

GENDER PAY GAP

UNIVERSAL PERIODIC REVIEW OF ANGOLA 2024

WHAT RECOMMENDATION HAVE BEEN PREVIOUSLY MADE ON THE GENDER PAY GAP?

IN PREVIOUS UPR CYCLES, ANGOLA RECEIVED RECOMMENDATIONS TO ADDRESS THE GENDER PAY GAP, PRIMARILY BY PROMOTING EQUAL PAY FOR EQUAL WORK, ENHANCING WOMEN'S ACCESS TO HIGHER-PAYING INDUSTRIES, AND IMPLEMENTING POLICIES THAT SUPPORT WOMEN'S ECONOMIC EMPOWERMENT. SPECIFIC RECOMMENDATIONS WERE MADE BY STATES SUCH AS SWEDEN, CANADA, AND THE UNITED KINGDOM, ENCOURAGING ANGOLA TO CLOSE THE PAY GAP THROUGH LEGISLATIVE REFORMS AND AWARENESS CAMPAIGNS. THESE RECOMMENDATIONS WERE WIDELY SUPPORTED BY ANGOLA, WITH PARTIAL IMPLEMENTATION IN AREAS LIKE EXPANDING EDUCATIONAL ACCESS. HOWEVER, SIGNIFICANT GAPS REMAIN IN ADDRESSING THE STRUCTURAL CAUSES OF THE GENDER PAY GAP. SIMILAR RECOMMENDATIONS HAVE ALSO BEEN MADE BY BODIES SUCH AS THE UN COMMITTEE ON THE ELIMINATION OF DISCRIMINATION AGAINST WOMEN (CEDAW).

ECONOMICS RIGHT AND GENDER EQUALITY

PREVIOUS UPR RECOMMENDATIONS URGED ANGOLA TO IMPROVE POLICIES SUPPORTING WOMEN'S ENTRY INTO HIGHER-PAYING FIELDS, EXPAND VOCATIONAL AND EDUCATIONAL PROGRAMS TAILORED TO WOMEN, AND ENFORCE EQUAL PAY LAWS. NATIONAL LEGISLATION SUCH AS ANGOLA'S LABOUR LAW INCLUDES PROVISIONS AGAINST WAGE DISCRIMINATION, BUT THESE HAVE SEEN LIMITED ENFORCEMENT. CIVIL SOCIETY ORGANIZATIONS SUCH AS PMA ARE ACTIVELY ADVOCATING FOR WAGE EQUALITY AND ORGANIZING PROGRAMS TO EMPOWER WOMEN ECONOMICALLY. WHILE SOME INITIATIVES ARE UNDERWAY, ANGOLA'S RURAL AREAS PARTICULARLY LACK TARGETED PROGRAMS, WHICH HINDERS COMPREHENSIVE PROGRESS IN BRIDGING THE PAY GAP.



NATIONAL FRAMEWORK

- **NATIONAL LEGISLATION:** ANGOLA'S LABOUR LAW PROHIBITS WAGE DISCRIMINATION, BUT IMPLEMENTATION REMAINS WEAK, AND THE LAW LACKS SPECIFIC PROVISIONS ADDRESSING GENDER-BASED PAY INEQUALITY.
- **POLICIES AND INITIATIVES:** THE GOVERNMENT HAS INTRODUCED SOME INITIATIVES TO IMPROVE WORKFORCE PARTICIPATION AMONG WOMEN, SUCH AS MICROFINANCE PROGRAMS. NGOS AND CIVIL SOCIETY ORGANIZATIONS, INCLUDING PMA, WORK TO RAISE AWARENESS AND PROVIDE RESOURCES FOR WOMEN ENTREPRENEURS, PARTICULARLY IN RURAL AREAS.
- **CHALLENGES:** THE LACK OF ENFORCEMENT AND CULTURAL BIASES IN CERTAIN SECTORS LIMIT PROGRESS. ADDITIONALLY, ANGOLA FACES SIGNIFICANT REGIONAL DISPARITIES, WITH URBAN AREAS SEEING MORE PROGRESS IN REDUCING THE GENDER PAY GAP THAN RURAL AREAS.



IMPACTS

1. **ECONOMIC DISPARITIES:** WOMEN IN ANGOLA EARN LESS THAN MEN, AFFECTING FAMILY INCOME AND ECONOMIC SECURITY.
2. **LOW REPRESENTATION IN HIGH-PAYING FIELDS:** LIMITED ACCESS TO SECTORS LIKE TECH AND OIL RESTRICTS WOMEN'S ECONOMIC MOBILITY.
3. **INCREASED POVERTY RATES:** THE PAY GAP DRIVES HIGHER POVERTY, ESPECIALLY FOR SINGLE MOTHERS, IMPACTING CHILDREN'S FUTURE OPPORTUNITIES.

CHALLENGES

1. **WEAK ENFORCEMENT OF EQUAL PAY LAW:** WAGE DISCRIMINATION PERSISTS. RECOMMENDATION: ENFORCE STRICTER PENALTIES.
2. **SOCIAL NORMS:** GENDER LIMITS CAREER GROWTH. RECOMMENDATION: PROMOTE GENDER EQUALITY.
3. **LIMITED EDUCATION:** RURAL WOMEN LACK TRAINING. RECOMMENDATION: EXPAND RURAL PROGRAMS.