

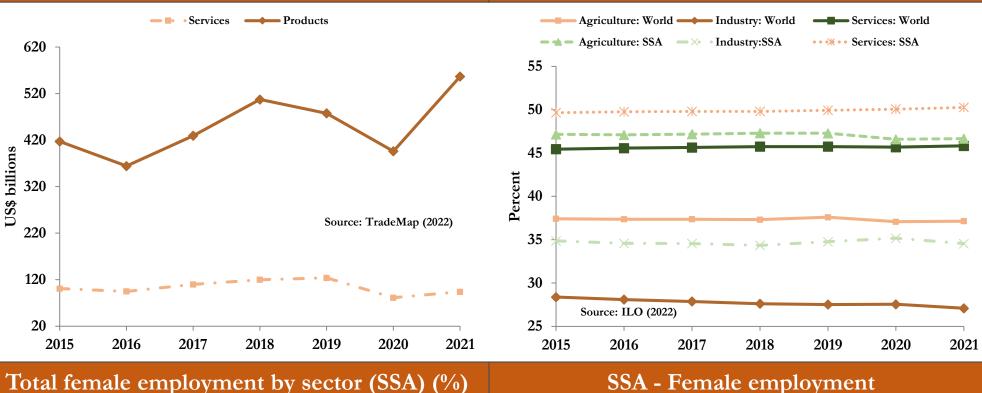
# WOMEN'S ECONOMIC PARTICIPATION: A SUB-SAHARAN AFRICAN (SSA) FOCUS



Canada



#### Employed who are female

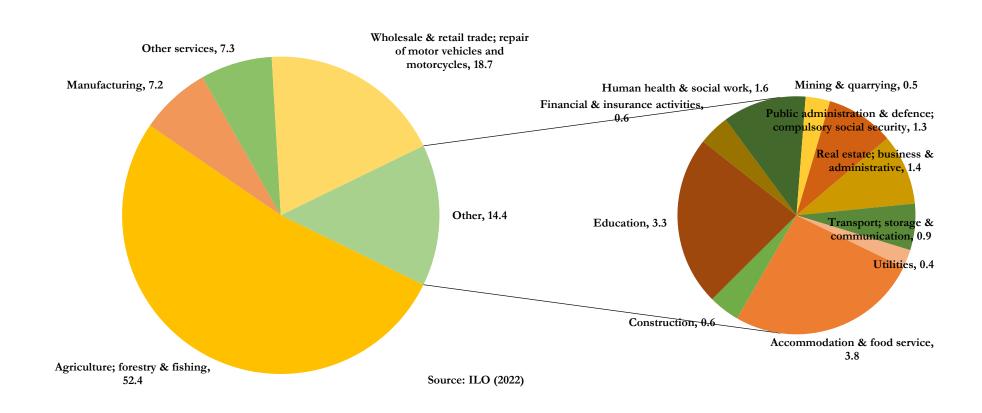


# 39% 52%

Agriculture: SSA Industry:SSA Services: SSA

- Increasing trend in services exports severely affected by COVID-19
- Agriculture majority employer of women in SSA (52%), followed by services (39%)
- Female representation in services in SSA higher than world average (50% vs 46% - 2021)
- Wholesale & retail trade (18.7%), Hospitality (3.8%) & Education (3.3%) – major service sector employers of women

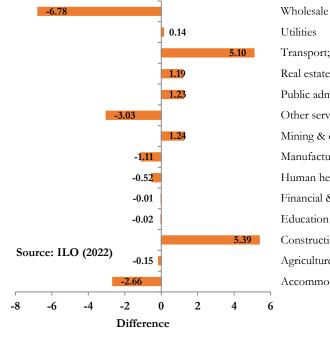
### Structure of female employment (SSA) (%)



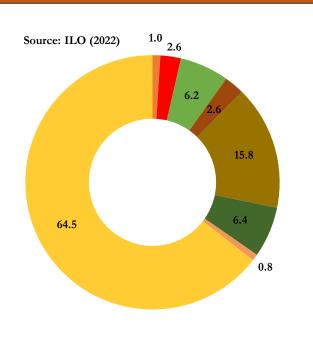
Source: ILO (2022)

