

# Oman Graduate Survey 2015

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# Background

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- Females are less employed than males internationally.
- The EU statistics indicate that male employment rate stood at 70.1% compared to 59.6% as female employment rate.
- Enrollment rate of Omani females in higher education is higher than the males' enrollment rates (Ministry of Higher Education, 2014)
- female graduates are generally are less directed to self-employment ([Verheul](#), Thurik, Grilo, & Zwan, 2012).

# Methodology

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- Omani Graduate Survey twice in 2010 and 2012.
- Graduate Survey 2015 was the first national graduate survey conducted in Oman.
- Targeted all graduates from all national higher education institutions
- Invited graduates of two academic years 2009/2010 (four years after graduation) and 2012/2013 (two years after graduation)
- Omani graduates from institutions abroad.
- Population 36541 participated 18724 completed 12551

# Methodology

- Population and sample

Table (1) verifying graduate databases with civil services and manpower databases

Type of institution	Targeted graduates	Matching with civil serves database	%	Matching with manpower database	%
local	6151	5071	82.4%	2938	47.8%
abroad	30390	23174	76.3%	18549	61.0%
<b>Total</b>	<b>36541</b>	<b>28245</b>	<b>77.3%</b>	<b>21487</b>	<b>58.8%</b>

- Online Questionnaire through [www.ogss.gov.om](http://www.ogss.gov.om) in Arabic and English.

- Data collection methods



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# Analysis

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- Primary analysis of the data in terms of rolling out incomplete questionnaires , incompatible participants...etc.
- Quantitative Data: Descriptive and inferential statistics using SPSS.
- Qualitative: data in special reports

# Findings

## (1. training and employment)

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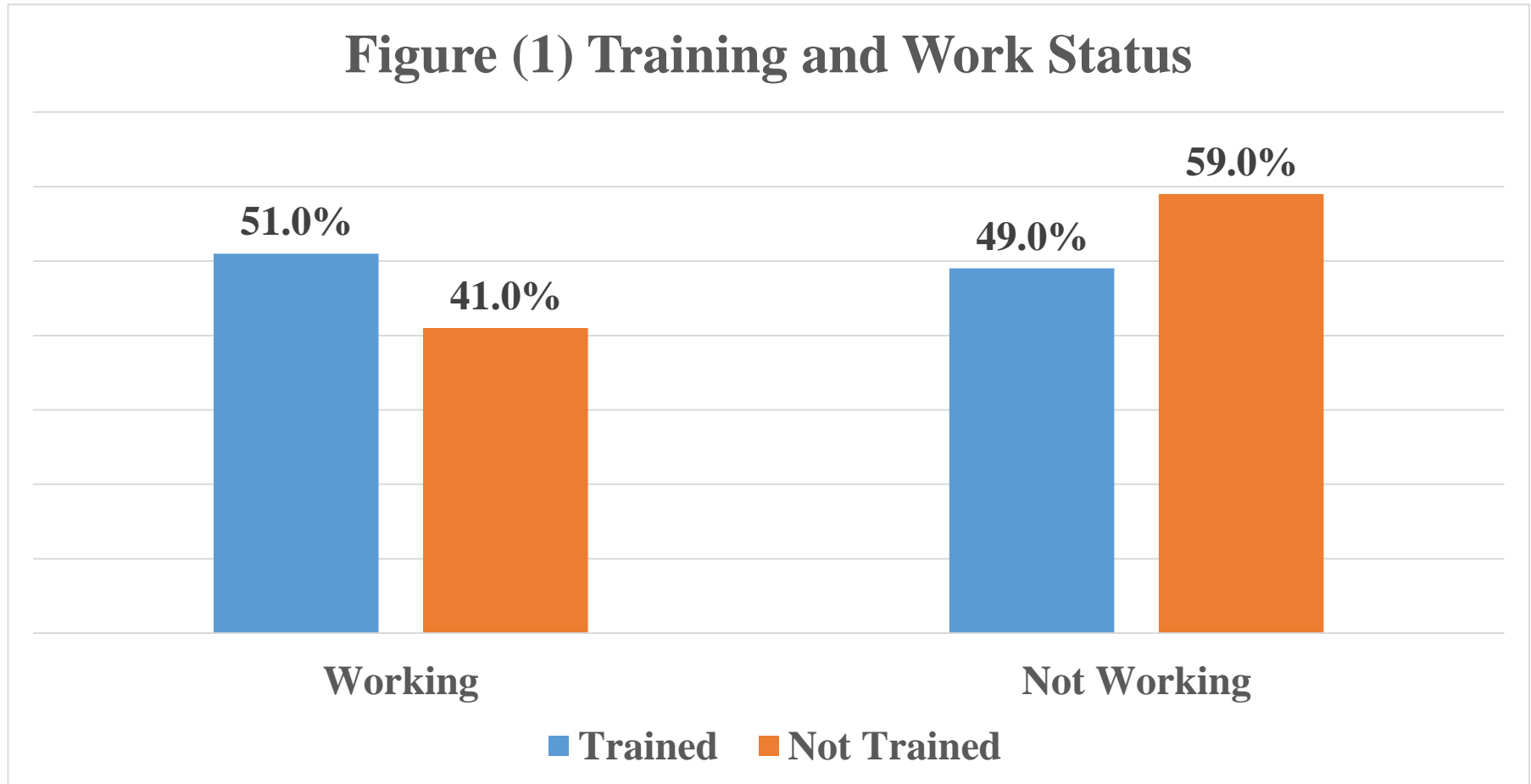
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Figure (1) Training and Work Status



