer	10	10	1	21
	Total	175	230	13	418

Table (3) The Nature of Women's Work According to the Sector.

- It is clear from the previous table that the total sample of working women from the research community amounted to (418) women, distributed as follows:

According to the district:

- (206) Women from Al-Mudhaffar District.
- (212) A woman from Al-Qaherah Governorate.

By type of work:

- (211) Permanent female workers, most of them in the public sector, where their number reached (103) women.
- (186) Female contractors, most of them in the private sector, where their number reached (121) women.
- (21) Female volunteers, distributed equally between the public and private sectors (10 women each), and one woman working in civil society organizations.

In Al-Mudhaffar District, it was found that the total sample of working women amounted to (206) women, distributed according to the nature of work and the various sectors as follows:

- **Permanent female workers: Their number is (77) women, distributed as follows:**
 - (45) Women in the public sector.
 - (24) Women in the private sector.

- (8) Women in civil society organizations.
- **Contractor female workers: Their number is (122) women, distributed as follows:**
 - (83) Women in the private sector.
 - (36) Women in the public sector.
 - (3) Women in civil society organizations.
- **Volunteers: Their number is (7) women, distributed as follows:**
 - (5) Women in the public sector.
 - One woman in the private sector.
 - One woman in civil society organizations.

In Al-Qaherah District, the total number of working women in the sample was (212) women, distributed according to the nature of work and the different sectors as follows:

- **Permanent female workers: Their number is (134) women, distributed as follows:**
 - (58) Women in the public sector.
 - (75) Women in the private sector.
 - One woman in civil society organizations.
- **Contractor female workers: Their total number is (64) women, distributed as follows:**
 - (26) Women in the public sector.
 - (38) Women in the private sector.
 - There are no female contract workers in civil society organizations in the sample.
- **Volunteers: Their number is (14) women, distributed as follows:**
 - (5) Women in the public sector.
 - (9) Women in the private sector.

There are no female volunteers in civil society organizations in the total sample.

		Repetition	Ratio
District	Al-Mudhaffar	206	49.3%
	Al-Qaherah	212	50.7%
Age	18 - 25 years old	73	17.5%
	26 - 35 years old	185	44.3%
	36 - 45 years old	124	29.7%
	46 - 55 years old	32	7.7%
	Over 55 years old	4	1.0%
Qualification	Illiterate	4	1.0%
	Basic	20	4.8%
	High School/diploma	41	9.8%
	Higher Diploma	59	14.1%
	Bachelor Degree	275	65.8%
	Master's	15	3.6%
Marital Status	PhD	4	1.0%
	Single	205	49.0%

	Married	163	39.0%
	Divorced	30	7.2%
	Widow	20	4.8%
Sector	Public	175	41.9%
	Private	230	55.0%
	Civil Society Organization	13	3.1%
Nature of Work	Permanent	211	50.5%
	Contractor	186	44.5%
	Volunteer	21	5.0%
Experience	Less than 10 years	224	53.6%
	10 - 15 years	128	30.6%
	16 - 24 years	52	12.4%
	25 - 34 years	14	3.4%
Job Title	Deputy Governor	5	1.2%
	Director	10	2.4%
	Deputy Director	3	0.7%
	Administration Manager	13	3.1%
	Head of Department	42	10.0%
	Employee	345	82.5%

Table (4) Socio-demographic Data

The previous table shows the following results:

1. In terms of age group:

- The age group (26-35) is the largest among women in the sample, at 44.3%.
- Followed by the age group (36-45) at 29.7%.

2. In terms of academic qualification:

- Women with a university education represented the largest proportion of the sample, at 65.8%.
- Followed by the higher diploma, at 41.1%.

3. In terms of social status:

- Single women came in first, at 49%.
- Followed by married women, at 39%.

4. In terms of sector:

- Most of the working women in the sample work in the private sector, at 55%.
- Followed by the public sector, with 41%.

5. In terms of the nature of work:

- The majority of women in the study sample were Permanent workers, at 50.5%.
- Followed by female contractors, at 44.5%.
- Then volunteers, at 5%.

6. In terms of years of experience:

- The largest percentage of women in the sample had less than (10) years of experience, at a rate of 53.6%.
- They are followed by those with (10-16) years of experience, at a rate of 30.6%.

7. In terms of job title:

- The largest proportion of working women in the sample held a job title of “employee”, at 82.5%.
- Followed by the title of “Head of Department”, with a percentage of 10%.

	Number Of Respondents	Missing Data	Less Value	Higher Value	Average Salary	Standard Deviation
Salary	361	57	10000	1650400	80574.12	98839.949

Table (5) Average monthly salary.

Although (57) women from the sample refrained from specifying the amount of their salaries, compared to (361) women who answered the question related to salary; the table above shows the average salaries for women working within the research community as follows:

Salary range:

- The minimum salary ranges between 10,000 Yemeni riyals.
- The highest salary is 1,650,400 Yemeni riyals.

Average monthly income:

- The average monthly income of working women in the research community is estimated at 80,574.12 Yemeni riyals.

Influencing factors:

This diversity in salaries is due to the different nature of the positions held by women, which range between:

- Deputy Governor
- Director
- Deputy Director
- Administration Manager
- Head of Department
- Employee

Economic significance:

- The results reflect the low level of income in the Yemeni labor market, especially in the private sector, where female workers constituted the largest proportion of the study sample.

5.2 The reality of women’s work environment (challenges and opportunities):

Opportunities	Yes	To Some Extent	No	Significance	Average	Standard Deviation	Coefficient of Variation	Relative Importance	Level of Agreement
You contribute to your family's income.	338 (80.9%)	54 (12.9%)	26 (6.2%)	0.000	2.75	0.561	20%	92%	High
The presence of women in decision-making	278	105	35 (8.4%)	0.000	2.58	0.642	25%	86%	High

positions contributes to improving the conditions of working women.	(66.5%)	(25.1%)								
You feel that your organization provides a safe, violence-free, and respectful work environment for women.	271 (64.8%)	91 (21.8%)	56 (13.4%)	0.000	2.51	0.72	29%	84%	High	
You want to continue in your current job	259 (62.0%)	103 (24.6%)	56 (13.4%)	0.000	2.49	0.72	29%	83%	High	
Do you think that society's view of working women has changed for the better?	234 (56.0%)	139 (33.3%)	45 (10.8%)	0.000	2.45	0.681	28%	82%	High	
You feel satisfied with your current job	227 (54.3%)	129 (30.9%)	62 (14.8%)	0.000	2.39	0.733	31%	80%	High	
You always receive your salary without deductions.	249 (59.6%)	67 (16.0%)	102 (24.4%)	0.000	2.35	0.847	36%	78%	High	
There are clear policies in your organization to combat violence, sexual harassment and discrimination.	229 (54.8%)	87 (20.8%)	102 (24.4%)	0.000	2.3	0.837	36%	77%	middle	
The war has negatively affected the presence of women in all areas of work.	218 (52.2%)	104 (24.9%)	96 (23.0%)	0.000	2.29	0.817	36%	76%	middle	
There is flexibility in working hours to meet your family needs.	179 (42.8%)	165 (39.5%)	74 (17.7%)	0.000	2.25	0.737	33%	75%	middle	
You think you are financially independent.	180 (43.1%)	139 (33.3%)	99 (23.7%)	0.000	2.19	0.795	36%	73%	middle	
I had difficulty finding suitable work.	189 (45.2%)	112 (26.8%)	117 (28.0%)	0.000	2.17	0.839	39%	72%	middle	
Do you think government policies support women's participation in the labor market?	167 (40.0%)	157 (37.6%)	94 (22.5%)	0.000	2.17	0.772	36%	72%	middle	
Do you believe that government policies support women's participation in decision-making positions?	136 (32.5%)	184 (44.0%)	98 (23.4%)	0.000	2.09	0.744	36%	70%	middle	
Labor unions have a role in protecting and safeguarding the rights of working women.	142 (34.0%)	163 (39.0%)	113 (27.0%)	0.011	2.07	0.779	38%	69%	middle	
You get opportunities for training and professional development within the framework of your work.	145 (34.7%)	115 (27.5%)	158 (37.8%)	0.030	1.97	0.852	43%	66%	middle	
You are having difficulty getting childcare.	52 (24.4%)	82 (38.5%)	79 (37.1%)	0.021	1.87	0.776	41%	62%	middle	
You feel that you have equal opportunities with your male colleagues at work.	123 (29.4%)	115 (27.5%)	180 (43.1%)	0.000	1.86	0.841	45%	62%	middle	
Your salary is fair compared to your male colleagues who hold the same position.	130 (31.1%)	92 (22.0%)	196 (46.9%)	0.000	1.84	0.87	47%	61%	middle	
Women are truly and equally represented in unions.	84 (20.1%)	182 (43.5%)	152 (36.4%)	0.000	1.84	0.734	40%	61%	middle	
There are social customs or traditions that hinder your work.	72 (17.2%)	109 (26.1%)	237 (56.7%)	0.000	1.61	0.765	48%	54%	low	
Are there other factors that you think may have contributed to your exposure to abuse? (e.g. marital status, economic status, etc.)	73 (17.5%)	86 (20.6%)	259 (62.0%)	0.000	1.56	0.773	50%	52%	low	
Participated in courses, seminars or workshops to confront violence against working women	89 (21.3%)	45 (10.8%)	284 (67.9%)	0.000	1.53	0.822	54%	51%	low	
You participated in a program to protect women from violence in your workplace.	59 (14.1%)	45 (10.8%)	314 (75.1%)	0.000	1.39	0.722	52%	46%	low	
You face any type of violence or discrimination at work because of your gender	36 (8.6%)	79 (18.9%)	303 (72.5%)	0.000	1.36	0.636	47%	45%	low	
You have sought help from any party if your rights have been violated.	40 (9.6%)	50 (12.0%)	328 (78.5%)	0.000	1.31	0.638	49%	44%	low	
You are a member of a labor union.	48 (11.5%)	26 (6.2%)	344 (82.3%)	0.000	1.29	0.661	51%	43%	low	
You believe the nature of your work was a factor in your exposure to the violation.	23 (5.5%)	63 (15.1%)	332 (79.4%)	0.000	1.26	0.551	44%	42%	low	
You were laid off from a previous job without justification.	38 (9.1%)	27 (6.5%)	353 (84.4%)	0.000	1.25	0.607	49%	42%	low	
Are you facing any type of harassment (sexual, verbal, psychological, physical) in the workplace?	35 (8.4%)	33 (7.9%)	350 (83.7%)	0.000	1.25	0.595	48%	42%	low	

Table (6) The reality of women's work environment (challenges and opportunities).

Table (6) shows a statistical description of the level of response of working women regarding the opportunities provided by their work and the challenges they face, classified by sector. The data were analyzed using the following methods:

- **Frequency distribution and percentages** to determine the extent to which women agree with the content of each of the listed statements.
- **Arithmetic Mean** to measure the level of participants' response to each statement; to determine the general direction of their opinions.
- **Relative Importance** for each arithmetic mean; to illustrate the extent to which the statements affect the overall assessment of opportunities and challenges.
- **Statistical Significance;** A test of the differences between the response means was conducted to determine the presence of statistically significant differences between the different sectors (public, private, and civil society organizations), and thus the following was shown:

First: Available opportunities: -

1- Job satisfaction in the three sectors (public, private, and organizations):

The data shows a difference in satisfaction levels among women working in the three sectors, as:

- The public sector achieved the highest satisfaction rate with **57.1%** of the participants who answered "Yes".
- The private sector came in second place with a percentage of **53.0%**.
- Civil society organizations ranked last with a percentage of **38.5%**.

Although the public sector appears to be the most satisfied, followed by the private sector, and then organizations that recorded an average level of satisfaction, **there is no strong statistical significance** ($p\text{-value} = 0.406$) at a significance level of 0.05 means that these differences may not be statistically significant. These results indicate that women in the research community are generally satisfied with their current work in all sectors. The researcher attributes this satisfaction to the lack of job opportunities available under the current circumstances, as obtaining a job opportunity is considered a sufficient reason to raise the level of satisfaction, regardless of the nature of the sector or work environment.

2- Equal opportunities with men:

The results indicate that **there are no significant differences** between the three sectors in the job opportunities available to women, as indicated by the level of statistical significance ($p\text{-value} = 0.766$). A relative convergence was observed in the "yes" answers, as the percentages were as follows:

- **Private sector:** 30.4%
- **Public sector:** 28.6%
- **Civil society organizations:** 32.1%

Thus, it is clear that the private sector is the most likely to provide equal opportunities for women with men. This is due to the continued availability of job opportunities in the private sector, which are opportunities that often depend on efficiency, qualifications, experience, and productivity levels, while employment opportunities in the public sector have stopped

due to the war. As for civil society organizations, job opportunities depend largely on the availability of funding, and these opportunities are often voluntary or temporary, which limits the sustainability of job opportunities.

The closeness in the ratios between the three sectors shows that the labor market suffers from common challenges in achieving equal opportunities for women, with the private sector having a relative advantage under the current circumstances.

3- Salary equity between women and men working in the same position:

The data indicate a **clear statistical significance** ($p = 0.003$), showing differences between the three sectors in women's sense of salary fairness compared to their male colleagues, and the results were as follows:

- **Public sector:** 39.4% feel that salaries are fair.
- **Organizations Sector:** 38.5% feel justice.
- **Private sector:** 24.3% is the lowest percentage.

Therefore, the public sector reflects a higher sense of fairness, perhaps due to its uniform and specific employment policies. In the organizational sector, the ratio is close to the public sector, although employment in organizations depends on funding and specific needs. The private sector recorded the lowest ratio, which highlights the difference in employment and reward policies, where factors such as experience, efficiency, and productivity play a greater role.

Despite these differences between sectors, salaries in the three sectors do not depend on **gender**, but on other criteria such as: profession, specialization, experience, and competencies. However, the policies followed in each sector contribute to shaping a different experience for women in terms of their sense of fairness in salaries.

4- Obtaining training and development opportunities:

The data indicate that the proportions were **relatively close** between the different sectors, with no clear **statistical significance** for equal opportunities for training and professional development between the sexes. The results by sector were as follows:

- **Private sector:** 41.7% of women received training opportunities.
- **Organizations Sector:** 38.5% is the lowest percentage.

