Discrimination of Salaries and segregation against women in the Cameroon's labor market

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Abstract

Studies in Cameroon show that the labor market situation is also worrying than the poverty situation. They emphasize the persistence of gender inequalities in different sectors (formal and informal), which compromises the achievement of the third Millennium Development Goal. Considering the demonstrated effect of the functioning of labor markets on economic growth and income distribution, the issue of discrimination against women in the labor market appears to be both a social and an economic issue. This study attempts to estimate the extent of discrimination in the formal sector and that of occupational segregation in the informal sector.

We used data from the Survey of Employment and the Informal Sector led in 2005 by the National Institute of Statistics. This national operation has involved 8540 households and collected information on demographics, employment status and job characteristics. These data clearly identify the four segments of the labor market: public, private, formal, agricultural and informal non-agricultural.

Concerning the formal sector, the methodology was to estimate earnings equations for men and women through a selection model of Heckman and calculating indices of discrimination according to certain professional categories. In the informal sector, we have made a classification of occupations and calculate the indice of Duncan and Duncan and

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the indice of Gini to measure occupational segregation by gender.
The results show that the discrimination make women in the formal sector lose in average 4615 FCFA per month. Overall, it affects about 54% of them. The choice of the structure of men's income as vector discriminatory make the largest gap, that is to say 9760 CFA francs at mean per month for women and a collective deficit average of 0.066 compared to men's income. In the informal sector, women operate mostly in occupations that generate lower income. Here, segregation is more present in the nonagricultural sector, where approximately 46.7% of women have to change occupations to achieve the same distribution of occupations between the genders. The segregation is so strong in the practice of cash crops; however it remains low throughout the agricultural sector.

The study recommends the implementation of measures to promote equality between genders in the labor market, consider the gender approach in the composition of the government and in programs and projects; improve the capacity building of professionals on gender approach. Moreover, we must promote women's entrepreneurship and promote their access to micro credit and other input.

Codes JEL : J21, J31, J71

Mots clés: Marché du travail ; Discrimination de genre, Ségrégation professionnelle ; Indice de ségrégation ; Cameroun

1. INTRODUCTION

Cameroon is a country in the south of Sahara which has bore between 1985-1994 an important economic crisis due to the decrease of exportation incomes due to depressed oil prices and major cash crops (cocoa, coffee). Many tensions cash forced the government to implement various measures to improve the economy. So with the support of the Bretton Woods institutions, the country will enter into several structural adjustment programs that will directly and indirectly affect poverty status and employment. Indeed, the liquidation and restructuring of numerous private and public companies, the hiring freeze in the civil service, the compression of certain state employees and the strong decline in private investment will lead to an explosion of under employment and an acceleration of the informalisation of the economy. In 1996, over 50% of Cameroonians live below the poverty line and the informality rate is 85.9%. (INS, 1996).

Since 1994, Cameroon's economy has resumed growth and in the year 2000, less restrictive programs including the Initiative for Heavily Indebted Poor Countries (HIPC), have been negotiated with donors. But despite this progress and reform, the living conditions of Cameroonians and activity remain a concern. In effect the Second Cameroon Household Survey (ECAM 2) was estimated at 40% the proportion of Cameroonians poor and showed strong significance of socio-economic group on the probability of a household being poor (INS, 2002a). The current face of the labor market in Cameroon is also worrying than the poverty situation in the country. To remedy this, the Government through the fourth chapter of its Strategy Paper for Growth and Employment (SPGE), undertook to develop and implement a national policy of employment integrated to the strategy of the economic growth. This policy aims at increasing of the decent employments, the matching of employmen demand, and improving the efficiency of the labor market. She needs for its implementation, to have reliable information and specific studies to better understand how the labor market works and its links with poverty.

In the context of globalization and trade liberalization, the issue of imperfect markets is a growing interest. In particular, it is important to pay special attention to the shortfall as a result of the inefficient use of labor, specifically gender discrimination. Indeed, the functioning of the labor market has a profound impact on economic growth and income distribution (Cambarnous, 1994). Furthermore, the "classic" theoretical analysis, based on the work of Becker (1975) and Arrow (1973), clearly showed the implications of discrimination on profits, wages and efficiency in the labor allocation.

In the current context where the issue of development is the concern of Africans governments, it is important to consider how to use the potential of the continent, including the human resource. In the perspective of more effective use of human potential, an analysis of wage discrimination and occupational segregation is therefore necessary. Such a study may help Cameroonian state to better utilize the potential notably woman’s. It would help to inform decision makers on the potential gains in reducing poverty and inequality that can generate policies of reducing the imperfections that characterize the labor market of the country notably gender inequalities. The study would include in part the informality of the economy accelerated since the informal sector remains a possible remedy for dissatisfied employees. The methods of wage setting is not known in the informal sector, that’s why we will rather study the occupational segregation in this sector to have a clear idea of the nature of activities performed mainly by women, according to whether it can provide them with significant income or not. The analysis of wage discrimination and occupational segregation could also provide an understanding of one aspect of immigration, where African workers leave their jobs to go in developed countries either for work or to return to school.

In despite of government efforts towards the improvement of activities conditions of the Cameroonian people, constraints remain in the use of human capital. This is reflected by inequalities such as discrimination against women, as confirmed by the survey reports. ECAM 2 shows huge disparities between men and women on the labor market in Cameroon. Women engage in unprotected jobs and earn on average two times less than men (INS, 2002b). The survey on Employment and the Informal Sector (EESI) led in 2005 confirms the existence of gender inequality on the labor market and the widespread informality (90.4%) of the Cameroonian economy (INS, 2005). Although they constitute a significant proportion of the employed (49.23% based on calculations on data from EESI), women therefore remain a vulnerable group. They would undergo a different treatment of men in employment, vocational orientation that would be different from those of men.
The purpose of this study is to analyze the income gap between the two genders and occupational segregation against the female gender. This concern led unavoidably to a central question: what is the extent of wage discrimination and occupational segregation against women in Cameroon?
We make the following assumptions that we'll try to check:
- In Cameroon, women are strongly victims of wage discrimination.
- In the informal sector, the divisions of activities by gender are not enough important.