# Findings

## (1. training and employment)

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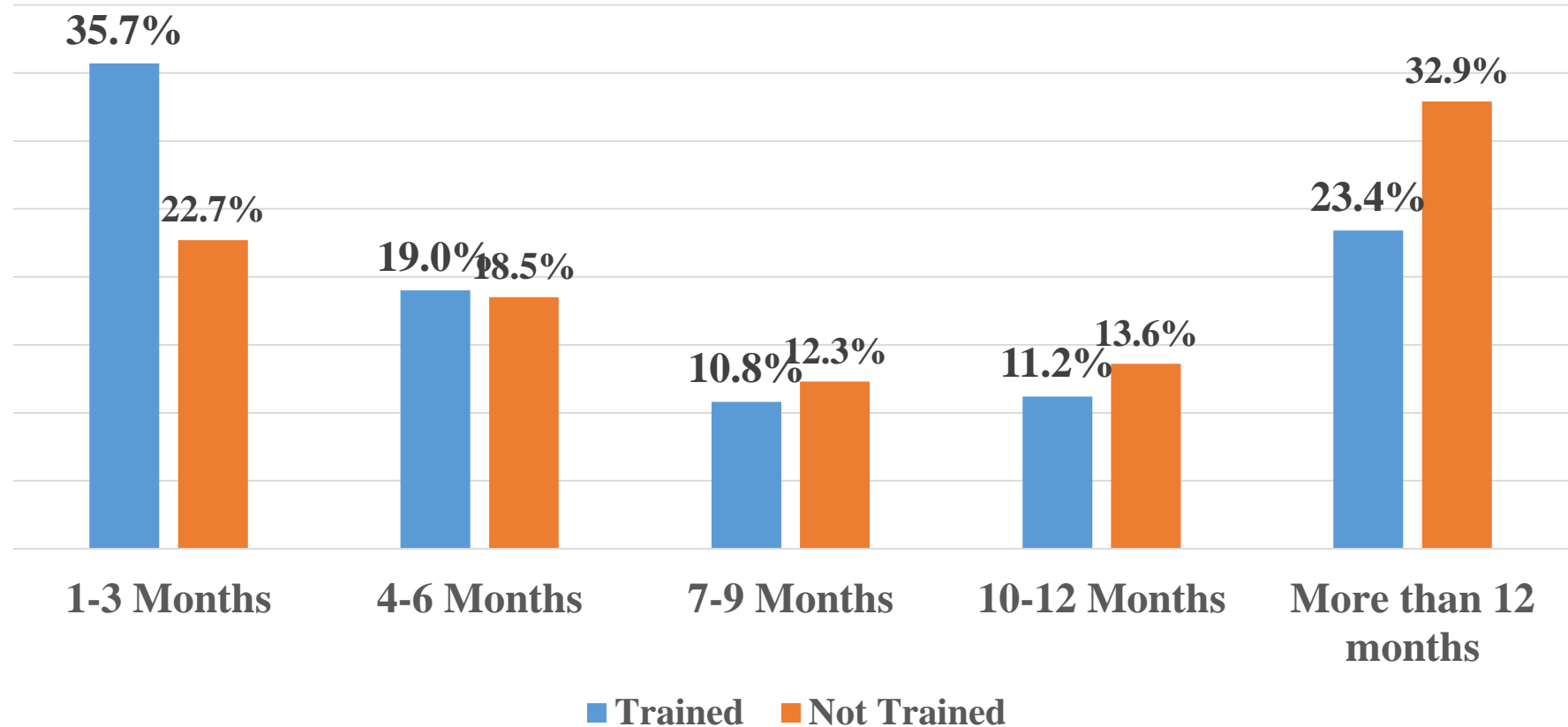
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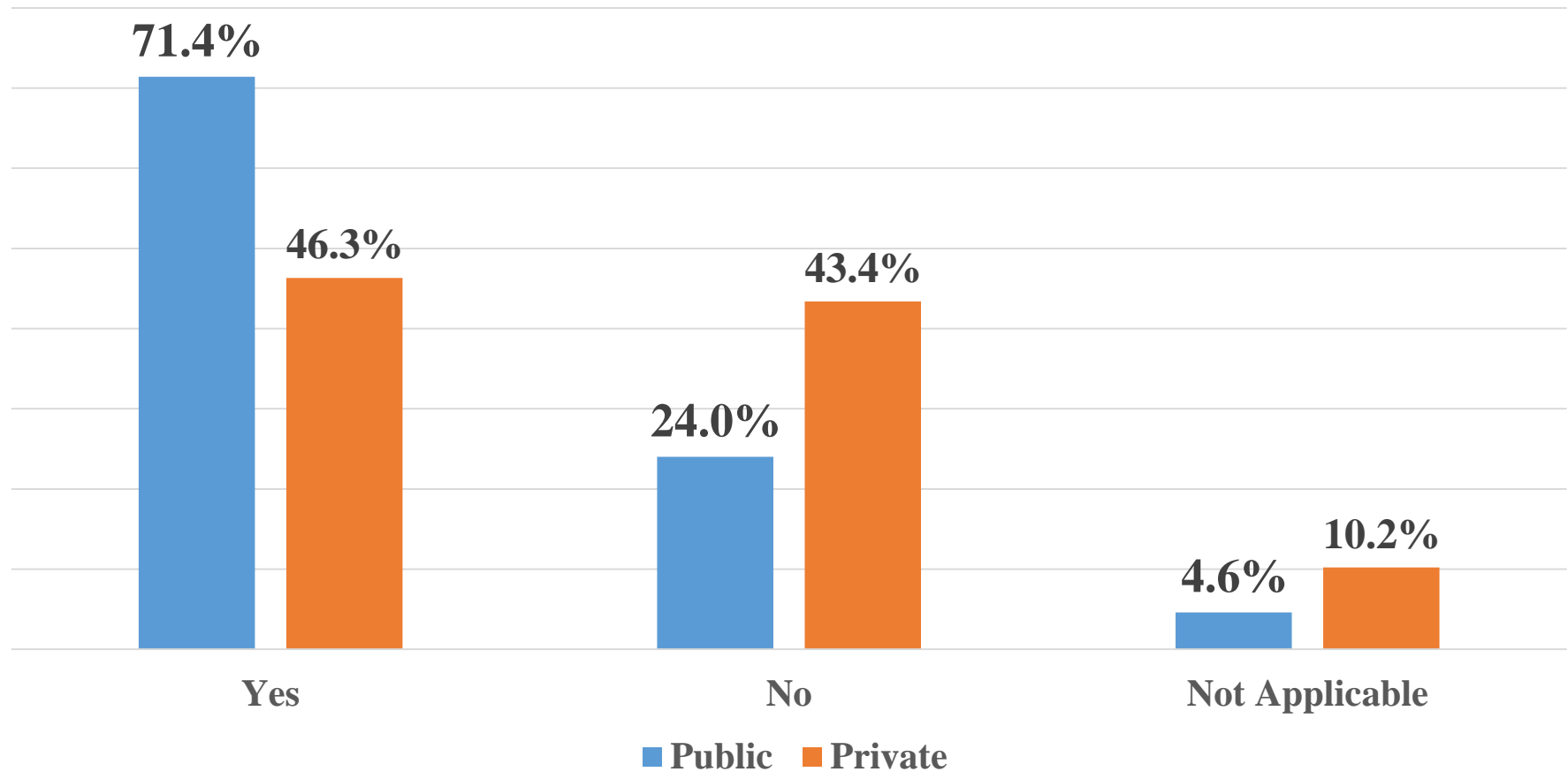
Figure (2) Training and Periods of Getting the Job



