



IPS Paper

Gender Inequalities in Formal Workplace and its Earnings in Botswana: Implications and Possible Solutions

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Brief Description

A male-female work and earning disparity has become a global problem that is drawing an increasing attention from researchers all over the world.

Botswana like other nations has labour market outcomes that impact greatly on the well-being of the citizenry and most importantly on the survival of women and their children.

In Botswana, women are more in managerial and professional jobs than men as opposed to what is obtainable in many developing countries.

However, women continued to face disparity in the labour market despite the fact that they are more educated than men and they also continue to earn less than men on the average.

Therefore, there is need to enact essential policies that will strengthen existing protections and further combat discriminatory practices that promote wage disparity against women.

Beyond this, society must confront cultural biases that continue to harm women by devaluing their work and restricting them to specific gender roles.

Abstract

A male-female work and earning disparity has become a global problem that is drawing an increasing attention from researchers all over the world. Botswana like other nations has labour market outcomes that impact greatly on the well-being of the citizenry and most importantly on the survival of women and their children. In Botswana, women are more in managerial and professional jobs than men as opposed to what is obtainable in many developing countries. However, women continued to face disparity in the labour market despite the fact that they are more educated than men and they also continue to earn less than men on the average. Therefore, there is need to enact essential policies that will strengthen existing protections and further combat discriminatory practices that promote wage disparity against women. Beyond this, society must confront cultural biases that continue to harm women by devaluing their work and restricting them to specific gender roles.