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**An analysis of the Gender Pay Gap in Egyptian Labour Market**

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Egypt

This paper investigates whether a gender pay gap exists within the Egyptian Labour market and, if so, the extent of the phenomena; so the paper defines what is meant by the Gender Gap and Gender Pay Gap, identifies how to measure the Gender Pay Gap, studies the results of measuring the gender Pay gap in the Egyptian Labour market according to economic activity, sectors, and the governorates. And finally studies the evolution of the Gender Pay Gap in Egypt during the last ten years.

**Keywords:** Gender Gap, Gender Pay Gap, Gender Discrimination, Equal pay, Gender inequality.

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### Acronyms

CAPMAS: Central Agency for public mobilization and statistics.

GPG: Gender Pay Gap.

ILO: International Labour Organization.

WEF: World Economic Forum.

ASewhw: The Annual Survey of employment, wages and hours of work.

ISIC Rev.3: International Standard Industrial Classification of All Economic Activities Revision 3.

ISIC Rev.4: International Standard Industrial Classification of All Economic Activities Revision 4.

## I- Introduction:

There were several attempts to approve equal pay between men and women at work since 1919, as the ILO Constitution has included, the concept of “equal pay for women and men”, however, the first global agreement on equal pay was set in 1951; where the convention No. 100 was held, after World War II, as many women take over the senior positions during the war.

The convention No. 100 was agreed by most Arab member states including Egypt, with the exception of Bahrain, Kuwait, Oman and Qatar. After that, the agreement No. 111 (1958) included "prohibits any distinction, exclusion or preference based on several grounds including sex"; it has been endorsed by more than 90% of the Member States of the Organization.

According to *Global Wage Report 2014-2015*, -provided by ILO every two years, to review the main trends in wages in developed, emerging and developing countries- the "gender pay gap" index, which measure inequality in wages between men and women: women’s average wages are between 4 to 36 per cent, less than men’s, but the gap widens in absolute terms for higher-earning women.

The ILO expects that at the current rate of progress, it will take 75 years to make the principle of “equal pay for equal work” a reality for women and men. Women make up 60% of the world’s working poor, they are denied access to decent work and experience exploitative conditions at work.

According to WEF’s *Global Gender Gap Report 2014*, No single country has closed the income gap between men and women, and women currently have 60 percent of the economic opportunities men have worldwide, an increase of just four percentage points since WEF began its study in 2006.

Gender inequality in work not only has consequences for women; it carries major costs for all, including businesses and the wider economy. In 2012 the (ILO) estimated that globally an additional US\$ 1.6 trillion in output could be generated by reducing the gap in employment between women and men. Ensuring that women's work, both in and outside the home, is valued and rewarded fairly is a key factor in fighting poverty and driving prosperity for all.

## **II-A Brief Literature Review:**

There were a number of studies on discrimination against women in the Egyptian Labour market, especially the gender pay gap.

(Said, Mona, 2006) study indicated that the relative rewards of women in 2006 have significantly improved compared to the situation in 1998. And although the government sector remains a haven for women, paying them higher wages than elsewhere, the magnitude of those wage gaps have significantly declined compared to the past.

(El-Hamidi, Fatma, 2008) study evaluated the impact of trade liberalization and reductions in trade barriers on gender wage inequality in Egypt. The study showed that not only wage discrimination was observed regardless of sector of employment, but also deterioration was detected. Results also indicate that tradable sectors have experienced proportionately higher levels of wage differences between men and women than non-tradable sectors.

(El-Haddad, Amirah, 2009) study showed that women receive lower wages than men, not because men enjoy better skills or more advanced levels of education, but because of discrimination based on sex.

(Hendy, Rana and Zaki, Chahir, 2010) paper developed a microsimulation analysis to evaluate the impact of trade liberalization policies in Egypt on income redistribution. This assessment allows them to find out to what extent such

macroeconomic policies affect, on the microeconomic level, females poverty, wages and employment opportunities.

(El-Haddad, Amirah, 2011) analyzed data from a survey of firms and workers in the textiles and clothing sector collected in 2009. There is a pay gap in this sector, with men receiving an hourly wage 29 percent higher than that of women. This gap arises partly as women are concentrated in the lower paid occupations and lower-paying firms.

(Maged, wafaa, 2012) paper identified the challenges and obstacles of accessing wages statistics, as lack of data and statistics regarding employment mechanism or women's employment in the informal sector, Shortage of the field surveys because of their high cost, and Lack of data flow from the community to the statistical system, which results in a severe lack of statistics and information and the reluctance of citizens from making statements as a result of the absence or low statistical awareness.

(Al Azzawi, 2013) study investigated the extent of gender discrimination in the Egyptian manufacturing sector, and the impact of trade reform on the gender wage gap and on female employment. Study indicated that the gender wage gap, most of which is “unexplained” by worker characteristics, is high and has increased dramatically over time.

(Biltagy, Marwa, 2014) paper focused on estimating wage differences between males and females in Egypt using the Oaxaca decomposition technique. It is estimated that, the wage gap between males and females is 25% and the results ascertain that the overall gap is attributed to discrimination against women.

### **III- Research methodologies and limitations:**

The paper analyzed the gender pay gap in Egypt during the period (2004-2014). It depended on results of The Annual Survey of employment, wages and hours of

work (ASewhw) issued by CAPMAS, which Estimates number of employees and average weekly wages in cash in pounds according to the type of the economic activity of the enterprises, geographical and occupational classification. And also estimates the average weakly working hours for the individual according to type of the economic activity of the enterprises, geographical and occupational classification.

The paper analyzed in detail (ASewhw) data for 2014, using spss program to study the gender gap by geographical distribution, economic activities and professions and jobs.

It is necessary to clarify that:

- a) There is a difference of survey methodology before 2008 and beyond; where the survey from (2004-2007) used International Standard Industrial Classification of All Economic Activities Revision 3 (ISIC Rev.3), and since 2008 until now it uses (ISIC Rev.4), which has been officially released on 11 August 2008.
- b) The survey has changed the reference period beginning of the year 2010, to first week of July instead of the first week of October.
- c) The survey includes: Public/ public business sector (comprehensive inventory), Private sector 25 workers and over (comprehensive inventory), the private sector 10 or more employees (sample).
- d) The gender pay gap (GPG) of income between men and women account the following equation:

$$GPG = \frac{AW_m - AW_f}{AW_m} * 100$$

Where:

GPG: the gender gap in pay (Gender Pay Gap).

$AW_m$ : The average cash wages for men.

$AW_f$ : The average cash wages for women.

#### **IV- Gender Gap and Gender Pay Gap definitions and measures:**

The gender gap is defined as "A disproportionate difference, as in attitudes and voting preferences, between the sexes"<sup>1</sup>. Another definition is "the difference between women and men in regard to social, political, economic, or other attainments or attitudes, or the problem perceived to exist because of such difference"<sup>2</sup>.

