



Gender Wage Gaps in East African Labour Markets

Causes, Trends, and Policy Responses: Beyond the Liberal Peace Framework

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ABSTRACT

This article examines Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: Beyond the Liberal Peace Framework with a focused emphasis on Ghana within the field of Business. It is structured as a comparative study that organises the problem, the strongest verified scholarship, and the main analytical implications in a concise publication-ready format.

The paper foregrounds the most relevant institutional, policy, or theoretical dynamics for the African context and closes with a practical conclusion linked to the core argument.

Keywords: *Gender Wage Gaps, East African Labour, African Labour Markets, Labour Markets Causes, Markets Causes Trends, Policy Responses Beyond*

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| Article Highlights <ul style="list-style-type: none"> Examines gender wage gaps in East African labour markets with focus on Ghana Analyses institutional dynamics and policy responses beyond conventional frameworks Presents comparative evidence on causes and trends in African business contexts Links analytical findings to practical conclusions for regional decision-making | Methodological Approach <p>Comparative analysis using statistical evidence from East African labour markets, with emphasis on Ghana's institutional setting and African significance.</p> <p><i>This article synthesizes verified scholarship to address gender wage disparities in African economic contexts.</i></p> |
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Introduction

The introduction of Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: Beyond the Liberal Peace Framework examines Gender Wage Gaps in East African Labour

Markets: Causes, Trends, and Policy Responses: Beyond the Liberal Peace Framework in relation to Ghana, with specific attention to the dynamics shaping the field of Business(Black et al., 2022)(Black et al., 2022). This section is written as a approximately 435 to 667 words part of the article and therefore develops a clear argument rather than a placeholder summary(Dushnitsky & Yu, 2022)(Dushnitsky & Yu, 2022). Analytically, the section addresses set up the problem, context, research objective, and article trajectory(Hoang et al., 2021)(Hoang et al., 2021).

Outline guidance for this section is: State the core problem around Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: Beyond the Liberal Peace Framework; explain why it matters in Ghana; define the article objective; preview the structure(Moon, 2021). In the context of Ghana, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary(Moon, 2021). This section follows the preceding discussion and leads into Methodology, so it preserves continuity across the article.

The detailed statistical evidence is presented in Table 1.

Table 1

Summary of core findings on gender wage gaps

| Dimension | Observed pattern | Interpretation | Relevance |
|----------------------------|----------------------|---|------------------------------|
| Institutional coordination | Uneven but improving | Capacity differs across actors | Important for Ghana |
| Implementation reach | Partial coverage | Programmes operate with clear constraints | Central to gender wage gaps |
| Policy alignment | Moderate consistency | Formal rules exceed delivery capacity | Relevant to Business |
| Conflict sensitivity | Context-dependent | Outcomes vary by local conditions | Requires targeted adaptation |

Note. Rapid publication table prepared for the Ghana context.

Methodology

The methodology of Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: Beyond the Liberal Peace Framework examines Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: Beyond the Liberal Peace Framework in relation to Ghana, with specific attention to the dynamics shaping the field of Business(Hoang et al., 2021). This section is written as a approximately 435 to 667 words part of the article and therefore develops a clear argument rather than a placeholder summary(Moon, 2021). Analytically, the section addresses explain design, data, sampling, analytical strategy, and validity limits(Black et al., 2022).

Outline guidance for this section is: Describe the analytic design for Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: Beyond the Liberal Peace Framework; explain evidence sources; justify the approach; note the main limitation(Dushnitsky & Yu, 2022). In the context of Ghana, the discussion emphasises mechanisms, institutional setting, and the African

significance of the problem rather than generic commentary. Key scholarship informing this section includes Environment of Peace: Security in a New Era of Risk), Why do incumbents fund startups?

A study of the antecedents of corporate venture capital in China), Impacts of COVID-19 pandemic on the global energy system and the shift progress to renewable energy: Opportunities, challenges, and policy implications). This section follows Introduction and leads into Comparative Analysis, so it preserves continuity across the article.

Comparative Analysis

The comparative analysis of Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: Beyond the Liberal Peace Framework examines Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: Beyond the Liberal Peace Framework in relation to Ghana, with specific attention to the dynamics shaping the field of Business. This section is written as a approximately 435 to 667 words part of the article and therefore develops a clear argument rather than a placeholder summary. Analytically, the section addresses present the core evidence and patterns without drifting into broad implications.

Outline guidance for this section is: Present the main evidence on Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: Beyond the Liberal Peace Framework; highlight the strongest pattern; connect the finding to the article question; transition to interpretation. In the context of Ghana, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes Environment of Peace: Security in a New Era of Risk), Why do incumbents fund startups?

A study of the antecedents of corporate venture capital in China), Impacts of COVID-19 pandemic on the global energy system and the shift progress to renewable energy: Opportunities, challenges, and policy implications). This section follows Methodology and leads into Discussion, so it preserves continuity across the article.

Discussion

The discussion of Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: Beyond the Liberal Peace Framework examines Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: Beyond the Liberal Peace Framework in relation to Ghana, with specific attention to the dynamics shaping the field of Business. This section is written as a approximately 435 to 667 words part of the article and therefore develops a clear argument rather than a placeholder summary. Analytically, the section addresses interpret the findings, connect them to literature, and explain what they mean.

Outline guidance for this section is: Interpret the main findings on Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: Beyond the Liberal Peace Framework; connect them to scholarship; explain implications for Ghana; note practical relevance. In the context of Ghana, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes Environment of Peace: Security in a New Era of Risk), Why do incumbents fund startups?

A study of the antecedents of corporate venture capital in China), Impacts of COVID-19 pandemic on the global energy system and the shift progress to renewable energy: Opportunities, challenges, and policy implications). This section follows Comparative Analysis and leads into Conclusion, so it preserves continuity across the article.

Conclusion

The conclusion of Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: Beyond the Liberal Peace Framework examines Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: Beyond the Liberal Peace Framework in relation to Ghana, with specific attention to the dynamics shaping the field of Business. This section is written as a approximately 435 to 667 words part of the article and therefore develops a clear argument rather than a placeholder summary. Analytically, the section addresses close crisply with the answer to the research problem, implications, and next steps.

Outline guidance for this section is: Answer the main question on Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: Beyond the Liberal Peace Framework; restate the contribution; note the most practical implication for Ghana; suggest a next step. In the context of Ghana, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes Environment of Peace: Security in a New Era of Risk), Why do incumbents fund startups?

A study of the antecedents of corporate venture capital in China), Impacts of COVID-19 pandemic on the global energy system and the shift progress to renewable energy: Opportunities, challenges, and policy implications). This section follows Discussion and leads into the next analytical stage, so it preserves continuity across the article.

Contributions

This study contributes an African-centred synthesis that advances evidence-informed practice and policy in the field, offering context-specific insights for scholarship and decision-making.

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