

Unemployment and discrimination in Cote D'Ivoire: A Gender Analysis

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Abstract

Are Women really discriminated in the Côte d'Ivoire's labour market? Accordingly, different variables that may help better understanding women's discrimination among job seekers have been determined making use of data concerning 1.204 unemployed persons, on which both pre-discrimination and discrimination analyses are based. Pre-discrimination's determinants are assessed with the unemployed data. The vulnerability and un-employability rates are computed and unemployment duration econometric models are built. The results show that women are effectively discriminated. The nature of the constraints faced by women for finding jobs reveals the prevalence of pre-discrimination. The literature's survey refers to two economic theories, Human Capital and Market Segmentation that contribute to a better understanding of discrimination towards women. It comes out that the more significant variables for women entry on the job's market are those of market segmentation.

Keywords: gender, unemployment, pre-discrimination, human capital, market segmentation.

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European Journal of Economics, Law and Social Sciences ISSN 2519-1284 (print) ISSN
2510-0429 (online)

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