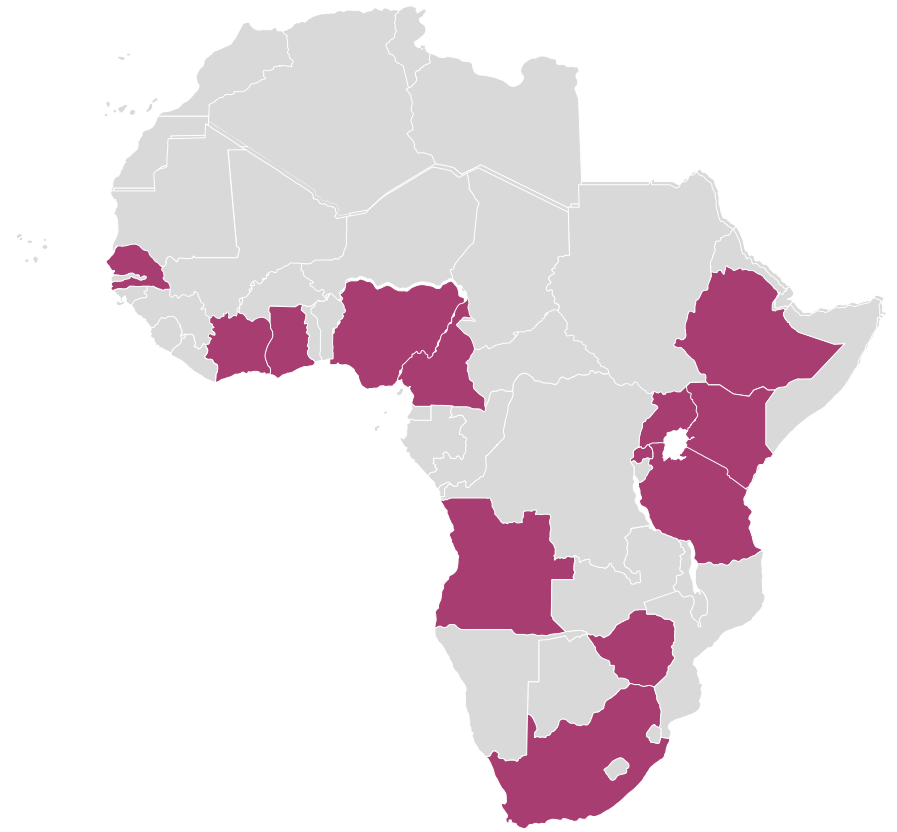




PATHWAYS TO GENDER-INCLUSIVE ECONOMIC DEVELOPMENT IN SUB-SAHARAN AFRICA: A SECTORAL ANALYSIS DISSEMINATION WORKSHOP

22 February 2023



STEERING COMMITTEE



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RESEARCH STUDY BACKGROUND

The Pathways study has brought together 7 partners to explore women’s economic empowerment (WEE) opportunities at macro and sectoral levels across 13 SSA countries

STEERING COMMITTEE



SSA COVERAGE

East Africa

Ethiopia, Kenya, Rwanda, Tanzania, Uganda

West Africa

Cameroon, Cote d’Ivoire, Ghana, Nigeria, Senegal

Southern Africa

Angola, Botswana, South Africa

RESEARCH OBJECTIVES

- 1 Assess high-potential sectors for WEE based on growth prospects and benefits derived from women’s participation and vice-versa
- 2 Understand sector-level challenges and solutions for women’s employment and entrepreneurship
- 3 Develop sector-specific strategies tailored to each country’s context and identify implementation stakeholders

RESEARCH OUTCOMES

- Clear narrative for change
- Defined solution pathways for gender-inclusive development
- Strong coalition for solution design, implementation & advocacy