The United Nations -at the framework of its development program (UNDP)- provided an innovative indicator of the gender gap (GII) in 2010. The index is one of the first three experimental indicators that officially presented to measure the gender gap in different countries, and these indicators are: Inequality-adjusted Development Index (IHDI), multi-dimensional Human poverty index (MPI), and the Gender Inequality Index (GII).

The main objective of (GII) index, is helping governments to understand the implications of the gap between men and women, and to compare these gaps across different countries.

The gender pay gap is "the difference between women's and men's average weekly full-time equivalent earnings". It is derived from a comparison of the pay of men and women employees doing equal work. The extent of the gender pay gap will vary from one organization to another and from one part of the organization to another.

The statistical gender pay gap is determined by calculating women's overall average pay as a percentage of men's. So, for example, the pay gap is said to be 17

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<sup>1</sup> *American Heritage, Dictionary of the English Language, Fifth Edition. Copyright 2011 by Houghton Mifflin Harcourt Publishing Company. Published by Houghton Mifflin Harcourt Publishing Company.*

<sup>2</sup> *Random House Kernerman Webster's College Dictionary, 2010 K Dictionaries Ltd. Copyright 2005, 1997, 1991 by Random House, Inc.*

per cent where women's pay is 83 per cent of men's. The gap is said to 'narrow' as women's average pay moves closer to men's.<sup>3</sup>

The gender pay gap index was defined by Eurostat as the "relative variation (as a percentage) between the average wage between men and women". The higher the ratio the higher the difference (the gap) in gender pay in the economy<sup>4</sup>.

## V- Gender Pay Gap in Egypt:

The paper will start with an overview of Economic development of Egypt, Then an overview of Women in the Egyptian Labour market, before starting the analysis of Gender Pay Gap in Egypt.

### a. Economic development of Egypt:

The Egyptian economy is one of the Middle East's most versatile economies, which the sectors of agriculture, industry, tourism and services engaged in comparable proportions in its basic configuration.



The Egyptian economy depends basically on agriculture, Suez Canal revenues, tourism, taxation, cultural and media production, petroleum exports and remittances of more than three million Egyptians abroad, mostly in the Gulf States, the United States, Europe and Australia<sup>5</sup>.

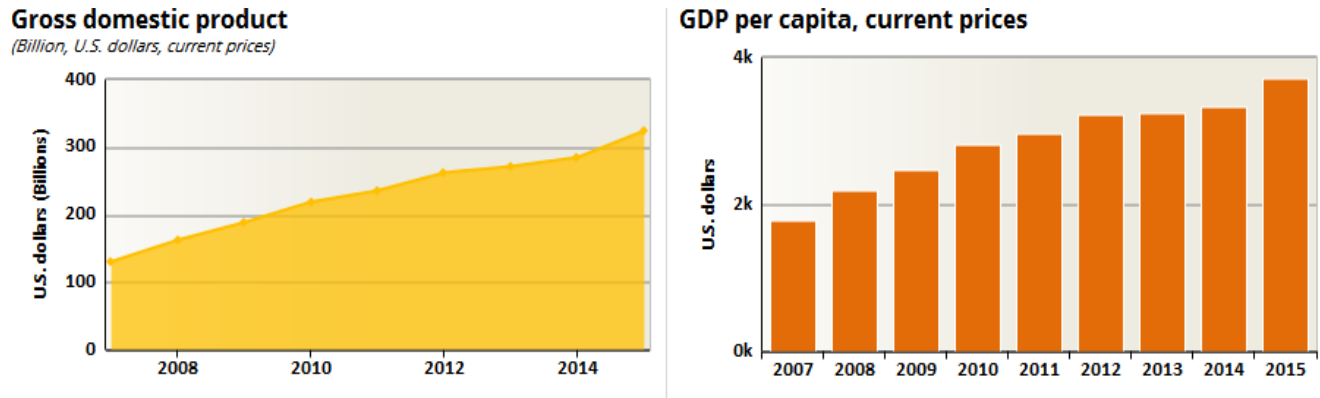
<sup>3</sup> Oelz, M., Olney, S., & Tomei, M. (2013). *Equal pay: An introductory guide*. Geneva: International Labour Office.

<sup>4</sup> Lucia Bartůšková, Karina Kubelková. (2014). Main Challenges in Measuring Gender Inequality. *FIKUSZ '14 Symposium for Young Researchers* (pp. 19-28). Obuda University Keleti Faculty of Business and Management.

<sup>5</sup> **Egypt State Information Service (SIS)**, [Overview on the modern history of Egyptian economy](#).



**Figure 1**  
**GDP in Egypt (2007-2015)**

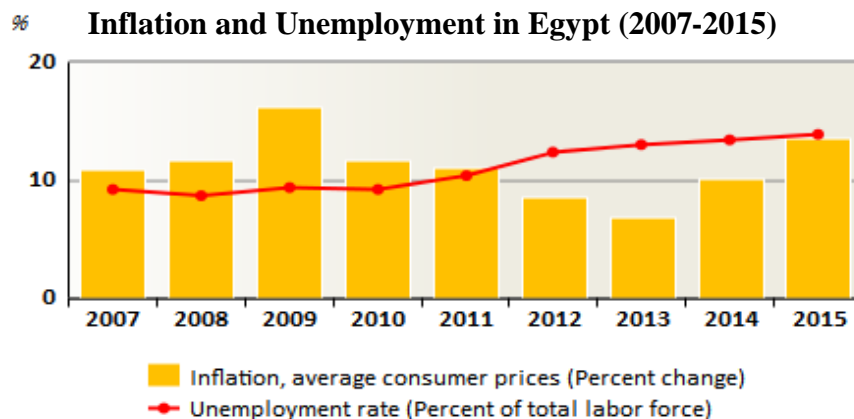


**Source: Capmas**

According to the Global Competitiveness Report 2014-2015, Egypt’s rank improved from 41<sup>st</sup> out of 144 countries in 2009 to 38<sup>th</sup> in 2014 for cluster development. The improvement is due to recent shift of focus of policy towards supporting existing clusters and establishing new ones<sup>6</sup>.

Since 2013 the rate of inflation is growing, as well as the unemployment rate since 2012.

**Figure 2**



**Source: Capmas**

<sup>6</sup> Prajesh Bhakta, Assitan Diarra-Thioune, Inji Amr. (2015). *African Economic Outlook 2015*. AfDB, OECD, UNDP.

