



Gender Wage Gap in Morocco: is there any evidence for discrimination?

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Abstract

The aim of this paper is to investigate for substantial discrimination in wage differential between men and women. Taking advantage from the Moroccan Labor Force Survey (LFS, 2012) we try to quantify the magnitude of the wage-based discrimination between men and women by using Oaxaca-Blinder decomposition and its modification developed by Neumark (1988). The Neumark's modification of Oaxaca decomposition allowed us to decompose the mean difference between men and women to two parts, one related to the difference in endowment (explained part) and the other not explained by the difference in individual characteristics (unexplained part). We then corrected this decomposition, following the Neumark's modification of Oaxaca decomposition, for sample selection bias by using the Heckman approach. Results of this decomposition highlight an important share of discrimination in gender wage differential.

Keywords: wage gap; Oaxaca and Blinder; decomposition; discrimination; Heckman; Morocco.