# Findings

## (1. training and employment)

Figure (3) Graduates Trained in Public and Private Institutions



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# Findings

## (1. training and employment)

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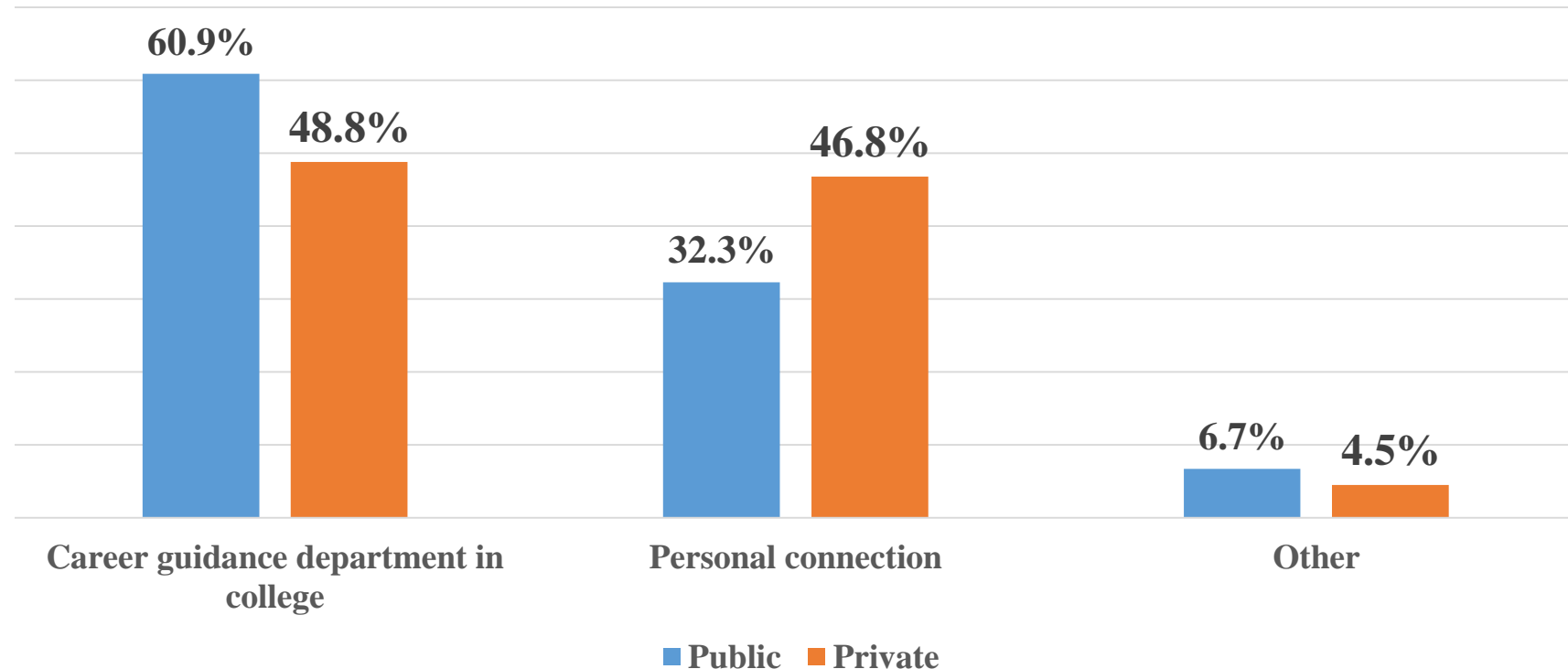
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Figure (4) Methods of Getting Training in Public and Private Institutions



# Findings

## (2. employment by gender)

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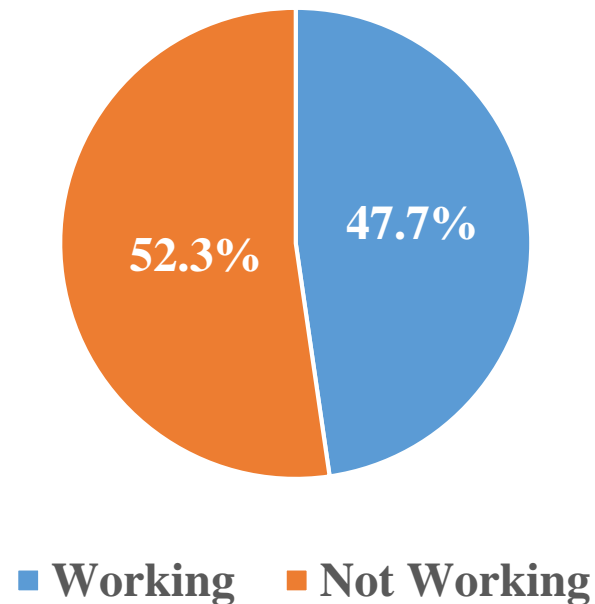
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**Figure (5) The Work Status of Graduates  
(no job before graduation)**