Table (1) shows the most important key Demographic and Economic Indicators:

**Table 1**

**Key Demographic and Economic Indicators**

Income level	Lower middle income
Estimated total population in 1/1/2015 (millions)	87.9
Estimated Females population in 1/1/2015 (millions)	43.083
Estimated Males population in 1/1/2015 (millions)	44.88
Population growth Rates (per thousand of pop.)	2.02
Fertility rate (births per woman)	3.5
Overall population sex ratio (Males per 100 Females)	104.6
Average size of household (person) according to final results of 2006 pop. census	4.2
Average size of Rural household	4.4
Average size of Urban household	3.9
GDP at Market Price (in Bill. LE) 2013/3014	1.643.4
GDP at factor production cost (At Current Prices & Mill. L.E) 2013/3014	1.910
Growth Rate Of GDP (At Constant Prices) 2013/3014	2.1 %
GDP (PPP) per capita (current US\$)*	3,198.7
Demographic Dependency Rate (Rate: Population /100 dependent) in 2014 **	55.2
Percentage of Poor 2012/2013	26.3%
Gross Domestic Public Debt as percent of (GDP) 2014/2013	82.6%
External Debt / GDP (Mill. (US\$) in 2014	16.4

**Source: Egypt in Figures 2015- CAPMAS.**

**\* Definition: Reflects extent of burden undertaken by producers pop. which expressed by following equation: Population less than 15 years old + 65 years old & over / population in the age group (15-64) x 100**

**\*\* world bank**

- The employed person's share of GDP has increased from 12.704 to 13.074 pounds during the period (1998-2002), (2003 to 2007) and then fell to 12.980 pounds during the period (2008-2012). (World Bank, 2012).

**b. Women in the Egyptian Labour market:**

Article 11 of the Egyptian constitution obliges the state to achieve gender equality regarding civilian, political, economic, social and cultural rights. It also urges the state to take the measures necessary to ensure women's fair representation in parliament and calls for an end to discriminating against women. The article obliges the state to protect women against all forms of violence and to provide mothers and children with adequate care.

In the labour market, women are strongly discriminated against with only 26% of them in the labour force. Although the Government does not have a clear published strategy to achieve gender equality and women's empowerment, donors and specialised NGOs are active in the field. Programmes directed at the economic integration of women through providing credit and financial literacy, as well as self-defence and character development, are among the widest reaching. Given that financial inclusion is a strategic objective for the government, donors are focusing on microfinance for women in Upper Egypt where severe poverty prevails<sup>7</sup>.

Table (2) shows the most important key indicators of the Egyptian Labour market:

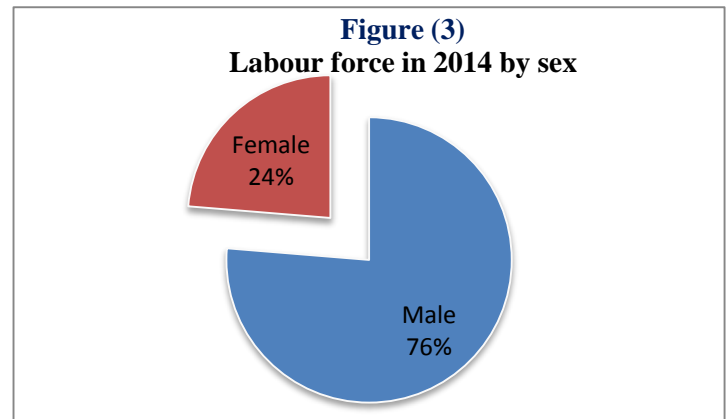
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<sup>7</sup> Prajesh Bhakta, Assitan Diarra-Thioune, Inji Amr. (2015). *African Economic Outlook 2015*. AfDB, OECD, UNDP.

**Table 2**  
**Key Egyptian market Indicators**

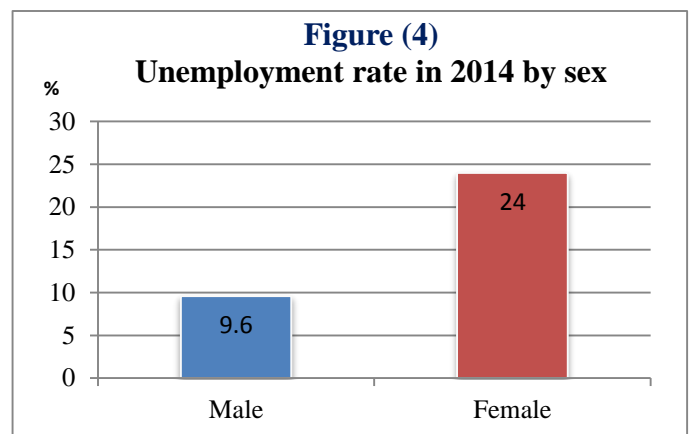
Total Force in 2013 (Unit: 1000)	27.6
Male Labour Force in 2013 (Unit: 1000)	21.1
Female Labour Force in 2013 (Unit: 1000)	6.4
Unemployment Rate (% of force) in 2013	13.2
Female adult unemployment rate (% of female force)	24.2
Male adult unemployment rate (% of male force)	9.8
Share of women in wage employment in the nonagricultural sector (% of total nonagricultural employment)	18.6
Self-employed, female (% of females employed)	48.2
Self-employed, male (% of males employed)	36.6
Self-employed, total (% of total employed)	38.9
Vulnerable employment, female (% of female employment)	46
Vulnerable employment, male (% of male employment)	21.3
Vulnerable employment, total (% of total employment)	26.4
Wage and salaried workers, female (% of females employed)	51.8
Wage and salary workers, male (% of males employed)	63.4
Wage and salaried workers, total (% of total employed)	61.1
Ratio of female to male Labour force participation rate (%) (national estimate)	31.26
Ratio of female to male Labour force participation rate (%) (modeled ILO estimate)	31.68
<b>Source: world Bank</b>	

- The labor force in 2014 estimated to 76.3% for male, and 23.7 for female.



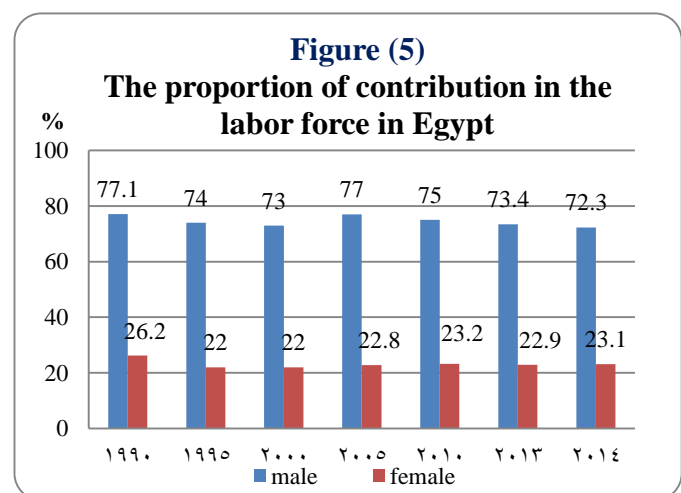
Source: CAPMAS - Labour survey 2014

- Unemployment rate in 2014 estimated to 9.6% for male, and 24% for female.