RESEARCH METHODOLOGY

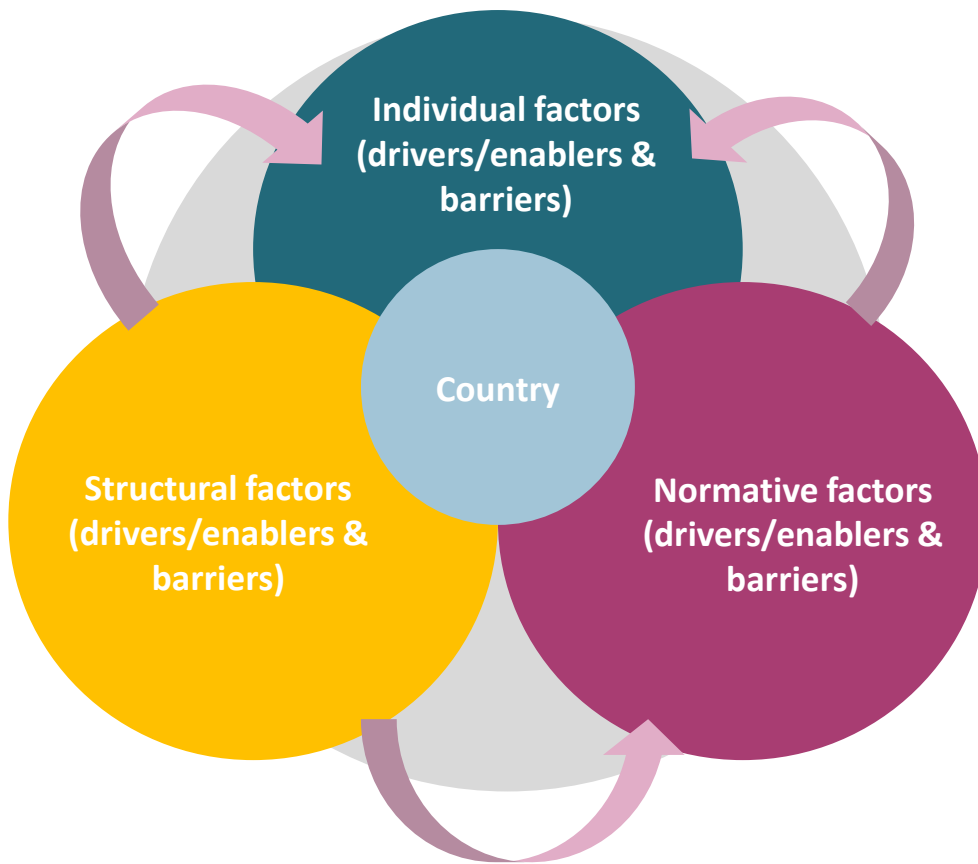


RESEARCH PILLARS

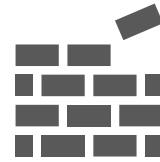
- RESEARCH** (Icon: magnifying glass) Understanding research gaps for better policy development around WEE
- POLICY / ADVOCACY** (Icon: megaphone) Data-driven and concrete advocacy plans for research programs and outreach efforts
- PROGRAMMING** (Icon: gears) Evidence-based programming recommendations Based on advocacy strategy & objectives

CONCEPTUAL FRAMEWORK

Considering the wide-reaching implications of gender-inclusive development, the study's holistic framework delves into its barriers and drivers across three levels: structural, normative and individual



Structural Factors (Policies, laws & regulations)



Direct Impact

- Policies (e.g., Trade, Tax, Finance, Credit)
- Regulations (e.g., Access to market)
- Laws (e.g., Property ownership and inheritance)

Indirect Impact

- Supporting policies for the care economy (subsidisation, unpaid care recognition)
- Education policies
- Prevention and response mechanisms to gender-based violence (GBV)

Normative Factors (Gender norms)



- Women's time use for household responsibilities
- Stereotypes and pigeonholing for women's vs/ men's economic activities
- Voice, representation and leadership (household, community, market and state)
- Freedom of mobility
- Violence against women and girls (VAWG) (frequency, intensity, and acceptability)

