



# **WOMEN'S PARTICIPATION**

**IN ECONOMIC DEVELOPMENT (OPPORTUNITIES) IN SUB-SAHARAN AFRICA (SSA)**



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# PRESENTATION OUTLINE

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3. Why women's economic empowerment?
4. Women's economic empowerment in Sub-Saharan Africa
5. The case of Zambia
6. Challenges
7. Preconditions/ opportunities for women's economic empowerment
8. Key recommendations
9. Conclusion



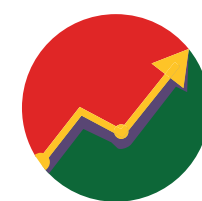


# ABOUT PMRC

**The Policy Monitoring and Research Centre (PMRC) is a public policy research think tank whose vision is “Unlocking Zambia’s Potential”.**

## ■ PMRC STATED AIM


- Producing high quality, relevant and timely public policy analysis, delivery monitoring and reform proposals.
- Promoting and encouraging informed public debate on social and economic policy issues critical to national development.



**To deliver its mandate, PMRC works with, and leverages from the programmatic, information, communication and outreach networks of various institutions and organisations. These include governmental, civil society and citizen groups. This approach of collaboration has enhanced PMRC’s relevance to national development through awareness of public policy.**



# INTRODUCTION

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- Women's economic empowerment has been widely linked to realising women's rights and realising broad development goals which include health, economic growth education, welfare and poverty reduction.
  - Although economic empowerment is a complex term and is defined in various contexts, a holistic definition as presented by the International Center for Research on Women (ICRW) in 2011 is **“when she has both the ability to succeed and advance economically and the power to make and act on economic decisions.”**





# WHY WOMEN'S ECONOMIC EMPOWERMENT?

- Research has shown that women's economic empowerment has catapulted the achievement of broad development goals. It has been proved that women's economic empowerment leads to;



**1.** The realization and advancement of women's right.



**2.** Meeting poverty reduction goals at societies lowest levels .



**3.** General gains for economies.



**4.** Increase in growth of businesses and markets.



**5.** Women who are economically empowered make a greater contribution to their families and society- they usually invest more in their children and this is good for sustainable development.





# WOMEN'S ECONOMIC EMPOWERMENT IN SUB- SAHARAN AFRICA (SSA)

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- According to the African Development Bank (2015) **“Women are more active as economic agents in Africa than anywhere else in the world.”**
- The report notes that women perform most agricultural activities, own a third of all firms, and comprise 70 percent of employees in some countries.
- Some of the other areas where women have been active include **value chains- as producers and business owners, governance- in various decision making positions and working environments as executives and employees.**





“According to the United Nations, gender inequality costs SSA **an average of \$US95 billion a year and on average, women in SSA achieve 87 percent of male human development outcomes**, due to fewer viable economic opportunities, a lower quality of health, and lower education attainment”

**SOURCE:** Women's Economic Empowerment in sub-Saharan Africa- Recommendation for Business action, 2017

- Women are present in every part of SSA value chains—as producers and business owners, executives and employees, distributors, and consumers.

Despite this, the progress on gender equality and women's empowerment in Africa has been relatively slow. This has been attributed to various challenges which will be highlighted.







# THE CASE OF ZAMBIA- WOMEN'S ECONOMIC EMPOWERMENT IN ZAMBIA

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Similar to other SSA countries, Zambia has made some notable strides in women economic empowerment in the past few years with the implementation of various initiatives through government ministries such as the Girls Education, Women Empowerment and Livelihoods (GEWEL) programme which benefited more than 20,000 poor girls and women in rural Zambia by early 2018, and the Agriculture Development through Value Chain Enhancement (ADVANCE) programmes.





Besides these, Zambia has attained an increase in the number of women in key decision making positions in both private and the public sector. Despite the slight increase, there is need for increase in numbers, this can be noted by the information presented below







# WOMEN IN MANAGEMENT POSITIONS IN THE PUBLIC SECTOR

Permanent Secretaries			Deputy Permanent Secretaries			Directors			Head Of Department		
Total	No. Of Women	%	Total	No. Of Women	%	Total	No. Of Women	%	Total	No. Of Women	%
56	15	23.2	12	2	16.67	344	103	29	2319	722	31.1
											
15 PERMANENT SECRETARIES			2 DEPUTY PERMANENT SECRETARIES			103 DIRECTORS			722 HEAD OF DEPARTMENT		



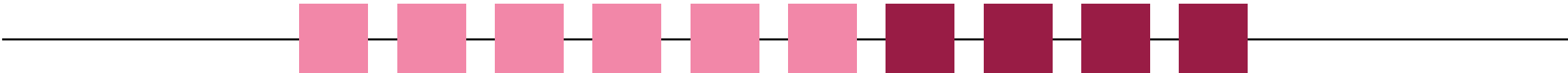


# WOMEN IN THE JUDICIARY MAY 2014-2018



Year	Number Of	Judges	Magestrates
2014	Male	23	169
	Female	25	68
2015	Male	24	170
	Female	25	73
2016	Male	30	180
	Female	31	88
2017	Male	29	181
	Female	30	99
2018	Male	31	201
	Female	32	105

Although the table shows that the number of female high court judges are consistently higher than the number of males, there is an opportunity to further increase the number of female magistrates.