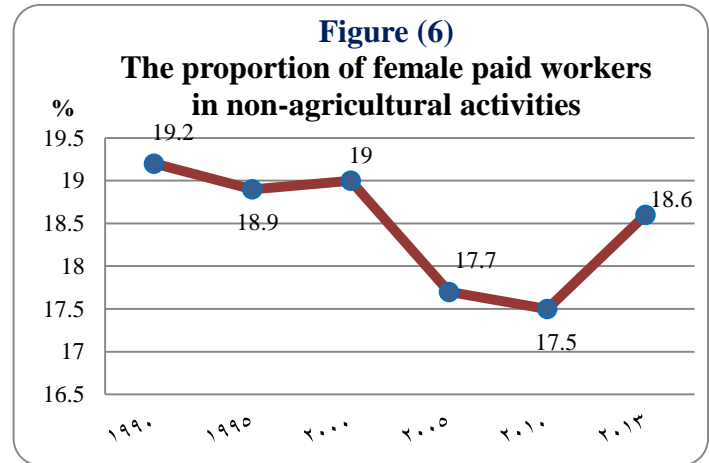
Source: CAPMAS - Labour survey 2014

- The proportion of female contribution in the Labour force compared to males decreases, also the contribution of each of the male and female ratio decreased during the period from 1990 - 2014, where the ratio of males in 1990 decreased from 77.1% to 72.3% in 2014, and for females from 26.2% in 1990 to 23.1% in 2014.

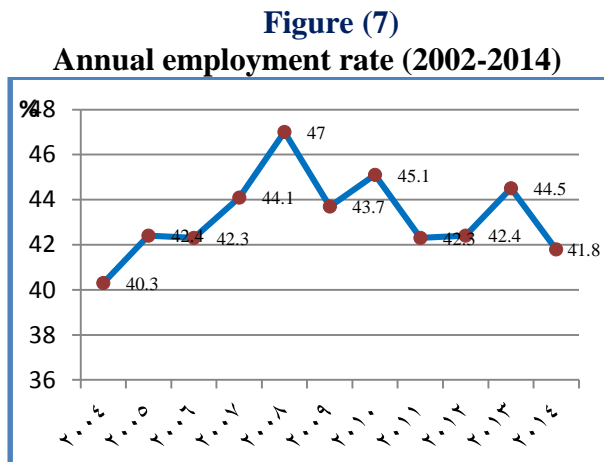


Source: CAPMAS - survey 1990 - 2014

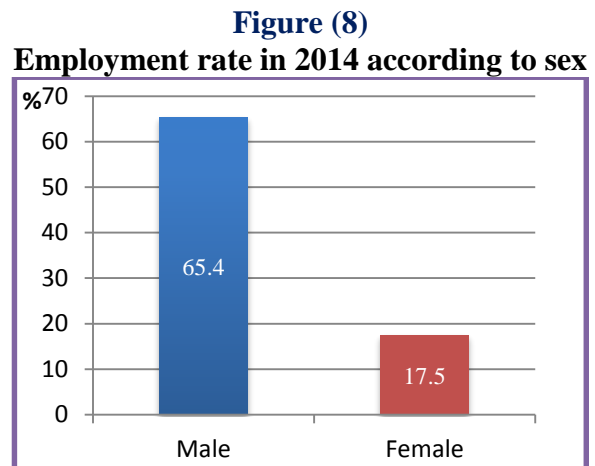
- Share of women in paid jobs in non-agricultural sector is very low and grow very slowly oscillating between 19.3%, 18.6% during the period between 1990 to 2013, indicating that women's paid Labour will not see significant in the near future improvement.



Source: CAPMAS - Labour survey 2013



Source: CAPMAS - Labour survey 2013



Source: CAPMAS - Labour survey 2013

### c. Results of analysis for Gender Pay Gap in Egypt:

Egypt had made achievements in respect to closing the gender gap at the level of legislation, economic empowerment and statistics.

1. At the level of awareness, legislation, planning and commitment to international conventions and treaties:

Egypt has ratified the Convention of the Elimination of All Forms of Discrimination against Women (Cedaw) and signed it in July 16, 1980, and ratified it in September 1980.

2. At the level of economic empowerment:

Egyptian National Council for Women founded a center for the development of women's skills includes branches in 16 governorates, it is aimed to the economic empowerment of women by providing women wishing to join the labor market with skills required to encourage them to do small projects. The center includes a section for E-training, and a website dedicated to the E-marketing.

**Responsive budget for gender issues:**

At the framework of the official commitment to gender issues in legislation and public policy, Egypt began to adopt the concept of responsive budgets to gender issues. And this is extended to planning, monitoring and evaluation. Equal Opportunities Unit in the Ministry of Finance, in cooperation with the National Council for Women helped in spreading the concept of responsive budgets to gender issues among workers in the Ministry of Finance and Participants in the preparing the state budget project.

**The poverty burden on women:**

In the fight against poverty, Egypt continued its efforts within national strategies and multifaceted programs devoted to the empowerment of rural women.

Among these projects: Breadwinner Women, rural women's program to create 27 NGO for rural pioneers, in addition to small grants project in four governorates.

### 3. At level of data and statistics:

CAPMAS publishes an annual booklet (women and men status) in order to give a clear picture of the status of women compared to men in various fields, highlighting the relationships, gaps and achieved progress in the direction of equality and their equal opportunities in social, economic and political fields. And developed new indicators to measure the non-stereotyped gender equality in the areas of employment, health, education and political rights<sup>8</sup>.

#### **Gender gap in wages (2004-2014)**

While the Egyptian Labour law emphasizes the importance of equal treatment of women and men in the workplace, and although Egypt has ratified ILO C100 Equal Remuneration Convention, 1951 from 26 July 1960, there is still an inequality in pay by gender, especially in the private sector, although the amount of this inequality varies depending on economic activity and place of residence.

According to the 2014 Global Gender Gap report, Egypt ranked 12<sup>th</sup> out of 142 countries for wage equality for similar work<sup>9</sup>.

**Table 3**

**Gender pay gap (GPG %) for weekly wages average (Public & Private) sectors by industry (ISIC3) (2004- 2007)**

Activity	Sector	GPG%			
		2004	2005	2006	2007
Total	Public	0.0	-5.9	-10.3	2.6
	Private	13.4	31.7	29.7	27.9
Agriculture, fishing, forestry & cutting of wood trees.	Public	-11.9	27.0	-46.1	-10.4

<sup>8</sup> The United Nations, Consolidated Arab Report on the implementation of the Beijing Platform for Action after twenty years, Beirut, January 19, 2015, ESCWA, the United Nations Entity for Gender Equality, League of Arab States.

<sup>9</sup> Prajesh Bhakta, Assitan Diarra-Thioune, Inji Amr. (2015). *African Economic Outlook 2015*. AfDB, OECD, UNDP.



