



Gender Parity Dynamics in Public Sector Employment Across Sub-Saharan African Union Member States: A Senegal Case Study

Gender Parity Dynamics
in Public Sector

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Abstract

Public sector employment in Sub-Saharan Africa faces significant gender disparities, with women often underrepresented compared to men. The Senegal case study examines these dynamics within the context of the African Union's policy framework. A qualitative research approach was employed to collect data from governmental sources, including laws, policies, and reports related to public sector employment. Expert interviews were also conducted to gather insights into current practices and challenges. In Senegal, the proportion of women in senior management positions is notably lower than that of men, despite legislative efforts towards gender equality. This disparity is partly attributed to cultural norms and traditional biases within the workplace. While Senegal has implemented various policies to enhance gender parity, their effectiveness remains questionable given persistent disparities observed in key leadership roles. Implementing more robust training programmes for public sector employees on gender equality principles could help mitigate existing biases. Additionally, increasing accountability mechanisms for public institutions is recommended to ensure compliance with anti-discrimination laws.

Keywords: *Sub-Saharan, affirmative-action, gender-bias, quotas, employment-dynamics, comparative-law, feminist-legal-studies*

ABSTRACT-ONLY PUBLICATION

This is an abstract-only publication. The complete research paper with full methodology, results, discussion, and references is available upon request.

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