To test these hypotheses, we will present the methodological framework before presenting the results of the analysis of wage discrimination in the formal sector, and that occupational segregation in the informal sector. We end with the conclusion followed by some recommendations.

2 - METHODOLOGY

The literature review clearly indicates that specific studies in Cameroon (and sub-Saharan Africa in general) to understand the impact of discrimination on the labor market on poverty are very few and limited. Moreover, in the field of research, discrimination is most often depicted through the middle income and is not perceived as an individual problem. Yet, as emphasized Coral Del Rio and al (2006), discrimination is primarily an individual problem and can thus only be analyzed through the density functions. Thus, they have recently revisited the distributional approach and proposed a group of indices similar to FGT indices.
The methodology of this study is divided into two complementary approaches namely the discrimination by income in the formal sector and the occupational segregation in the informal sector.

2.1 Gender income Discrimination

Estimating counterfactual incomes of females employed

This estimate requires knowledge of earnings functions for men and women. However, to reflect the heterogeneously of the labor market, it will be segmented. The segmentation of the labor market may be defined as a situation where workers with similar productive characteristics, get different pay. These differentials can be observed for example between urban and rural wages or between the formal and informal sectors. They may also exist between employees in the same sector or between different industries (Marouani, 2002).

To reflect the heterogeneously that characterizes labor markets in African countries (Combarnous (1997) El Aynaoui (1998)) and that of Cameroon in particular, we distinguished four segments: public, private, formal, informal non- agricultural and informal agricultural. But concerning discrimination by

the income we are interested only in the first two segments, they constitute the formal sector. Indeed, it is not easy to identify the mechanisms of determination of income in the informal sector because it is very heterogeneous forms of remuneration. In addition it is strongly dominated by self employment. In each of the two segments considered, we estimate earnings equations separately for women and men by the Ordinary Least Squares (OLS). We will also take account of the selectivity bias as Paternostro and Sahn (1999). Thus, in each segment, we estimate the following two equations:

$$\begin{aligned} Ln(y_{ih}) &= \beta_h X'_{ih} + \psi\lambda_{ih} + \varepsilon_{ih} \\ Ln(y_{if}) &= \beta_f X'_{if} + \psi\lambda_{if} + \varepsilon_{if} \end{aligned} \quad (1)$$

With
h = man and f = woman

λ_k : Inverse of Mills ratio estimated from the model of multi-sector participation in the labor market. It allows taking account of the possible selectivity bias, since the income of activity is observed only for the employed.

$Ln(y_k)$ is the logarithm of hourly income of main activity.

β_k : Vector of parameters to estimate

X_k : Vector of individual characteristics, including variables to capture the productive potential as work experience and education which we add several control variables (area of residence, marital status, religion and immigration status).
To analyze discrimination, we follow the approach developed by Coral Del Rio et al (2006), distinguishing the segment (public, private formal). We will estimate for each active occupied woman i, its main business income in two ways. The first estimate is based on the equation of women earning $\left(\hat{y}_{f_i}\right)$ and the second on the equation of gain non-discriminatory $\left(\hat{r}^*_{f_i}\right)$.

$$\begin{aligned} \hat{y}_{f_i} &= Exp(X'_{f_i}\hat{\beta}_f + \frac{\hat{\sigma}_f^2}{2}) \\ \hat{r}^*_{f_i} &= Exp(X'_{f_i}\hat{\beta}^* + \frac{\hat{\sigma}_f^2}{2}) \end{aligned} \quad (2)$$

Where $\hat{\sigma}_f^2$ Where is the variance of residuals (ε_f) equation of women's earnings.

$\hat{\beta}^*$ is an estimator of the non-discriminatory vector

There are several possibly choices of the parameter. These choices can be summarized by the following equation:

$$\beta^* = \Omega\beta_h + (I-\Omega)\beta_f \quad (3)$$

Where Ω is a weighting matrix

If $\Omega = I$ then the vector β^* is equal to non-discriminating β_h, the non-discriminatory wage structure is that of men. This is the choice of Oaxaca (1973). The choice of Reimers (1987) is that the weighting matrix is $\Omega = (0,5)I$. Cotton (1988) considers $\Omega = P_h I$, where P_h is the proportion of men in the sample analyzed. We will test these three weighting matrices.

The estimated gap of individual income of an employee in the formal sector is:

$$\hat{x}_{f_i} = \hat{r}_{f_i} - \hat{y}_{f_i} \quad (4)$$

This gap is estimated income of discrimination at the individual level. Woman i is a victim of discrimination and if otherwise, it is not a victim of discrimination.

Measuring discrimination Income

We will conduct this exercise by calculating the absolute and relative discrimination (Coral Del Rio and al 2006). Interest in these indexes is that they check the six normative properties of poverty indices and are more like decomposable indexes Foster, Greer and Thorbecke (1984). In general expression of absolute indices of discrimination is:

$$d_\alpha(x_f) = \frac{1}{n}\sum_{i=1}^{q}\left(\hat{x}_{f_i}\right)^\alpha \quad (5)$$

Where n : number of employed females in the sample of people interviewed
q: number of women victims of discrimination
α: parameter of aversion to discrimination

For α = 0 the index d_0 measures the incidence of discrimination in income women. The index d_1 reflects the average level of discrimination by women.

The absolute indices of equation (5) can be normalized by dividing the gap of income of each woman's income by non-discriminatory ($\hat{r}^*_{f_i}$). This technique is similar to that used in the calculation of indices of relative poverty where the poverty gap for each household is calculated by considering the poverty line and not an absolute poverty line.

$$dr_\alpha(x_f) = \frac{1}{n}\sum_{i=1}^{q}\left(\frac{\hat{x}_{f_i}}{\hat{r}^*_{f_i}}\right)^\alpha \quad (6)$$

2.2 Occupational segregation

To complete the analysis on discrimination it is important to analyze occupational segregation. In fact, this concept reflects the fact that the distribution of women and men among different occupations or different sectors of economic activity is uneven. Naturally, these differences may reflect differences in the choice of training or profession and, in this case, the labor market does not

discriminate against women. However, these differences may also reflect discriminatory behavior of employers if there they have systematically refused to hire women even though they have the same productive characteristics as men. Joseph Deutsch and al (2005).