# Findings

## (2. employment by gender)

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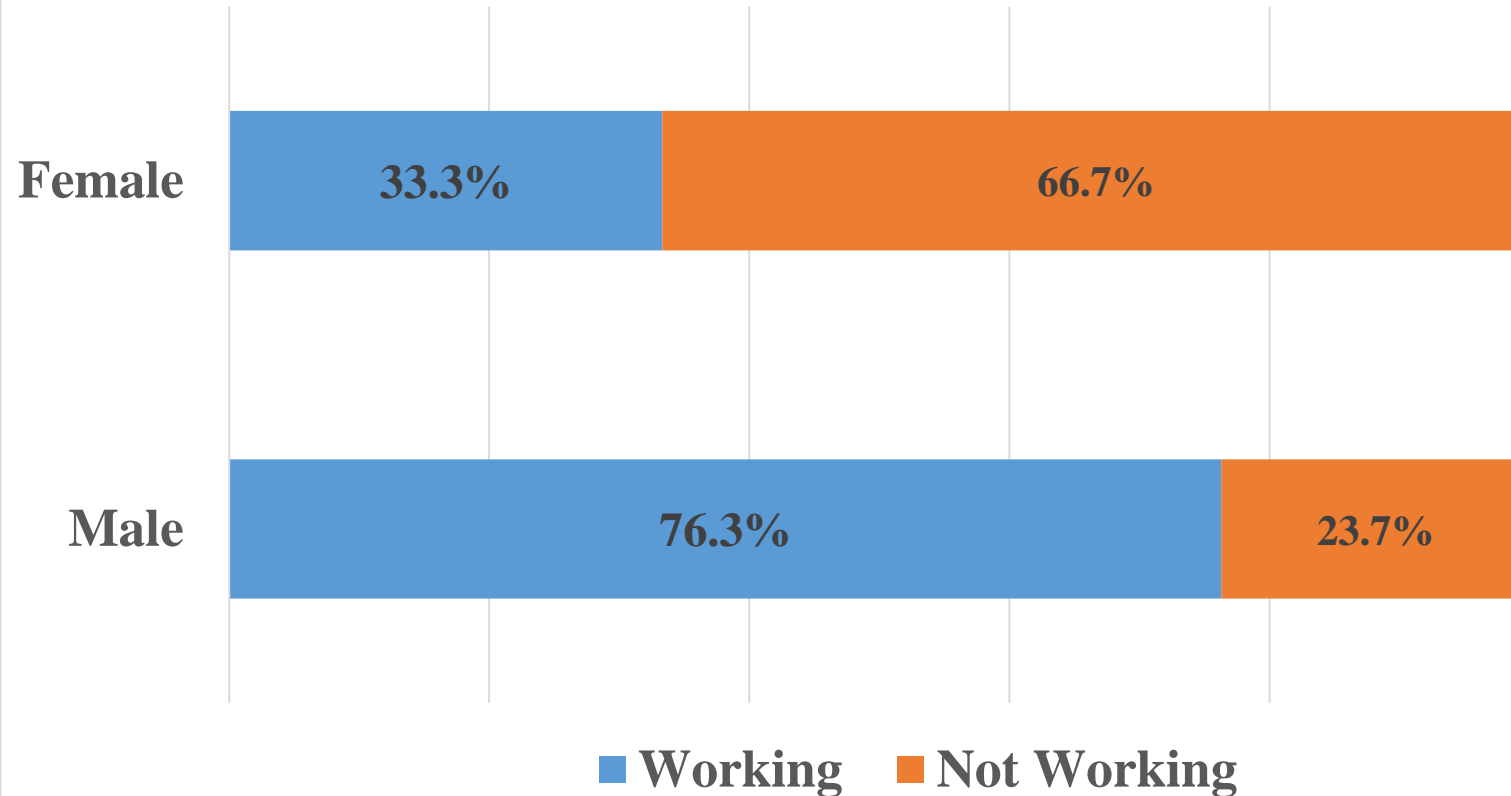
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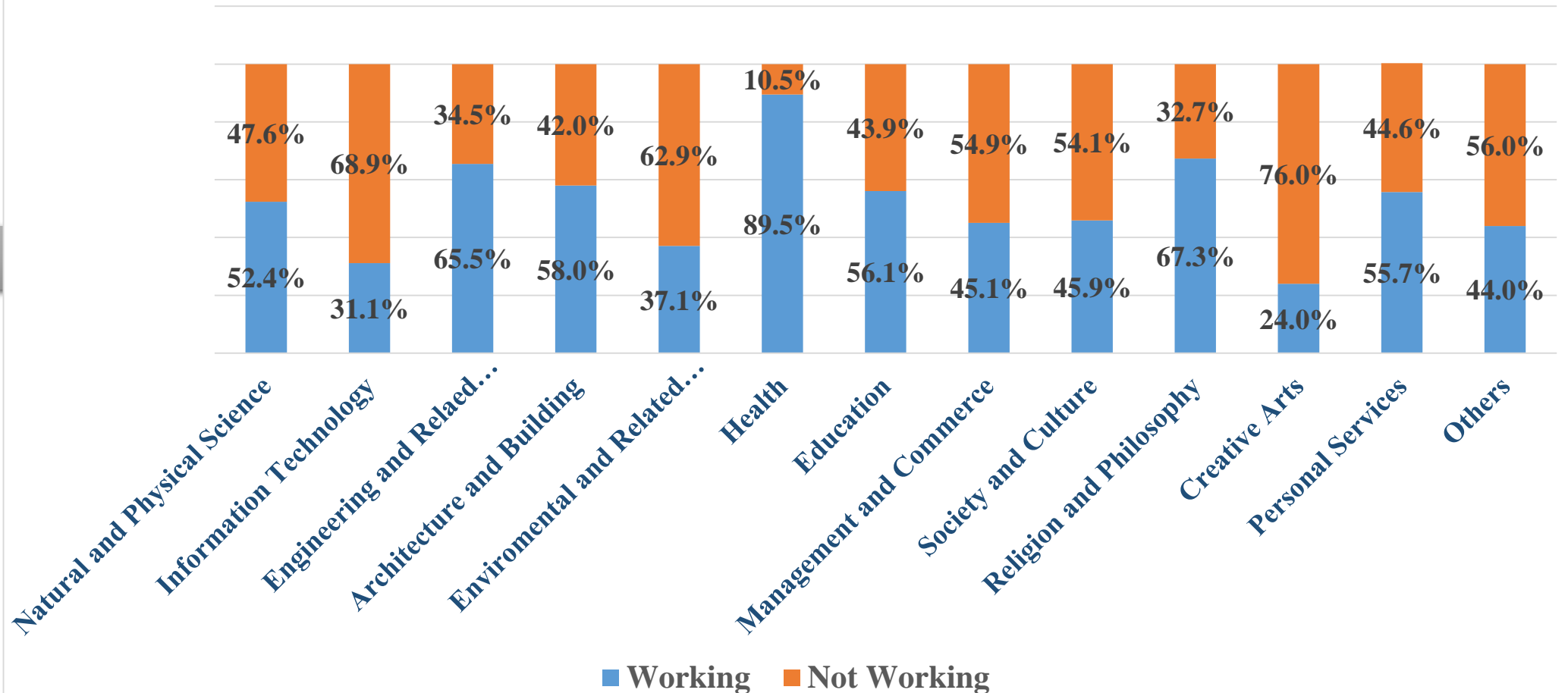
Figure (6) Work Status with Gender



# Findings

## (2. employment by gender)

Figure (7) Work Status and General Field of Study



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## (2. employment by gender)