Individual Factors (Capital – human, social, economic)



Human capital

Access to sector information and skills development

Social capital

Access to networks and collaborative bodies including cooperatives & collectives

Economic capital

Assets (financial, productive, and infrastructure) and access to credit and finance

TARGET SECTOR IDENTIFICATION APPROACH FOR PATHWAYS SSA GENDER STUDY



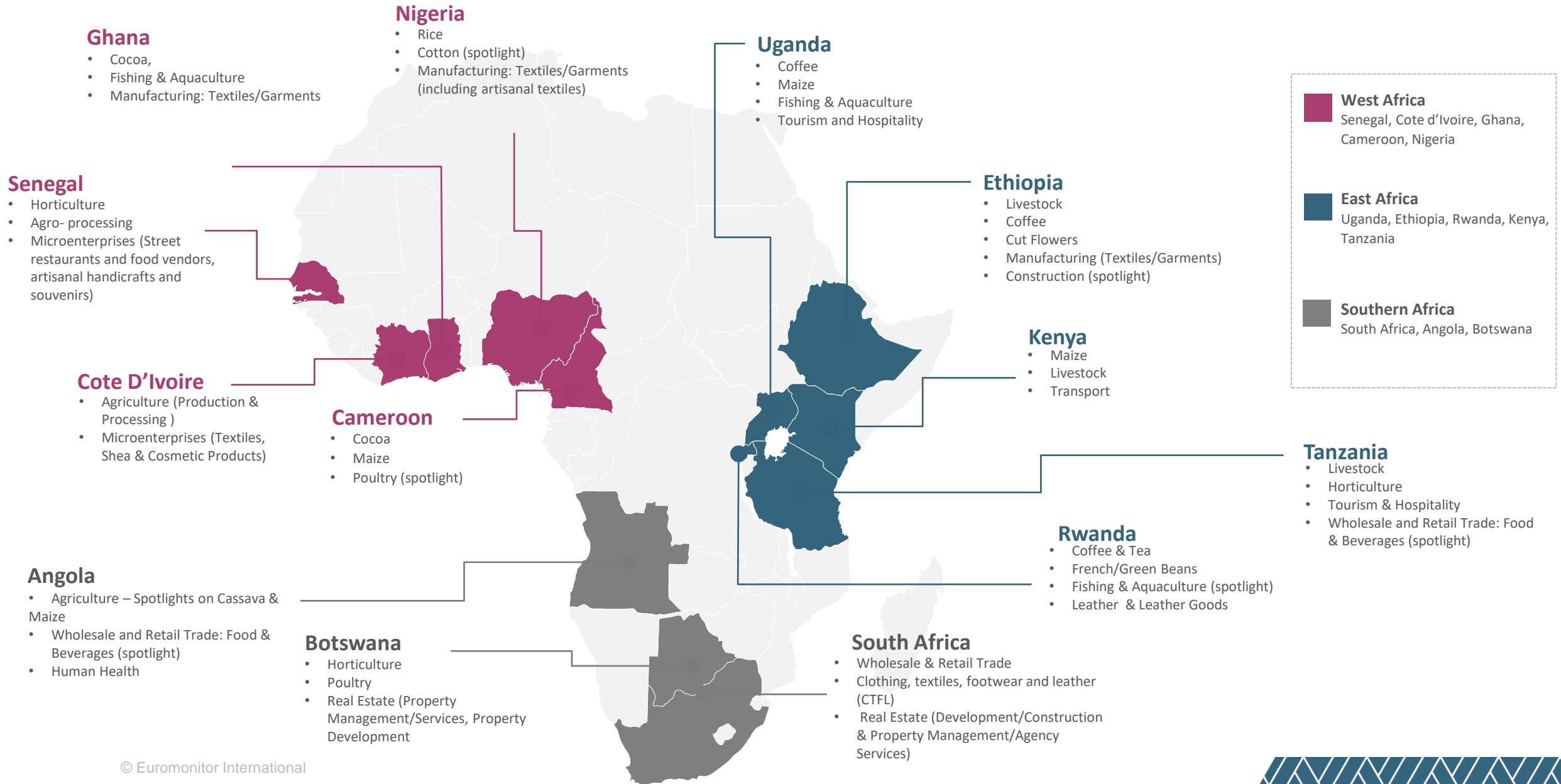
Coupled with an in-depth understanding of the macro context, Euromonitor’s methodical approach, enabled the identification of high-potential sectors for gender-inclusive development