Measuring segregation

Several indexes have been developed to measure segregation in the labor market. Beyond their diversity, all these indices derived from a basic idea that there is segregation when there is a significant difference in the distribution of women and men (or between groups of the population) in occupations.
To measure segregation between men and women in different professions, we will first calculate the index of Duncan and Duncan (1955). It is the most used index of segregation. This index can be as follows:

$$I_D = \frac{1}{2}\sum_{j=1}^{m}\frac{M_j}{M}\left|\frac{\frac{F_j}{M_j}-\frac{F}{M}}{\frac{F}{M}}\right| \qquad (7)$$

Where Mj and F_j represent the number of men and women in the profession j.
F and M represent the number of men and women in employment.
m is the number of occupations.

Flückiger and Silber (1999) showed that the Duncan index varies between 0 and 1. The minimum value represents a fair distribution. A value of 1 indicates extreme segregation, a situation where there are two types of occupations in the labor market: those reserved exclusively for women on one hand and the occupations of men on the other. This index indicates the proportion of women or (men) who must change jobs to get the same distribution of occupations for each gender. However, as pointed out by Flückiger and Silber (1999) index of Duncan has many drawbacks: instead of connecting the number of changes of occupation necessary to the total number of workers, rather it measures the number of job changes as a fraction of the total number of women or men. In addition, the changes necessary to achieve equality in the distribution will change the distribution of occupations. Thus, we also calculate the Gini concentration index.

$$I_G = \frac{1}{2}\sum_{i=}^{m}\sum_{j=1}^{m}\left[\frac{M_i}{M}\frac{M_j}{M}\left|\frac{\frac{F_i}{M_i}-\frac{F_j}{M_j}}{\frac{F}{M}}\right|\right] \qquad (8)$$

As Duncan index, the Gini index varies between zero and one, he also interpreted the same way.

2.3 occupations

In terms of wage discrimination, we selected all the professions of the public sector and of the formal private sector.

We analyze occupational segregation by considering the two branches of the informal sector: the agricultural industry and non-agricultural sector. Thus we will approach occupational segregation by industry, then a comprehensive analysis incorporating the two branches. We thought of a categorization of informal sector activities, as they are part of agriculture or not. Thus in the non-agricultural sector, we selected the ten classes: 1 = Food industry, 2 = area of textiles, 3 = Buildings and Public Works (BTP), 4 = Other industries, 5 = Trade Wholesale, Retail 6 =, 7 = Transport, 8 = Food, 9 = Repairs, 10 = Other Services (except Telecom), 11 = human health activities, 12 = telecommunication, 13 = other confections. In the agricultural industry, we have grouped activities according to three sub-branches are: food crops, agriculture of industrial and exports products, and finally livestock, forestry and fishing.

3. DATA

The data at that we used are those of the Survey of Employment and the Informal Sector (EESI) 2005 led by the National Institute of Statistics. This operation, which covered the entire territory of Cameroon is the first operation of its kind nationwide. It consists of two phases. The first phase is an employment survey to collect data on socio-demographic characteristics and employment. The second phase is a survey of "business" led among non-agricultural informal units identified during the first phase. This survey is actually a variant of the 1-2-3 system of surveys for which Phase 3 has not been performed.

In this study it's Phase 1 that will be used. This phase relies on the frame provided by the mapping of the Third General Census of Population and Housing, was used to select a random sample of 8540 households, stratified according to the ten provinces and the environment residence. The cities of Yaounde and Douala were each regarded as an area of inquiry.
The survey supports analysis of the labor market, including business conditions, formation of income, characteristics of unemployment and underemployment. In addition to income from main activity and second, Phase 1 has collected, through the module of Income Without Employment (IWE), the other members of the household income for all persons aged 10 and more. These are 1 - Pensions working, 2 - Other pensions, 3 - Income property or estate, 4 - Income Securities, 5 - Transfers received from other households, 6 - Scholarships and 7 - Other income.

Phase 1 of EESI also calculates a battery of indicators that can assist in the analysis. The main indicators are (i) the rate of activity (ii) the rate of unemployment, (iii) the rate of underemployment, (iv) the employee rate, (v) the level of informality, (vi) the average weekly activity.

4. RESULTS

4.1 Discrimination of gender

From the results, wage discrimination is not significantly influenced by the choice of vector non-discriminatory. Indeed, whatever the non-discriminatory wage structure, slightly more than half of

women (54%) of the formal sector are victims as shown in Table 3. This inequality of wages make a lost in average between 4615 and 9760 FCFA monthly per woman. Overall, the choice of the wage structure of men as discriminatory vector (choice of Oaxaca) makes the largest gap, with a collective deficit of 6.6% from the income of men. So we can retain for the rest of our analysis the Oaxaca matrix that is $\beta^* = \beta_h$. This choice will allow us to measure the largest monthly deficit recorded by women.

4.1.1 Pay discrimination and socio-demographic characteristics

a. Wage discrimination by age

The results show that across the formal sector, the incidence of discrimination is higher at retirement than at the beginning: it is slightly more than half of women in early career (56.26%) while that on the eve of retirement, almost all (87.78%) who is a victim. The incidence of the phenomenon down to about 41% in the 25-34 age bracket before starting the growth from 35. But the group most affected by discrimination is women aged 45 to 54 years: their proportion in the population of working women in the formal sector is 19.1% while their contribution to discrimination in the formal sector is of 28.4%. However, the evolution differs whether in public or in private. The incidence of discrimination among women employees increases with age. It affects just over one quarter of women aged 25 to 34 and reached 88% among 45-54 years and then ends at 83% among 55-64 year olds. As in all formal sector, 45-54 year olds remains the most affected by discrimination in the public sector: their contribution to discrimination in the public sector is 13.8 higher than their demographic weight in this category (36.5% vs. 22.7%). But the gaps are large enough to note: the first in around 30% between 25-34 and 35-44 age brackets, the second around 30% between 35-44 years and 45-54 years. In private, the evolution of discrimination is somewhat mixed. The problem exists among women in early career. Here, 83% of women aged 15-24 years are concerned. women on the verge of retirement are all victims of discrimination. Unlike the public sector, the population most affected by discrimination in the private sector is aged 15 to 24 years: 16.5% contribution to discrimination throughout the private sector as against 10.4% of demographic weight in the sector.