Therefore, the private sector stands out as the best sector in terms of providing training and professional development opportunities for women, perhaps due to its focus on efficiency and productivity to meet market demands. In public institutions, the data shows a tendency towards **male bias**, with men receiving more training opportunities than women, due to the preferences of male managers who lead most of these institutions. In organizations, lack of funding and a trend towards volunteer or temporary work may be reasons for the lack of professional development opportunities.

The lack of training and development opportunities for women, especially in the public sector, contributes to their lack of qualifications and experience, which negatively affects their professional empowerment. This situation indicates the need to adopt equal training policies that aim to empower women and overcome the biases that hinder their progress in some institutions.

5- Receiving salary without deductions:

The results showed that women working in different sectors receive their salaries **without deductions** in most cases, with varying percentages depending on the sector.:

- **Organizations Sector:** He got the highest approval rating of 69.2%.
- **Private sector:** The response rate was 62.2%.
- **Public sector:** The percentage was 55.4%, the lowest among the sectors.

The statistical significance of the differences between the averages of the level of agreement reached **0.062**, which means that the differences are **not statistically significant** at the level of **0.05.**, which indicates that the differences between sectors in this aspect may not be statistically significant. Thus, the results confirm that **the high commitment** of working women, regardless of the sector, contributes to reducing deductions from their salaries. Deductions are also subject to organized regulations that ensure no discrimination or transgression, which enhances confidence in the financial policies of institutions. Therefore, the high rates of satisfaction in the organizational and private sectors may reflect greater flexibility in managing salaries compared to the public sector.

6- Financial independence:

The results showed a variation in the level of financial independence among women working in the three sectors, as follows:

- **Organizations Sector:** It recorded the highest rate of financial independence at **61.5%.**
- **Private sector:** The percentage reached **43%.**
- **Public sector:** The lowest came at **41.7%.**

Therefore, the high level of financial independence in the **organizational sector** reflects the nature of the personal circumstances of female employees, as it was found that the majority of female employees in this sector are **unmarried**, which enhances their sense of financial independence due to the absence of family obligations associated with marriage. As for the low level of financial independence in the public sector, it may be related to the relatively lower salaries compared to other sectors, in addition to the family obligations borne by female employees in this sector.

Accordingly, it is concluded that financial independence is affected by social and personal factors in addition to the nature of the sector, and unmarried female workers show a higher level of financial independence, especially in **civil society organizations** that provide greater opportunities to achieve individual income without family restrictions.

7- Contribution of working women to their families' income in the three sectors (public, private, and organizations):

The results showed a clear difference in the levels of this contribution between the three sectors. The organizations sector recorded the highest level, followed by the public sector, then the private sector, which ranked last.

However, the availability of strong statistical significance, significance = 0.000, (indicates that the differences between the sectors are **statistically significant at a significance level of 0.05**).

The higher level of contribution of women working in the organizational sector to their family income may be attributed to the high-income rate compared to other sectors, and some social conditions that encourage women in this sector to bear the brunt of family spending.

Women working in the public sector have shown remarkable contributions, although the income level is often lower than the private sector and organizations. The low level of this contribution among women working in the private sector may be due to the lower average salaries compared to organizations, or the distribution of family income among more than one person.

Accordingly, it is concluded that working women play a pivotal role in household spending, and sometimes are the sole source of spending. Higher levels of contribution to the **organizational sector** may be linked to higher income levels and parental approval of work in this sector based on the financial support it provides to the family.

8- Flexibility in working hours:

The data showed similar levels of work flexibility among the three sectors as follows:

- Public sector: **44%**.
- Private sector: **42.2%**.
- Civil Society Organizations Sector: **38.5%**.

However, there is no statistically significant significance ($p = 0.735$) indicates that the differences between sectors are not statistically significant at a significance level of 0.05. The laws regulating working hours did not distinguish between the sexes in the different sectors, except for some cases such as: breastfeeding hours. The closeness in the proportions may reflect a uniform application of the laws related to working hours, and their flexibility among the sectors studied.

Accordingly, it is concluded that the flexibility of work between the three sectors is very similar, and there are no significant differences that require attention. The limited variation in the percentages reflects the impact of the laws regulating work, taking into account the minimum adjustments allocated to women, such as: breastfeeding hours.

9- Society's view of working women:

The results showed that 60% of female employees in the public sector, 53.5% in the private sector, and 46.2% of female workers in civil society organizations believe that the societal view of working women has improved. Despite this general agreement, there is a difference in the views of female workers in the three sectors regarding how society views working women, which was confirmed by the statistical analysis of the significance, which showed a value of 0.266. These results indicate a noticeable change in the level of societal awareness of the importance of women's participation in the labor market and their developmental role. They also reflect the increase in the burdens borne by women, especially with regard to

spending on their families, in light of the difficult economic conditions that the country is going through during the war.

10- The role of public policies in supporting women's participation in the labor market:

The results showed that 44% of female workers in the public sector, 36.5% in the private sector, and 46.2% of female workers in the civil society organizations sector believe that public policies support women's participation in the labor market. However, statistical analyses did not show any significant significance between the opinions in the three sectors, indicating that there are no fundamental differences in the views of female workers in the public, private sectors, and civil society organizations. This reflects the absence of a clear public orientation to exclude women from job opportunities, especially in various public institutions, which proves that there is equality of opportunity regardless of the sector.

11- Their participation in programs to protect women against violence:

The results showed statistically significant differences at a significance level of 0.05 in the participation of female workers in different sectors in these programs; it was found that the majority of female workers in the public and private sectors did not participate in these programs, while the percentage of female workers participating in civil society organizations was 53.8%. This is due to the fact that most civil society organizations focus primarily on these programs, as they have implemented many initiatives aimed at protecting women from violence in Taiz City, especially in light of the current circumstances. In contrast, female workers in other sectors were not given the opportunity to participate in these programs, which made these initiatives limited to one sector only.

12- Their desire to continue working:

The results showed a statistically significant agreement in the opinions of female workers in all the sectors studied, which means that all female workers in the public and private sectors and civil society organizations share the desire to continue in their current jobs. This is due to the lack of opportunities available to obtain work in light of the war conditions and the deterioration of the economic and living conditions in the country, which makes continuing in the current work the available and preferred option for all of them.

13- Public policies and their role in supporting women's participation in decision-making:

The results showed that public policies support women's participation in decision-making positions to some extent; the majority of participants' opinions were in the medium (to some extent) level, with 46.2% of women working in the civil society organizations sector, 44.3% of women working in the private sector, and 43.4% of women working in the public sector. However, statistical analyses did not show any significant significance at the 0.709 level for these opinions, indicating that there is general agreement that there is some progress in this context, but this progress is still not sufficiently noticeable.

14- Safe work environment free from violence:

The results showed a high level of agreement among female workers in all the sectors studied regarding the content of this paragraph; however, female workers in the organizations sector

showed higher support compared to others, as they answered (yes to some extent) or (yes completely) by 85% of female workers in the public sector, 87% in the private sector, and 100% in the civil society organizations sector. Statistical analyses to test the differences between the response averages showed that these differences were significant at a significance level of 0.05, and these results reflect a positive indicator of safe work environments, as it is clear that civil society organizations provide a safer environment compared to other sectors. However, the results indicate that work environments in all sectors are generally safe, indicating that the phenomenon of violence is practiced personally and in rare cases, and may be for exceptional reasons related to the nature of the work, the workplace, or the workers in some institutions, which makes it difficult to generalize the phenomenon due to its rarity.

15- The existence of clear policies in institutions to combat violence, sexual harassment and discrimination in the three sectors:

The results show a difference in the levels of agreement between the studied sectors; female workers in the public and private sectors showed an average level of agreement, while female workers in the organizations sector showed a high level of agreement. The percentage of agreement by answering (yes) and (yes to some extent) reached 100% in the organizations sector, and 75% in both the public and private sectors. Statistical analyses of the differences in the averages of the agreement scale showed a significant significance for the differences attributed to the type of sector at a significance level of 0.05. These results confirm what the previous paragraph indicates, that safe work environments are those in which there are clear policies to combat violence, sexual harassment, and discrimination.

16- The role of unions in protecting and safeguarding the rights of working women:

There is a medium level of agreement on the content of this statement among female workers in all sectors; however, the results showed higher support from female workers in the private sector, as the approval rate (yes and yes to some extent) reached 69% in the public sector, 77% in the private sector, and 54% in the civil society organizations sector. It also showed that the differences between the response averages according to the adopted scale were statistically significant at a significance level of 0.05, and this is attributed to the decline in the role of unions during the war period, as a result of the freezing of elections and the membership of some parties, which affected the effectiveness of these unions in defending the rights of female workers.

17- Women's representation in unions is real and equal to men's:

The opinions of the respondents were close to an average level across the different sectors; the relative importance of the average response scale was 60% in the public sector, 62% in the private sector, and 56% in the organizational sector. The analyses also showed that the differences between the response averages were not statistically significant at the 0.05 significance level. This indicates that the representation of women in these unions does not fully reflect or even come close to their level of participation in the labor market, due to the fact that the culture of union work and the importance of union participation are still absent from many women in different sectors.

18- The presence of women in decision-making positions contributes to improving the conditions of working women:

Working women showed high levels of agreement with the content of this paragraph across different sectors; the relative importance of the scale average reached 84% in the public sector, 88% in the private sector, and 90% in the organizations sector. The analyses also showed that the differences between the response averages were not statistically significant at a significance level of 0.05. This indicates that working women trust that the presence of women in decision-making positions will contribute effectively to ensuring the rights of female workers, which reinforces their belief that their rights will be better observed if women are present in these positions.

19- Their membership in a labor union:

The response levels in this paragraph were generally low; 81% of female workers in the public sector, 83% of female workers in the private sector, and 92% of female workers in the organization sector answered “no”. The data also indicate that the differences between the averages of their opinions across the different sectors were not significant at a significance level of 0.05, which confirms that they are not truly represented in these unions, as was shown in the previous paragraph related to representation.

20- Their participation in courses, seminars or workshops to confront violence against working women:

Female workers in organizations and the public sector showed an average level of agreement, while the level of agreement was low among female workers in the private sector, as the relative importance of the scale average reached 58% in the public sector, 45% in the private sector, and 62% in the organizations sector. Statistical analyses also showed a clear significance for the differences between the response averages at a significance level of 0.05, which confirms that there is no clear direction from institutions or concerned parties to educate women in confronting violence, except in rare cases.

Second: Challenges:

1. Difficulty finding suitable work:

The response levels of “yes absolutely” varied between sectors, as they reached 42.9% in the public sector, 46.1% in the private sector, and 61.5% in organizations, while the percentage of those who faced difficulty to some extent was; 34.3% in the public sector, 20.9% in the private sector, and 30.8% in organizations. The average values of the agreement levels also indicate that the highest level of agreement was in the organizations sector, indicating that women feel more difficulty in finding suitable work in this sector. The statistical significance (0.248) indicates that there are no significant differences between sectors. The data confirm that women faced difficulty in obtaining a job opportunity, which is a problem related to both genders, and is due to the spread of unemployment and the scarcity of job opportunities in general. However, female workers in civil society organizations faced greater difficulty, due to the newness of this sector and the emergence of its activity in the recent period, which means that its existence is still in its early stages, as it often depends on voluntary work at this

stage. The nature of the need for this sector focuses on the quality of skilled labor, such as the ability to master the English language and deal with technology professionally, in addition to other skills that require high efficiency that many women may not have.

2. Being dismissed from a previous job without justification:

A large proportion of the working women targeted in the study denied having ever been laid off from previous jobs, with 84% of those who answered “no” in the public sector, 84% in the private sector, and 92% in organizations. This indicates that all sectors showed low levels of agreement about being laid off without justification, with response averages ranging from 1.15 to 1.27, reflecting a slight variation in opinions on this issue across different sectors.

3. Types of harassment - sexual, verbal, moral, physical - in the workplace:

A large percentage of women in different sectors reported that they had not been harassed, with 82.9% in the public sector, 83.5% in the private sector, and 100% in the organizations sector. This indicates that female workers in all sectors showed low levels of agreement about being harassed. Although the average response in the organizations sector was the lowest, the statistical significance (0.275) indicates that there are no statistically significant differences between the average response scales according to the type of sector. This indicates that women in these sectors work in safe work environments, which confirms what was previously indicated about the availability of safe work environments in the different sectors in which they work.

4. Difficulty getting child care:

Women in the public and private sectors face moderate difficulties in obtaining childcare, while these difficulties appear to be low in the organizations sector, where response averages ranged between 1.2 and 1.9, with levels of agreement ranging from medium to low. However, the differences between response averages are not statistically significant at the 0.05 significance level. Although the labor law requires employers to provide a nursery for women working in institutions with fifty or more women to help them care for their children, most working women rely on their family members (mothers, sisters, husband's family) or neighbors in this regard. The majority of the research community of women working in civil society organizations are unmarried, which means that they do not feel the burden of this issue on them.

5. Social customs and traditions that hinder their work:

The results showed that there were generally low levels of agreement with the content of this paragraph, as 59.4% of female workers in the public sector, 54.8% in the private sector, and 53.8% in the organizations sector answered “no”, while 41.6% of female workers in the public sector, 55.2% in the private sector, and 56.2% in the organizations sector answered “yes completely” or “yes to some extent”. The statistical significance of the differences between the response averages (0.542) indicates that there are no statistically significant differences at a significance level of 0.05. This indicates that women in all sectors agree that there are no social customs and traditions that hinder women's work, and if they do exist, they are somewhat indirectly ineffective, which confirms the previous answers that indicate that society's view has changed for the better towards women's work.

