**Women’s Economic Participation: A Sub-Saharan African (SSA) Focus**

### African Products and Services Exports

- **Graph**: Shows the trend in African products and services exports from 2015 to 2021. Services exports have increased significantly, especially after 2017. Products exports have been relatively stable.

### Employed who are female

- **Graph**: Illustrates the trend in employment by gender from 2015 to 2021. The percentage of females employed has been relatively stable, with a slight increase over the years.

### Total female employment by sector (SSA) (%)

- **Pie chart**: Shows the distribution of female employment across different sectors in SSA. Agriculture is the major sector employing women (52%), followed by services (39%).

### SSA - Female employment

- **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) (%)

- **Pie chart**: Breaks down the female employment structure across different sectors.

- **Agriculture; forestry & fishing**: 52.4%
- **Manufacturing**: 7.2%
- **Other services**: 7.3%
- **Other**: 14.4%
- **Wholesale & retail trade; repair of motor vehicles and motorcycles**: 18.7%
- **Construction**: 0.6%
- **Utilities**: 0.4%
- **Accommodation & food service**: 3.8%
- **Transport; storage & communication**: 0.9%
- **Education**: 3.3%
- **Financial & insurance activities**: 0.6%
- **Mining & quarrying**: 0.5%
- **Public administration & defence; compulsory social security**: 1.3%
- **Real estate; business & administrative**: 1.4%
- **Human health & social work**: 1.6%

*Source: TradeMap (2022)**

*Source: ILO (2022)*
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
Major business constraints

- Access to finance and electricity are major constraints to business in SSA
- 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

Service sector exports

- Using technology licensed form foreign companies
- Own website
- Using e-mail to interact
- Introduced a new product/service
- New product/service is new to the main market
- Introduced a process innovation
- Spend on R&D

Firm characteristics

- Percentage of firms with female top managers
- Percentage of firms with male top managers

Manufacturing & Services firm characteristics

- COMESA
- EAC
- SADC
- SSA
- World