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.

VULNERABLE EMPLOYMENT

In the region, 48% of women are employed in vulnerable employment compared to 29% of men.

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.

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.

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.

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.

PAY GAP

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

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

*As recommended by the International Labour Organization