6. Types of violence or discrimination at work due to gender - male or female:

The results showed that a large percentage of women responded that they were not exposed to violence or discrimination at work, with slight differences between sectors; the percentage in the public sector was (65%) of those who answered (no), the percentage in the private sector was (77.8%), and in the organization sector (85%). The statistical significance (0.016) also indicates that there are significant differences between sectors, which means that women in the public sector may face greater discrimination due to some privileges (such as: incentives, rewards, and participation in training and workshops) that men receive simply because they are men. This trend is greatly affected by the nature of the sector and its activity related to achieving the highest levels of profit and development for the institution. In the private sector and civil society organizations, institutional work clearly dominates, while the culture of the public sector is completely different, which contributes to promoting corruption, exclusion, and monopolization.

7. The nature of work is an influential factor in their exposure to abuse:

The results showed that all women working in different sectors showed low levels of agreement on the content of this paragraph, as the denial rates were (78.9% in the public sector, 78.7% in the private sector, 100% in the organizations sector), and the statistical significance (0.542) indicates that there are no statistically significant differences between the response averages according to the degree of agreement scale, and this indicates that the research community agrees that the nature of work does not contribute to the practice of various violations against women.

8. Resorting to any party to obtain assistance in the event that their rights are violated:

All sectors showed a low level of agreement with no statistically significant differences between response averages, confirming that female workers were not generally subjected to violations. The results indicate that some violations may be individual and very rare cases and cannot be generalized to all cases.

9. Other factors that may contribute to their vulnerability to abuse (e.g. marital status, economic situation, etc.):

All sectors showed a low level of agreement with no statistically significant differences between response averages, confirming that even in individual cases where some women may be subjected to abuse, these cases are not linked to fixed factors such as social status or economic status, but rather are due to reasons that may be variable and unstable.

10. The negative impact of war on the presence of women in all fields of work:

The results showed that the war had a negative impact on women's presence in the work fields, as the average percentages ranged between 49.7% and 54.8% for the answer (yes), and 28%, 22.2% and 30.8% for the answer (yes to some extent), according to the sectors respectively. The statistical significance values of the differences between the averages of the agreement degree scale indicate that there is no statistical significance at a significance level of 0.05, which confirms the existence of agreement, albeit moderate, that the war has affected the level of women's presence in all work fields. This is due to the siege imposed on Taiz, and the displacement that led many women to leave their jobs because they live in unsafe contact

areas, in addition to restricting work in some sectors such as: civil society organizations and human rights organizations, as it limits women's freedom to travel and move between governorates, and prevents them from communicating with their families in those governorates. There is no doubt that these factors constitute a real obstacle to women joining some different work sectors.

5.3 Legal awareness among working women in the research community:

Variable	Sector	Not interested	No	To Some Extent	Yes	Average	Relative Importance	Level of Agreement	Significance
Have you heard of the Yemeni Labor Law No. (5) of 1995?	Public	13.0 (7.4%)	120.0 (68.6%)	14.0 (8.0%)	28.0 (16.0%)	1.33	44.2%	low	0.331
	Private	22.0 (9.6%)	165.0 (71.7%)	18.0 (7.8%)	25.0 (10.9%)	1.20	40.0%	low	
	Organizations	1.0 (7.7%)	9.0 (69.2%)	2.0 (15.4%)	1.0 (7.7%)	1.23	41.0%	low	
Did you know that this law protects the rights of male and female workers?	Public	9.0 (5.1%)	108.0 (61.7%)	21.0 (12.0%)	37.0 (21.1%)	1.49	49.7%	low	0.545
	Private	24.0 (10.4%)	134.0 (58.3%)	26.0 (11.3%)	46.0 (20.0%)	1.41	47.0%	low	
	Organizations	1.0 (7.7%)	7.0 (53.8%)	2.0 (15.4%)	3.0 (23.1%)	1.54	51.3%	middle	
You have read the labor law in full.	Public	10.0 (5.7%)	125.0 (71.4%)	25.0 (14.3%)	15.0 (8.6%)	1.26	41.9%	low	0.000
	Private	33.0 (14.3%)	163.0 (70.9%)	17.0 (7.4%)	17.0 (7.4%)	1.08	35.9%	low	
	Organizations	0.0 (0.0%)	7.0 (53.8%)	2.0 (15.4%)	4.0 (30.8%)	1.77	59.0%	middle	
Have you encountered any difficulties in exercising your legal rights at work?	Public	6.0 (3.4%)	83.0 (47.4%)	55.0 (31.4%)	31.0 (17.7%)	1.63	54.5%	middle	0.935
	Private	15.0 (6.5%)	113.0 (49.1%)	45.0 (19.6%)	57.0 (24.8%)	1.63	54.2%	middle	
	Organizations	0.0 (0.0%)	6.0 (46.2%)	6.0 (46.2%)	1.0 (7.7%)	1.62	53.8%	middle	
You attended a training course or workshop aimed at informing you of your legal rights.	Public	6.0 (3.4%)	127.0 (72.6%)	12.0 (6.9%)	30.0 (17.1%)	1.38	45.9%	low	0.040
	Private	15.0 (6.5%)	180.0 (78.3%)	11.0 (4.8%)	24.0 (10.4%)	1.19	39.7%	low	
	Organizations	0.0 (0.0%)	11.0 (84.6%)	1.0 (7.7%)	1.0 (7.7%)	1.23	41.0%	low	
You demanded your rights under the provisions of the law in your workplace	Public	6.0 (3.4%)	112.0 (64.0%)	21.0 (12.0%)	36.0 (20.6%)	1.50	49.9%	low	0.902
	Private	13.0 (5.7%)	133.0 (57.8%)	32.0 (13.9%)	52.0 (22.6%)	1.53	51.2%	middle	
	Organizations	0.0 (0.0%)	9.0 (69.2%)	2.0 (15.4%)	2.0 (15.4%)	1.46	48.7%	low	
You feel that you are not sufficiently aware of your legal rights.	Public	5.0 (2.9%)	33.0 (18.9%)	56.0 (32.0%)	81.0 (46.3%)	2.22	73.9%	middle	0.899
	Private	13.0 (5.7%)	50.0 (21.7%)	45.0 (19.6%)	122.0 (53.0%)	2.20	73.3%	middle	
	Organizations	0.0 (0.0%)	3.0 (23.1%)	3.0 (23.1%)	7.0 (53.8%)	2.31	76.9%	High	
You find it difficult to understand the rules.	Public	6.0 (3.4%)	45.0 (25.7%)	62.0 (35.4%)	62.0 (35.4%)	2.03	67.6%	middle	0.515
	Private	20.0 (8.7%)	53.0 (23.0%)	70.0 (30.4%)	87.0 (37.8%)	1.97	65.8%	middle	
	Organizations	0.0 (0.0%)	5.0 (38.5%)	6.0 (46.2%)	2.0 (15.4%)	1.77	59.0%	middle	
If you are familiar with the Yemeni labor law, do you think it meets the needs and reality of women's	Public	34.0 (19.4%)	37.0 (21.1%)	55.0 (31.4%)	49.0 (28.0%)	1.68	56.0%	middle	0.005
	Private	78.0 (33.9%)	52.0 (22.6%)	50.0 (21.7%)	50.0 (21.7%)	1.31	43.8%	low	
	Organizations	2.0 (15.4%)	5.0 (38.5%)	5.0 (38.5%)	1.0 (7.7%)	1.38	46.2%	low	

work at the present time?									
You see the importance of implementing the current law.	Public	27.0 (15.4%)	22.0 (12.6%)	32.0 (18.3%)	94.0 (53.7%)	2.10	70.1%	middle	0.010
	Private	53.0 (23.0%)	42.0 (18.3%)	41.0 (17.8%)	94.0 (40.9%)	1.77	58.8%	middle	
	Organizations	2.0 (15.4%)	1.0 (7.7%)	2.0 (15.4%)	8.0 (61.5%)	2.23	74.4%	middle	
Do you think that laws protecting women's rights at work are effectively enforced?	Public	8.0 (4.6%)	73.0 (41.7%)	68.0 (38.9%)	26.0 (14.9%)	1.64	54.7%	middle	0.188
	Private	22.0 (9.6%)	98.0 (42.6%)	85.0 (37.0%)	25.0 (10.9%)	1.49	49.7%	low	
	Organizations	1.0 (7.7%)	6.0 (46.2%)	6.0 (46.2%)	0.0 (0.0%)	1.38	46.2%	low	
Civil society organizations play a role in educating women about their legal rights related to work.	Public	17.0 (9.7%)	34.0 (19.4%)	64.0 (36.6%)	60.0 (34.3%)	1.95	65.1%	middle	0.083
	Private	19.0 (8.3%)	52.0 (22.6%)	93.0 (40.4%)	66.0 (28.7%)	1.90	63.2%	middle	
	Organizations	0.0 (0.0%)	1.0 (7.7%)	5.0 (38.5%)	7.0 (53.8%)	2.46	82.1%	High	
You have been appointed on a contract within a specific job description.	Public	4.0 (2.3%)	77.0 (44.0%)	12.0 (6.9%)	82.0 (46.9%)	1.98	66.1%	middle	0.261
	Private	2.0 (0.9%)	91.0 (39.6%)	11.0 (4.8%)	126.0 (54.8%)	2.13	71.2%	middle	
	Organizations	0.0 (0.0%)	5.0 (38.5%)	0.0 (0.0%)	8.0 (61.5%)	2.23	74.4%	middle	
You get your full vacations.	Public	1.0 (0.6%)	30.0 (17.1%)	31.0 (17.7%)	113.0 (64.6%)	2.46	82.1%	High	0.605
	Private	1.0 (0.4%)	39.0 (17.0%)	42.0 (18.3%)	148.0 (64.3%)	2.47	82.2%	High	
	Organizations	0.0 (0.0%)	1.0 (7.7%)	2.0 (15.4%)	10.0 (76.9%)	2.69	89.7%	High	
You are doing extra work that is not part of your assigned duties.	Public	2.0 (1.1%)	80.0 (45.7%)	30.0 (17.1%)	63.0 (36.0%)	1.88	62.7%	middle	0.012
	Private	4.0 (1.7%)	78.0 (33.9%)	26.0 (11.3%)	122.0 (53.0%)	2.16	71.9%	middle	
	Organizations	0.0 (0.0%)	4.0 (30.8%)	4.0 (30.8%)	5.0 (38.5%)	2.08	69.2%	middle	

Table (7) Legal Awareness Among Working Women

Table (7) shows a statistical description of the level of response of working women regarding their level of legal awareness, classified by sector, using the frequency and relative distribution of their level of agreement with the content of each statement, as well as the arithmetic mean of the response scale and its relative importance, in addition to the statistical significance of testing the differences between the response averages. Based on this analysis, the following points can be noted:

- 1- **Their knowledge of the Yemeni Labor Law No. (5) of 1995:** The results showed that there is a clear weakness in awareness of the labor law in all sectors. In the public sector, it was found that 68.6% of female workers do not know the law, while only 16.0% of them showed knowledge of it. The low average (1.33) and relative importance (44.20%) reflect this weakness. In the private sector, the largest percentage (71.7%) did not know the law, with an average (1.2) and relative importance (40%) indicating the same trend. In civil society organizations, it was found that 69.2% of female workers do not know the labor law, and the small percentage that showed knowledge (7.7%) confirms the weakness of awareness. The low average (1.23) and relative importance (41.0%) also reflect this trend. As for the statistical significance (0.331), it indicates that there are no significant differences

between the response averages attributed to the sector, which indicates the weakness of female workers' knowledge of the labor law in all sectors.

2- Their awareness of the legal protection of workers' rights: In the public sector, the results showed that 61.7% of female workers do not know that the law protects their rights, indicating a significant weakness in legal awareness. In contrast, only 21.1% of them showed knowledge of the law, with an average of (1.49) and relative importance (49.70%), reflecting a low level of awareness. As for the private sector, the results showed that 58.3% of female workers do not know that the law protects their rights, which also reflects a weakness in legal awareness, while the percentage of knowledge of the law does not exceed 20% of them only, and the average (1.41) and relative importance (47.00%) also indicate that the level of agreement was low in this sector. In organizations, it was found that 53.8% of female workers do not know that the law protects their rights, but the percentage of knowledge of the law was slightly higher compared to the other two sectors, reaching 23.1%. The average (1.54) and relative importance (51.30%) also indicate an average level of awareness compared to other sectors. These results generally indicate a noticeable weakness in knowledge of the Yemeni Labor Law No. (5) of 1995 in the three sectors, as it was shown that a large percentage of female workers do not know that this law protects their rights. As for the statistical significance (0.545), it showed that there were no significant differences between the response averages according to the sector, which confirms the lack of awareness of the importance of this law in protecting the rights of female workers in all sectors.

3- Their full familiarization with the labor law: In the public sector, the results showed that a very small percentage (8.6%) of female workers were fully aware of the labor law, while the vast majority (71.4%) were not aware of it, indicating a severe lack of awareness and legal knowledge in this sector. The average (1.26) and relative importance (41.90%) reflect the very low level of awareness of the law.

In the private sector, it was found that the percentage of those who had fully reviewed the labor law was still low (7.4%), while a large percentage of them (70.9%) had not reviewed the law, which also reflects the weak legal awareness in this sector. The average (1.08) and relative importance (35.9%) also indicate a low level of agreement, which indicates a lack of sufficient understanding of the law among female workers in this sector.

In organizations, the results indicate that the percentage of those who expressed partial knowledge of the law was relatively higher compared to other sectors (30.8%). The mean (1.77) and relative importance (59%) reflect an average level of awareness compared to other sectors.

In general, the results indicate a significant lack of awareness of the Yemeni Labor Law No. (5) of 1995 across all three sectors, with the exception of a very small percentage of female workers who have fully read the law.

The statistical significance (0.000) indicates that there are significant differences between the response averages attributed to the sector, as the organizations were the

highest in terms of knowledge. The reason, from the researcher’s point of view, may be that most of the workers in human rights organizations are graduates of the Faculty of Shariah and Law, which made their knowledge of the law a natural matter due to their specialization. In addition, most of the organizations active in the field of women’s rights are interested in educating workers about the law as part of their societal tasks, which contributed to raising legal awareness among workers in these organizations compared to their counterparts in other sectors.

4- Difficulties faced in exercising their legal rights at work: In the public sector, the results indicate that a large percentage of female workers (47.4%) did not face any difficulties in exercising their legal rights, while 31.4% of them indicated that they faced difficulties to some extent, and only 17.7% confirmed that they faced real difficulties. The average (1.63) and relative importance (54.50%) reflect an average level of agreement among female workers in this sector.