Across the formal sector, the biggest monthly losses are recorded at advanced ages. The maximum loss is in the 45-54 year olds, a monthly défficit FCFA 28,982 which represents 14.64% of the wage indiscriminate. Similarly, whether public or private sector, the advanced age have the greatest monthly losses. The maximum is reached in the 45-54 year olds in the public sector and is worth 34,081 CFA francs or 16.4% of income not discriminated against, whereas in the private sector, the largest monthly loss is reached in the class rather than 55-64 years and is worth 20,418 CFA francs, or about a quarter of income not discriminated. Up to 34 years, the average losses will register by the women of private higher than that of women civil servants. The opposite trend is observed from 35 years with an average gap quite important in the 45-54 year olds was up an average deficit of CFAF 19,465 in the public than in private. On the eve of retirement, the average losses is almost the same in both sectors.

Table1 : Discrimination salariale suivant l'âge dans le secteur formel

		Vict (%)	Contrib Pop(%)	Contrib Vict(%)		gap1 (FCFA)	gap2 (FCFA)	gap3 (FCFA)		gaprel1 (%)	gaprel2 (%)	gaprel3 (%)
Public sector	**15-24**	0	3,1	0		0	0	0		0	0	0
	25-34	27,57	31,6	15,9		1079,17	531,38	748,5		0,97	0,5	0,7
	35-44	60,7	41,4	45,8		6588,3	3194	4527		4,8	2,5	3,43
	45-54	88,2	22,7	36,5		34080,6	16000,8	22967		16,14	8,6	11,72
	55-64	83,22	1,2	1,8		20332,84	9749,14	13878,1		7,34	3,82	5,27
	Total		100	100								
Private sector	**15-24**	83,44	10,4	16,5		8934,63	4237,3	7092,08		11,5	6,04	9,49
	25-34	57,1	41	44,5		7948,07	3760,2	6302,5		8,14	4,3	6,72
	35-44	35,3	34,6	23,3		3910,5	1873,2	3115,9		4	2,1	3,3
	45-54	56,9	13,2	14,3		14615,6	6666,31	11426,3		10,4	5,6	8,6
	55-64	100	0,7	1,4		20418	9411,3	16030,8		25,47	13,71	21,21
	Total		100	100								
Formal sector	**15-24**	56,26	5,8	6,1		6024,24	2857,03	4782		7,75	4,07	6,4
	25-34	40,58	35,2	26,4		4110,22	1956,16	3199,32		4,13	2,17	3,35
	35-44	52,13	38,8	37,5		5684	2748	4050,33		4,54	2,35	3,4
	45-54	80,01	19,1	28,4		28982,33	13556	19944,2		14,64	7,8	10,9
	55-64	87,78	1	1,7		20356	9657,4	14462,6		12,26	6,5	9,6
	Total		100	100								

The evolution of the intensity of discrimination in the public due to the difference in the promotions in that sector. Early in the career, promotions are infrequent, hence the low level of discrimination found. But access to positions of responsibility more frequent after a number of years of rest for men. For example, women occupy only 17% of responsabilities positions in central ministries (ILO Report: Factors affecting women business: Growth prospects The case of Cameroon. First edition 2009). Even if the General Statutes of Public Cameroon establishes the principle of equality and access to all without discrimination of gender, labor market and related benefits; It appears that the promotion of women in responsibility, equal, remains low, regardless of the grade in question (statement of Minister for the Advancement of Women and Family at the 55th session of this committee on the Status of Women in February 2011). This difference is accentuated by the low presence of women in the civil service (27.2% in 2006, including students in high schools, source: MINFI / DGB / HADD / CI). Up to 24 years, young people constitute the segment of the population that is experiencing the most difficulty employability. Most active in this category are on probation in business. This instability could justify the high level of discrimination recorded early in their careers. Added to this is the method of wage bargaining at the first job. Indeed, the context of unemployment that characterized the labor market in Cameroon is that wages are relatively low during the tests and first jobs, where wages are usually suffered by the employee and NONS negotiated. Women, unlike men, are less demanding as regards the treatment offered by companies during their early years. According to the EESI phase 1, overall, 67.7% of women against 54.5% of men want to keep their jobs now. The same survey reveals that women are willing to accept 48 000 FCFA / month against 62 000FCFA/mois for men. Added to this is the low professional association market in Cameroon: Scarcely 10% of workers report the existence of a union trade in their business / activity, and less than half of them are members (EESI-Phase 1 main report). Like the public, the intensity of discrimination at older ages would be recorded

the result of unequal promotion to senior positions, accentuated by the low presence of women in the formal private sector (27% according to the INS-REG 2009).

Overall, the income gap is seen as the result of its disparities developed in these two sets of the formal sector.

b. Wage discrimination and education

Across the formal sector, access to university contributes to the decline in the average number of female victims of wage discrimination: 48.2% of women in higher education are victims against 71.2% of women arrested in upper secondary. Comparing contributions with the corresponding population weights confirm this trend. Contribution to discrimination in the formal sector of women who have reached the value less than their demographic weight (24% vs. 27%), while the contribution of women high school graduate is 13 above their weight population (54% vs. 41%). Whether in public or in private formal, the group most affected by discrimination is women who left high school graduate. Nearly three quarters of women high school graduate are affected in the public sector. Their contribution to discrimination in the public sector is 14.7% higher than their demographic weight. This contribution is less than the female demographic, having reached the top. In the formal private sector is about two thirds of women in the second cycle of secondary victims of discrimination, contributing to discrimination in this sector by 10.3 above their weight in the sector. Across the formal sector, the biggest monthly losses are recorded among women who left school at upper secondary level. These women lose about 2,783 more than their counterparts with high education. It is with the public sector. Here, women who left school in the second round losing to 4828 FCFA more than their counterparts is superior. In the formal private sector, it is rather than women who have the highest monthly , even if they are not the most likely to be affected by the phenomenon in this sector. However, the losses of recent women remain fairly close to those of their counterparts with a secondary level of graduate study. Whether in the formal sector as a whole or in both sectors that constitute the severity of discrimination is the largest in the group of women high school graduate. The latter lost 9.75% of income not discriminated against in the public sector, 10.62% in the private sector and 10.8% of income not discriminated against as a whole.