Identification of key sectors/sub-sectors (3-5 per country)

AGRICULTURE			NON-AGRICULTURE	
COFFEE	FRENCH / GREEN BEANS	POULTRY	TOURISM & HOSPITALITY	CONSTRUCTION
COCOA	RICE	LIVESTOCK	FOOD AND BEVERAGE SERVICES	HUMAN HEALTH
CUT FLOWERS	COTTON	LEATHER & LEATHER GOODS	TEXTILES AND GARMENTS	MIRCRO-ENTERPRISES
TEA	FISHING / AQUACULTURE	AGROPROCESSING	REAL ESTATE	TRANSPORTATION
MAIZE	CASSAVA	GENERAL HORTICULTURE	RETAIL & WHOLESALE	

Final Sector Selection



WEE BARRIERS ACROSS ALL COUNTRIES AND SECTORS

Inequitable gender laws, gender norms, unpaid care and domestic work responsibilities, and unequal access to social/economic/human capital pose challenges for WEE in SSA

STRUCTURAL BARRIERS

Gaps in gender-equitable legislation, particularly for women's land ownership, labour protection, and entrepreneurship



NORMATIVE BARRIERS

Gender norms, gender-based violence, and unpaid care work limiting women's economic participation and market access



INDIVIDUAL BARRIERS

Unequal and/or limited access to land, productive assets, education & training, social networks, and financing facilities



OVERALL CHALLENGES FOR WEE IN SSA

Over-concentration in low-paid or roles with few opportunities for advancement

Imbalances in household dynamics leading to limited decision-making power on finances

High burden of domestic care work and unpaid labour on agricultural plots

Fewer and/or less equitable benefits for gender-nonconforming economic development interventions

WEE DRIVERS AND OPPORTUNITIES ACROSS ALL COUNTRIES AND SECTORS

Legislative reforms for women’s land rights and political representation, women-focused opportunities in some sectors, and the growing influence of women-led networks have supported WEE in SSA

STRUCTURAL DRIVERS	Legislative reforms for land ownership, GBV, workplace benefits plus legislative and quotas for women’s political participation	ETHIOPIA Reforms for maternity leave and pension systems in favor of women’s empowerment	RWANDA Constitutional reforms entailing 30% quota for women in decision-making seats
NORMATIVE DRIVERS	Gender norms serving as drivers for WEE in some sectors especially those that are not male-dominated	COTE D’IVOIRE Women’s concentration in high-production shea sector benefits their earning potential	SENEGAL Women benefiting from ‘food preparation’ role by capitalising on growth of food & beverage sales
INDIVIDUAL DRIVERS	Progress for higher educational & technical attainment for women and girls including investments in education and training beyond schools	TANZANIA Shrinking educational gender gap (85% of young women are literate compared with 87% of young men)	GHANA Women’s Extension Volunteers model offered access to extension agents and role models for women

■ Structural
 ■ Normative
 ■ Individual

Opportunity for women’s participation in intra-African trade of high value-added products and industrialization

AFRICAN CONTINENTAL FREE TRADE AREA (AfCFTA) AGREEMENT

1.3 billion people **\$2.5 billion** in GDP **54** countries













KEY DRIVERS AND ENABLERS FOR WEE ADDRESSING BARRIERS ACROSS PRIORITY SECTORS

Gender inclusivity at a structural level, stronger representation for women in cooperatives, and the extension of capital resources have led to strong gains for WEE in priority sectors

