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19/Mhs01/021

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**Gender pay gap in Nigeria**

The gender pay gap or gender wage gap is the average difference between the remuneration for men and women who are working. Women are generally considered to be paid less than men globally.

The gender pay gap is the difference in the average hourly earnings of women and men within a particular economy. In Nigeria, the gender pay gap is very obvious and prevalent yet denied among many men and women in Nigeria. According to research Nigeria is one of the most unequal countries for women in the world, this include wages and salaries for women.

The causes of the gender wage gap includes but is not limited to the following:

- Differences in occupations and industries worked

"Women’s jobs", which are jobs that have historically had majority-female workforces, such as home health aides and child care workers, tend to offer lower pay and fewer benefits than men’s jobs, which are jobs that have had predominantly male workforces, including jobs in trades such as building and construction.

- Differences in years of experience.

Women are disproportionately driven out of the workforce to accommodate caregiving and other unpaid obligations and thus tend to have less work experience than men.

- Differences in hours worked

Because women tend to work fewer hours to accommodate caregiving and other unpaid obligations, they are also more likely to work part time, which means lower hourly wages and fewer benefits compared with full-time workers.

Addressing gender pay gap in Nigeria

Accepting that a problem exists is the first step to actually finding a solution to that problem. If Nigeria as a whole doesn’t accept the reality of the gender pay gap, then taking actions to eradicate it would be difficult. Sectors where pay gaps between the sexes are most common include: banking, medicine, engineering, information and communication technology (ICT) and many more. The fact is that gender pay gap is a reality and believing that it doesn’t, may be a testament to the level of sensitivity in the environment.

Some employing officers in Nigeria will decide to pay a woman less than a man because they feel a woman doesn’t need the money as much as a man does seeing as men are usually the breadwinners in most homes. This reflects in the offer they make to potential female employees.

Truthfully, there are some physical tasks that are not suited for a woman, especially at some points in her lifetime (during pregnancy), but the advent of modern technology has made many of these impossibilities issues of the past. These days, jobs that do not require enormous physical strength are not gender specific, and being a woman does not impact on a person’s ability to fit into a role or do a job. Until Nigeria as a country can get rid of the patriarchal sexist we all seem to hold, men and women alike, we cannot truly say we are equal.