In the private sector, the percentage of those who did not face difficulties was (49.1%), which is close to that in the public sector. In contrast, the private sector included a higher percentage (24.8%) of those who faced difficulties compared to the public sector. The average (1.63) and relative importance (54.20%) reflect a medium level of agreement, indicating the existence of noticeable challenges in exercising legal rights, but not on a large scale.

As for organizations, the results show that the percentage of those who did not face difficulties (46.2%) is similar to that in other sectors, but the percentage of those who faced difficulties was much lower (7.7%), and the average (1.62) and relative importance (53.8%) indicate a medium level of agreement as well, which indicates that the situation in this sector is more positive compared to other sectors in terms of exercising legal rights.

Overall, the results across all sectors indicate a moderate level of difficulty in exercising legal rights, with slight variation in proportions between different sectors. Although both the public and private sectors present similar challenges, organizations appear to achieve better results in this regard. However, the statistical significance of the difference test is not statistically significant at the 0.05 significance level. This indicates that awareness of the law helps in overcoming the difficulties women face in obtaining their rights, and this awareness is more evident among women working in civil society organizations than among women working in other sectors.

5- Attending training courses or workshops aimed at informing them of their legal rights: The results in the public sector indicate that a large percentage of female workers (72.6%) did not attend training courses aimed at informing them of their legal rights, and the average (1.38) and relative importance (45.90%) reflect a low level of agreement among female workers in this sector.

As for the private sector, the percentage that did not attend training courses reached (78.3%), which is also a high percentage, with an average of (1.19) and a relative importance of (39.70%) indicating a low level of agreement about attending such courses.

As for organizations, the results show that the percentage of non-attendance of training courses is the highest (84.6%), and the average (1.23) and relative importance (41.00%) indicate a low level of agreement among the participants in the sample.

As for the statistical significance of the difference test, it is statistically significant at a significance level of 0.05, as the public sector appears as the highest sector in these differences. This confirms the previous results that indicate a lack of awareness and knowledge of the labor law, especially among female workers in the public sector.

6- Demanding their rights within the provisions of the law in their workplace: The results in the public sector indicate that a large percentage of female workers (64.0%) did not demand their legal rights in the workplace, and although there was a percentage (20.6%) who confirmed their demand for their rights; the average (1.5) and relative importance (49.90%) reflect a low level of agreement.

In the private sector, the percentage of female workers who have not claimed their legal rights is still high (57.8%). However, the percentage of those who confirmed their claim to their rights is slightly higher compared to the public sector (22.6%), which is reflected in the average (1.53) and relative importance (51.20%), indicating a medium level of agreement.

In organizations, the results show that the percentage of those who did not claim their legal rights is the highest (69.2%), and the average (1.46) and relative importance (48.70%) also indicate a low level of agreement.

The results across all sectors indicate a significant lack of awareness of legal rights among female workers, with the largest proportion of responses tending to be “no.” Despite some slight differences between sectors, these differences are not statistically significant at a significance level of 0.05, confirming that lack of awareness of rights has a significant impact on claiming them.

7- Their sufficient awareness of their legal rights: The results in the public sector indicate that a good percentage of female workers (46.3%) feel that they are sufficiently aware of their legal rights, while there are still 50.9% (the total between “no” and “somewhat”) who are not satisfied with their knowledge, and the average (2.22) reflects a medium level of agreement.

In the private sector, the percentage of those who feel that they are aware of their legal rights is the highest (53.0%). However, the percentage of those who do not feel this or feel this to some extent reaches 41.3%, and the average (2.20) and relative importance (73.30%) reflect a medium level of agreement.

In organizations, the results show that the percentage of those who feel that they are sufficiently aware of their legal rights is also high (53.8%); compared to other sectors, the mean (2.31) and relative importance (76.90%) reflect a high level of agreement, indicating a greater awareness of legal rights in this sector.

The results across all sectors indicate a relative awareness of the legal rights of female workers, with the largest proportion of responses leaning towards “yes”. However, there is still an urgent need to enhance this awareness, especially in the public and private sectors, where the percentages were lower compared to organizations.

The statistical significance (0.899) indicates that there are no statistically significant differences between opinions in different sectors.

- 8- **Difficulty in understanding the laws:** The results in the public sector indicate that there is a difference in the opinions of female workers about the difficulty of understanding laws; 35.4% of female workers reported that they feel great difficulty, while 25.7% reported that they do not feel this difficulty, and the average (2.03) reflects a medium level of agreement.

In the private sector, we find that the percentage of those who feel difficulty in understanding the laws is also high; the results indicate that 37.8% of female workers face great difficulty, while only 23.0% reported that they do not feel this way, and the average (1.97) and relative importance (65.80%) reflect a medium level of agreement. In organizations, the results show that the percentage of those who feel difficulty in understanding the laws is the lowest, as only 15.4% of female workers face great difficulty, and 38.5% do not feel it at all. The average (1.77) and relative importance (59%) reflect a medium level of agreement, indicating that legal awareness and understanding may be better in this sector compared to other sectors.

The results across all sectors indicate varying difficulties in understanding the laws; a significant proportion of female workers in each sector feel uncertain or difficult in this area, and although female workers in organizations show a lower level of difficulties; the statistical significance (0.515) indicates that there are no statistically significant differences between sectors, which means that challenges related to understanding the laws exist in all work environments.

- 9- **Their view that the Yemeni Labor Law meets the needs and reality of women's work at the present time:** In the public sector, the results indicate a noticeable concern about the suitability of the Yemeni labor law to women's needs; 21.1% of female workers reported that the law does not meet their needs, while 31.4% reported that the law meets their needs to some extent, and 28.0% of them expressed their opinion that the law meets the needs well, and the average (1.68) and relative importance (56.00%) reflect a medium level of agreement.

In the private sector, the results show that the percentage of those who feel that the labor law meets women's needs is lower compared to the public sector; 22.6% of female workers reported that it does not meet needs, while only 21.7% reported that it meets them well. The average (1.31) and relative importance (43.80%) reflect a low level of agreement, indicating dissatisfaction with the labor law in this sector with regard to women's needs.

In organizations, the results also indicate a significant concern, with 38.5% of female workers reporting that they believe the law does not meet their needs, while 7.7% reported that it meets those needs well. The mean (1.38) and relative importance (46.20%) reflect a low level of agreement, indicating general dissatisfaction with the labor law in this context.

The results across all sectors indicate a general concern about the suitability of the Yemeni labor law to women's work needs and reality; the public sector shows some optimism compared to other sectors, but all sectors reflect general dissatisfaction with

the effectiveness of the law in meeting the needs of working women. The statistical significance (0.005) confirms the existence of statistically significant differences between opinions in the sectors (organizations - lower), which indicates the level of awareness of the law and the feasibility of implementing it in actual reality; as the actual reality of working women reflects their lack of many rights, which makes them feel that the law is useless, and that they need an effective law that meets their needs completely.

10-The importance of applying the current law: In the public sector, the results indicate that the majority of female workers (53.7%) see the importance of implementing the current law, which indicates a positive awareness on this subject. Although the percentage of those who believe that the law is not important (12.6%) is low, the percentage of those who believe that it is important (to some extent) (18.3%) indicates the presence of some doubts or reservations. The average (2.1) and relative importance (70.1%) reflect a medium level of agreement.

In the private sector, the results show that the percentage of female workers who see the importance of implementing the current law is lower compared to the public sector; it was found that only 40.9% of them see the law as important, while the percentage of those who believe it is not important (18.3%) is a relatively high percentage, indicating the presence of concern or dissatisfaction with the effectiveness of the law in this context. The average (1.77) and relative importance (58.80%) indicate an average level of agreement, but it is lower than the public sector in general.

In organizations, the results indicate that there is strong support for the importance of implementing the current law, as 61.5% believe that it is very important, reflecting positive awareness in this sector, while the percentage of those who believe that it is not important (7.7%) is a low percentage, indicating broad agreement on the importance of the law in this context, and the average (2.23) and relative importance (74.40%) reflect an average level of agreement, but it is higher than other sectors.

The results across all sectors indicate that there is general agreement on the importance of implementing the current labor law, while there are significant differences between sectors. The public and private sectors show medium levels of agreement, while organizations show more support for the importance of the law. The statistical significance (0.010) indicates that there are statistically significant differences between opinions at the sector level (private sector – the lowest).

The desire of female workers to apply the current law reflects their knowledge of the law and the importance of implementing it, so we find it high among female workers in civil society organizations, and low among female workers in the private sector; because the internal regulations in the private sector are effective; so women feel that they do not need to apply the law, while women working in the public sector seemed to be the women who feel the most discrimination in some institutions; so we find them also wanting to apply the law even though their knowledge of it is very low.

11-Laws protecting women's rights at work are effectively enforced: In the public sector, the results show that 41.7% of female workers believe that laws protecting women's rights are not implemented effectively, while 38.9% of them indicate that implementation is "to some extent", while 14.9% see that implementation is fully effective. The average (1.64) and relative importance (54.70%) reflect a medium level of agreement about the effectiveness of implementation.

In the private sector, the results show that 42.6% of female workers believe that laws are not implemented effectively, while 37.0% believe that implementation is "somewhat" effective. However, only 10.9% believe that implementation is effective, reflecting widespread dissatisfaction with the effectiveness of implementation in this sector. The average (1.49) and relative importance (49.70%) indicate a low level of agreement compared to the public sector.

In organizations, the results indicate that 46.2% of female workers believe that laws are not implemented effectively, while the same percentage expresses the opinion "to some extent." Surprisingly, not a single female worker believes that laws are implemented effectively, which reflects a low level of agreement about the effectiveness of implementation. The average (1.38) and relative importance (46.20%) reflect a parallel picture of this trend in organizations.

When looking at the results across all sectors, it is clear that there is a general concern about the effectiveness of implementing laws that protect women's rights at work. However, this concern varies between sectors. The public sector shows a medium level of agreement about the importance of implementing laws, while the private sector and organizations show lower levels of agreement. The statistical significance indicates that there are no statistically significant differences between opinions across sectors, meaning that opinions are relatively close across all sectors, with varying levels of concern and satisfaction with the implementation of laws. This is an indication that women in all sectors, despite the differences in circumstances, still feel that the law is not being implemented effectively to guarantee their full rights.

12-Civil society organizations play a role in educating women about their legal rights related to work:

In the public sector, the results indicate that 36.6% of female workers believe that civil society organizations play a "somewhat" role in raising women's awareness of their legal rights, while 34.3% believe that this role is effective. 19.4% express dissatisfaction with this role, and the average (1.95) and relative importance (65.10%) reflect a medium level of agreement in this sector.

In the private sector, the results show that 40.4% of female workers believe that organizations play a role "to some extent," while 28.7% see this role as effective. In contrast, 22.6% express dissatisfaction with this role. The average (1.9) and relative importance (63.20%) reflect an average level of agreement, but it is slightly lower compared to the public sector.

In organizations, the results indicate that the vast majority (53.8%) believe that civil society organizations play an effective role in raising women's awareness of their legal rights, with only a small percentage (7.7%) expressing dissatisfaction. The

average (2.46) and relative importance (82.10%) reflect a high level of agreement and confidence in the effectiveness of this role.

In general, the results indicate that there is a disparity in opinions about the role of civil society organizations in raising women’s awareness of their legal rights related to work between different sectors; as female workers in the public and private sectors express a medium level of agreement about the effectiveness of this role, while female workers in organizations show a high level of agreement and greater confidence in the effectiveness of these organizations. The statistical significance shows that there are no statistically significant differences between opinions in different sectors, which means that opinions are close, although there are noticeable differences in levels of satisfaction and confidence between sectors. This disparity in levels of satisfaction may be the result of the focus of many civil society organizations’ programs on trends that may not meet women’s needs as required, as much as they meet the desires and orientations of supporters.

13–Appointing them with a contract within a specific job description: In the public sector, the results indicate a clear divergence of opinions, as 44.0% of female workers express that they were not appointed with a contract within a specific job description, while 46.9% confirm that they were appointed with that, and the average (1.98) and relative importance (66.10%) reflect a medium level of agreement on this topic.

In the private sector, the results indicate that 54.8% of female workers confirm that they were appointed with a contract within a specific job description, while 39.6% of them expressed that they were not appointed with that, and the average (2.13) and relative importance (71.20%) indicate a medium level of agreement.

In organizations, the results indicate that 61.5% of female workers believe that they were hired under a contract within a specific job description, with no answers “to some extent”, and the mean (2.23) and relative importance (74.40%) indicate a medium level of agreement and confidence in the job description.

The results generally indicate that there is a disparity in opinions on the subject of appointment by contract within a specific job description between different sectors. While the public sector shows some concern and uncertainty, the private sectors and organizations show higher levels of satisfaction and confidence in the job description of contracts. The statistical significance indicates that there are no statistically significant differences between opinions in the sectors, which means that opinions are close but with noticeable differences in the levels of satisfaction and confidence in each sector. This highlights the randomness of employment in many public sectors and the lack of commitment to work standards, which leads to the exploitation of women in this context. It is important for women to be aware of the importance of this procedure, because the lack of awareness makes them vulnerable to legal violations, especially with regard to the amount of salary, allowances, incentives and tasks assigned to them.

14–Getting their full vacations: In the public sector, the results indicate that 64.6% of female workers get their full vacations, which indicates general satisfaction with the

vacation policy. The average (2.46) and relative importance (82.10%) reflect a high level of agreement among female workers about their vacations.

In the private sector, the results are similar to those in the public sector, where 64.3% of female workers also get their full leave, and the mean (2.47) and relative importance (82.20%) indicate a high level of agreement and satisfaction with the leave policy in this sector as well.

In organizations, the results show the highest level of satisfaction, as 76.9% of female workers get their full vacations, with a high average (2.69) and relative importance (89.70%). These numbers indicate great satisfaction and high confidence in the vacation policy within organizations.