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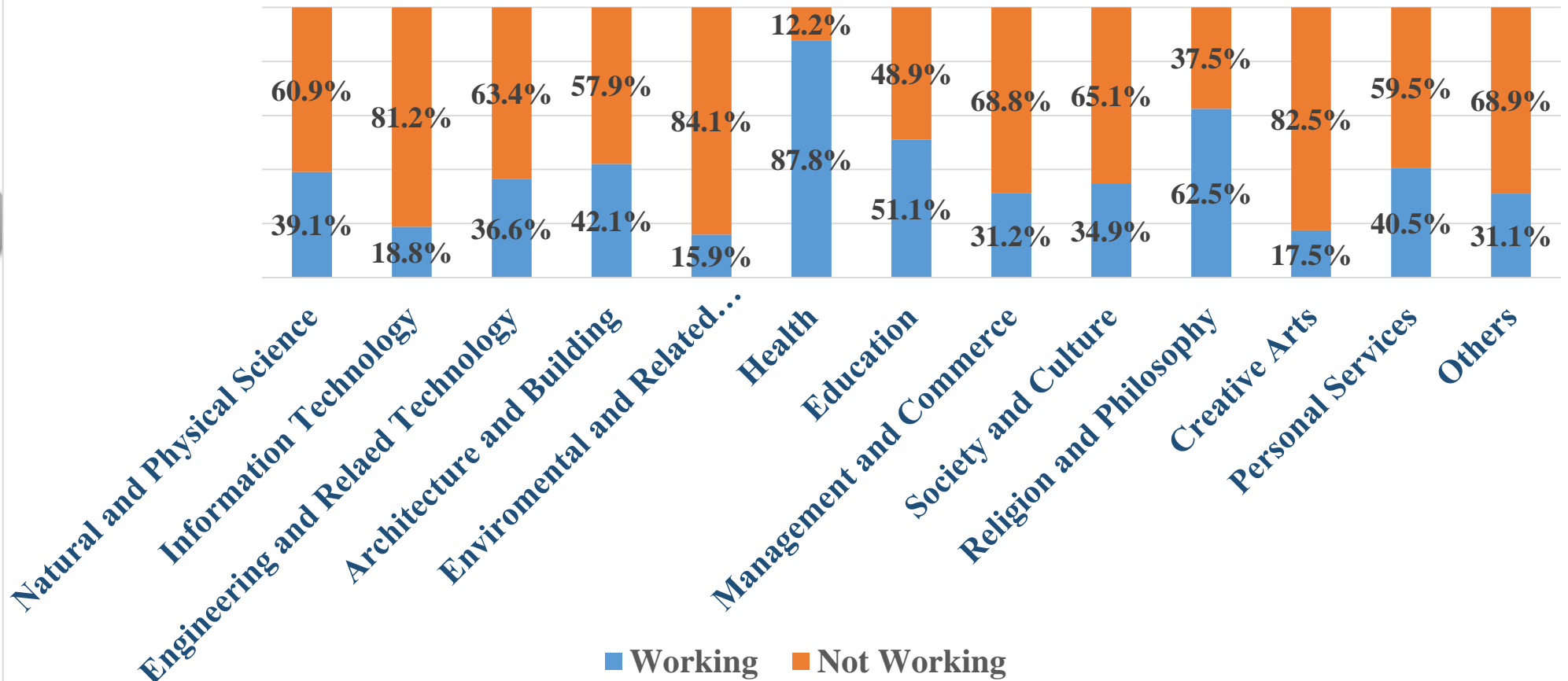
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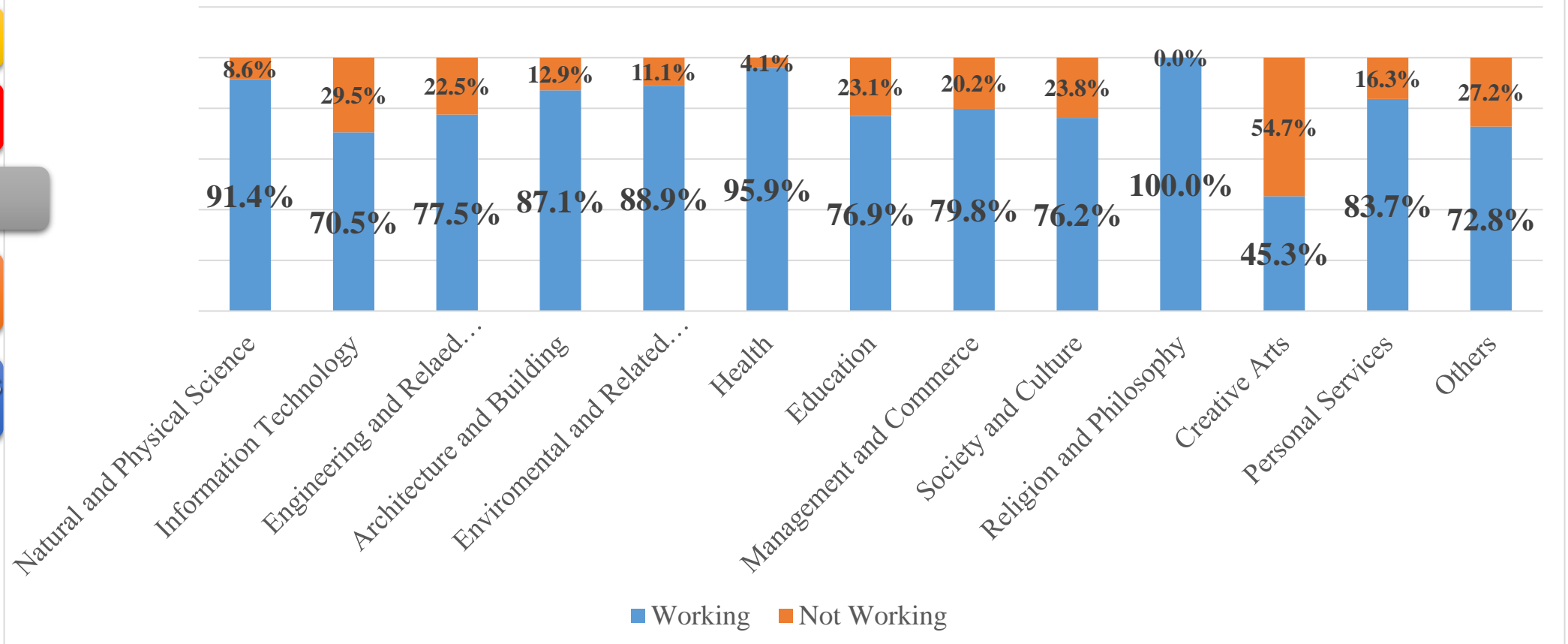
Figure (8) Work Status and General Field of Study for Female Graduates