Table 2: Wage discrimination by level of education in the formal sector

		Vict1 (%)	Pop(%)	Contrib Vict(%)		Gap1 (Fcfa)	Gap2 (Fcfa)	Gap3 (Fcfa)		Gaprel1 (%)	Gaprel2 (%)	Gaprel3 (%)
Public sector	primaire	0	2,6	0		0	0	0		0	0	0
	secondaire 1er cycle	38,44	26,6	18,6		3992,3	1903,25	2715,4		2,95	1,54	2,12
	secondaire 2nd cycle	74,57	41	55,7		16146,7	7609,08	10905,6		9,75	5,15	7 ,05
	supérieur	47,20	29,8	25,6		11318,44	5423,54	7722		4,27	2,22	3,06
	Total		100	100								
Private sector	primaire	23,72	16,5	7,4		1306,91	622,38	1038,9		2,2	1,13	1,8
	secondaire 1er cycle	52,8	19,7	19,8		5781,19	2718	4573,32		7,55	4	6,24
	secondaire 2nd cycle	65,63	41,1	51,3		9761,85	4524,64	7679,38		10,62	5,65	8,8
	supérieur	50,51	22,3	21,5		10123,1	4858,77	8072,44		5,67	3	4,67
	Total		100	100								

Formal sector	**primaire**	18,91	7,8	2,7		1041,76	496,11	828,13		1,74	0,9	1,43
	secondaire 1er cycle	42,9	24	19,1		4548,27	2156,46	3292,82		4,38	2,3	3,4
	secondaire 2nd cycle	71,2	41	54,1		13727	6440,15	9682,94		10,08	5,34	7,71
	supérieur	48,24	27,2	24,1		10943,78	5246,52	7831,83		4,71	2,45	3,57
	Total		100	100								

The high level of discrimination observed in the category of women that reach at upper secondary school can be explained by the strong presence of them in subordinate positions of the formal sector. In Cameroon, women are generally less educated than men. However, home to some occupational category is determined by the level of education, which is followed by a climb better treatment within the structure. Women of this level of education generally hold functions such as that of secretary of office, which functions are difficult to attribute to men. This logic is apparent from the average wage gap, which is higher in women in this category being in the public service. Similarly, the severity of the phenomenon underlines its magnitude in the public or private in this category. The high average level of discrimination observed among the high educated women working in the private sector can be explained by under-employment. Indeed, the EESI reveals that under-employment increases with education level. Added to this inequality the difference in promotions to positions of responsibility mentioned above.

4.1.1 Pay discrimination, institutional sector and households living

In the formal sector, discrimination is more prevalent in the public and the private: they are about 55% of women employees who are victims of and 52.6% of female workers in the private sector. Women's state employee contribution to of discrimination in the formal sector is 1.1 higher than their demographic weight in that sector. But for women working in the private sector, this contribution is less than their demographic weight (36.8 compared with 37.9). The public sector women lose an average of 11,060 CFA , or about 1.5 times more than their private sector counterparts. Although the severity of the phenomenon remains very low in one or other of the two sectors, it is slightly higher in the private sector: 0.07 0.06 cons in the audience.
Unlike the private, the assignment of duties and responsibilities in the public service is not related to the specialty, the importance being given to the rather high educational attainment. This can justify the discrepancy between these two sectors. The level of discrimination in the formal can be explained in part by the occupational segregation against women, which often arises from segregation of women school guidance or level of study. Indeed, some areas of training are more feminine and more masculine, like science series where women remain underrepresented. Similarly, women are generally less educated than men. These last two elements contribute to achieving occupational unequal distribution between men and women. Thus, women are only 28.3% of officials Class A2, 27.1% of Class A1 employees and 34.6% of civil servants in category C.
The incidence of discrimination in households headed by women working in the formal sector remains disquieting. Calculations on data indicate that EESI 17% of households whose heads are in the public administration are headed by women. From Figure 2, 57% of these households are headed by women victims of discrimination. Added to this the high lose of salary: the amount lost by women officers is

about 9% of average monthly income in public administration and 41% of monthly income from main activity at the national level . Households headed by the staff of the formal private, 10% are headed by women. The results show that almost half of these households are headed by women victims of pay discrimination. These women in private lose about 7% of average monthly income in this sector and 29% of monthly income from main activity at the national level. Across the formal sector is about 14% of households headed by women, among whom 54% are headed by women victims of pay discrimination.

Given the low job creation that characterizes the formal sector of African economies, there is a precarious jobs. Indeed, informal sector is easily accessible and has a greater personal flexibility. According to the EESI, this sector is a supplier of 90% of jobs. Also, is it appropriate to study the behavior of women in activities that constitute it.

4.2 The occupational segregation

Table 5 shows the segregation in the first instance in the different branches of agriculture, then in the whole agricultural sector, in non-agricultural sector and finally across the informal sector. The informal sector is characterized by a segregation average just over one third of individuals of one of the two genders must change their activities in order to equalize the distribution of men. This intensity is justified by the strong segregation present in the nonagricultural sector and less in industrial agriculture. Disparities remain, however, depending on whether or not the agricultural sector. Thus, segregation in the nonagricultural sector is about 1.7 times more intense than in the field of agriculture.

4.2.1 Segregation in the agricultural sector: a concentration of women in cultures unprofitable

The entire agricultural sector remains weakly marked by segregation: 27.2% of women must change their activities to achieve a distribution equal to that of men. The two indices show that segregation is significantly higher in the business of industrial agriculture and export. The phenomenon is about three times more intense than in the practice of subsistence agriculture and twice more in farming activities. This demonstrates that women have, in the area of cash crops, occupying more than one profile complementary to that of men than is the case in two other areas of agriculture where both informal types of activities lead closer. Segregation remains very low in terms of subsistence farming activities and livestock activities: only 11.1% of women for the first group and 16.9% for the second business must change to equalize distribution of male and female activities. But industrial farming and export remains a male: 39% of women must change their activities in this category so that we have an equal distribution between the sexes. These results given by Duncan and Duncan index are corroborated by those given by the Gini index. Thus, industrial agriculture is still dominated by men. The latter is however socially valued in the agricultural environment and generates significant revenue.

