

# **IMPACT OF GENDER WAGE DIFFERENTIALS ON POVERTY AND INEQUALITIES IN CAMEROON: A DISTRIBUTIONAL APPROACH**

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This study analyzes the distributional impact that gender wage differentials could have on poverty and income inequalities in Cameroon. It specifically focuses on public sector workers and those in the formal private sector. The study uses data of the Survey on Employment and the Informal Sector conducted in 2005.

The results indicate that in the absence of gender wage differentials in the formal labour market, the hourly income of women would be, on average, superior by 2.7% to that of men. This thanks to the returns to education, which are higher to that of men, therefore allowing women to offset their gap in work experience. The impact of gender wage gap on poverty shows that the eradication of gender segregation in the formal sector would help to improve the living conditions of people living in households with at least one woman exercising in the formal sector. At the national level, it would also reduce the incidence of poverty whereas there will be an increase in income inequalities.

The study recommends a greater awareness of political and social actors on the impact of gender wage gap on the well-being of people who are victims; the operationnalisation of the Convention on the Elimination of All forms of Discrimination against women and the implementation of a gender approach for recruitments in the Cameroon civil service.

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