



**PIRAEUS CHAMBER OF
COMMERCE & INDUSTRY**



ANALYSIS OF THE MALE DOMINATED SECTORS IN GREECE

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Introduction

This report was developed in the context of Female Entrepreneurship Support Network - FEM.EN.S project materialized by the Piraeus Chamber of Commerce & Industry – PCCI and the Greek Association of Women Entrepreneurs – SEGE. It is funded by the European Commission – DG Enterprise and Industry within the scope of Competitiveness and Innovation Framework Programme 2007-2013. FEM.EN.S project aspires to foster Greek women's equal integration and successful performance as entrepreneurs and to motivate, mobilize and help them to conquer traditionally male dominated sectors of economy.

The objective of the present report is the identification of the national situation on the issue of male dominated sectors of Greek economy and Greek entrepreneurship; in other words an effort is made through analysis of the available information (existing literature and witnessed opinions) to highlight important features of the Greek economy which put barriers to women entrepreneurs to step foot in male dominated fields.

Analysis of these sectors in the context of the present report is actually a prerequisite activity to the definition of target groups of FEM.EN.S project, which will lead to the estimation of the anticipated number of direct and indirect beneficiaries (students and possible women entrepreneurs) and to the reason for the selection of these target groups.

On the other hand, the report will allow FEM.EN.S partners to identify the basic male dominated sectors of the Greek economy from which they should select the Greek ambassadors who will join the European Network of Female Entrepreneurship Ambassadors.

Entrepreneurship

It is common knowledge that the development and viability of SMEs in Europe is directly related to its socioeconomic development and competitiveness in a highly demanding international market environment. Entrepreneurship is a dynamic tool of development not only in the economic sector but also in the maintenance of the cultural heritage in the promotion of national and local goods in the reinforcement of social integration, in the development of new working posts in the market. It makes it possible for technology and innovation to flourish and create new opportunities in the economy.

In this context EU has taken many measures and funded various interventions at European and national levels in order to promote entrepreneurship and especially women entrepreneurship. It is a fact that the EU has a big distance yet to go. According to the Europe barometer although 47 % of European declares that they would prefer to work for themselves only 17 % succeed in materialising these aspirations.

Entrepreneurship in Greece- Evolution of entrepreneurs and enterprises in Greece

In a study conducted by the National Center of Social Research for the Greek Ministry of Economy in 2006 regarding the development of human resources in Greece, it was found that during the last decade we remark a steady increase in both the number of entrepreneurs and the number of free lancers (Self employed) in Greece. As we can see in the following table, the number of entrepreneurs has increased by 1,7 %.

Greek entrepreneurs (>15 years old) 1999-2005
(thousands)

	Entrepreneurs with employees	Entrepreneurs without employees	Total	Work force	% of Entrepreneurs in the work force
1999	305,8	991,6	1.297,4	4.040,4	32,1
2000	326,7	998,4	1.325,1	4.097,9	32,3
2001	336,3	954,3	1.290,6	4.103,2	31,2
2002	315,0	996,5	1.311,5	4.190,2	31,3
2003	310,2	1.018,5	1.328,7	4.286,6	31,0
2004	346,8	962,5	1.309,3	4.330,5	30,2
2005	352,2	967,5	1.319,7	4.381,9	30,1
+/- 2005- 1999	+ 46,4	- 24,1	+ 22,3	+ 341,5	-
% +/- 2005- 1999	+15,1	- 2.4	+ 1,7	+ 8, 5	-

http://www.statistics.gr/gr_tables/S30_SJO_1_TS_Q1_98_Q3_05_5_Y.pdf

During the period one can remark that the increase rate of Entrepreneurs (1,7 %) is much lower than the increase rate in the work force (8,5 %). This result means that there exists a steadily decreasing tendency of the Entrepreneurs presence in the Greek economy. Thus while in the beginning of the decade Entrepreneurs represented 32,1 % of the total work force, in the middle of the decade this percentage reached only 30,1 %.

As far as women are concerned, it appears that regardless of the type of business, women represent approximately one fourth of the total of Greek Entrepreneurs as it can be seen in the following table which analyses this percentage by region.