Activity	Sector	GPG%			
		2004	2005	2006	2007
Fishing	Private	54.0	-22.3	-4.7	1.4
	Public	0.0	-4.1	3.1	-28.0
Mining & quarrying	Private	-0.9	-47.6	-2.2	8.8
	Public	51.7	14.8	1.5	47.7
Manufactures	Private	-55.0	82.6	0.5	74.5
	Public	16.4	1.2	-17.4	14.6
Electricity , gas & water supplies	Private	23.4	35.0	35.2	38.1
	Public	-29.4	-4.9	-14.7	-7.5
Constructions(construction & building)	Private	-7.4	-9.2	-30.0	8.0
	Public	-31.1	-15.3	-14.2	-20.3
WholeSale & retail trade, repairing motor vehicles & motorcycles, domestic & personal commodities	Private	-16.2	-8.5	-19.0	-25.3
	Public	0.0	12.6	13.5	12.2
Hotels & restaurants	Private	-134.0	13.8	27.2	13.4
	Public	-223.3	0.8	2.3	-17.5
Transport , storage & communications	Private	-2.3	5.1	-13.4	-13.9
	Public	-13.5	-27.6	-39.0	-25.6
Financial intermediation	Private	-21.2	-28.3	-17.7	-18.1
	Public	-1.7	-1.6	1.2	7.4
Real estate activity , renting & business services	Private	-18.6	-20.5	-13.7	-24.2
	Public	-1.7	4.3	23.0	-9.2
Education	Private	22.1	22.9	-14.5	2.0
	Public	-19.6	-	-	-
Health & social work	Private	22.2	11.0	9.6	5.2
	Public	18.0	6.7	76.0	32.8
Social & personal services	Private	30.8	26.2	31.7	26.8
	Public	-271.1	10.0	-22.5	-31.5
	Private	11.2	4.5	22.3	12.9
	Public				

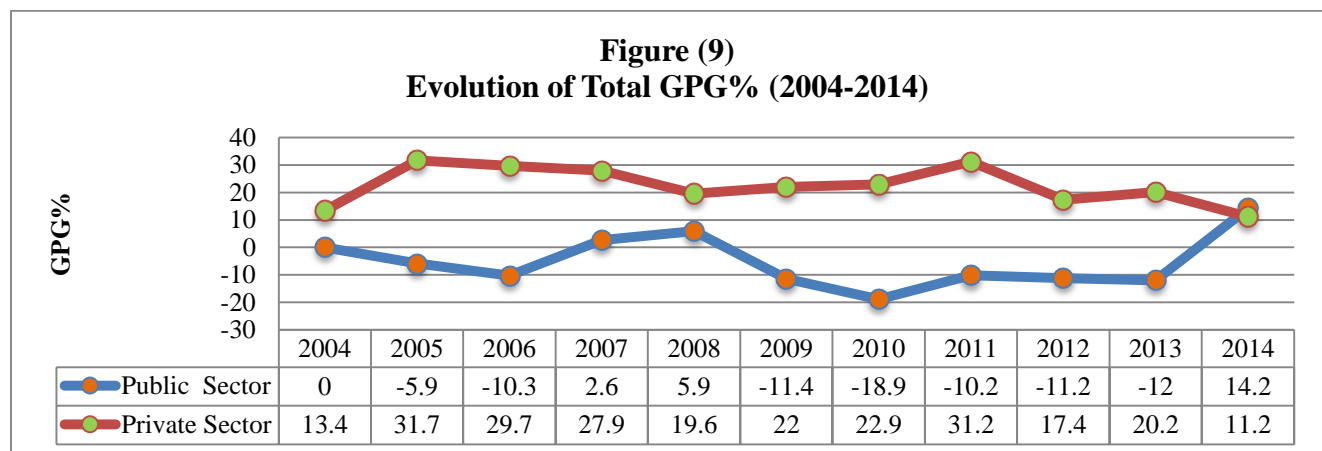
Source: ASewhw (2004-2007)

**Table 4****Gender pay gap (GPG %) for weekly wages average (Public & Private) Sectors by industry (ISIC.4) (2008- 2014)**

Activity	Sector	GPG%						
		2008	2009	2010	2011	2012	2013	2014
Total	Public	5.9	-11.4	-18.9	-10.2	-11.2	-12.0	14.2
	Private	19.6	22.0	22.9	31.2	17.4	20.2	11.2
A. Agriculture, forestry and fishing	Public	-7.5	9.3	-20.1	23.7	14.6	1.1	0
	Private	14.0	14.9	37.2	-10.1	-2.6	24.9	33.4
B. Mining and quarrying	Public	36.8	24.8	-23.1	-	10.3	-29.6	23.8
	Private	-5.7	-3.5	24.4	-8.5	-2.8	-	23.2
C. Manufacturing	Public	21.0	5.1	22.5	0.2	23.2	23.5	-19.5
	Private	35.6	30.9	21.2	39.6	27.1	21.9	-24.3
D. Electricity, gas, steam and air conditioning supply	Public	1.6	-2.8	9.6	-4.6	1.4	2.5	0
	Private	3.7	-21.6	6.9	-5.7	-11.2	-16.4	-35.8
E. Water supply; sewerage, waste management and remediation activities	Public	-13.0	-64.7	-33.8	-0.6	-6.7	-39.4	-15
	Private	-30.5	4.5	29.7	-	-	-	-13.2
F. Construction	Public	-25.5	-17.5	-26.4	-26.4	-23.4	-14.7	2.5
	Private	-25.7	2.0	-1.1	4.5	-8.1	1.6	19.9
G. Wholesale and retail trade; repair of motor vehicles and motorcycles	Public	10.1	-1.5	1.7	-12.4	5.2	2.6	6.2
	Private	14.5	-9.1	32.7	14.6	3.4	26.4	-9.2
H. Transportation and storage	Public	34.8	-32.7	1.3	15.0	12.5	6.8	22.8
	Private	-28.4	-9.6	-38.0	-2.3	-27.1	-26.4	3.1
I. Accommodation and food service activities	Public	-17.7	-54.5	-9.1	-76.0	-0.1	-15.2	0
	Private	-1.4	1.7	2.5	31.1	4.6	9.8	100
J. Information and communication	Public	-39.5	4.3	-70.9	-	-	-7.1	-3.2
	Private	-3.4	-5.5	-9.5	-55.4	-83.9	-95.1	0.6
K. Financial and insurance activities	Public	2.4	7.9	-35.3	11.8	-1.9	3.4	-

