The gender wage gap, which is the difference between what men and women earn, has been estimated at between 61 and 88 percent, in favour of men. That is, for every dollar that men earn, women earn between 61 and 88 cents.

Per capita income for men in Jamaica is US$11,044, while for women it is only $6,279. The per capita, or average, income gender gap measures the difference in earnings when all men and women, including those who cannot or who do not work. The gender wage gap is measured using only those men and women who work.

The gap is highest among poor workers, lowest among tertiary educated workers, and absent in the public sector.

Jamaica ranks 36th out of 146 countries in the Global Gender Gap Report, which measures gender parity across economic opportunities, education, health, and political leadership. That report has found that women have equal access to 75 percent of the opportunities that men do.
5. Seventy-four percent of women over 25 years old have at least some secondary education, while only 66 percent of men do. Additionally, 40 percent of women, or more than twice the rate of men, enter tertiary education. That is, though women are more and better educated than men, they still earn less.

6. Six in ten women feel constrained by their familial duties when making work decisions, but no men feel similar constraints, according to one survey.

7. Women’s employment is growing exponentially more than men’s. Between 2021 and 2022, more than 80 percent of the increase in employment was due to women. Female labour force participation reduces poverty and promotes economic growth by increasing national output and stimulating domestic demand.

8. Five (primarily service) industries are dominated by women, with women accounting for between 54 and 77 percent of employed workers. Meanwhile, six (primarily heavy) industries are dominated by men; in those, women account for between 3 and 30 percent of workers.

9. A quarter of tertiary graduates in one survey reported that they have been paid less than someone of the opposite sex, and 88 percent of those persons were women. Additionally, of those persons believing that there was a gender wage disparity, 75 percent did nothing about it.

10. Pay transparency laws, where employers disclose salary scales, or sometimes actual salaries, are in force in many countries, as a measure to reduce the gender wage gap. However, voluntary pay transparency disclosure is the most effective at reducing the gender wage gap to near parity.

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