KEY BARRIERS FOR WEE ACROSS PRIORITY SECTORS

- 1** Sector participation in lower-value activities and barriers to productivity and profitability
- 2** Male dominance over cash crops, access to resources and markets, and profitable activities
- 3** Women’s restricted control over income and access to social and economic capital
- 4** Challenges associated with workplace discrimination, sexual harassment, & labour exploitation

KEY DRIVERS FOR WEE ACROSS PRIORITY SECTORS

 <p>Successful private-public sector partnerships for WEE</p>	 <p>Growing representation for women in cooperatives</p>	 <p>Increased access to markets, training, and productive assets</p>	 <p>Control over high-value activities in some sub-sectors</p>	 <p>Dominance of women-led enterprises in some sectors</p>
<p>RWANDA </p> <p>The Gender Monitoring Office’s Gender Equality Seal Programme engaged 50+ companies in gender mainstreaming reforms</p>	<p>UGANDA </p> <p>The Uganda National Farmers’ Federation (UNFFE) supports a 30% quota for women in cooperative leadership</p>	<p>GHANA </p> <p>Government, USAID and SNV mobilize female fishing professionals into NAFPTA* to establish linkages between formal and informal sectors</p>	<p>NIGERIA </p> <p>Women dominate activities in handcraft cotton textiles such as Adire, which is promoted locally and internationally</p>	<p>COTE D’IVOIRE </p> <p>Women-led SMEs account for 80% of companies in the fashion & textile industry</p>



 <i>Structural</i>	 <i>Normative</i>	 <i>Individual</i>	 COFFEE	 MAIZE	 FISHING/AQUACULTURE	 TEXTILES AND GARMENTS
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Source: Pathways to Gender-inclusive Economic Development in Sub-Saharan Africa: A Sectoral Analysis (Country Summary Report); * National Fishworkers and Traders Association of Ghana



PROPOSED CROSS-SECTORAL RECOMMENDATIONS FOR WEE IN SUB-SAHARAN AFRICA

Incorporating an integrated gender lens into policy/advocacy, programming and research efforts is key for gender-inclusive economic development in SSA

STRUCTURAL REFORMS/ INTERVENTIONS	 Enforce gender-equitable legislation and its implementation	 Establish quotas to improve economic and political gender equity	 Provide foundational support for economic formalisation
	 Design interventions for women's unpaid care time burden	 Prevent and prosecute gender-based violence at a systemic level	 Integrate behavioural/norm changes in programmes
	 Support female extension workers as role models	 Encourage livelihood diversification	 Support women's increased participation in cooperatives

 CROSS-REGIONAL REFORMS
Promote cross-regional trade policies
Leverage AfCFTA's potential for women
Consider gender issues in trade reforms
Capitalize on gender-responsive pledges
 RESEARCH AND/OR MONITORING
<i>Collect and analyze sex-disaggregated data</i>
<i>Invest in understanding interventions' outcomes</i>
<i>Monitor, track and mitigate potential backlash</i>

Source: Pathways to Gender-inclusive Economic Development in Sub-Saharan Africa: A Sectoral Analysis (Country Summary Report)
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PANEL DISCUSSION

4 key themes for the panel discussion, with SSA/Country and global panelists while recognising other relevant themes including climate change and the digital gender gap



Moderator

Gwen Snyder, Senior Advisor
Private Sector Engagement and Gender Equality – USAID

Panelists



Theme 1
Cooperatives/Collectives



Catherine Nyambala
*Chairperson Supervisory Committee
and Founding Member,
Women in Sustainable Energy
& Entrepreneurship (WISEe)*

Dr. Judith Hermanson
*Research Director,
International Cooperative Research Group of the
U.S. Overseas Cooperative Development Council
(OCDC/ICRG)*



