

# Challenges Hindering the Achievement of Women Economic Empowerment

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# OUTLINE

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# Background

- Globally, over 2.7 billion women are restricted from having the same choice of jobs as men. Of 189 economies, 104 economies still have laws preventing women from working in specific jobs, 59 economies have no laws on sexual harassment in the workplace, and in 18 economies, husbands can legally prevent their wives from working (World Bank, 2018).
- Women make up one half of the human population, yet they suffer gross inequalities: gender gaps in income and human capital persist. In Ghana, Almost 51% of women
- In sub-Saharan Africa (SSA), women face deeply rooted obstacles to achieving their potential at work and in other aspects of life.
- Evidence suggest that persistent gender inequality affect women, it impedes economic and social progress in the region.

# The Challenges

- Low level of education, limited skill set and a low self esteem
- Violence and harassment in the world of work affects women regardless of age, location, income or social status.
- Women bear disproportionate responsibility for unpaid care and domestic work. Women tend to spend around 2.5 times more time on unpaid care and domestic work than men which affects their labour force participation rate (ILO, 2017).
- Women are still less likely to have access to social protection. Gender inequalities in employment and job quality result in gender gaps in access to social protection acquired through employment, such as pensions, unemployment benefits or maternity protection. Globally, an estimated nearly 40 per cent of women in wage employment do not have access to social protection (ILO, 2016). The situation is not different in Ghana
- Women farmers have significantly less access to, control over, and ownership of land and other productive assets compared to their male counterparts. Land is perhaps the most important economic asset; women account for only 12.8 per cent of agricultural landholders in also due to patriarchy and male dominance
- Discriminatory gender and social norms (male dominance, limited property rights, limited access to land other productive resources)

# The Way Forward

- Deliberate state protection, promotion and provision policies/legislation (affirmative action, gender transformative governance approaches). This includes promoting education for all genders, especially girls
- Regular dialogues with traditional and religious leaders to counter discriminatory social norms
- National discourse on the status of women in Africa should be an ongoing strategy especially in CSO networks which promotes feminists principles
- Funding to women's led CSOs to promote advocacy on the situation of African women and to propel a national conscientization on the issue.

# CONCLUSION

- Challenges hindering women economic empowerment Requires:
- A multi sectorial approach-private sector, government, CSOs. An Active involvement of non state institutions and Strengthening of active engagement of women and their networks
- As the African Development Bank has stated: “Eliminating gender inequality and empowering women could raise the productive potential of one billion Africans, delivering a huge boost to the continent’s development potential
- In order to reach several development objectives, such as those set out in the UN Sustainable Development Goals, empowering women is seen as key to reducing poverty and improving the health and wellbeing of future generations.

- THANK YOU