Activity	Sector	GPG%						
		2008	2009	2010	2011	2012	2013	2014
L. Real estate activities	Private	-6.7	-0.4	-5.2	1.8	9.7	5.6	0
	Public	100.0	-51.7	-	-57.3	-	-17.8	0
M. Professional, scientific and technical activities	Private	3.5	6.1	7.4	-15.6	15.5	-4.7	10.1
	Public	-5.7	7.1	-12.5	-73.8	0.0	17.0	-9.5
N. Administrative and support service activities	Private	-6.9	13.3	-6.9	-5.2	-2.1	-14.5	-28.6
	Public	-18.0	-6.1	-14.2	-17.3	-24.4	-2.8	-
P. Education	Private	19.8	7.4	26.2	0.4	7.7	5.0	86.9
	Public	-	-	-	-	-	-	27.3
Q. Human health and social work activities	Private	4.3	7.4	12.0	12.6	5.5	5.3	32.8
	Public	67.5	23.1	7.4	43.5	0.0	13.5	-45.9
R. Arts, entertainment and recreation	Private	30.0	26.1	10.0	32.5	0.0	17.6	12.1
	Public	-10.3	-35.1	-20.4	-25.2	-32.9	-35.7	-51.6
S. Other service activities	Private	14.2	14.7	16.0	-9.6	11.0	10.2	13.1
	Public	-4.7	3.4	14.6	-39.9	-43.1	-	-
								15.18
	Private	28.0	-4.2	16.6	19.3	2.7	5.3	20.8

Source: ASewhw (2008-2014)



## Gender gap in wages in 2014 by economic activity

Table (5) displays the Average weekly cash wages as well as the gender gap in pay, according to the economic activity of the workers in the private sector projects (10 or more employees) and all the public sector and the public business sector projects (whatever the number of workers in all of them) during the first week of the month of July 2014 with a note:

- The cash wages include the original wage and overtime allowances periodic and any other periodic benefits such as commissions and bonuses production.

**Table 5**

**Average cash weekly wages in pounds according to gender and economic activity and GPG% in the first week of the month of July 2014 in Egypt**

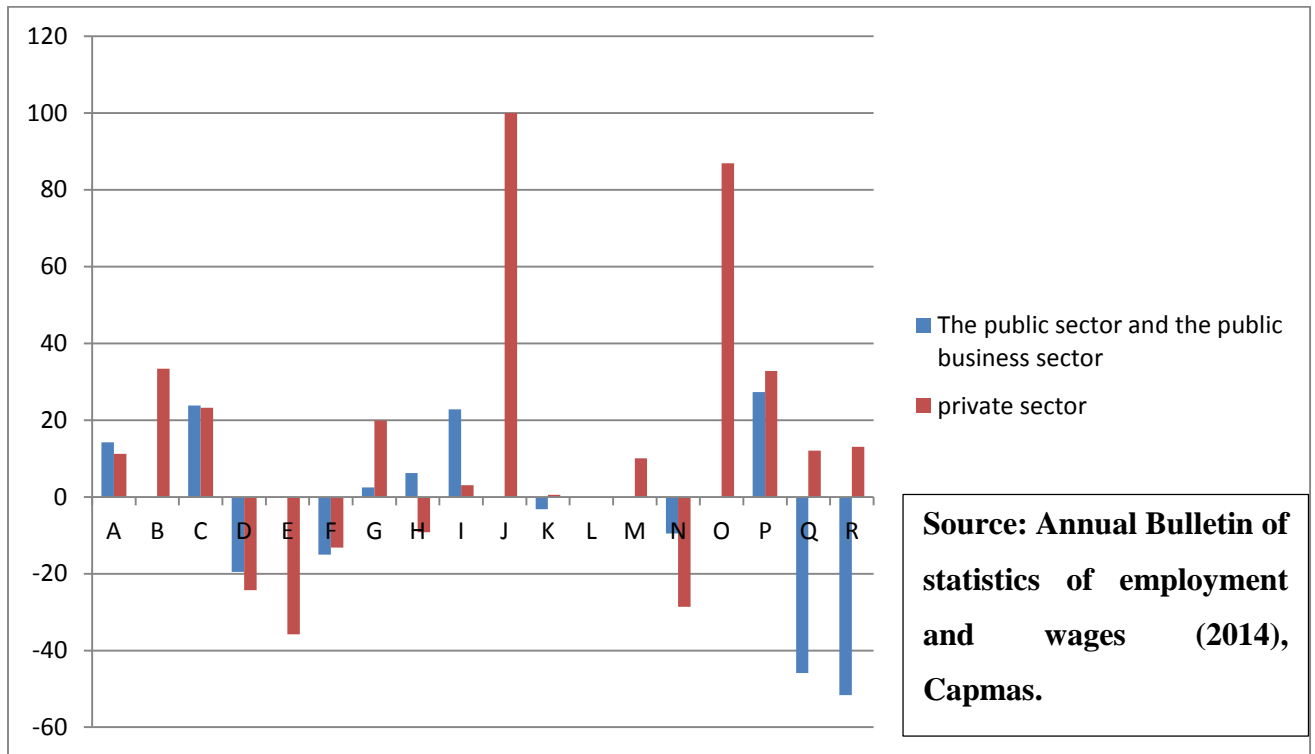
The economic activity	The public sector and the public business sector			private sector			Total		
	Male	Female	GPG%	Male	Female	GPG%	Male	Female	GPG%
A. Agriculture, forestry and fishing	494	424	14.2	492	437	11.2	493	433	12.2
B. Mining and quarrying	926	926	0	1756	1170	33.4	942	952	-1.1
C. Manufacturing	782	596	23.8	461	354	23.2	590	443	24.9
D. Electricity, gas, steam and air conditioning supply	1066	1274	-19.5	884	1099	-24.3	1065	1274	-19.6
E. Water supply; sewerage, waste management and remediation activities	835	835	0	637	865	-35.8	834	835	-0.1
F. Construction	731	841	-15.0	538	609	-13.2	691	794	-14.9

The economic activity	The public sector and the public business sector			private sector			Total		
	Male	Female	GPG%	Male	Female	GPG%	Male	Female	GPG%
G. Wholesale and retail trade; repair of motor vehicles and motorcycles	528	515	2.5	573	459	19.9	541	505	6.7
H. Transportation and storage	1099	1031	6.2	652	712	-9.2	1070	1011	5.5
I. Accommodation and food service activities	1021	788	22.8	385	373	3.1	420	402	4.3
J. Information and communication	1523	1523	0	597	0	100	1513	1523	-0.7
K. Financial and insurance activities	2486	2565	-3.2	2109	2097	0.6	2393	2436	-1.8
L. Real estate activities	0	0	-	488	488	0	488	488	0
M. Professional, scientific and technical activities	533	533	0	652	586	10.1	581	554	4.6
N. Administrative and support service activities	888	972	-9.5	370	476	-28.6	711	805	-13.2
P. Education	0	0	-	496	65	86.9	496	65	86.9
Q. Human health and social work activities	1528	1111	27.3	393	264	32.8	507	327	35.5
R. Arts, entertainment and recreation	876	1278	-45.9	356	313	12.1	409	391	4.4
S. Other service activities	927	1405	-51.6	498	433	13.1	509	516	-1.4
<b>Total</b>	<b>1008</b>	<b>1161</b>	<b>-15.18</b>	<b>529</b>	<b>419</b>	<b>20.8</b>	<b>817</b>	<b>746</b>	<b>8.7</b>

Source: Annual Bulletin of statistics of employment and wages, Central Agency for Public Mobilization and Statistics, Egypt, May 2015.