# Findings

## (2. employment by gender)

Figure (9) Work Status and General Field of Study for Male Graduates



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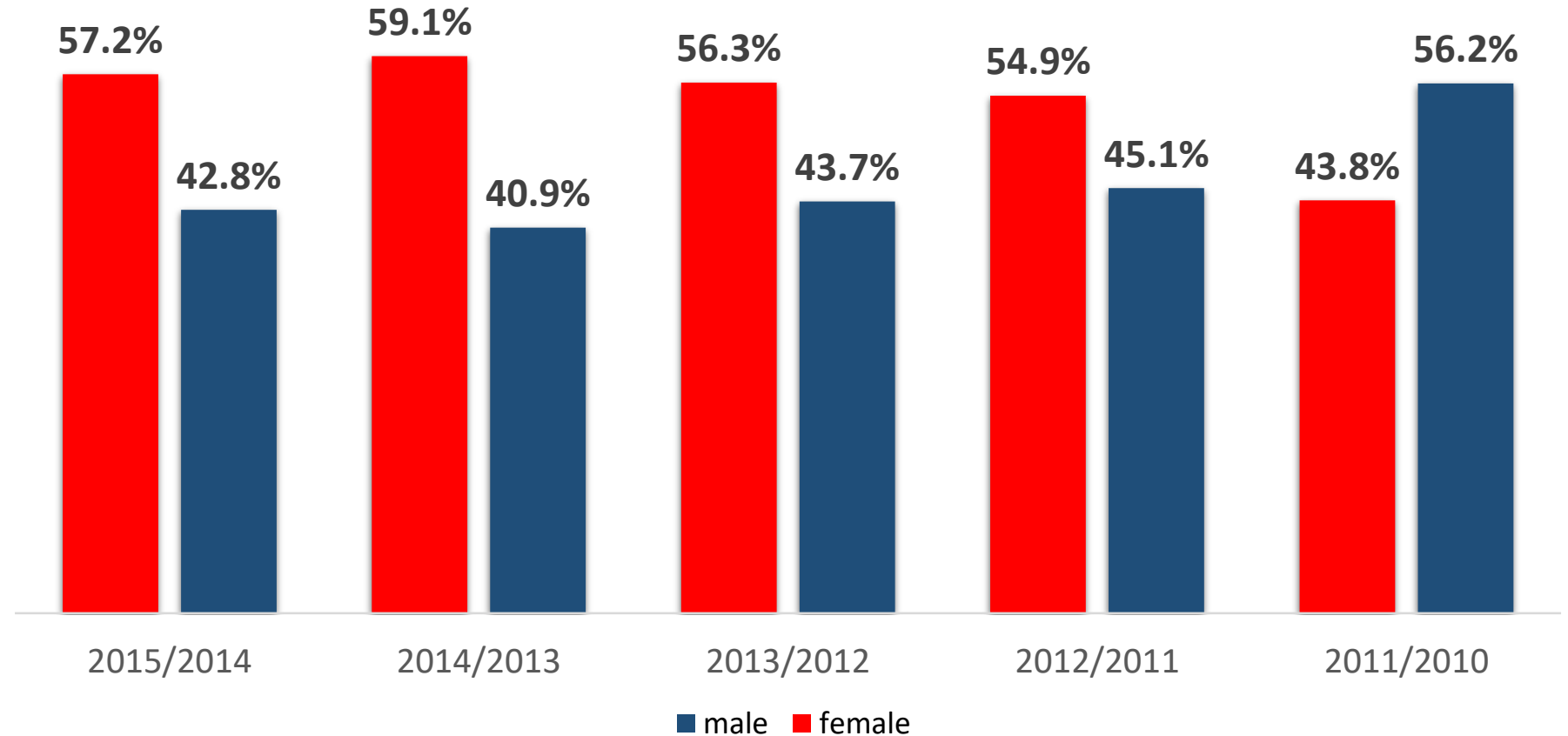
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## (2. employment by gender)

Admitted to Higher Education by Gender



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More females enter Higher Education

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## (2. employment by gender)