Employers and Self employed per sex and per region, 2001

Regions	Employers			Self employed		
	Total	MEN	WOMEN	Total	MEN	WOMEN
East Maced. -Thrace	22.665	16.450	6.215	53.052	39.823	13.229
%	100,0	72,6	27,4	100,0	75,1	24,9
Central Macedonia	88.162	65.382	22.780	134.367	103.363	31.004
%	100,0	74,2	25,8	100,0	76,9	23,1
West Macedonia	12.305	8.914	3.391	20.319	15.600	4.719
%	100,0	72,4	27,6	100,0	76,8	23,2
Thessaly	31.938	24.586	7.397	63.997	51.420	12.557
%	100,0	77,0	23,0	100,0	80,3	19,7
Epirus	13.850	10.531	3.919	26.225	20.061	6.164
%	100,0	76,0	24,0	100,0	76,5	23,5
Ionian Islands	10.079	7.680	2.399	16.632	12.389	4.243
%	100,0	76,2	23,8	100,0	74,5	25,5
Western Greece	26.992	20.608	6.384	57.144	49.919	10.225
%	100,0	76,3	23,7	100,0	87,4	12,6
Central Greece	22.066	16.200	5.866	41.587	31.472	10.115
%	100,0	73,4	26,6	100,0	75,7	24,3
Peloponnese	27.459	20.801	6.658	61.734	46.848	14.886
%	100,0	75,8	24,2	100,0	75,9	24,1
Αττική	177.560	129.354	48.206	167.705	121.248	46.457
%	100,0	72,8	27,2	100,0	72,3	27,7
North Aegean	8.303	6.110	2.193	14.882	11.128	3.754

Regions	Employers			Self employed		
	Total	MEN	WOMEN	Total	MEN	WOMEN
%	100,0	73,6	26,4	100,0	74,8	25,2
South Aegean	17.064	12.846	4.218	15.600	12.504	3.096
%	100,0	75,3	24,7	100,0	80,1	19,9
Crete	29.984	20.769	7.215	50.674	38.257	12.417
%	100,0	69,3	30,7	100,0	75,5	24,5
Total	486.482	360.231	126.241	723.918	551.032	172.886
%	100,0	74,0	26,0	100,0	76,1	23,9

www.statistics.gr/table_menu.asp

A similar situation seems to prevail in other European countries where it is observed that one out of five enterprises is directed by a woman and that more than 29% of company owners are women. There exist of course big differences among European countries. In France, Luxembourg, Holland, Belgium, Finland and Switzerland over one fourth of company owners are women while in countries such as Greece, Austria, U.K and Denmark this number is relatively smaller (14%-16%).

At the same time in Greece, there exists a remarkable differentiation among women entrepreneurs at a regional level. We observe significant fluctuations in women participation (as employers) from 23 % in Thessaly to 30,7 % in Crete, while similar regional variations exist in women participation as self employed ranging from 12,6 % in Western Greece to 27,7 % in the Region Of Greater Athens.

It is obvious from the above statistical data that female entrepreneurship in Greece is much lower than male entrepreneurship while it presents significant regional variations.

Male dominated sectors of the Greek Economy and Female Entrepreneurship in Greece

Male dominated sectors of economy are not a unique phenomenon characterizing only the Greek market. They can actually be identified throughout Europe. These sectors vary from country to country but the fact is that they do exist in all countries to a different degree of importance.

Greece is a country which does not encourage entrepreneurship in general. A high percentage of the work force –men and women- prefer to work in the public sector. This is very true especially for women because of the benefits applied which suit well their role as mothers and housewives. It has been shown that even if their field of study is in a male dominated sector, women prefer to find a post as a civil servant and pursue a career in public administration or become an employee in the private sector rather than dare to become an entrepreneur.

Thus, it can be said that entrepreneurship itself in Greece is considered to be a male dominated activity. It represents 15% of the total of entrepreneurship activity in Greece although it increases in satisfying pace and it is soon expected to reach the European average of 20%.

In Greece we do meet economy sectors which are not really open to women or access to them faces many obstacles. - In a study conducted by the Research Institute of Piraeus University on women employment and entrepreneurship, published by Th. Katsanevas in 2007, it is shown that the distribution of women entrepreneurship in Greece in different sectors of economy has the following image:

- Agriculture-20% (5,7%)
- Commerce- 25% (12,5%)
- Tourism- 18%
- Real Estate-14%
- Industry-Manufacturing -9%
- Education, Health - 7%

Common sectors of economy in Greece where there is a rise in women entrepreneurship are the following:

- Tourism
- Communication, public relations and sales
- Education and consultant services
- Health and social welfare
- Any kind of e-business promoted from their house

In the same study, the profile of female entrepreneurship in Greece has been revealed: women enterprises in Greece tend to be very small enterprises with no employees and only 3% of these employ 5- 10 persons. In their majority these female entrepreneurs are married and they found their own business because they want to be independent, they are personally interested in the object of their business or they need to ameliorate their financial position. Women who choose to become entrepreneurs come from socially higher classes and higher education groups and tend to orient themselves towards high status careers aiming at a high level of income.