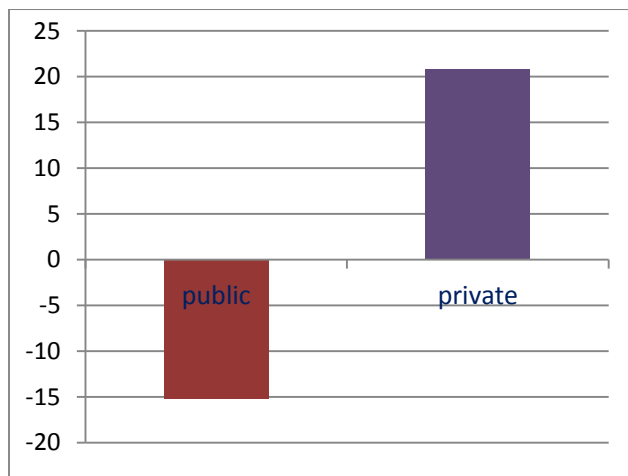
**Figure 12**

**Average cash weekly wages according to economic activity<sup>10</sup>**



**Figure 13**

**GPG% according to sector**



**Source: Annual Bulletin of statistics of employment and wages (2014), Capmas.**

<sup>10</sup> The letters A, B, ... symbolizes the categories of economic activities in the above table.

The table's data shows that:

- There is a rise in the average cash wage of workers of women than men in both the public business sector and the public sector, where the average cash weekly wage for women in these sectors is 1161 pounds, while the men's 1008 pounds and the gender pay gap (GPG) was estimated at - 15.18%.

This means that women's income is greater than men income by 15.18%, reflecting the comparative advantage of women's work in these sectors in the overall where there is activation of the Labour laws, which take into account the special circumstances of women, and it may also be due to the high educational level of women working in the public sector compared to men which reflected the high level of wages.

- In general, in overall level of the three sectors (public, public business, private), the size of the gender pay gap is estimated at (8.7%) in favor of men, which shows the clear impact of the increase in the gender pay gap in the private sector to increase the size of the gender pay gap at the aggregate level.
- For the public sector, Education is the most important economic activity with the largest gender pay gap in favor of men by 86.9%, then health and social work activities at rate of 35.5%, manufacturing industries at 24.9%, and agriculture at 12.2%.

This may be due to the high educational level of men in these activities compared to women and therefore their access to higher wages.

- The most activities that have a large gap in wages In favor of women in the public sector were the other service activities by -51.6%, and the activities of the arts and creativity at -45.9%, and the supply of electricity by -19.5%, and construction by -15%.
- For the private sector it is noticed that there is a significant increase in the income gap in favor of men with an average cash weekly wage of men 529 pounds versus 419 pounds for women, which means that the gender gap (GPG) in wages stood at 20.8% in favor of men.
- The most important activities with Gender pay gap in favor of men are Education by 86.9%, then mining activity by 33.4%, and health by 32.8%.
- The activities with Gender pay gap in favor of women Water supply by -35.8%, then administrative activities by -28.6% and the supply of electricity by -24.3%.
- In general, at an aggregate level, the education activity has the largest size of GPG in favor of men, where the size of the gap was 86.9%.

### **Gender gap in wages in 2014 by professions**

Table (6) and figure (14) display the Average weekly cash wages as well as the gender gap in pay, according to the professions of the workers in the private sector projects (10 or more employees) and all the public sector and the public business sector projects (whatever the number of workers in all of them) during the first week of the month of July 2014:



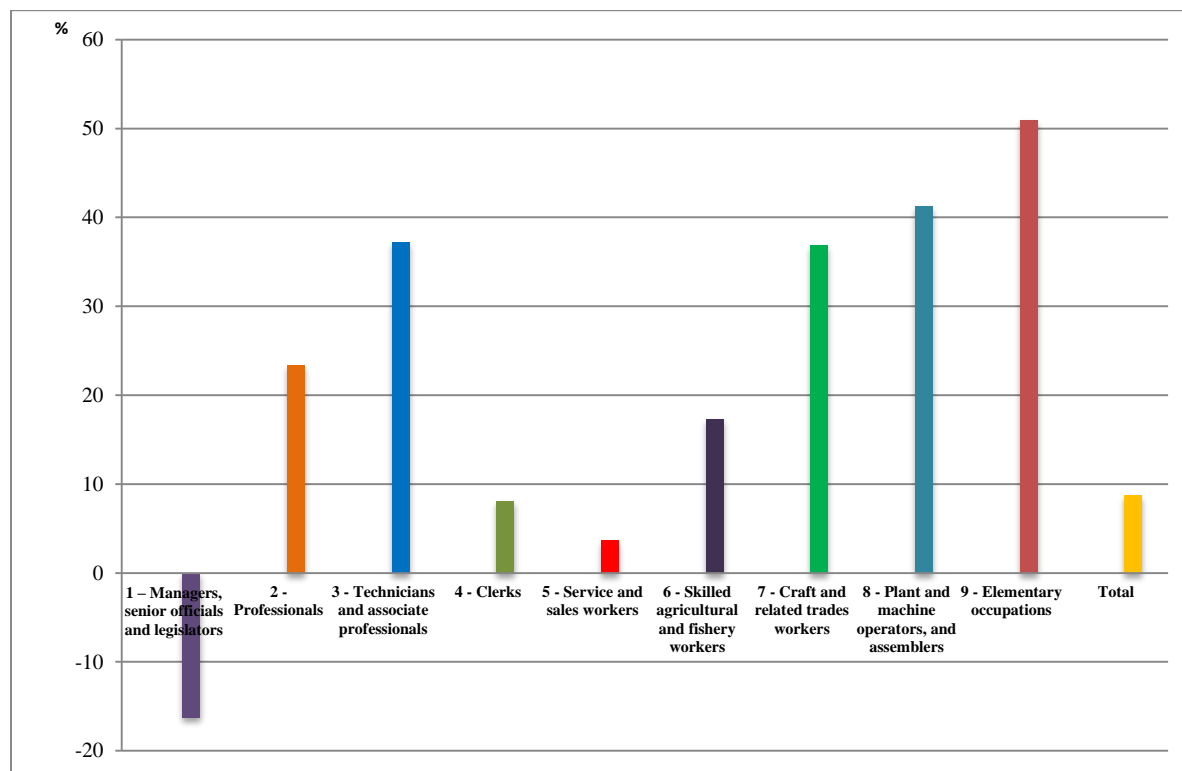
**Table (6)**

**Average cash weekly wages in pounds according to gender and profession and GPG% in the first week of the month of July 2014 in Egypt**

	Male	Female	GPG%
1 – Managers, senior officials and legislators	1879	2186	-16.3
2 - Professionals	1012	775	23.4
3 - Technicians and associate professionals	829	521	37.2
4 - Clerks	846	778	8.0
5 - Service and sales workers	546	526	3.7
6 - Skilled agricultural and fishery workers	508	420	17.3
7 - Craft and related trades workers	570	360	36.8
8 - Plant and machine operators, and assemblers	514	302	41.2
9 - Elementary occupations	588	289	50.9
Total	817	746	8.7

**Figure 14**

**GPG% according to profession**



Source: Annual Bulletin of statistics of employment and wages (2014), Capmas.