Theme 2
**Employment &
Entrepreneurship**



Angela Nakafeero
*Commissioner, Gender and Women Affairs,
Ugandan Ministry of Gender, Labour
and Social Development*

Mma Amara Ekeruche
*Senior Research Fellow,
Centre for the Study of the Economies of Africa
(CSEA)*



Theme 3
Care Work



Sabrina Habib
*Chief Exploration Officer and Co-Founder,
Kidogo*

Dr. Rebecca Calder
*Director and Co-Founder,
Kore Global*



Theme 4
Trade & Economic Growth



Dr. Denis Foretia
*Co-Chair, Denis & Lenora Foretia Foundation and
Executive Chairman, Nkafu Policy Institute*

Nadia Hasham
*Trade Policy Expert, African Trade Policy Centre
U.N. Economic Commission for Africa
(UNECA/ATPC)*

CONCLUSIONS

Gender considerations should be mainstreamed into policy formulation, programme design, planning and budgeting, through to implementation and research/monitoring and evaluation



Policy and Advocacy

- Policy development and legislation are a first step.
- Implementation and monitoring are needed.
- Advocacy on (persistent) gaps, new and emerging needs, marginalised women, etc.



Research & Monitoring/Evaluation

- More research on #what works for GIED in SSA.
- Eliminate gender-neutrality and gender-blindness.
- Need for disaggregated data: men vs. women, and among women – recognising diversity is key!