The practice of subsistence agriculture by both sexes could be justified by the importance of the labor force working in the informal sector of agriculture (55.2% according to the main report of EESI 1) and cultural practices that consider the majority of the country farming as an occupation common to both genders. Moreover, the inputs required for such activity are accessible to all, given the availability of

arable land, the virtual absence of mechanization. But because it is less lucrative, the interrest brought to agriculture remains low. Therefore, women have rarely benefited from servives coaching techniques in this area. The precariousness of this activity leads to low production, compounded the difficulties of disposing of products at better prices. This contributes to maintaining the financial precariousness of the great mass of rural women.
The predominance of men in industrial agriculture is just the demonstration of their financial power. Indeed, the practice of this activity requires large inputs, as regards the scope of operations, seed selection, maintenance requirements and labor. However, traditions and customs greatly limit the recognition of rights to inheritance and land ownership. In addition, methods of fundraising notament access to bank loans remains a predominantly male practice. Women in urban areas have few funds are investing in this sector. To all this is the persistence of social attitudes that prevailed after independence, which considers industrial crops as reserved to the male gender. Prices of products of this crop agriculture imagine leaving the shortfall for women who still seem reluctant to get involved.

4.2.2 Segregation in the non-farm informal sector: a containment of women in activities with low potential for profitability.

Divisions are quite important in this sector, where 46.7% of women should change their activities in order to equalize the distribution of men. Figure 1 illustrates a clear demarcation between professional orientations of those women and men. Women are opting mostly for the food industry (29.55%), retail (28.13%), restaurants / hotels (15%).
Again, women are still concentrated in activities that generate lower income. The men are more present in activities likely to generate more revenue, such as wholesale trade, construction work, public works and transportation. Social habits that make women the subject of stereotypes regarding their involvement in certain activities (transportation, construction) contributed significantly to the segmentation of non-agricultural sector by gender. While the conditions for entry to this market are low, women are once again limited by access to finance. According to the Report of the Workshop on National Consensus implementation of the national micro-finance in Cameroon (Kribi, Cameroon, 28-30 June 2004), women remain slightly affected as the target institutions Microfinance: they contribute little to the effort savings (16%) and only get 18% of the amount of loans distributed. Initiation of activities with high profit potential requires significant funding, the usual methods of financing mobilized by women are not always able to satisfy. Indeed, they have regularly resorted to equity (48%) and the tontine (35%). Women are virtually excluded from the formal financial system. Indeed, obtaining bank loans is subject to conditions hardly be filled by women. The first is itself an insurmountable barrier to a large segment of the population, given the low level of income, the minimum amount required to open an account in banks turning around 50000FCFA. The following condition requires individuals to have an income that could repay the credit granted, such as relatively high wages. This is combined with weak involvement of the female population, businesses in the informal sector is still perceived as a means of subsistence and poverty reduction rather than an investment to increase its market share.

The issue of occupational segregation in the informal sector remains a concern, given that women who work to involve approximately 34% of all households in the country and 46% of the population force1. It is therefore urgent to remedy, as these women-owned businesses represent an untapped source of jobs and economic growth, more opportunity to contribute significantly to achieving the objective of reducing poverty in Cameroon.

5. CONCLUSION AND RECOMMENDATIONS

Following this study, it appeared after calculating indexes of discrimination and segregation indexes that women remain disadvantaged in the various sectors of the Cameroonian economy. The incidence of discrimination is higher in the formal sector, where just over half of women are victims. They lose an average of FCFA 9760 per month, that's around the half the minimum wage in Cameroon divided by three. Given the method of distribution of income, 53.7% of households led by women employee of the formal sector are directly affected by this loss due to gender discrimination. The phenomenon is more accentuated with age, even if access to the university contributes to the reduction of the phenomenon. In the informal sector, the divisions are sufficiently large, the women generally orienting in activities with low profitability. This is favored by blockages which women are victims, including access to credit.

The study recommends the implementation of measures to promote equality and equity between the sexes in the labor market, namely:

- Taking into account the gender approach in the composition of the government and in programs and projects;
- Strengthening the capacity of professionals on gender;
- Promoting women's entrepreneurship. Should specifically facilitate women's access to credit, to support women's initiatives, encourage their creativity, strength their managerial capacities.
- Promote access to education and corporate training
- Facilitating women's access to credit and financial services
- Publication of statistical data on women's enterprises, whatever their size.

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6. APPENDIX

Table3 : Discrimination of salary within the formal sector

	Vict1 (%)	Pop(%)	Contrib Vict(%)		Gap1 (Fcfa)	Gap2 (Fcfa)	Gap3 (Fcfa)		Gaprel1 (%)	Gaprel2 (%)	Gaprel3 (%)
Public sector	54,88	62,1	63,2		11060,08	5244,617	7498,187		6,06	3,18	4,37
Private sector	52,56	37,9	36,8		7626,847	3582,607	6030,944		7,48	4	6,2
Formal sector	54	100	100		9760,33	4615,415	6942,72		6,6	3,47	5,06

Table 4 : salary of men of public sector estimate

xi: reg lrevhor educ educ2 i.v_age i.v_region i.v_sitmat i.v_migra millsh1 if (filtre1h ==1 & abs(rstuh1)<2)

```
i.v_age           _Iv_age_1-3         (naturally coded; _Iv_age_1 omitted)
i.v_region        _Iv_region_1-3      (naturally coded; _Iv_region_1 omitted)
i.v_sitmat        _Iv_sitmat_1-2      (naturally coded; _Iv_sitmat_1 omitted)
i.v_migra         _Iv_migra_1-2       (naturally coded; _Iv_migra_1 omitted)
```

```
      Source |       SS       df       MS              Number of obs =     800
-------------+------------------------------           F(  9,   790) =   87.72
       Model |  225.601519     9  25.0668355           Prob > F      =  0.0000
    Residual |  225.743756   790   .28575159           R-squared     =  0.4998
-------------+------------------------------           Adj R-squared =  0.4941
       Total |  451.345275   799  .564887704           Root MSE      =  .53456
```

```
------------------------------------------------------------------------------
     lrevhor |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        educ |   .0828915   .0208879     3.97   0.000     .0418891    .1238939
       educ2 |  -.0001268   .0009166    -0.14   0.890    -.0019261    .0016724
    _Iv_age_2 |   .0873067   .0769479     1.13   0.257    -.0637399    .2383533
    _Iv_age_3 |   .3968383   .0813126     4.88   0.000      .237224    .5564526
 _Iv_region_2 |   .2448025   .0615714     3.98   0.000     .1239396    .3656654
 _Iv_region_3 |   .2875652   .0467657     6.15   0.000     .1957654    .3793651
 _Iv_sitmat_2 |  -.0178855   .0764853    -0.23   0.815    -.1680238    .1322529
  _Iv_migra_2 |   .1146255   .0481101     2.38   0.017     .0201869    .2090642
      millsh1 |  -.6325587   .1189426    -5.32   0.000    -.8660396   -.3990778
        _cons |   5.343355   .1846568    28.94   0.000     4.980879    5.705831
------------------------------------------------------------------------------
```