Table's data shows that the highest rate of (GPG) in favor of males was in the Elementary occupations by 50.9%, followed by Plant and machine operators, and assemblers by 41.2%, to reach the lowest rate in Service and sales workers by 3.7%. However in Managers, senior officials and legislators professions the (GPG) was in favor of females by -16.3%. In total it amounted to 8.7% in favor of males.

### **Gender gap in wages in 2014 by geographical distribution**

Table (7) and figure (15) display the Average weekly cash wages as well as the gender gap in pay, according to the geographical distribution of the workers in the private sector projects (10 or more employees) and all the public sector and the public business sector projects (whatever the number of workers in all of them) during the first week of the month of July 2014:

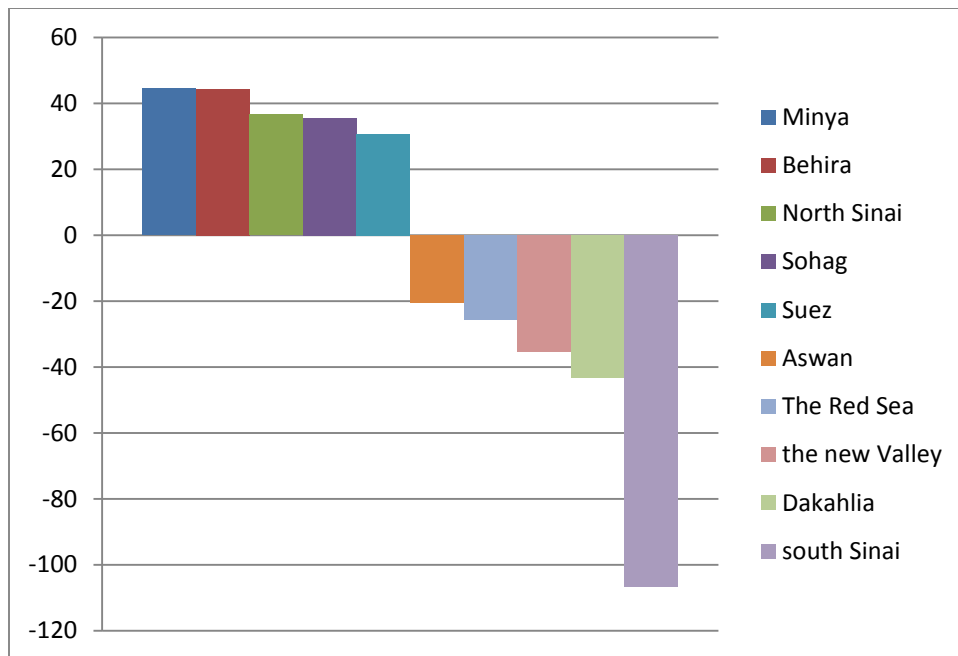
**Table (7)**

**Average cash weekly wages in pounds according to gender and governorates and GPG% in the first week of the month of July 2014 in Egypt**

Governorate	Male	Female	GPG%	Governorate	Male	Female	GPG%
Cairo	1018	1075	-5.6	Bani Sweif	765	611	20.1
Alexandria	709	498	29.8	Fayoum	685	597	12.8
Port Said	580	412	29.0	Minya	1221	678	44.5
Suez	968	670	30.8	Assiut	879	642	27.0
Damietta	754	671	11.0	Sohag	804	518	35.6
Dakahlia	843	1208	-43.3	Qena	1066	760	28.7
Sharkia	515	444	13.8	Aswan	984	1186	-20.5
Qalubia	566	447	21.0	Luxor	955	727	23.9
Kafr El-Sheikh	856	783	8.5	The Red Sea	484	608	-25.6
Gharbia	573	441	23.0	the new Valley	834	1128	-35.3
Menoufia	689	604	12.3	Matrouh	798	676	15.3
Behira	1202	668	44.4	North Sinai	715	453	36.6
Ismailia	756	684	9.5	south Sinai	476	984	-106.7
Giza	785	565	28.0	Total	817	746	8.7

**Figure (15)**

**Highest and lowest five governorates in GPG%**



**Source: Annual Bulletin of statistics of employment and wages (2014), Capmas.**

The highest (GPG) rate in favor of males was in the governorate of Minya by 44.5%, and the least rate in Kafr El-Sheikh governorate by 8.5%. The (GPG) in favor of females was highest in the South Sinai Governorate by -106.7%, and least rate in Cairo governorate by 5.6%.

**VI- Conclusion & recommendations:**

It is possible to identify the most important reasons for the gender pay gap in several reasons:

- Women's dependence on other sources of income (husband / father) and consider women income as secondary income rather than a main one.
- Non- valuation of economic impact of women's work in the national economy.

- Social patterns prevailing about the dominant role of the man.
- Professional experience weakness for women because of the frequent absence from work for child care leave, maternity leave, accompany husband abroad...
- Weakening of the bargaining power of women as a result of low representation in Parliament and in the trade unions.
- Women's lack of information and awareness about their rights.
- Preference for the private sector to employ for female as a result of the family commitments on women that limit their work under conditions of the private sector.
- Women tend to work in the business with low pay as acts of secretarial and nursing and day care business.

**Recommendations:**

- Develop economic programs, projects and budgets from a gender perspective.
- Diversify and enrich the economic and social training options available to women and work through a flexible systems of partial and temporary work, or work from home or vocational distance training and e-marketing.
- A review of national legislation, including equal pay for men to achieve equality in pay, bonuses and opportunities for rehabilitation and training, especially in the private sector.
- Entrench the culture of work and production, especially for women who suffer from difficult circumstances which limit their participation in the labour market.

- Take affirmative action for women such as maternity leave and work half the time and the care of children<sup>11</sup>.
- Review Contract systems in the private sector.
- The trade unions and civil society organizations must Exercise pressure on the government and the parliament to pass the Equal Rights pay.
- Consultation with civil society and labor organizations on the adoption of legislation limiting wage discrimination against women.
- Increase both the quantity and quality of data of gender and improve evaluation of public policy.
- Introduce targets and measures to monitor progress on female representation on boards of listed companies.

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<sup>11</sup> The United Nations, Consolidated Arab Report on the implementation of the Beijing Platform for Action after twenty years, Beirut, January 19, 2015, ESCWA, the United Nations Entity for Gender Equality, League of Arab States.

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