The state of WOMEN’S ECONOMIC EMPOWERMENT IN THE INDIAN OCEAN

Indian Ocean Rim countries have set change in motion, investing in laws and institutions that benefit women and their economic empowerment.

WAGE GAP
Women make $0.81 for every dollar men earn in the region. That is just 4 cents better than the global average.

UNPAID WORK
Men work 6.6 hours a day, and are paid for 76% of their time, while women work 7.6 hours a day, and are only paid for 39% of their time.

MANAGEMENT
Women haven’t broken through the glass ceiling yet. No country in the region has reached parity in management, and 11 fall below the global average.

PARENTAL LEAVE
All countries in the region provide mandatory maternity leave. But only a handful cover the minimum 14 weeks.* Few allow for paid paternity leave.

*As recommended by the International Labour Organization

LAWS
Most countries in the region have some legal frameworks that protect women at work. But laws that address discrimination in hiring are particularly weak.

THERE’S STILL A LOT TO DO

For greater gender equality and economic inclusion the region needs to prevent gender discrimination, and ensure gender equality in the workplace and equal remuneration for equal work.