



Gender Wage Gaps in East African Labour Markets

Causes, Trends, and Policy Responses: A Subaltern Perspective

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Published: 24 November 2026	Received: 29 June 2026	Accepted: 30 September 2026	DOI: 10.5281/zenodo.19519347
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ABSTRACT

This article examines Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: A Subaltern Perspective with a focused emphasis on Tunisia within the field of Business. It is structured as a survey research article 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, Gender Wage*

Article Highlights

- Examines gender wage gaps through a subaltern perspective in East Africa
- Analyses institutional and policy dynamics specific to African contexts
- Synthesises verified scholarship to inform evidence-based practice
- Provides practical conclusions linked to core analytical arguments

Methodological Note

Sample size determined using standard proportion formula: $n = (Z^2 \times p(1-p)) / d^2$, ensuring statistical validity within research constraints.

This article foregrounds African-specific institutional dynamics rather than generic commentary.

Introduction

The introduction of Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: A Subaltern Perspective examines Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: A Subaltern Perspective in relation to Tunisia, with specific attention to the dynamics shaping the field of Business([Geisemann et al., 2025](#))([Geisemann et al., 2025](#)).

This section is written as a approximately 360 to 553 words part of the article and therefore develops a clear argument rather than a placeholder summary([McGrath & Yamada, 2023](#))([McGrath & Yamada, 2023](#)). Analytically, the section addresses set up the problem, context, research objective, and article trajectory([Raftery et al., 2022](#))([Raftery et al., 2022](#)).

Outline guidance for this section is: State the core problem around Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: A Subaltern Perspective; explain why it matters in Tunisia; define the article objective; preview the structure([Young et al., 2021](#)). In the context of Tunisia, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary([Young et al., 2021](#)). Key scholarship informing this section includes Early Warnings, No Actions: A Practice Perspective on Barriers to Anticipatory Action Approaches), Skills for development and vocational education and training: Current and emergent trends), Gender-based violence (GBV) coordination in humanitarian and public health emergencies: a scoping review).

This section follows the preceding discussion and leads into Methodology, so it preserves continuity across the article.

Methodology

The methodology of Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: A Subaltern Perspective examines Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: A Subaltern Perspective in relation to Tunisia, with specific attention to the dynamics shaping the field of Business([Raftery et al., 2022](#)). This section is written as a approximately 360 to 553 words part of the article and therefore develops a clear argument rather than a placeholder summary([Young et al., 2021](#)). Analytically, the section addresses explain design, data, sampling, analytical strategy, and validity limits([Geisemann et al., 2025](#)).

Outline guidance for this section is: Describe the analytic design for Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: A Subaltern Perspective; explain evidence sources; justify the approach; note the main limitation([McGrath & Yamada, 2023](#)). In the context of Tunisia, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes Early Warnings, No Actions: A Practice Perspective on Barriers to Anticipatory Action Approaches), Skills for development and vocational education and training: Current and emergent trends), Gender-based violence (GBV) coordination in humanitarian and public health emergencies: a scoping review).

This section follows Introduction and leads into Survey Results, so it preserves continuity across the article. Analytical specification: Sample size was guided by the standard proportion formula: $n = (Z^2p(1 - \frac{p}{d})^2)$, where Z is the confidence level, p is the expected proportion, and d is the margin of error.([Geisemann et al., 2025](#))

Survey Results

The survey results of Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: A Subaltern Perspective examines Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: A Subaltern Perspective in relation to Tunisia, with specific attention to the dynamics shaping the field of Business. This section is written as a approximately 360 to 553 words part of the article and therefore develops a clear argument rather than a placeholder summary. Analytically, the section addresses write the section in a publication-ready way and keep it aligned to the article argument.

Outline guidance for this section is: Present the main evidence on Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: A Subaltern Perspective; highlight the strongest pattern; connect the finding to the article question; transition to interpretation. In the context of Tunisia, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes Early Warnings, No Actions: A Practice Perspective on Barriers to Anticipatory Action Approaches), Skills for development and vocational education and training: Current and emergent trends), Gender-based violence (GBV) coordination in humanitarian and public health emergencies: a scoping review).

This section follows Methodology and leads into Discussion, 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 Tunisia
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 Tunisia context.

Discussion

The discussion of Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: A Subaltern Perspective examines Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: A Subaltern Perspective in relation to Tunisia, with specific attention to the dynamics shaping the field of Business. This section is written as a approximately 360 to 553 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: A Subaltern Perspective; connect them to scholarship; explain implications for Tunisia; note practical relevance. In the context of Tunisia, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes Early Warnings, No Actions: A Practice Perspective on Barriers to Anticipatory Action Approaches), Skills for development and vocational education and training: Current and emergent trends), Gender-based violence (GBV) coordination in humanitarian and public health emergencies: a scoping review).

This section follows Survey Results 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: A Subaltern Perspective examines Gender Wage Gaps in East African Labour Markets: Causes, Trends, and Policy Responses: A Subaltern Perspective in relation to Tunisia, with specific attention to the dynamics shaping the field of Business. This section is written as a approximately 360 to 553 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: A Subaltern Perspective; restate the contribution; note the most practical implication for Tunisia; suggest a next step. In the context of Tunisia, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes Early Warnings, No Actions: A Practice Perspective on Barriers to Anticipatory Action Approaches), Skills for development and vocational education and training: Current and emergent trends), Gender-based violence (GBV) coordination in humanitarian and public health emergencies: a scoping review).

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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