

Gender Wage Gap in Egypt and it's Determinants.

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Despite women's wages growing 140% since 1960, there is little call for celebration. Thirty years after the passage of the equal pay act, women today still earn, on average, 70 cents for every dollar earned by men. (Gray and Huang, 1993). Education has been the one focus of efforts to narrow the gender gap in wages since early 60's. Inequality in the distribution of women among all occupations may be behind that wage gap. Demographic variables such as age, marital status, and parity may be affect negatively women participation in labor force, and consequently winding the gender wage gap. Characteristics of the workplace and occupation's level and type also may have a role to play to narrow the gender wage gap. The traditional unexplained component which is attributed to discrimination may be also another factor.

The main objectives of the present study are:

- to identify the pattern, trend, and the magnitude of the gender wage gap in Egypt.
- to identify and analyze determinants affect females' work for cash and consequently to identify the role of each of the following variables in narrowing the gender wage gap. These variables are: The role of higher levels of education reached by females, the role of the characteristics of the workplace and the type and the level of occupations females usually prefer, the role of the demographic variables such as females marital status, parity, and their age, and the role of the traditional unexpected component which is attributed to discrimination will be under consideration.

Both descriptive and statistical analysis approach will be followed. Cross tabulations describe the gender wage gap by different background characteristics. The logistic regression analysis technique will be applied in the present study to enhance it's descriptive part and to define the effect of each explanatory demographic and the socio-economic variable such as female's level of education, age, marital status, parity, and region, on female's work for cash. The 2000 Egypt Demographic and Health Survey data will be used. Introduction, review of literature, objectives of the study, methodology and data sources will be presented in section I. Gender wage gap in Egypt will be handled in section II. Determinants of female's work for cash will be presented in section III. Conclusion, recommendations, and policy implications will be presented in section v.