Overall, the results show that all three sectors (public, private, and organizations) record high levels of satisfaction with full leave, with slight variation in the numbers. At the same time, the statistical implications indicate that there are no strong statistically significant differences between the sectors, meaning that working women in the research community receive their full leave, and this is perhaps the only legal provision in which they showed clear knowledge of their rights.

15-Assigning them additional tasks that are not part of their specific duties: In the public sector, the results indicate that 45.7% of female workers do not perform additional work beyond their specified tasks, while 36.0% of them reported that they do, and the average (1.88) and relative importance (62.70%) reflect a medium level of agreement among female workers on this topic.

In the private sector, the results indicate that 53.0% of female workers perform additional work that is not part of their specific tasks, which reflects the existence of greater pressure or higher expectations on female workers in this sector compared to the public sector. The average (2.16) and relative importance (71.90%) indicate a medium level of agreement, but with a tendency towards increasing additional work. As for organizations, the results indicate a balance between the options, as 38.5% of female workers reported that they do additional work, while 30.8% said that they do not do so. The average (2.08) and relative importance (69.20%) indicate an average level of agreement in this sector as well.

Overall, the results show average agreement across the three sectors on doing additional work that is not part of the specific tasks of female workers, with noticeable differences in proportions and trends between sectors. The statistical significance (0.012) shows statistically significant differences at the 0.05 level, especially in the public sector compared to other sectors. This indicates that the nature of the sector's work affects the additional work that is costly for women. Female workers in the private sector are more exposed to this additional work because it is related to their continued employment. In contrast, the public sector refuses to burden female workers with additional work that is not related to their professions, without affecting their continued employment or dismissal from it.

5.4 Rights guaranteed by law from the point of view of women in the research community sample:

Percentage of respondents' knowledge of the rights guaranteed by law by sector	Public	Private	Organizations
Leaves (annual, weekly, sick, public holidays, Hajj)	94%	88%	100%
Right to maternity leave and waiting period leave	85%	79%	85%
Reducing working hours during pregnancy and breastfeeding	83%	74%	69%
Fair and equal pay for equal work.	54%	40%	39%
Work injury compensation	49%	54%	62%
End-of-service benefit	42%	51%	54%
Restrictions on women's work (night work, place of work, nature of work)	42%	46%	23%
Public and private institutions employing fifty or more female workers in one facility must establish or entrust a nursery to house the children of female workers under the terms and conditions determined by a decision of the Minister.	21%	27%	15%

Table (8) Rights guaranteed by law to working women.

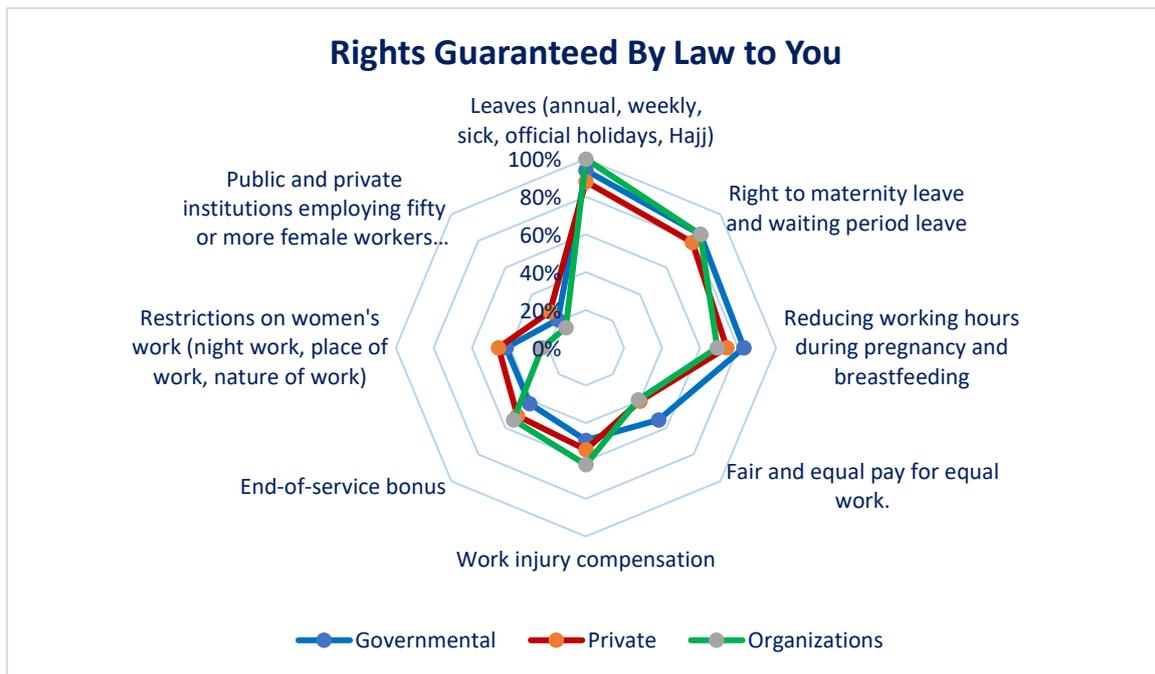


Figure (1) Rights guaranteed by law to working women.

Table (8) and Figure (1) show the relative distribution of the frequency of the opinions of the research community sample regarding their level of knowledge of the rights guaranteed by the law, classified by sector. The study adopted a binary scale expressing knowledge and lack of knowledge. The answers were summarized and indicators were extracted that reflect the extent of the workers' knowledge of the mentioned rights. Then, those rights were arranged from the highest knowledge to the lowest. The following is a detail of what was stated in the table above:

1. **Leaves (annual, weekly, sick, public holidays, Hajj):** The results show that the percentage of women in the research community knowing about leave rights is generally high, reaching 100% in organizations. The percentage also remains high in the public (94%) and private (88%) sectors.

2. **The right to maternity leave:** The percentage of female respondents' knowledge in the public and organizational sectors is equal (85%), while it decreases slightly in the private sector to 79%.
3. **Reducing working hours during pregnancy and breastfeeding:** The results show that knowledge of the rights to reduce working hours during pregnancy and breastfeeding varies between sectors; the highest percentage was recorded in the public sector (83%), and lower in the private sector (74%) and organizations (69%).
4. **Fair and equal pay for equal work:** The results indicate that knowledge of the right to fair and equal pay with men is the lowest among the mentioned rights; the highest percentage was recorded in the public sector (54%), while it decreased significantly in the private sector (40%) and organizations (39%).
5. **Work injury compensation:** The results show that the percentage of knowledge of the right to compensation for work-related injuries was highest in organizations (62%), followed by the private sector (54%), while the lowest percentage was recorded in the public sector (49%).
6. **End-of-service benefit:** The results indicate that knowledge of end-of-service benefit increases in the private sector (51%) and organizations (54%), compared to the public sector (42%).
7. **Restrictions on women's work (night work, place of work, nature of work):** The results show that knowledge of restrictions on women's work is highest in the private sector (46%), while the lowest rate is recorded in the organizations sector (23%).
8. **Establishing a nursery for working women's children:** The results show that the percentage of knowledge about the necessity of establishing a nursery for the children of working women was generally low, with the highest percentage recorded in the private sector (27%), followed by the public sector (21%), and the lowest percentage in organizations (15%).

The results generally indicate that there is a significant disparity in women's knowledge of legal rights in the research community by sector. In all sectors, leave rights topped knowledge, while knowledge of wage, equality and compensation rights was generally low. Knowledge of specific rights such as establishing nurseries was also low across all sectors.

Third: Proposals related to supporting working women in the sectors (public, private, and civil society organizations):

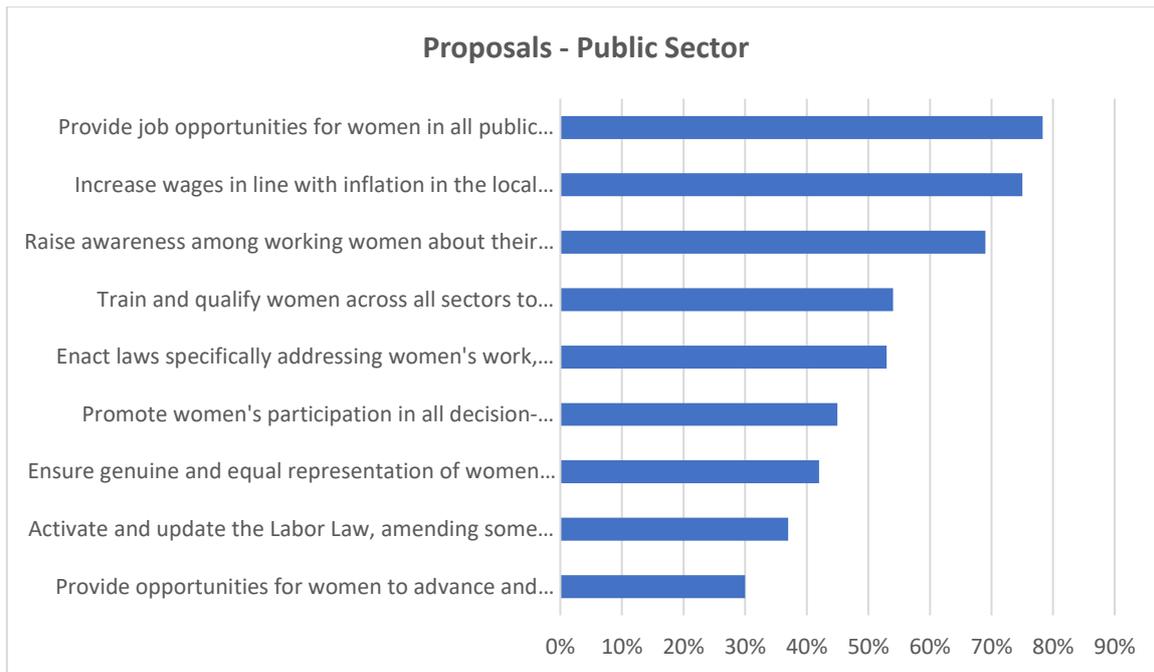


Figure (2) Cumulative percentage of ranking of proposals related to supporting women (public sector).

Figure (2) shows the frequency and relative distribution of priorities of the sample of female workers in the public sector regarding proposals to support and protect working women, arranged from first to tenth. The analysis shows that the most important proposal is “raising wages in line with inflation in the local currency and the rise in prices of food and service goods,” as it was chosen by 52 participants, representing 30% of the total participants in this sector. The proposal “providing job opportunities for women in all public facilities (regularization and conversion of female volunteers into permanent employees)” came in second place, which received the support of 45 participants, representing a percentage of approximately 26%.

In general, female workers in the public sector see raising wages in line with inflation as the most urgent, followed by providing job opportunities. The results also showed a significant interest in raising awareness about women’s rights. In contrast, other proposals, such as enhancing women’s participation in decision-making positions and women’s representation in unions, seemed less important to the participants. This trend reflects the lack of confidence among female workers in the public sector in the effectiveness of the union or leadership role of women in improving their conditions.

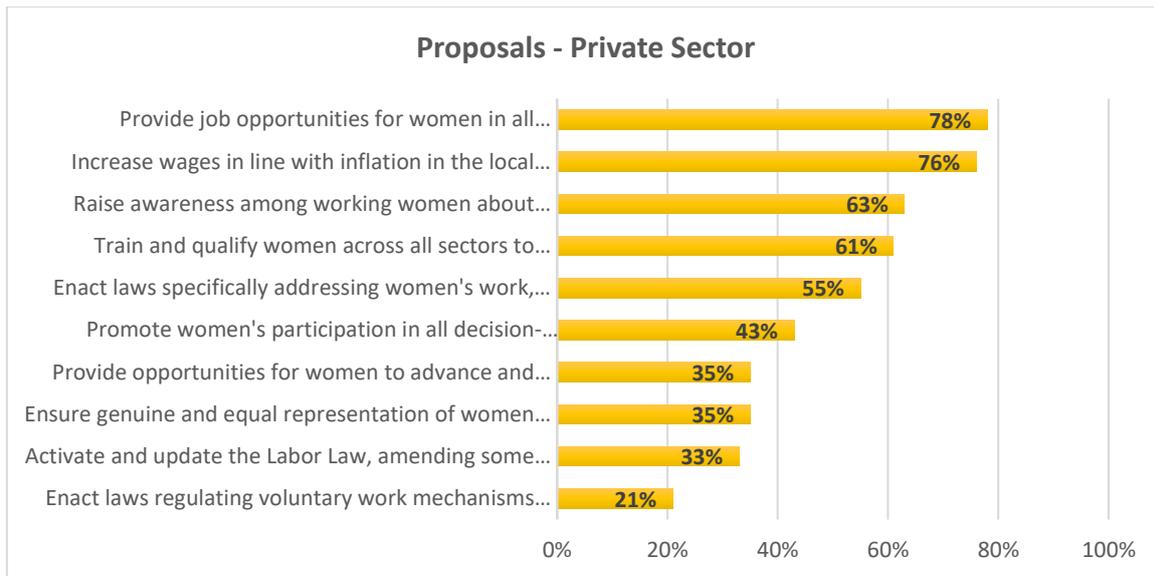


Figure (3) Cumulative percentage of ranking of proposals related to supporting women (private sector).

Figure (3) shows the frequency and relative distribution of the priorities of the sample of female workers in the private sector regarding proposals to support and protect working women, arranged from first to tenth. It is clear from this that the proposal that topped the priorities is “providing job opportunities for women in all public facilities (regularization and conversion of female volunteers into permanent employees)”; as it was chosen by 62 participants, representing 27% of the total participants in this sector. The second place went to the proposal to “raise wages in line with inflation in the local currency and the rise in prices of food and service goods,” which received the support of 52 participants, equivalent to approximately 23%.