## Participation Gap (Male - Female) (SSA - 2021)

#### Female employment by profession (SSA)



Wholesale & retail trade; repair of motor... Utilities Transport; storage & communication Real estate; business & administrative Public administration & defence; compulsory.. Other services Mining & quarrying Manufacturing Human health & social work Financial & insurance activities Education Construction Agriculture; forestry & fishing Accommodation & food service



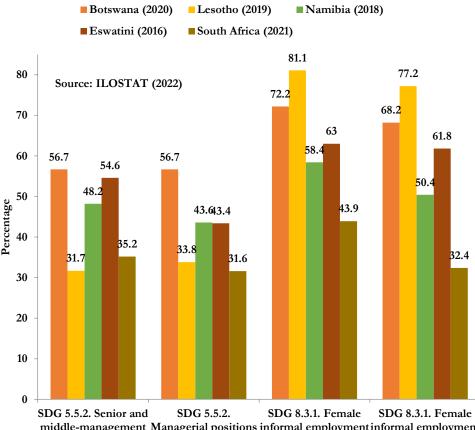
Managers

- Professionals
- Technicians & associate professionals
- Clerical support workers
- Service & sales workers
- Craft & related trades workers
- Plant & machine operators, & assemblers
- Elementary occupations & skilled agricultural, forestry & fishery workers

#### Highlights

- Female employment in SSA focused in elementary occupations (64.5%), followed by service & sales (15.8%)
- Predominantly more females than males employed in wholesale & retail trade, and hospitality
- Female participation in management & ownership for SSA lags world average, particularly in ownership (27.1% vs 33.4%)
- Wage Gap: Males still considerably outperform females in most professions
- SDG: Gender parity in all managerial positions only reached by Botswana

#### Sustainable Development Goals (SDGs)



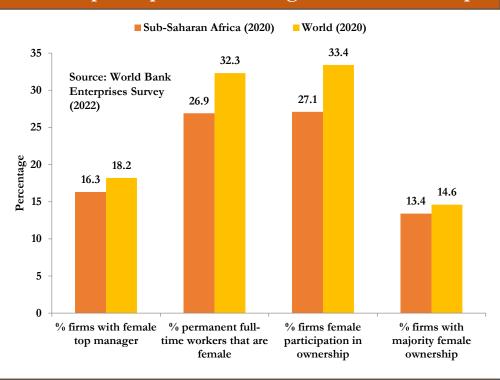
 SDG 5.5.2. Senior and
 SDG 5.5.2.
 SDG 8.3.1. Female
 SDG 8.3.1. Female

 middle-management
 Managerial positions informal employment informal employment
 employment informal employment

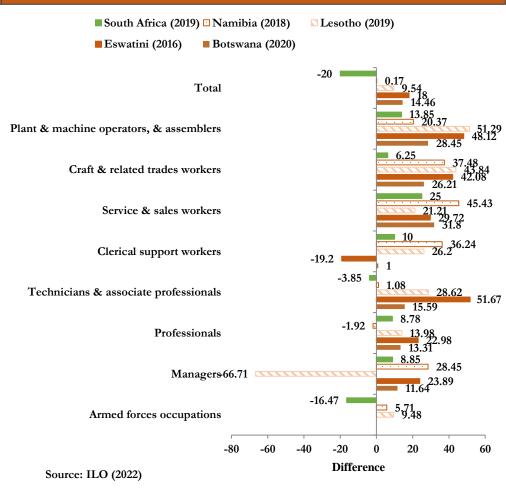
 who are women (%)
 occupied by women as proportion of total as proportion of total
 employment (Total)

 (%)
 employment (Total)
 employment (Non-agriculture)