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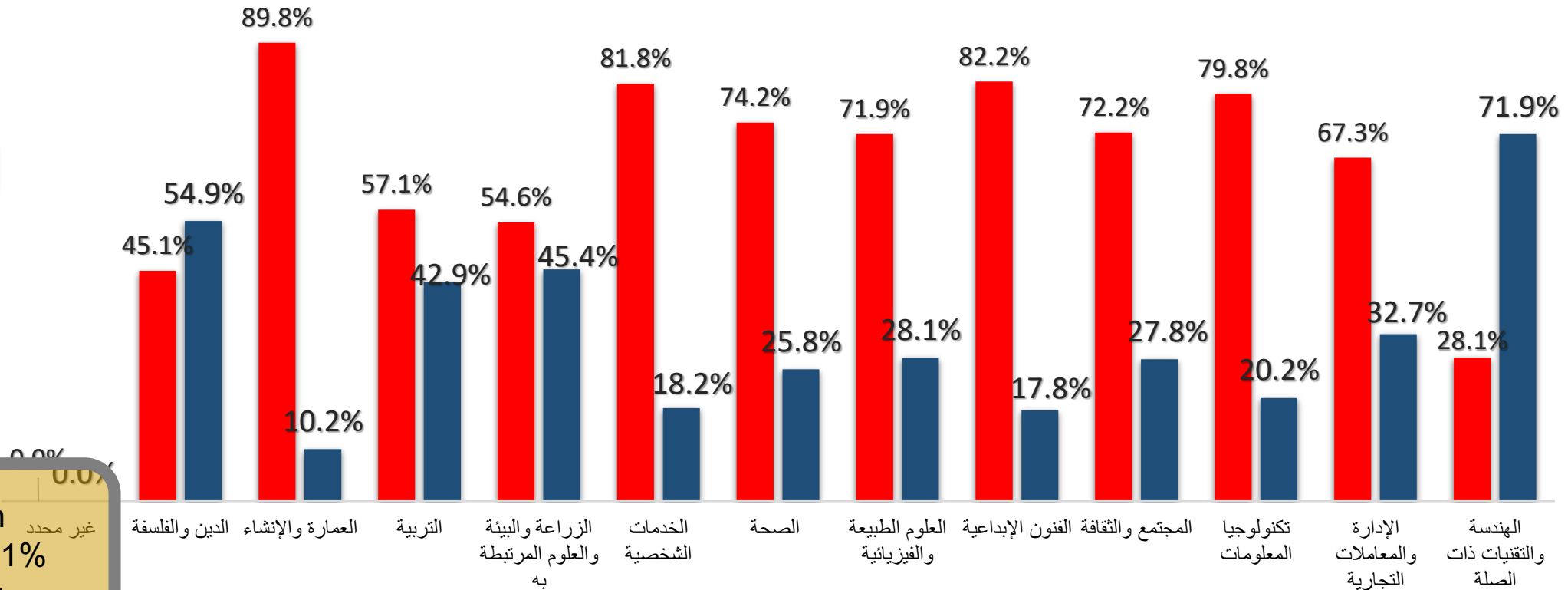
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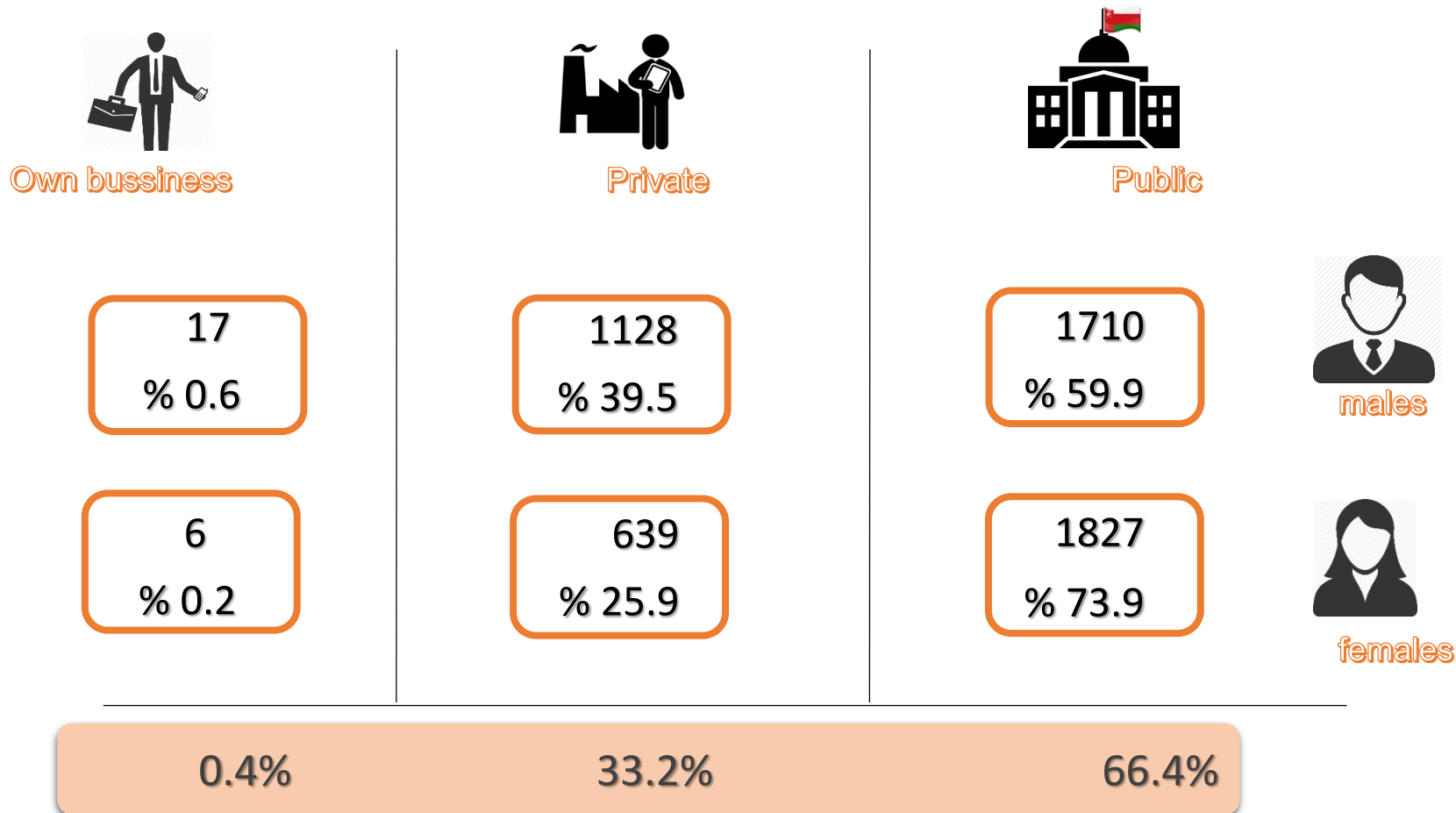
### Admitted to Higher Education by Gender and General Field of Study



