



WHY WOMEN EARN LESS

Gender Pay Gap and Labour Market Inequalities in East and Southern Africa

Presented by
Zahra Sheikh Ahmed
UN Women East and Southern Africa Regional Office

equality
+ *Café*

CONTEXT



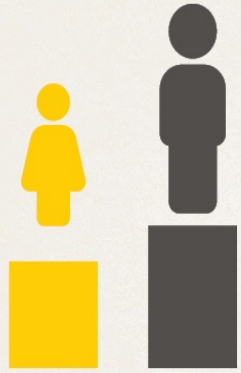
- East and Southern Africa (ESA): 26 countries
- Employment to population ratio (15 years+)
 - (ILOSTAT, 2019)
 - 70.22% women compared to 79.6% men work in Eastern Africa
 - 35.8% women compared to 47.3% men work in Southern Africa
- Total informal employment:
 - (ILO, 2023)
 - 92.2% women compared to 86.2% men work in Eastern Africa
 - 46.4% women compared to 42.0% men work in Southern Africa
- Data from 10 countries used in the study: Ethiopia, Kenya, Malawi, Mauritius, Mozambique, Namibia, Rwanda, Tanzania, Uganda and South Africa



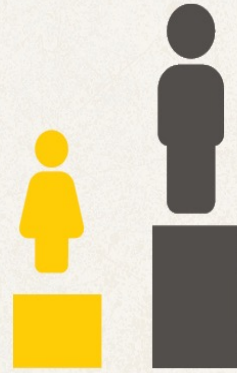
What is the gender pay gap?

equality
+ *Café*

GENDER PAY GAP IN ESA REGION



Hourly, women earn only 81 cents for every dollar earned by men in East and Southern Africa.



Women work for 4 hours and 12 minutes less per week than men in East and Southern Africa.



Monthly GPG: 28%, women earn about 72 cents for every dollar earned by men in East and Southern Africa.

*Raw or unadjusted gender pay gap is the percentage difference in women and men's average pay, without accounting for other factors that affect pay such as education and choice of occupation

#StopTheRobbery #GenderEquality

EDUCATION PAYS!



Women with college degrees earn 77 cents for every dollar earned by men with the same education

Educating women and girls makes a difference!



Primary education: Women earn **68** cents for every dollar earned by men

Women with **college degree** earn **82** cents for every dollar earned by men;
primary education: 69 cents



#StopTheRobbery #GenderEquality

OCCUPATIONAL SEGREGATION



Women are **much more likely to work in underpaid and undervalued care sectors**



health and social work



education



paid domestic work

#StopTheRobbery #GenderEquality

THE IMPLICATIONS OF UNPAID CARE WORK

- Women spend 3.4 times more on unpaid care work in SSA
- Hampers women's economic, social, educational and leadership opportunities
- Women drop out of the labor force or work shorter hours after marriage



The glass ceiling prevents women from reaching the highest-paying jobs



Richest 10% of women working women have high-paying and high-status managerial jobs.



Men is even bigger than the pay gap for everyone on average.



Compared to men, women in managerial positions earn:

57% less in Namibia
9% less in Uganda
2% less in Mauritius



#StopTheRobbery #GenderEquality

CAN DATA EXPLAIN THE GAP?



TOTAL GPG

1. Explained

2. Unexplained

CAN DATA EXPLAIN THE GAP?



TOTAL GDP

Which is bigger?

1. Explained

2. Unexplained

CAN DATA EXPLAIN THE GAP?



TOTAL GPG

1. Explained

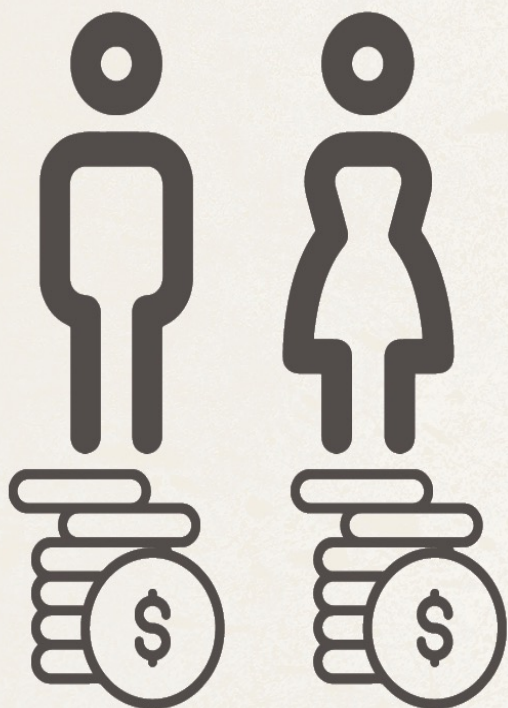
2. Unexplained

HOW TO CLOSE THE GAP?



- Equal pay for equal work
 - Prohibit pay discrimination
 - Make pay scales publicly available
 - No personal data collected while hiring (e.g. marital status)
 - Accessible and responsive complaint mechanism
- Focused hiring, promoting women in the workplace
- Promote inclusive workplace culture
- Care-friendly policies
- Support workers unions
- Challenge your own biases!

THANK YOU!



**challenge gender
stereotypes,**

Break the glass ceiling,

close the gender pay gap!

#StopTheRobbery #GenderEquality