Table5 : salary of women of public sector estimate

xi: reg lrevhor educ educ2 i.v_age i.v_region i.v_sitmat i.v_migra millsf1 if (filtre1f ==1 & abs(rstuf1)<2)

```
i.v_age           _Iv_age_1-3         (naturally coded; _Iv_age_1 omitted)
i.v_region        _Iv_region_1-3      (naturally coded; _Iv_region_1 omitted)
i.v_sitmat        _Iv_sitmat_1-2      (naturally coded; _Iv_sitmat_1 omitted)
i.v_migra         _Iv_migra_1-2       (naturally coded; _Iv_migra_1 omitted)
```

Source	SS	df	MS		
Model	75.2915897	9	8.36573219	Number of obs =	345
Residual	102.994867	335	.307447365	F(9, 335) =	27.21
				Prob > F =	0.0000
Total	178.286457	344	.518274585	R-squared =	0.4223
				Adj R-squared =	0.4068
				Root MSE =	.55448

lrevhor	Coef.	Std. Err.	t	P>|t|	[95% Conf.	Interval]
educ	-.1274237	.0564233	-2.26	0.025	-.2384123	-.0164351
educ2	.0083338	.0021291	3.91	0.000	.0041456	.0125219
_Iv_age_2	.1825371	.1426832	1.28	0.202	-.0981308	.4632051
_Iv_age_3	.3483032	.1737895	2.00	0.046	.006447	.6901595
_Iv_region_2	.2534401	.1138855	2.23	0.027	.0294193	.4774609
_Iv_region_3	.3128206	.0701336	4.46	0.000	.1748628	.4507785
_Iv_sitmat_2	.0048505	.063613	0.08	0.939	-.1202808	.1299817
_Iv_migra_2	.080068	.0756928	1.06	0.291	-.068825	.228961
millsf1	-.3378098	.1480976	-2.28	0.023	-.6291281	-.0464914
_cons	6.394152	.502909	12.71	0.000	5.404894	7.383409

Table 6 : salary of men of private sector estimate

xi: reg lrevhor educ educ2 exp exp2 i.v_age i.v_region i.v_sitmat i.v_migra millsh2 if (filtre2h ==1 & abs(rstuh2)<2)

```
i.v_age           _Iv_age_1-3         (naturally coded; _Iv_age_1 omitted)
i.v_region        _Iv_region_1-3      (naturally coded; _Iv_region_1 omitted)
i.v_sitmat        _Iv_sitmat_1-2      (naturally coded; _Iv_sitmat_1 omitted)
i.v_migra         _Iv_migra_1-2       (naturally coded; _Iv_migra_1 omitted)
```

Source	SS	df	MS		
Model	437.666206	11	39.7878369	Number of obs =	919
Residual	330.409776	907	.364288618	F(11, 907) =	109.22
				Prob > F =	0.0000
Total	768.075982	918	.836684076	R-squared =	0.5698
				Adj R-squared =	0.5646
				Root MSE =	.60356

lrevhor	Coef.	Std. Err.	t	P>|t|	[95% Conf.	Interval]
educ	-.0241972	.0190925	-1.27	0.205	-.0616678	.0132734
educ2	.0073435	.0009287	7.91	0.000	.0055209	.0091661
exp	.0510187	.0094923	5.37	0.000	.0323892	.0696481
exp2	-.0009523	.0003638	-2.62	0.009	-.0016663	-.0002383
_Iv_age_2	.1769051	.0686236	2.58	0.010	.0422257	.3115846
_Iv_age_3	.451892	.0806949	5.60	0.000	.2935215	.6102624
_Iv_region_2	.2473219	.0473036	5.23	0.000	.1544846	.3401591
_Iv_region_3	.1978871	.0604934	3.27	0.001	.0791639	.3166103
_Iv_sitmat_2	.0902476	.0624489	1.45	0.149	-.0323137	.2128088
_Iv_migra_2	.0444139	.048196	0.92	0.357	-.0501748	.1390025
millsh2	-.0276407	.1173416	-0.24	0.814	-.2579334	.2026519
_cons	4.601782	.1424394	32.31	0.000	4.322232	4.881331

Table7 : salary of women of private sector estimate

xi: reg lrevhor educ educ2 exp exp2 i.v_age i.v_region i.v_sitmat i.v_migra millsf2 if (filtre2f ==1 & abs(rstuf2)<2)

```
i.v_age           _Iv_age_1-3         (naturally coded; _Iv_age_1 omitted)
i.v_region        _Iv_region_1-3      (naturally coded; _Iv_region_1 omitted)
i.v_sitmat        _Iv_sitmat_1-2      (naturally coded; _Iv_sitmat_1 omitted)
i.v_migra         _Iv_migra_1-2       (naturally coded; _Iv_migra_1 omitted)
```

