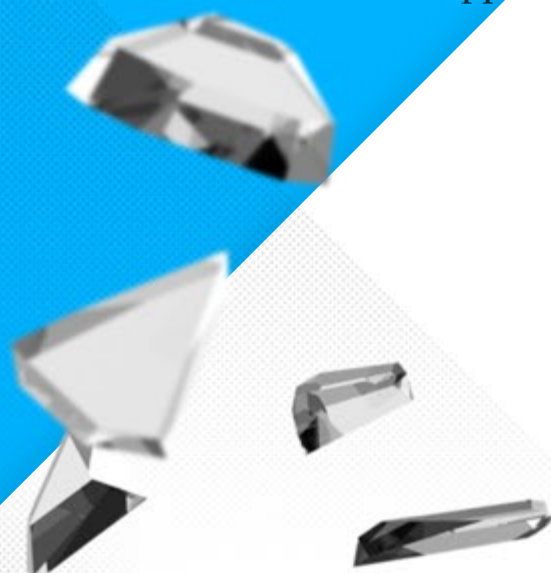


The state of WOMEN'S ECONOMIC EMPOWERMENT IN THE INDIAN OCEAN RIM

The Indian Ocean Rim Association (IORA) recognizes that women's economic empowerment is a prerequisite for sustainable development, but the full potential of women's contributions to the Indian Ocean Rim remains untapped.

MANAGEMENT

No country in the region has reached gender parity in management. On average, women occupy about a quarter of management positions.



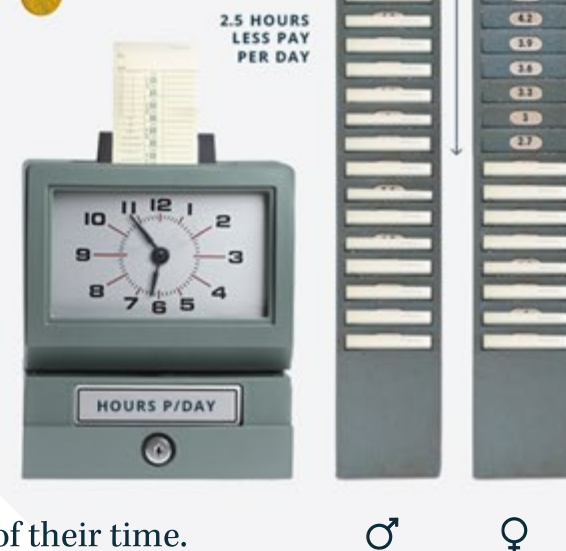
LABOUR FORCE PARTICIPATION

On average, **47%** of women participate in the labour force in the region, compared to **76%** of men.



UNPAID WORK

Men work **6.4** hours a day, and are paid for **78%** of their time, while women work **6.9** hours a day, and are only paid for **36%** of their time.



VULNERABLE EMPLOYMENT

In the region, **48%** of women are employed in vulnerable employment compared to **39%** of men.



PARENTAL LEAVE

All countries in the region provide mandatory maternity leave. But only half cover the minimum **14 weeks**,* and few allow for paid paternity leave.

*As recommended by the International Labour Organization

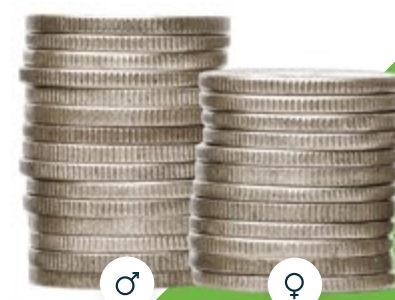
LAWS

Most countries have laws against sexual harassment and gender discrimination at work, but only about one-third mandate equal pay for work of equal value.



PAY GAP

Women make, on average, **85 cents** for every dollar men earn in the eight countries in the region with available data.



STEM EDUCATION

Only **17%** of female graduates from tertiary education major in STEM programmes versus **34%** male graduates.



FAMILY PLANNING

17% of women have an unmet need for family planning, which can limit their economic participation and decision-making capacity.

Despite progress, MULTIPLE OBSTACLES AND INEQUALITIES PERSIST

To achieve gender equality and women's economic empowerment, the IORA region needs to:

- Encourage women's labour force participation
- Reduce their unpaid care and domestic work
- Prevent gender discrimination in the labour market
- Extend social protection to all workers



Data taken from the report "Women's Economic Empowerment in the Indian Ocean Rim: Progress and Challenges"

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