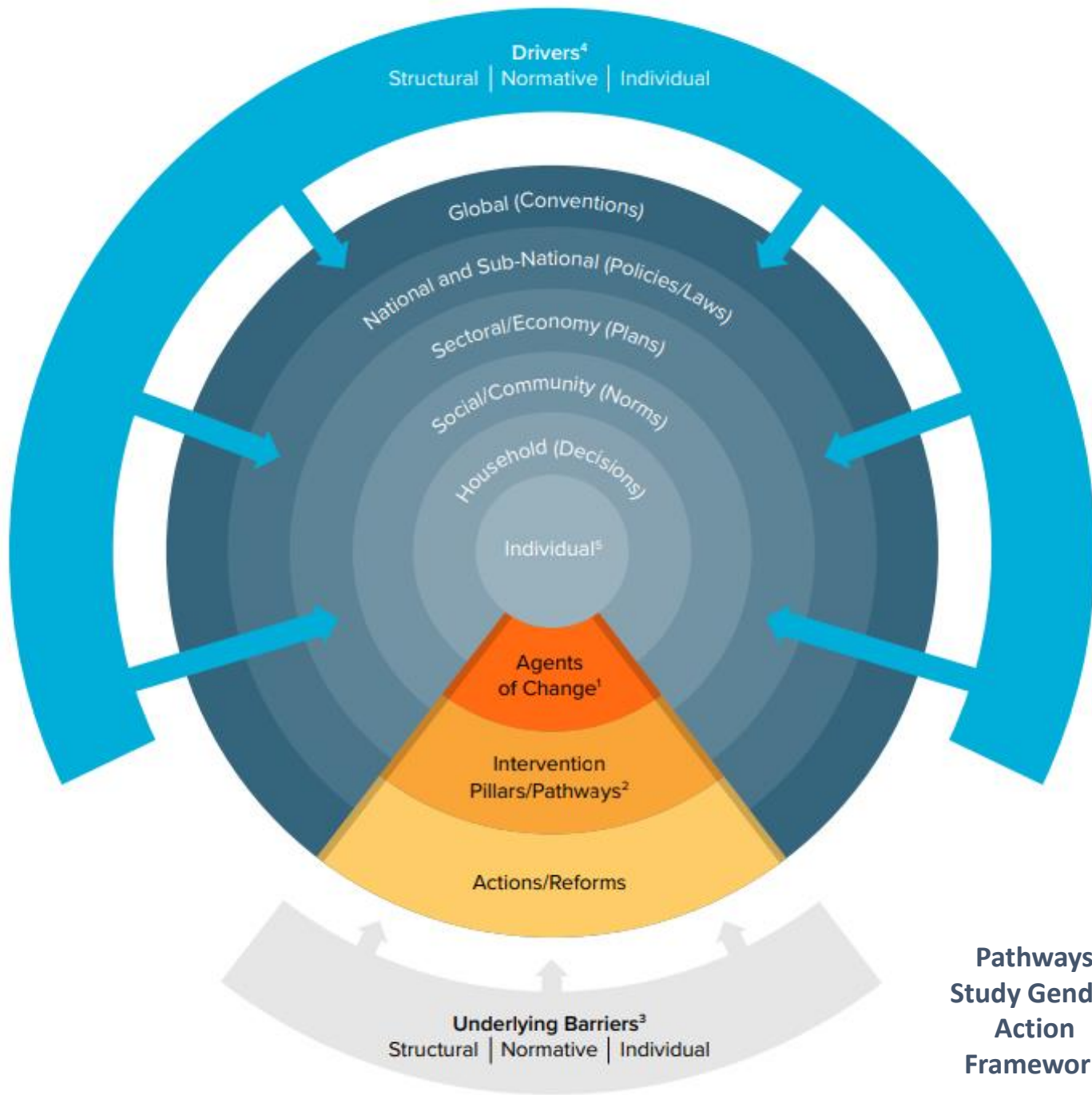
Programming

- Norms are a fundamental determinant of GIED in SSA but one of the most challenging factors to influence.
- Social and behaviour change communications is key.
- ‘Do no harm’ approach to programming/interventions.



Need for Cooperation and Continuous Dialogue

- Proposed recommendations are to facilitate dialogue.
- Need for stakeholders to work together – leverage strengths, share knowledge, pool resources etc.
- Keep the dialogue and efforts ongoing. Share successes.



**Pathways
Study Gender
Action
Framework**

Agents of Change

Civil Society/Advocates, Cooperatives, Government (National, Sub-National, Local), NGOs/INGOs, Donor Organisations, Policy Makers, Private Sector/Industry, Regional & Continental Structures (e.g., CEMAC, COMESA, EAC, ECOWAS, SADC, African Union - AU), and Researchers and Academia.

Intervention Pillars/Pathways

Policy and Advocacy ; Programmes; Research, Monitoring and Evaluation (M & E)

Barriers

Structural (constraints enshrined in statutory, customary or religious laws); **Normative** (limiting gender norms, attitudes, or behaviours that shape women’s aspirations, decision making roles, time use, mobility, and vulnerability to violence); **Individual** (gendered inequities in human, social and economic capital)

Drivers

Structural (laws/regulations that support gender equity); **Normative** (customs, attitudes & behaviours that promote gender equity); **Individual** (efforts to close human, social and economic capital gaps)

Individuals

All people – across social classes, race/ethnicity, age, location, migrant status, physical abilities etc.

What Next?

A Call to Action

Workshop the
Recommendations



Identify Strategic vs.
Tactical Action



Collaborate on Solution
Pathways for GIED



WEBSITE ACCESS, REPORTS, AND OTHER CONTENT

Pathways SSA Study website is live with data dashboard. Please register to receive the reports

Pathways SSA Study Website

Pathways to Gender-Inclusive Economic Development in Sub-Saharan Africa: A Sectoral Analysis

EUROMONITOR > CSR HOME > PATHWAYS TO GENDER-INCLUSIVE ECONOMIC DEVELOPMENT IN SUB-SAHARAN AFRICA: A SECTORAL ANALYSIS

The multi-partner, "Pathways to Gender-Inclusive Economic Development in Sub-Saharan Africa: A Sectoral Analysis" study encompasses 13 countries including: Angola, Botswana, Cameroon, Cote d'Ivoire, Ethiopia, Ghana, Kenya, Nigeria, Rwanda, Senegal, South Africa, Tanzania, and Uganda. Through a combination of primary and secondary research, the study identifies the growing economic sectors in each country that hold the most promising and lucrative opportunities for women, especially young women. The study also reviews the cultural norms, policies, legal provisions, skillsets, and other factors that can support women's success in the workforce and as entrepreneurs, including the positive potential role for cooperatives.