# CHALLENGES

Some of the common challenges faced by women in SSA include;



The need for additional education, skills and training



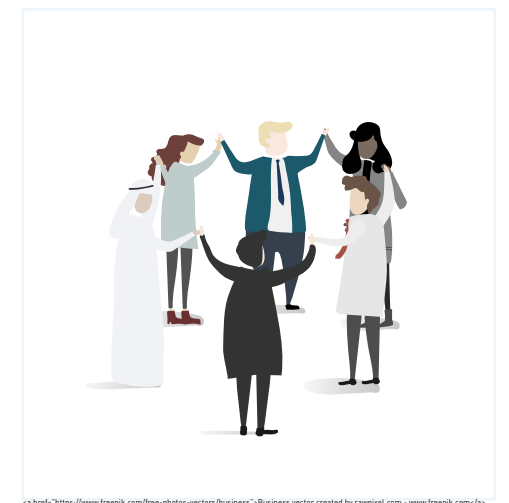
Limited number of role models



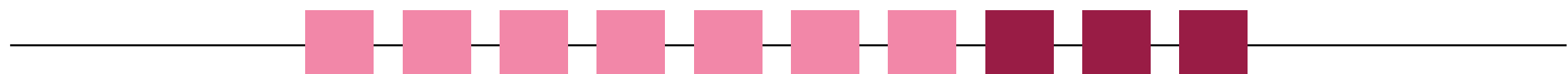
Absence of good child care options and decent maternity leave



Risks to personal safety and security



Cultural barriers to advancement etc







# PRECONDITIONS/ OPPORTUNITIES FOR WOMEN'S ECONOMIC EMPOWERMENT

In order for improved economic empowerment for women, there is a need for;

## 1. Resources

- Human capital (e.g., education, skills, training)
- Financial capital (e.g., loans, savings)
- Social capital (e.g., networks, mentors)
- Physical capital (e.g., land, machinery)

## 2. Opportunities- for jobs, businesses etc

## 3. Protections- of rights and the ability to make decisions





## KEY RECOMMENDATIONS

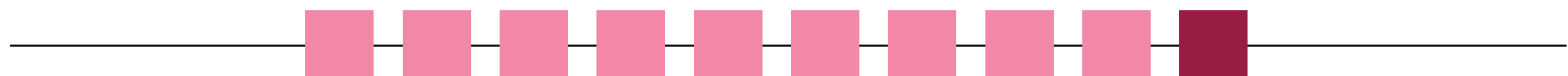
1. Increase access to education, skills and training for all women by using prescribed quota systems and increasing financial support towards women's education.
2. Create a conducive environment and encourage good child care options
3. Provide decent maternity leave and flexible working hours for nursing mother
4. Improve personal safety and security for all women
5. Eliminate cultural barriers to advancement in executive careers, public sector, etc





## KEY RECOMMENDATIONS CONT.

6. Encourage and strengthen women-owned businesses through preferential contracts and access to finance
7. Support organisations that provide access to services and advocate for policies and programs that promote women's empowerment
8. Define priority sectors with high jobs potential (e.g., agribusiness, tourism, light manufacturing) in regions with high poverty density and significantly focus on women and youth empowerment.







## CONCLUSION

Africa stands at the threshold of a large-scale rotational shift towards the services and manufacturing sectors, driven by a rising middle class, Government policies, greater integration into the global economy and technological advancement. The services and manufacturing sectors' rising contribution to GDP are both a natural extension of economic maturity and born out of necessity. Agriculture and manufacturing in many countries in Africa remains the largest employer but is still relatively underdeveloped.

It is therefore, absolutely necessary to strengthen monitoring and evaluation of the progress on women's economic empowerment in SSA. All stakeholders must commit to investing in women's economic empowerment for the transformative effect it has on families, communities, countries and the continent



# THANK YOU

## WOMEN'S PARTICIPATION IN ECONOMIC DEVELOPMENT (OPPORTUNITIES) IN SUB-SAHARAN AFRICA (SSA)

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