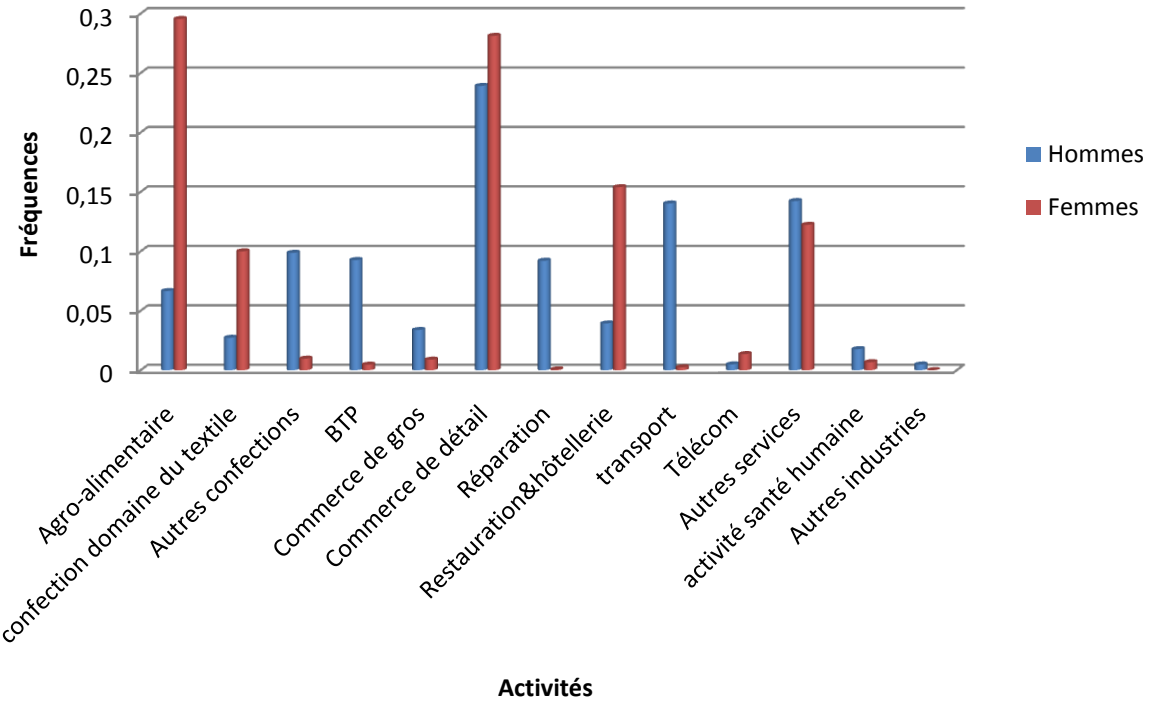
Source	SS	df	MS		
Model	82.5937651	11	7.5085241	Number of obs =	198
Residual	67.5356724	186	.363095013	F(11, 186) =	20.68
				Prob > F =	0.0000
Total	150.129437	197	.762078363	R-squared =	0.5502
				Adj R-squared =	0.5235
				Root MSE =	.60257

lrevhor	Coef.	Std. Err.	t	P>|t|	[95% Conf.	Interval]
educ	-.1146138	.063537	-1.80	0.073	-.2399597	.0107321
educ2	.0114571	.0027071	4.23	0.000	.0061167	.0167976
exp	.102293	.0246052	4.16	0.000	.0537519	.1508341
exp2	-.0028494	.001044	-2.73	0.007	-.004909	-.0007898
_Iv_age_2	.4620585	.1795521	2.57	0.011	.1078381	.8162788
_Iv_age_3	.4559319	.2375983	1.92	0.057	-.012802	.9246658
_Iv_region_2	.3655449	.1110003	3.29	0.001	.1465636	.5845263
_Iv_region_3	.3542506	.1181482	3.00	0.003	.1211679	.5873333
_Iv_sitmat_2	-.1438999	.1221906	-1.18	0.240	-.3849575	.0971577
_Iv_migra_2	-.023706	.1021086	-0.23	0.817	-.2251459	.1777339
millsf2	.1750851	.2385916	0.73	0.464	-.2956085	.6457787
_cons	4.57826	.6319717	7.24	0.000	3.331506	5.825014

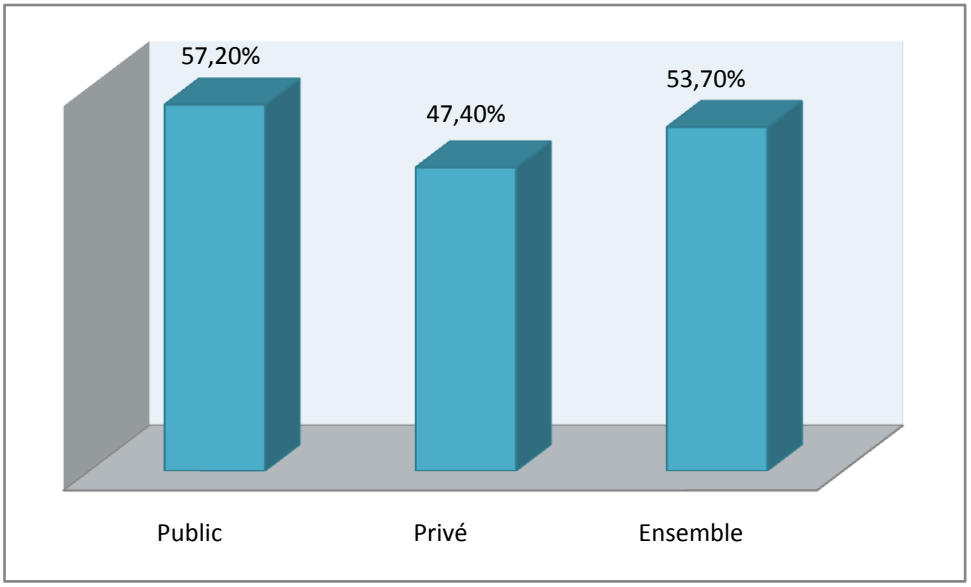
Table 8 : indexes of the occupational segregation in the informal sector

		Index of Duncan &Duncan	Index of Gini
AGRICULTURAL	SUBSISTENCE FARMING ACTIVITIES	0,111	0,130
	INDUSTRIAL FARMING AND EXPORT	0,390	0,480
	LIVESTOCK ACTIVITIES	0,169	0,224
AGRICULTURAL SECTOR		0,272	0,351
INFORMAL NON AGRICULTURAL SECTOR		0,467	0,630
INFORMAL SECTOR		0,354	0,488

Graphic 1: Activities or the informal non agricultural sector



Graphic 2 : household led by women who are victim of discrimination withing household led by women of the formal sector



Source : EESI 2005 nos calculs