The results also showed a significant interest in women’s participation in decision-making positions, but the percentages associated with this proposal remained low compared to other high-priority proposals. The importance of laws protecting women’s rights in cases of war and conflict also emerged, reflecting the participants’ awareness of the challenges of volatile work environments. The following figure shows the ranking of the proposals from first to tenth place in detail:

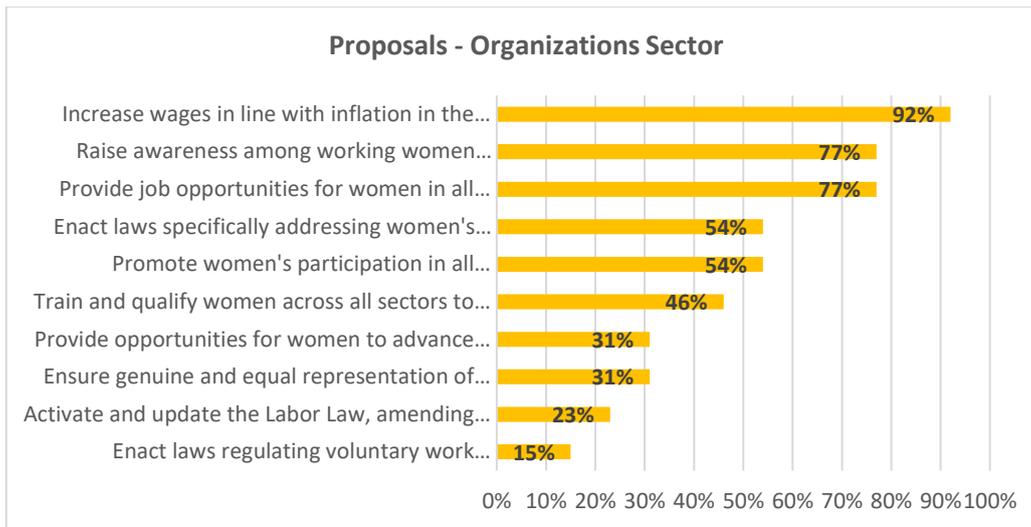


Figure (4) Cumulative percentage of ranking of proposals related to supporting women (civil society organizations).

Figure (4) shows the frequency and relative distribution of the priorities of the sample of female workers in the organizations sector regarding proposals to support and protect working women, ranked from first to tenth. It is clear that the first place was shared equally by two proposals, namely: “Providing job opportunities for women in all public facilities (regularization and conversion of female volunteers into permanent employees)” and “Enacting laws specific to women’s work, especially in circumstances of war and armed conflicts to protect them from violations”, each of which was chosen by 3 participants, representing 23% of the total participants for each proposal in this sector. The second place was occupied by the proposal: “Raising wages in line with inflation in the local currency and the rise in prices of food and service goods”, supported by 8 participants, at a rate of 61.5%. The third place was occupied by the proposal: “Participation of women in decision-making positions”, at a rate of 30.8%. The proposal occupied the tenth place: “Enacting laws regulating the mechanism of voluntary work”, at a rate of 46.2%. In general, the data highlights the importance of focusing on improving wages and providing job opportunities as essential steps to enhance women’s rights in the organizational sector, while noting the importance of raising awareness of women’s roles and enhancing their effective participation in decision-making positions and union work.

The research community of women working in the three sectors agrees on the arrangement of the proposals as shown in the following table:

Sort by priority	Arrangement	Public	Private	Organizations
Raising the awareness of working women of their legal rights through (training courses, awareness workshops, media, and awareness campaigns)	First	69%	63%	77%
Providing job opportunities for women in all public facilities (replacement,	Second	78.3%	78.3%	76.9%

permanent recruitment of female volunteers)				
Raising wages in line with inflation in the local currency and rising prices of food and services	Third	75%	76%	92%
Women's participation in all decision-making positions, including the legislative authority responsible for enacting legislation and laws.	Fourth	45%	43%	54%
Women must be represented in unions and syndicates in a real and equal way to men, in order to claim their legal rights in a real and effective manner.	Fifth	42%	35%	31%
Enacting special laws for women's work, especially in times of war and armed conflict, to protect them from abuse.	Sixth	53%	55%	54%
Activating and updating the Labor Law, and amending some of its provisions to meet the changes related to the Yemeni labor market	Seventh	37%	33%	23%
Training and qualifying women in all sectors, to give them the opportunity to advance and compete in all areas of the labor market.	Eighth	54%	61%	46%
Providing women with the opportunity to advance and assume positions based on their competence, which is equal to that of their male counterparts; regardless of any classifications (political, regional or provincial).	Ninth	30%	35%	31%
Enacting laws regulating the mechanism of voluntary work within the Yemeni Labor Law	Tenth	19%	21%	15%

Table (9) Cumulative percentage of ranking proposals related to supporting women for all sectors.

6. Women's work environment in decision-making positions (field interviews):

6.1 Socio-demographic Data:

Variable	The Age	Educational Qualification	Marital Status	The Sector You Work in	Number of Years of Experience	Salary Amount
Ratio	(36-44) (50%)	Master's (40%)	Married (70%)	Public (80%)	(10-15) (50%)	Minimum salary 60000
	(46-55) (30%)	University (30%)	Separate (10%)	Private sector (10%)	(25-34) (10%)	Highest salary 800000
	(26-35) (10%)	PhD (30%)	Single 10%	Civil Society Organization (10%)	(35-45) (10%)	
	(55+) (10%)				(16-24) (30%)	

Table (10) Socio-demographic Data.

The following is clear from the data in Table (10):

- ∇ **Age group:** The highest age group in the sample in the interview was (36-44); at (50%), followed by the (46-55) group at (30%), and the (26-35) and (55 and over) groups were equally represented at (10%) each.
- ∇ **Educational qualification of women in decision-making positions (sample):** The percentage of women with a master's degree was (40%), which is the highest percentage, and university and doctoral qualifications were equally represented at (30%) for each qualification.
- ∇ **Marital status:** The percentage of married women in the sample reached the highest level (70%), and the categories of separated and single women were equally represented at (10%) each.
- ∇ **The sector in which they work:** The percentage of women in decision-making positions in the public sector reached (80%), where they held the following positions: (Deputy Governor for Health Affairs, Director General of the Cleanliness and

Improvement Fund, Dean of Al-Khansa Institute (Technical Education), Deputy Dean of the Faculty of Education for Graduate Studies and Scientific Research, Judge (Court), Director General of Legal Affairs, Director General of Taiz Tourist Club, Director of the National Women's Committee Administration), and the percentage of women working in decision-making positions in the private sector reached (10%), with the position of: (Director of the Businesswomen Administration in the Chamber of Commerce and Industry), and the percentage of women in decision-making positions in civil society organizations reached (10%), with the position of: (President of the Yemeni Women's Union in Taiz).

- ▽ **Salary amount:** The lowest salary was (60,000) in the public sector, and the highest salary was (800,000) in the civil society organizations sector.

6.2 Sociological analysis of interview topics:

1- Factors that helped them obtain a position (professional - political - regional - experience):

The female leaders agreed that they obtained their positions professionally; as a result of specialization, career progression, and volunteer work at the beginning of their career in the same sector, in addition to their accumulated experience in the field of management, leadership, and community work. Despite the fact that some of them belong to political parties, they feel that their political affiliation did not help them advance and obtain positions, which indicates the weakness of the orientations of these parties in supporting women and empowering them in decision-making positions. Some of them even indicated that they faced obstacles from their parties while carrying out their duties within the framework of their work, which indicates that women obtain these positions because of their reputation, professionalism, and role in community participation only.

2- Women's job opportunities and work environments:

The results showed that 70% of the women interviewed believe that there are not enough job opportunities for women, especially in leadership positions that are still dominated by men. On the other hand, 30% of them believe that job opportunities have become more available, especially in recent years, as a result of the activity of many local and international civil society organizations, which have contributed to creating wide job opportunities for both sexes, in addition to supporting some public programs for entrepreneurship, and providing training opportunities that have enabled women to enter the labor market.

Women's views on their current work environments also varied depending on the nature of the work they do. Women working in the private sector and civil society organizations expressed a greater sense of stability compared to their colleagues in the public sector. Women working in the private sector and civil society organizations described their work environment as supportive, providing opportunities for collaboration and exchange of ideas, and the corporate culture encouraging innovation and professional development, giving them space for motivation and creativity.

Women in leadership positions in the public sector described the work environment as weak and fragile, pointing to the urgent need to grant more rights, freedom and independence. They also expressed their dissatisfaction with the randomness of financial, administrative and technical management, as well as the lack of resources, which negatively affects job performance.

In general, most women suffer from a feeling of instability, affected by the difficult political and economic conditions that the country is going through.

3- Challenges facing working women in decision-making positions, and their impact on their professional and personal lives:

The women interviewed indicated that the challenges facing women working in decision-making positions vary based on several factors, including: the sector in which the woman works, the nature of the work, its geographical location, as well as the impact of limited operating budgets. These challenges were summarized in three main categories: professional, security, and social.

▽ First: Professional and security challenges:

Women working in decision-making positions face professional and security challenges that hinder their professional advancement and stability, which can be summarized as follows:

- **Weak operating budgets:** The lack of a sufficient budget to cover the needs necessary to accomplish the required tasks effectively, which negatively affects the success of the work.
- **Dealing with sensitive issues:** Women working with women's and human rights organizations on thorny issues such as violence, rape, extortion, and kidnapping exposes them to direct violations, which threatens their continuity in this type of work.
- **Weak institutional work:** Relying on individual efforts to carry out tasks instead of adopting the foundations of organized institutional work leads to slow achievement and increased burdens on workers.
- **Self-affirmation:** Women face pressure to prove their competence and ability to perform the tasks assigned to them, especially in work environments that lack support and empowerment.
- **Security challenges in Taiz:** The siege imposed on the city since the beginning of the war, the difficulty of movement, and the security imbalances are all factors that pose a direct threat to the safety of female workers and their families, which increases the complexity and difficulty of the work environment.

These challenges require greater institutional and security support, as well as policies that enhance protection and empowerment for women working in these sensitive fields.

▽ Second: Social challenges:

Women working in decision-making positions face multiple social challenges that greatly affect their career path and family stability. The most prominent of these challenges are:

- **Male dominance in decision-making positions:** Most women suffer from men’s control over senior positions, and are deprived of opportunities for advancement and expressing opinions. This dominance contributes to the exclusion of women and the reduction of their role in the decision-making process. Many women have stated that the positions they have reached were the cause of family problems and the deprivation of their freedom to make the professional decisions they aspire to.
- **Multiple roles and the difficulty of balancing work and family:** Working women, especially married women, suffer from the difficulty of combining the requirements of work with the pressures of multiple social roles. As a result, women in our Arab societies face a view that stereotypes their social roles, such as: housework, raising children, and caring for elderly family members, as basic “feminine” responsibilities.
- **Restrictive customs and traditions:** 90% of the women in the sample confirmed that prevailing customs and traditions constitute an obstacle to their participation in the labor market and their professional advancement. These customs include restrictions such as: preventing women from traveling or working without a mahram, and stereotyping their roles within the family, in addition to some women being subjected to harassment such as: harassment and blackmail when they try to engage in new work or launch commercial projects, which exacerbates their suffering.
- **The incompatibility between some work sectors and the nature of women:** While some jobs are compatible with the nature of women and the prevailing norms in society, other sectors, such as the judiciary and decision-making positions, face a cultural heritage that restricts women’s aspirations, despite their sometimes-possessing capabilities that exceed men’s. This challenge makes the confrontation deeper and more complex.
These challenges underscore the need for a comprehensive social and cultural review that supports women’s empowerment, equal opportunities, and promotes a culture of acceptance of women in all work sectors.

4- Problems faced by working women in their work environment:

- ▽ **Sexual harassment (physical - moral):**
 - Interviews revealed that 50% of women working in decision-making positions were not subjected to any type of harassment in the work environment, while 50% of them were subjected to verbal or electronic harassment, such as offensive messages, inappropriate language, and obscene flirting.
 - 50% of women indicated that there are clear policies to combat harassment, such as: awareness, legal support, and codes of conduct, while the remaining percentage confirmed the absence of such policies, indicating a disparity in the institutional approach to providing safe work environments for women.
- ▽ **gender discrimination:**

- Most women working in decision-making positions reported feeling discriminated against because of their gender, as the male-dominated society still rejects women's leadership.

This discrimination is evident in men receiving greater rewards and operational benefits than women, as well as attempts to diminish women's competencies in order to obtain better opportunities for promotions and rewards.

▽ **Unjustified dismissal:**

- 90% of women confirmed that they were not subjected to arbitrary dismissal, while 10% of them indicated that their jobs were changed in a way that constituted dismissal without clear legal reasons. For example, one woman stated that she was dismissed from her position (General Manager of Legal Affairs) after she issued a legal opinion declaring some contracts illegal, despite there being no breach of her job duties.

▽ **Wages and benefits:**

- 40% of women reported that their pay was unfair compared to their male colleagues, with men receiving additional benefits that women were not, despite apparent equal pay.
- In contrast, 60% of them believe that wages are fair, while acknowledging that there are differences according to sectors and job grades.

5- Legal awareness of women in decision-making positions:

The interviews showed that all the women interviewed, numbering (10) women, were familiar with the Yemeni Labor Law, although their methods of knowing it varied. One of the participants indicated that her legal specialization enabled her to learn about this law in depth, while another stated that she acquired her knowledge of it by attending training courses, while others resorted to the Internet and searched for information related to it, while others relied on reading books and studies, or received legal brochures from friends. This diversity in sources of knowledge reflects women's desire to understand their legal rights and deal with them consciously.

Despite this broad knowledge, some of them reported that they faced difficulties in obtaining their legal rights. These difficulties were represented in their exclusion from rewards and incentives that are often given to men, even in cases where women are more entitled to them. On the other hand, women with legal specialization did not face any significant difficulties in this area, which highlights the importance of legal knowledge as a basic factor in enabling women to claim their rights.

All participating women also demonstrated their knowledge of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) of 1979, which reflects a good level of awareness of women's rights at the international level, and confirms the importance of benefiting from this knowledge in promoting equality and justice.

6- The impact of war and conflicts on women's work in Yemen:

Interviews conducted with the study sample revealed that the war in Yemen has affected women's work in both positive and negative ways.

On the negative side, many women left work as a result of displacement and migration resulting from the conflict, and job opportunities generally declined, and

unemployment and poverty rates increased. Women bore the double burden of working outside the home and caring for family members due to the loss of their breadwinner, which negatively affected their physical and psychological health. Under these circumstances, violence against women, especially working women, spread due to the deteriorating security situation and phenomena accompanying wars, such as drug abuse, extortion and carrying weapons. The lack of basic services, such as transportation and health care, also restricted women's ability to work, while available job opportunities were often informal or low-paid, making it more difficult to achieve economic independence.