Professional/vocational training is considered quite important by the Greek women entrepreneurs and employees since the majority of them was found to have attended related courses/seminars. Subjects such as Information and Communication Technologies, business administration, marketing, communication and public relations, sales, accounting and quality assurance are the most commonly attended.

The same study referred to the opinions of women questioned on the type of work activity which they considered to be highly male dominated. Their answers pinpointed the following economic sectors:

- **Engineering**
- **Shipping and Marine**
- **Military, Police and Security Services**
- **Agriculture**
- **Transportation**

Furthermore, in a study conducted by the Union of Hellenic Chambers of Commerce and Industry on the "Identification of Stereotypes Against Women in Greece" in the context of "Chambers Against Stereotypes in Employment - CH.A.S.E." EU programme efforts were made to determine the profile of female entrepreneurs in male dominated sectors.

An important aim of the survey was the identification of the sources of the stereotypes, which influence women when they are about to make important professional decisions. Gender seems to have affected (at a high or low level) the participants' professional advancement at a percentage of 63,2%. A major goal of the survey, was the identification of professionally successful women in male dominated economic sectors and professions such as marble and granite manufacturing and commerce, woodcraft machinery manufacturing and commerce, commerce of industrial spare parts.

In this study in 3 out of the 17 NACE categories and specifically in the sectors of **"Education"**, **"Health and social work"** and **"Private households with employed persons"** women present employment rates, which vary from 63,98% to 96%. In the sectors of **"Financial intermediation"** and **"Real estate, renting and business activities"** women employees seem to prevail however at much lower percentages, which range from 55,1% to 56,1%. A rather balanced participation of women employees according to the official EUROSTAT data can be remarked for the sectors of **"Hotels and restaurants"** (where the women employment percentages vary from 45,8% to 49,7%) and **"Wholesale and retail trade, repair of motor vehicle, motorcycles and personal and household goods"** and **"Other community, social and personal service activities"**, where the employment percentages range from 40,8% to 45,5%. For the remaining NACE categories (**Agriculture, hunting, Forestry, Fishing, Mining and quarrying, Manufacturing, Electricity, gas and water supply, Construction, Transport, storage and communication, Public administration and defense, compulsory social security, Extra-territorial organizations and bodies**) we can see high dominance percentages for men employees.

As a general observation of this study, the dominance of men entrepreneurs/self employed seem to be rather absolute since only in the sectors of **"Education"** **"Health and social work"** and **"Other community, social and personal service activities"** women dominate. In all of the 15 other NACE categories men entrepreneurs/self-employed prevail. Especially, **"Construction"** and **"Transport, storage and communication"** sectors are occupied by men at a percentage which ranges between 98% and 99%.

Conclusion

In order to select entrepreneurship ambassadors, in other words female entrepreneurs who are successful in typical male-dominated sectors and who agree to reveal part of their life and job story to the public and be committed to defending the interests of female entrepreneurs, we need to look into domains of the Greek economy where female entrepreneurs are under-presented. These domains are among others the following:

- **Agriculture**
- **Tourism**
- **Industry-Manufacturing**
- **Engineering**
- **Shipping and Marine**
- **Military, Police and Security Services**
- **Transportation**
- **Consulting**

As there exist many regional variations in female entrepreneurship, ambassadors should come from different regions and business backgrounds but they need to have two things in common: the wish to succeed and the determination to carry out their project against all odds.

Their profile has to reflect the epitome of success: A woman who has moved away from pre-conceived ideas when it comes to choosing a career, an open mindedness to new opportunities, and to access the path she wishes to pursue - across the full spectrum of opportunities and careers. They should inspire future women entrepreneurs to compete in the male dominated sectors of economy, to support them in capitalizing on their entrepreneurial ideas.

They should work towards the development and implementation of measures at a European, national level, regional and local level, exploiting opportunities arising in the context of the work of special bodies such as by chambers and women organizations, as well as by networks of women which offer the space of exchange of ideas, experiences and good practices. They finally have to provide a platform of information and promotion of women entrepreneurs' viewpoints and interests.

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