This timely study is intended to inform strategies, programme design and implementation, and policies that will promote women's economic empowerment (WEE) and, in turn, economic growth. The study's inclusive and collaborative approach focuses on research for impact, aiming to maximise the potential commitments and actions to support gender-inclusive development by donors, civil society, the private sector, and policymakers at the country, regional and global level by building off of country and sector-specific recommendations for consideration.

Coming soon. [Pre-register today](#) for your preferred country reports, as well as the regional summary report. In the meantime, please listen to Dr Bolutife Onaneye describe the origins of this study, and explore the data in dashboard below.

Learn more about the Steering Committee >

USAID
IDRC-CRDI
ETRC
United Nations Economic Commission for Africa
UN WOMEN

Learn more about the study >

Pathways SSA Gender Study - Sector Gender Dashboard

Pathways SSA Gender Study - Sector Gender Dashboard

This dashboard presents a compilation of data evidence from ILO, AIDE and Euromonitor Passport databases on women's economic empowerment across broad economic sectors and the 13 countries covered on the Pathways SSA Gender Study. Euromonitor has analysed economic and employment data to develop new metrics including the benefit of female inclusion and forecasted female labour share (pre 2030).

Home Country Detailed Distribution Data

Select indicator: Employment by sex and economic activity - ILO modelled estimates, Nov...
Select gender: Male
Select year: 2022

Employment by sex and economic activity - ILO modelled estimates, Nov. 2019 (thousands)

View: Shared

Accessible now:

- Data dashboard, Country Overview Notes

Forthcoming:

- Country Reports & Country PPT summaries
- Countries' Summary Report
- Stakeholder Mapping

Notification Link for Reports:

<https://www.euromonitor.com/corporate-social-responsibility/register-for-reports-form-pathwaystudy-2023>

<https://www.euromonitor.com/corporate-social-responsibility/pathways-to-gender-inclusive-economic-development-in-sub-saharan-africa-a-sectoral-analysis>

NOTE OF THANKS

Recognising the individual and institutional collaborators on the Pathways SSA Gender Study

- **Country Research Partners:** Botswana Institute for Policy Analysis – BIDPA (**Botswana**), Nkafu Policy Institute (**Cameroon**), Proterrain Infos (**Côte d'Ivoire**), Includovate (**Ethiopia**), Participatory Development Associates – PDA (**Ghana**), University of Nairobi Enterprises & Services Ltd (**Kenya**), Centre for the Study of the Economies of Africa – CSEA (**Nigeria**), West African Research Centre – WARC (**Senegal**), Tanzania Home Economics Association – TAHEA (**Tanzania**), Dr Josephine Mukabera, Dr Celestin Hategekimana, Dr Innocent Iyakaremye (**Rwanda**), Euromonitor International Analysts (**Angola, South Africa, Uganda**).
- Country Working Group Members; Experts, Regional & Country Staff of Steering Committee partners that provided technical support (report reviews).
- **Gender & Thematic Experts:** Lynn Brown, Andria Hayes-Birchler, Harriet Gayi Odembi
- **Kore Global Staff and Associates:** Rebecca Calder, Jenny Holden, Divya Hariharan, Federica Busiello, Rachel Lock and Leva Rouhani.
- Dissemination Workshop Panelists

Steering Committee
Partners

“We would also like to thank the research participants who engaged with us throughout this study. This work would not be possible without the support of those who took the time to share their professional and sometimes personal experiences. While our work can never do justice to the multitude of voices of women (and men) working on gender equality, we hope that this report stays true to the spirit of your responses.”

- Acknowledgement in Country Reports

Further Information & Inquiries: IDEV@euromonitor.com





Thank you