On the positive side, there has been greater acceptance of women's participation in the labor market, including jobs and professions that were previously socially unacceptable, due to the difficult economic situation the country is going through, as well as the absence or loss of breadwinners. Women have also shown resilience and strength in facing challenges, and the ability to make appropriate decisions in their best interests. Many women have appeared in leadership positions, competing with men in fields such as: deputy governor, and general manager in executive offices. These are experiences that prove that women are capable of making important decisions, and contributing effectively to serving society despite the challenges.

7- Women's participation in political life:

All women in the sample agreed on the need to encourage Yemeni women's political participation, for the following reasons:

- Women bear the brunt of the impacts of wars and societal change, which makes it necessary for them to be active partners in bringing about transformations and building and developing society.
- Women constitute a fundamental component of society, whether in political, economic or social life, and they are the decisive force in achieving political balances.
- Women are more aware of their problems and vulnerabilities, which reinforces the need for their participation in political life so that they can demand their rights.
- The presence of women in political positions helps in representing their interests and needs, and reflects a positive role in all sectors and public institutions.
- Women believe that this participation contributes to reshaping societal awareness about the importance of women's leadership role in building and stabilizing societies.

8- Contribution of women in decision-making positions to improving the conditions of working women:

All the women interviewed agreed that having more women in decision-making positions would greatly contribute to improving the conditions of working women. They explained that women are more capable of setting policies related to them and their field of work, as they have a deep understanding of women's problems and needs in the work environment. In addition, the presence of women in these positions is a source of positive energy and inspiration for their colleagues, which encourages them to continue to struggle and continue working. They also stressed the importance of everyone being aware that

women are not enemies of women, and that the presence of women in decision-making positions will generally contribute to improving social and work conditions.

9- The role of labor unions in defending the rights of female workers:

The interviews revealed that 50% of women believe that there is no effective role for unions in defending the rights of female workers, especially after the war, which led to the freezing of the role of unions and the failure to activate elections for new union bodies. As for 30% of women, they answered that the role of unions exists to some extent and is limited to some unions and not others, while 20% of women expressed their belief that unions have an important role in protecting the rights of working women.

10- The nature of the support needed by working women in decision-making positions (training, funding, legal protection, etc.):

The women interviewed agreed on the types of support they need in their work, which can be summarized as: financial support, which includes funding, incentives, rewards, health insurance, psychological support, such as community participation, honoring, granting privileges in the field of work, and legal protection, especially with regard to combating harassment and cybercrimes. Finally, training and qualification, which must be commensurate with the actual needs of the practical reality in which women practice their work.

11- The role that different institutions (public, NGOs, companies) can play in raising women's awareness of their rights, protecting them, and implementing the labor law:

The women interviewed agreed that the aforementioned institutions have an important role in raising women's awareness of their rights, protecting them, and implementing the labor law. This role is represented in several areas, as follows:

- First: By raising women's awareness of their legal rights through holding training courses and educational awareness workshops.
- Second: By activating the role of unions and implementing legal texts and regulations that guarantee their private and public rights.
- Third: Civil society organizations pressure public agencies to carry out their role, organize campaigns to advocate for women's rights, and build a network of support among women.
- Fourth: By contributing to the preparation of educational guides and materials such as brochures that provide clear and easy-to-understand information about international laws and legislation related to women.
- Fifth: By implementing media campaigns through various media outlets (radio, television, and social media) to draw public attention to women's issues and rights, which helps change negative cultural perceptions about women's participation in the labor market.

12- Proposals to raise working women's awareness of their legal rights

The women interviewed made several suggestions for raising working women's awareness of their legal rights, as follows:

- First: They suggested amending current laws and regulations, in addition to holding awareness workshops and seminars to inform women of their legal rights.
- Second: They suggested adding a course to the university curricula for all specializations under the name “Legal Culture,” with the aim of raising legal awareness in general, and increasing women’s knowledge of their legal rights in particular.
- Third: The need to implement intensive practical programs and activities to raise women’s awareness of their legal rights was emphasized.
- Fourth: They pointed out the importance of paying attention to women’s education, because it constitutes a gateway to spreading awareness in various political, legal, and economic fields.
- Fifth: They suggested obligating institutions and organizations to establish a code of conduct that protects women’s rights at work, similar to what is stated in the Palestinian Labor Law in Article (106), which obliges institutions to suspend provisions related to the employment of women in the workplace.

13- The role that working women must play to protect their rights and provide the appropriate environment to obtain promotion and reach decision-making positions:

Interviews with women in decision-making positions revealed their vision of a set of important roles that women must play to achieve progress in their rights and enhance their participation in society. These roles are:

- First: The necessity of uniting women to collectively demand their rights to form a controlling force, which will help in obtaining these rights by all available means.
- Second: Review the laws and regulations related to women’s rights, and demand the development of these laws, granting more rights, and implementing them on the ground.
- Third: The necessity of enhancing awareness of women’s legal rights, and for every woman to be fully aware of her rights.
- Fourth: Enhancing efficiency and capabilities and developing personal and professional skills. Women must also play a positive role in conveying their message to others, while being patient and believing that their access to decision-making positions will lead to creating a safe environment for other women, which will contribute to bringing about radical and realistic change in society.
- Fifth: women must believe in themselves, support themselves in all ways, enhance their scientific and practical capabilities, and continuously work on developing their personal and professional skills.

These roles reflect the strength and determination that women demonstrate in facing challenges, which enhances their awareness of their rights and motivates them to take effective steps to achieve their goals.

7. Study Results: -

7.1 Women's work environment in the sectors (public, private, civil society organizations) in Al-Qaherah and Al-Mudhaffar Districts in Taiz:

1. The average income of women working in the sectors (public, private, civil society organizations) in the Al-Qaherah and Al-Mudhaffar districts was 80,574.12 Yemeni riyals per month, noting that 57 women in the sample refused to specify the amount of their salary.
2. The work environment for women in the Al-Qaherah and Al-Mudhaffar districts in various sectors (public, private, civil society organizations) is characterized by a number of opportunities, which emerge from the point of view of women working in these sectors, as follows:
 - a. Working women are satisfied with their current work in all sectors; the reason for this is the lack of job opportunities in the current situation, which makes obtaining a job a major reason for their satisfaction with it.
 - b. There are no significant differences between the three sectors (public, private, civil society organizations), as the private sector appears to be the sector that provides the most equal job opportunities between the sexes. This may be due to the continued availability of job opportunities in the private sector, which usually depends on efficiency, qualifications and experience, while public job opportunities have stopped due to the war. As for civil society organizations, they depend on funding opportunities, and the work is often voluntary or temporary.
 - c. The salary amount is determined based on criteria related to the profession and specialization, not based on gender.
 - d. Training and professional development opportunities are equal for both genders, but these opportunities are not distributed equally in the public sector, as men often receive these opportunities more than women, reflecting a male bias in the management of institutions.
 - e. Women receive their salaries without deductions, as deductions are subject to regulations in the institutions, which indicates the high commitment of women in their work.
 - f. The results showed that women working in civil society organizations enjoy greater financial independence compared to women working in other sectors, due to the fact that most of them are unmarried, which enhances their financial independence.
 - g. The results confirm that women contribute significantly to their families' income, and that they sometimes bear the brunt of this spending, if not the sole source of spending in the family. This contribution is greater among women working in civil society organizations; perhaps because some women working in organizations receive higher incomes, and their work in these organizations is often accepted based on the level of spending within the family.
3. The working environment of women in the Al-Qaherah and Al-Mudhaffar districts in the work sectors (public, private, and organizations) faces many challenges, the most prominent of which are:

- a. Women faced difficulty in obtaining employment opportunities, a problem associated with both genders; due to the spread of unemployment and the scarcity of job opportunities. In addition, female workers in civil society organizations faced greater difficulty due to the newness of this sector and the emergence of its activity during the war period; as the existence of this sector is in its infancy, and it mostly depends on voluntary work at this stage. In addition, the need for this sector for a type of skilled labor requires advanced skills, such as: proficiency in the English language, and the ability to deal with technology professionally, which are skills that many women may not have.
 - b. Women in both the public and private sectors have had difficulty accessing childcare, even though the Yemeni Labor Law, updated in 2003, requires employers with fifty or more women to provide a nursery for childcare. Most working women have therefore resorted to relying on their family members (mothers, sisters, or in-laws) to provide this care.
 - c. Women in the public sector have sometimes faced greater discrimination, especially with regard to some privileges, such as incentives, bonuses, and participation in training and workshops that men receive simply because they are men, while in other sectors these privileges are only given to those who deserve them based on their achievements and performance. This trend depends largely on the nature of the sector and the activity associated with achieving the highest degree of profit and development for the institution, which is observed in the private sector and civil society organizations. As for the public sector, a different culture prevails that may help in the spread of corruption, exclusion, and monopolization.
 - d. There is agreement among the sample members, albeit moderate, that the war has negatively affected the presence of women in all areas of work. This is due to the siege imposed on Taiz, and the displacement that has affected many of their jobs due to their movements to unsafe areas. In addition, work in some sectors, such as civil society and human rights organizations, has limited women's freedom to travel and move to other governorates, which prevents them from communicating with their families in these governorates. All of these factors constitute a real obstacle to women joining some different work sectors.
- 4- The study shows a general weakness in the knowledge of most female workers in various sectors of the labor law, with the exception of a small percentage of female workers in civil society organizations who expressed their knowledge of this law.
 - 5- The study showed a relative awareness among working women of their legal rights, although this awareness varies from one sector to another.
 - 6- There is general agreement among sample members on the importance of implementing the current labor law, with notable differences between sectors. The public and private sectors show medium levels of agreement, while female employees in organizations show stronger support for the importance of implementing the law.
 - 7- A large proportion of the sample believes that laws related to their rights are not effectively implemented, and hence the general feeling that the law is not being implemented in light of ongoing exclusion.

- 8- The majority of the sample believes that civil society organizations play an effective role in raising women's awareness of their legal rights at work.
- 9- There is a difference in opinions about appointment with a work contract within a specific job description between different sectors. In the public sector, female workers show some anxiety and uncertainty, while in the private sector and organizations, they show higher levels of satisfaction and confidence, which reveals the randomness of employment in some public sectors and the lack of commitment to work standards, which exposes women to legal exploitation, especially with regard to salaries, allowances and tasks assigned to them.
- 10- Women working in the research community get their full leave, and this is the only legal provision of which they have shown clear knowledge.
- 11- The nature of work in the sector affects the additional work assigned to working women, and women in the private sector are more vulnerable to this, as their work is linked to their continued presence in it, while the public sector rejects additional work that may affect the continuity of women's work.
- 12- From the sample members' point of view, the rights guaranteed by law include: annual, weekly, and sick leave, public holidays, Hajj leave, the right to maternity leave, and reduced working hours during pregnancy and breastfeeding. As for the rest of the rights, they showed weak or varying knowledge of them.
- 13- Working women have shown an ambition to raise their awareness of their legal rights through training courses, awareness workshops, media campaigns, and awareness campaigns. They also aspire to provide job opportunities for women in all public facilities (such as: regularization and conversion of female volunteers into permanent employees), and to raise wages in line with inflation in the local currency and the rise in prices of goods and services.

7.2. Results of the study on the working environment of women in decision-making positions in Taiz:

1. The female leaders in the study sample agreed that they obtained their positions professionally according to specialization and career progression, and some of them worked as volunteers at the beginning of their careers, which helped them build accumulated experience in the fields of management, leadership, and community work.
2. Female decision-makers in the study sample believe that there are not enough job opportunities for women, especially in leadership positions that are still reserved for men. Their views of their work environment differed based on the nature of the work they do, but most of them feel unstable due to the political and economic conditions the country is going through.
3. Women working in decision-making positions face many challenges that affect their professional and personal lives. These challenges can be summarized as: professional and security challenges, such as: lack of an operating budget to meet the tasks required for the success of the work, and the exposure of activists to violations due to their work with women's and human rights organizations on sensitive issues such as: violence, rape, extortion, and kidnapping. The siege imposed on Taiz and the

difficulty of movement due to their work within the scope of legitimacy, in addition to security threats that threaten the security of women and the safety of their families, as well as social challenges, such as: male dominance over most decision-making positions, and depriving women of their right to promotions, expressing opinions, and occupying senior positions, which contributed to the exclusion of women from participating in decision-making. The multiple roles of working women, especially married women, create difficulty in reconciling work requirements and social pressures, in addition to the incompatibility of the nature of some work sectors with the prevailing norm in society about the role of women, such as: the judiciary, and decision-making positions, which causes cultural challenges facing women's aspirations and capabilities in which they may excel over many men.

4. Women in leadership positions face significant challenges related to gender discrimination, as they feel that the male-dominated society still rejects the idea of women assuming leadership or leadership. This discrimination appears in many situations, such as: the large disparity in rewards and operating expenses between men and women in the same administrative field. Women also suffer from continuous attempts to diminish their capabilities and competencies by some colleagues in order to obtain better privileges in promotions and rewards.
5. Although some women in the sample showed high legal awareness and full knowledge of their legal rights, they faced real difficulties in obtaining their full rights, which indicates the absence of effective implementation of these laws.
6. All women in leadership positions in the study sample confirmed their knowledge of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) of 1979, which reflects their commitment to international legal standards for women's rights.
7. The war and conflicts in Yemen have shown that women are able to work effectively in leadership positions. Women have held important positions such as: Deputy Governor, Director General and Executive Offices, which demonstrates women's ability to make strategic decisions and their ability to contribute to community development.
8. Women leaders from the study sample believe that encouraging women to participate politically is an essential step to ensure that their interests and needs are represented. It also reflects their positive role in developing all sectors within state institutions and contributes to reshaping societal awareness about the importance of women's leadership role in the process of construction and development.
9. These women believe that despite the importance of unions in defending the rights of female workers, the war has caused the role of unions to be frozen and elections for new union bodies to be suspended, which has had a negative impact on protecting women's rights in the work environment.
10. All participants in the interview agreed that working women in various sectors need financial support that includes funding, incentives, rewards, and health insurance, in addition to psychological support, such as: community participation, honors, and privileges in the workplace. It also requires legal protection from harassment and

cybercrimes, in addition to training and qualification in line with the requirements of practical reality.

