Review of: "Female Youth Unemployment in the GCC Countries"

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The review of: Unemployment of Young Women in GCC Countries

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In my way of thinking, this paper aims to shape the phenomenon of gender disparity in the context of employment in developing countries. For readers, this paper provides some information regarding the level of women's unemployment and solutions for related parties in dealing with this. This paper can also be an inspiration for parties interested in studies on women's empowerment and development policies with a gender-sensitive perspective.

Gender inequality in the field of work is influenced by internal and external factors. Internal factors include, first, the low level of education and competence of women which is the standard in work. Then, women also have multiple roles that make them have to choose one of the two roles. For example, a working mother is forced to leave her child for work or is forced to work on their period. This is seen as a barrier to women workers. The case is different with men who do not experience this, they could perform better at workplace. Third, the patriarchal culture is still a barrier for women to prove themselves in a career. Women are still placed as the second class in society. This position places women in a difficult position to be able to compete with men.

Meanwhile, external factors come from the environment, such as policies both in government and in companies that still place women as objects, so that limited space is created for women. For example, in Indonesia, it is difficult to get maternity and breastfeeding leave, maternity leave: originally 1.5 months before giving birth and 1.5 months after giving birth (article 82 of Law No. 13 of 2003 concerning Manpower), amended to at least 6 months, with provisions The first 3 months are paid in full and the next 3 months are paid 75% of wages (RUU KIA). The rules that are made are like a double-edged sword, the rules make it easier for women as well as justification that women are indeed in a weak position. The last external factor is the social stigma as the fruit of social construction in viewing women. This stigma is closely related to the position of women who are used as the second class in the strata of society.

The results of studies in several developing countries state that low levels of education, patriarchal culture and political policies that do not favor women in wider and more open opportunities are one of the factors in the problems faced by women, especially related to careers. The failure in theological understanding which is still strong in some circles also justifies the role and function of women, which are only a complementary group in the role of men. So, it is not surprising that women are increasingly marginalized in the arena and their public role so that many women are only involved in the

domestic area (kitchen, wells, mattresses).

When discussing how women need to be empowered at work, we must draw a distance and discuss this holistically through discussion of gender mainstreaming. Construction is needed in various aspects to be able to break down opportunities for women workers. These efforts are accompanied by the strengthening of women's empowerment. Besides that, there is a need for affirmative action as a step-in favor of working space for women, constitutional space for women and protection of women, especially in the work environment.

This paper has provided a lot of data that can explain the importance of providing broad opportunities so that women's response rates are no longer high. I have a few suggestions about the data presentation. Of all the data presented, it will be more effective when the item explanation is comprehensive. For instance, the study of this work is a complex subject. Therefore, it would be better to discuss them one by one, so that they will provide a more specific solution according to the context raised. In addition, on this paper the GCC countries are the main topics. However, the countries that are members of the GCC do not have the same background, so we cannot generalize the existing solutions. There is unity of diversity, where policies implemented in one country will have different implementations in other countries. This needs to be considered when discussing countries and the cultural context within them.