Females employment in Banking and finance 47.1% and 59.1% Accounting





## (2. employment by gender)




• More males start their own businesses than females

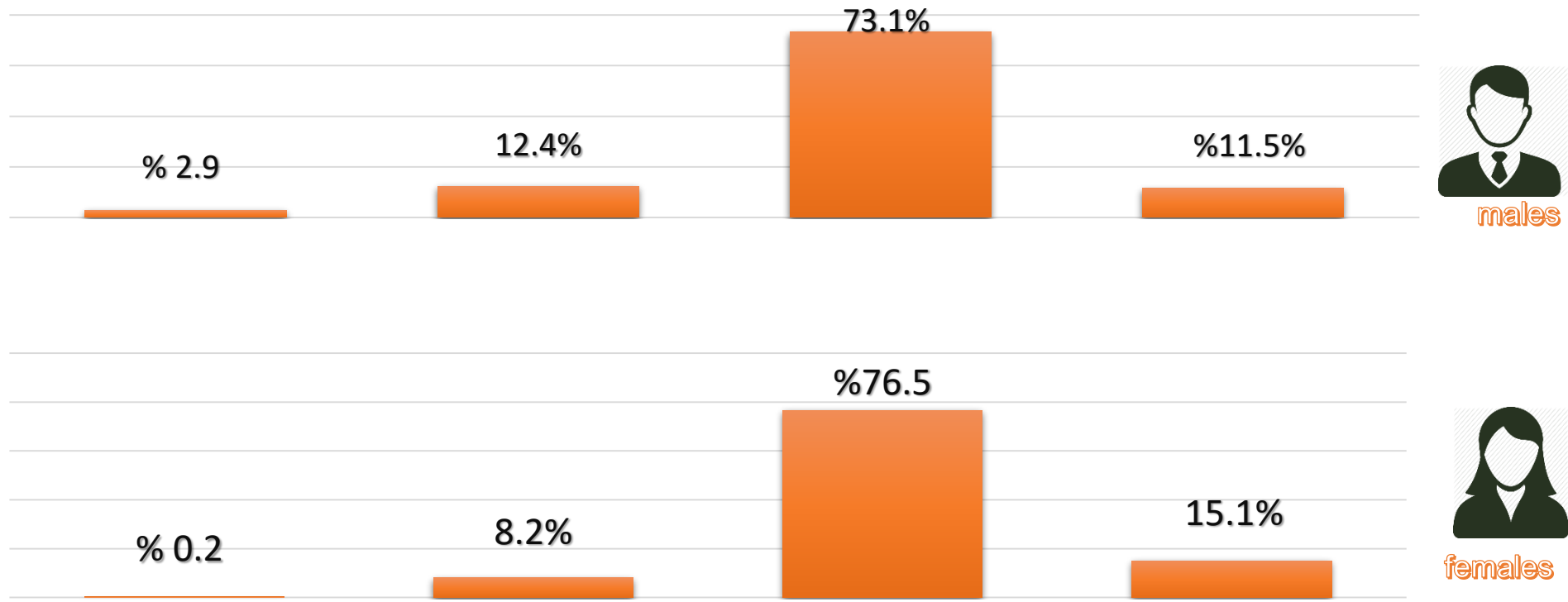
# Distribution of females and males based on monthly wages

or more 1801 

(1800-1201) 

(1200-601) 

or less 600 

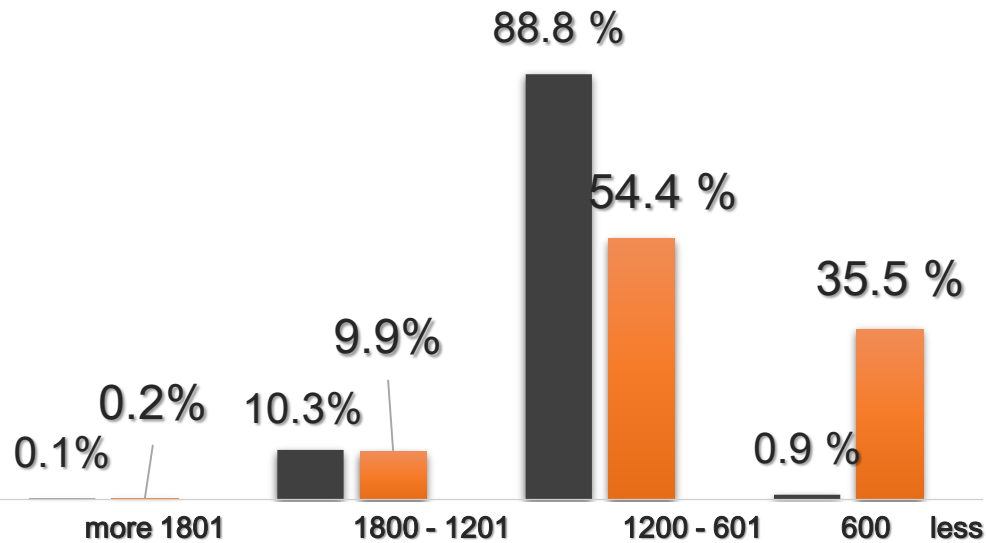


Gender pay gap  
(significant difference)

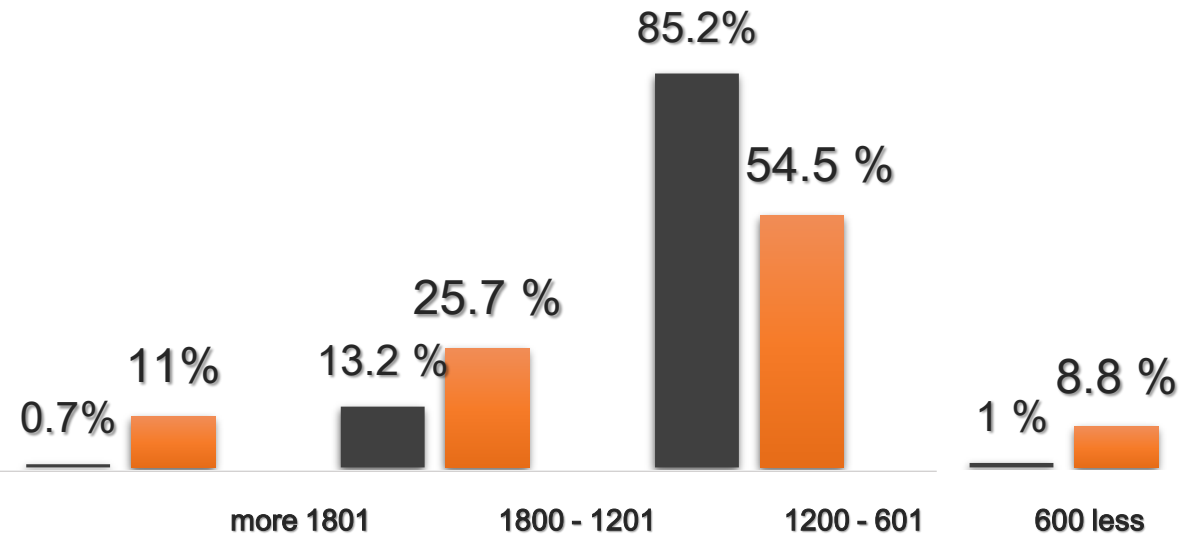
# Bachelors holders distribution based on monthly wages and gender



females



males



Higher percentage of female diploma holders get 600 or less than males

■ القطاع الحكومي

■ القطاع الخاص

## Recommendations

- **Evaluation of training during graduate studies**
- Private and public institutions provide more training opportunities for its students.
- Private institutions work harder on training students as students evaluated training in private institutions low.

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# Recommendations

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## **Gender difference in employment**

- Female graduates are significantly less employed than male graduates even in similar fields of study. They should be guided through higher Education choices.
- Both public and private employers revise their employment procedures and create solutions for a better inclusion of females in the workforce.
- promoting freelance hiring.
- higher education policies should be revised in the light of the labour market decreased demand for female graduates.
- Scholarships could be bound to obligatory work period after graduation.