11. These women believe that public and non-governmental institutions and companies must play a fundamental role in educating women about their legal rights, protecting them from discrimination, and implementing labor laws that guarantee their full rights.
12. The most prominent proposals presented by the female leaders here include: enhancing legal awareness among women by amending current laws and regulations, organizing awareness workshops and seminars to explain their rights, implementing practical programs and activities to increase awareness, and the need to oblige institutions and organizations to establish a code of conduct to protect women's rights in the work environment. Working women should unite to demand their rights and form a pressure group that seeks to obtain these rights by all available means, with the aim of providing a suitable work environment that allows them to access promotions and participate in decision-making.

8. Recommendations:

From the results of the field study, the following can be recommended:

- The concerned authorities in Taiz Governorate, especially the Central Statistical Organization, must conduct surveys aimed at identifying working women in all sectors (public, private, and civil society organizations), with a special focus on those working in small and medium investment projects such as: hairdressing, sewing, selling meals from home, and cheese making, in addition to those working in domestic service, agriculture, and selling agricultural products in vegetable markets. These categories are not included in local and international reports, although they represent a large part of the national workforce and contribute directly to achieving self-sufficiency and supporting the local economy. It is important to develop these categories, help them, and provide them with legal protection as they are an influential local workforce in development.
- The concerned authorities should focus on raising awareness among women workers in various sectors about the Yemeni Labor Law, through the following steps:
 - That institutions in which women work should post articles of the Labor Law on their facades, with attention paid to preparing codes of conduct that ensure the implementation of the law and its non-violation under any circumstances.
 - Civil society organizations should contribute effectively to spreading this awareness, by allocating efforts and resources to conduct field visits aimed at informing women of their legal rights, through training workshops, awareness seminars, or advocacy campaigns that focus on publicizing legal violations in women's work environments.
 - The local authority should prepare an awareness guide to be distributed free of charge in institutions, under the slogan "Legal Culture in Different Work Environments." Educational institutions should also be directed to disseminate

legal culture through various means (such as: curricula, awareness lectures, and training courses).

- The media (print, audio, visual, and social media) should focus on spreading legal culture, especially with regard to the rights of working women.
- In the absence of legal amendments during the war period, institutions in various sectors should amend internal executive regulations to suit the challenges and changes in the labor market, and work to develop clear policies to protect working women from all forms of violence, harassment, blackmail, cybercrime, threats, and other challenges that working women may face, especially in decision-making positions.
- The executive authorities, whether in the government or in Taiz Governorate, must continue to enhance the empowerment of women in all decision-making positions within legislative bodies. It is necessary to provide material and moral support to women and enable them to fully exercise their powers. The presence of women in these positions contributes to supporting women in general, and working women in particular, and helps in their rehabilitation, provides them with greater job opportunities, and contributes to activating the true partnership between the sexes in building the nation, its stability and development.
- Scientific bodies, such as universities, research centers, the Scientific Research Administration in the governorate, the National Women's Committee, and the Women's Development Departments in the governorate and districts, should pay special attention to conducting ongoing studies to identify the needs of working women and the challenges they face in their work environment, in order to prepare strategic plans aimed at developing and protecting working women in the governorate.
- It is important to call for the inclusion of regulations organizing volunteer work within the internal regulations of institutions that adopt this type of work, with the aim of guaranteeing the rights of female volunteers and organizing the mechanisms of volunteer work effectively. This step paves the way for including volunteer work within the chapters and articles of the Yemeni Labor Law, as volunteers, whether male or female, represent a large and influential workforce in Yemeni society.

9. Conclusion:

The participation of Yemeni women in the labor market is an integral part of the economic strength of society and a basic resource for the well-being of the Yemeni family. Therefore, it is necessary for all concerned parties to pay attention to the importance of raising awareness among women and developing their skills so that their participation becomes effective and enlightened, which will positively reflect on their role in economic, social and political life. There is no doubt that legal awareness represents a strong foundation for empowering women to achieve their true status and protecting them from exploitation and exclusion. Accordingly, this study sheds light on the women's work environment in Taiz and diagnoses the impact of legal awareness in improving this environment in line with the requirements of the changing labor market, seeking to create better opportunities for women and enhance their active role in Yemeni society.

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11. Appendices

Researcher number: -

District: -

Sector: -

Institution: -

Questionnaire

The researcher is preparing a study on (the status of working women in the Al-Qaherah and Al-Mudhaffar Districts - Taiz). This questionnaire aims to gain a deeper understanding of the current status of working women in Taiz City, and to identify the challenges and opportunities they face in their quest to achieve equality and economic empowerment. It also aims to assess the level of awareness of working women in various sectors of their legal rights included in the Yemeni Labor Law No. (5) of 1995, and to identify the most important challenges and difficulties they face in their work environment. The information collected through this questionnaire will be used to develop strategies and policies to improve the status of working women. Therefore, the information provided by you will be important and confidential and will only be used for scientific research purposes, so please answer the following questions with complete honesty and clarity.

Sincere appreciation,

Researcher

First: Socio-demographic Data:

The Age	(18-25)	(26-35)	(36-45)	(46-55)	(55 and over)	
Educational Qualification	Basic	Secondary / Diploma	Higher Diploma	University	Master's	PhD
Marital Status	Single	Married	Separate	Widow	Number Of Children	
The sector you work in						
Public? What is it?		Private? What is it?		A Civil Society Organization? What is it?		
Nature of your work						
Permanent? What is it?		Contractor? What is it?		Volunteer? What is it?		
Salary Amount						
Number of years of experience						
Less than ten years	(10-15)	(16-24)	(25 - 34)	(35-44)	(45 and over)	
Job Title						
Deputy Governor	Director	Deputy Director	Administration Manager	Head of Department	Employee	

Second: The Reality of Women’s Work Environment (Challenges and Opportunities)

SN	Variable	The Answer		
		Yes	To Some Extent	No
1	I had difficulty finding suitable work.			
2	You feel satisfied with your current job			
3	You feel that you have equal opportunities with your male colleagues at work.			
4	Your salary is fair compared to your male colleagues who hold the same position.			
5	You get opportunities for training and professional development within the framework of your work.			
6	You always receive your salary without deductions.			
7	You were dismissed from a previous job without justification.			
8	There is flexibility in working hours to meet your family needs.			
9	Are you facing any kind of harassment (sexual, verbal, moral, physical) in the workplace?			
10	You are having difficulty getting childcare.			
11	There are social customs or traditions that hinder your work.			
12	You think you are financially independent.			
13	You contribute to your family's income			
14	Do you think that society's view of working women has changed for the better?			
15	Do you think public policies support women's participation in the labor market?			
16	You face any type of violence or discrimination at work because of your gender			
17	You believe the nature of your work was a factor in your exposure to the violation.			
18	You have sought help from any party if your rights have been violated.			
19	Are there other factors that you think may contribute to your exposure to abuse? (such as marital status, economic situation, etc.)			
20	You participated in a program to protect women from violence in your workplace.			
21	You want to continue in your current job			
22	Do you believe that public policies support women's participation in decision-making positions?			

23	You feel that your organization provides a safe, non-violent, and respectful work environment for women.			
24	There are clear policies in your organization to combat violence, sexual harassment and discrimination.			
25	Labor unions have a role in protecting and safeguarding the rights of working women.			
26	Women are represented in unions in a real and equal way to men.			
27	The presence of women in decision-making positions contributes to improving the conditions of working women.			
28	You are a member of a labor union.			
29	The war has negatively affected the presence of women in all areas of work.			
30	Participated in courses, seminars or workshops to confront violence against working women			

Third: Legal Awareness Among Working Women:

SN	Variable	The Answer			
		Yes	No	To Some Extent	Not Interested
1	Have you heard of the Yemeni Labor Law No. (5) of 1995?				
2	Did you know that this law protects the rights of male and female workers?				
3	Have you read the labor law in full?				
4	Have you encountered any difficulties in exercising your legal rights at work?				
5	You attended a training course or workshop aimed at informing you of your legal rights.				
6	You demanded your rights under the provisions of the law in your workplace.				
7	You feel that you are not sufficiently aware of your legal rights.				
8	You find it difficult to understand the rules.				
9	If you are familiar with the				

	Yemeni labor law, do you think it meets the needs and reality of women's work at the present time?				
10	You see the importance of implementing the current law.				
11	Do you think that laws protecting women's rights at work are effectively enforced?				
12	Civil society organizations play a role in educating women about their legal rights related to work.				
13	You have been appointed on a contract within a specific job description.				
14	You get your full vacations.				
15	You are doing extra work that is not part of your assigned duties.				

Do you know the following rights that the law guarantees for you? (Put a check mark in front of each right you know)

1. Fair and equal pay for equal work ()
2. Leaves (annual, weekly, sick, public holidays, Hajj) ()
3. Compensation for work injury ()
4. End-of-service benefit ()
5. Reducing working hours during pregnancy and breastfeeding ()
6. The right to maternity leave and waiting leave ()
7. Restrictions on women's work (night work, workplace, nature of work) ()
8. Public and private institutions employing fifty or more female workers in one facility must establish or entrust a nursery to house the children of female workers, under the terms and conditions specified by a decision of the Minister ().

Fourth: Proposals related to supporting and protecting working women (rank them in order of importance)

- () Raising the awareness of working women of their legal rights through (training courses, awareness workshops, media, awareness campaigns)
- () Providing job opportunities for women in all public facilities (regularization and conversion of female volunteers into permanent employees)
- () Raising wages in line with inflation in the local currency and the rise in prices of food and services.
- () Women's participation in all decision-making positions, including in the legislative authority responsible for enacting legislation and laws.

- () Women must be represented in unions and syndicates in a real representation equal to that of men in order to demand their legal rights in a real and effective manner.
- () Enacting special laws for women's work, especially in circumstances of war and armed conflict, to protect them from abuse.
- () Activating and updating the Labor Law and amending some of its provisions to meet the changes related to the Yemeni labor market.
- () Training and qualifying women in all sectors to give them the opportunity to advance and compete in all areas of the labor market.
- () Providing women with the opportunity to advance and assume positions based on their competence, which is equal to that of their male counterparts, regardless of any classifications (political, regional or local).
- () Enacting laws regulating the mechanism of voluntary work within the Yemeni Labor Law.

Fifth: What are the most important problems you face in your work environment? And what do you aspire to do to protect your rights in your work environment?

Researcher number: -

District: -

Sector: -

Institution: -

Interview Guide (for women in decision-making positions in Taiz)

The researcher is preparing a study on (the status of working women in the Al-Qaherah and Al-Mudhaffar Districts - Taiz), and the interview guide aims to gain a deeper understanding of the current status of working women in Taiz City, and to identify the challenges and opportunities they face in their quest to achieve equality and economic empowerment. It also aims to assess the level of awareness of working women in various sectors of their legal rights included in the Yemeni Labor Law No. (5) of 1995, and to identify the most important challenges and difficulties they face in their work environment. The information collected through this guide will be used to develop strategies and policies to improve the status of working women. Therefore, the information provided by you will be important and confidential and will only be used for scientific research purposes, so please answer the following questions with complete honesty and clarity.

Sincere appreciation,

Researcher

First: Socio-demographic Data:

The Age	(18-25)	(26-35)	(36-45)	(46-55)	(55 and over)	
Educational Qualification	Basic	Secondary / Diploma	Higher Diploma	University	Master's	PhD
Marital Status	Single	Married	Separate	Widow	Number Of Children	
The sector you work in						
Public? What is it?		Private? What is it?		A Civil Society Organization? What is it?		
Salary Amount						
Number of years of experience						
Less than ten years	(10-15)	(16-24)	(25 - 34)	(35-44)	(45 and over)	
Job Title						
Deputy Governor	Director	Deputy Director	Administration Manager	Head of Department	Employee	

- 1- What factors helped you get this position? (Professional - Political - Regional - Experience)
- 2- How would you describe your current work environment?
- 3- What are the biggest challenges you face as a working woman in Taiz? And how do these challenges affect your professional and personal life?
- 4- Do you think there is a difference in the challenges faced by women working in different sectors? How?
- 5- Have you fully reviewed the Labor Law? If yes, what method did you use to review the law? (Internet - courses - personal review)
- 6- Have you faced any difficulties in exercising your legal rights at work? If yes, please list the most important difficulties.
- 7- Do you feel you face discrimination at work because of your gender?
- 8- Have you experienced sexual or other harassment in the workplace?
- 9- Do you feel that you are not sufficiently aware of your legal rights?
- 10- What types of support do you need most? (training, funding, legal protection, etc.)
- 11- Have you been fired from a previous job without legal justification?
- 12- Are there specific customs and traditions that hinder women's participation in the labor market? And how do these customs and traditions affect your chances of career advancement?
- 13- Do you think there are enough job opportunities for women?
- 14- Do you feel that the wages you receive are fair compared to your male colleagues?
- 15- Have you experienced sexual harassment or any other type of violence in the workplace?
- 16- Do you encourage women's participation in political life?
- 17- Do you think that having more women in decision-making positions will contribute to improving the conditions of working women?

- 18- Are there clear policies in your organization to combat sexual harassment and discrimination?**
- 19- Does your organization provide a safe and respectful work environment for women?**
- 20- Do you think that labor unions defend the rights of female workers?**
- 21- What role can different institutions (public, NGOs, companies) play in raising women's awareness of their rights, protecting them and implementing the labor law?**
- 22- What suggestions do you see as appropriate to raise the awareness of working women about their legal rights?**
- 23- How do you see the impact of war and conflicts on women's work in Yemen?**
- 24- What role should working women play to protect their rights and provide the appropriate environment to obtain promotion and reach decision-making positions?**
- 25- Do you have knowledge of CEDAW 1979 (Convention on the Elimination of All Forms of Discrimination against Women)?**