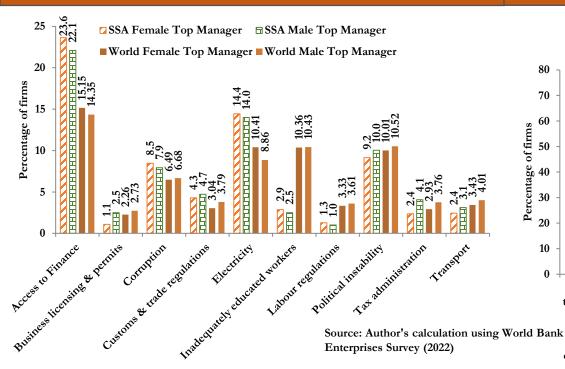
#### Female participation in management & ownership



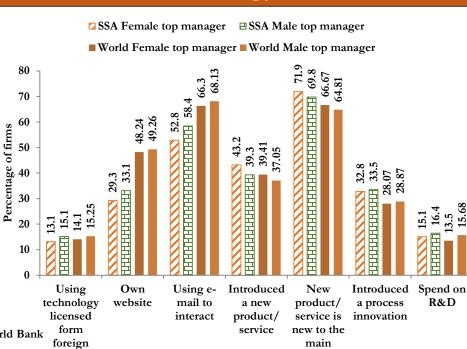
#### Wage Gap (Male - Female)/Male



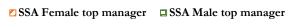


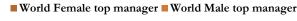


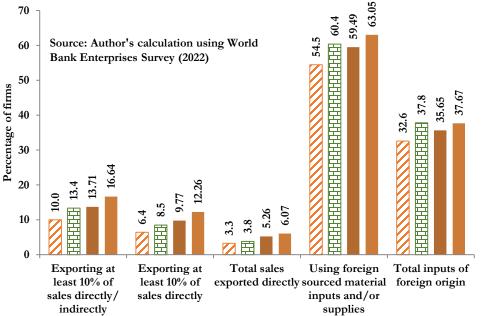
#### Technology use



#### Service sector exports







# Access to finance and electricity are major

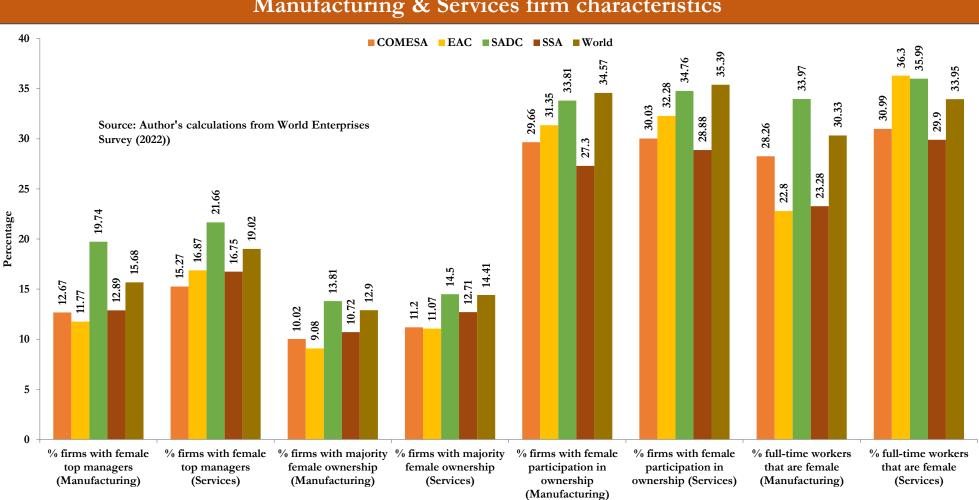
Firm characteristics

market

constraints to business in SSA

companies

- Relatively more firms in SSA compared to the world introduced a new product/service which is also new to the main market
- SSA lags world in terms of website & e-mail use
- Majority of firms in SSA use foreign sourced inputs and/or supplies
- Exporting of sales in SSA lower on average than the world
- Still some way to go to achieve gender parity in ownership & management of firms



#### Manufacturing & Services firm characteristics