

# AFRICAN GENDER **SCORECARD**

---



African Union  
Commission



# AFRICAN GENDER **SCORECARD**



December 2015



African Union  
Commission



# Table of Contents

Acronyms .....	iv
Acknowledgement .....	v
Foreword .....	vi
I. Background .....	1
II. Introduction .....	3
III. Achieving equitable transformative development: Where does Africa stand? .....	5
IV. Policy recommendations .....	13
V. Conclusion .....	14
VI. Selected references .....	15
Annex 1: List of indicators for the African Gender Scorecard.....	17
Annex 2: African Gender Scorecard table.....	24
Annex 3: Breakdown of scores for the clusters.....	27
<b>List of figures</b>	
Figure 1: Sector score on gender equality in employment.....	6
Figure 2: Sector score on gender equality in access to land and ownership .....	7
Figure 3: Sector score on gender equality in access to credit .....	8
Figure 4: Maternal mortality ratio pre- and post-CARMMA by country .....	9
Figure 5: Gender equality in education in Africa.....	10
Figure 6: Access to water and sanitation by place of residence in Africa in 2012.....	11
Figure 7: Country performance on women in ministerial positions and national parliaments .....	12

## Acronyms

AGDI	African Gender and Development Index
AU	Africa Union
AUC	African Union Commission
ACG	African Centre for Gender
ACS	African Centre for Statistics
AIDS	Acquired Immune Deficiency Syndrome
CAR	Central African Republic
CARMMA	Campaign on Acceleration of Reduction in Maternal Mortality in Africa
ECA	United Nations Economic Commission for Africa
FAO	Food and Agriculture Organisation
GDP	Gross Domestic Product
HIV	Human Immunodeficiency Virus
ICPD	International Conference on Population and Development
IFPRI	International Food Policy and Research Institute
ILO	International Labour Organisation
IPU	Inter-Parliamentary Union
STEM	Science, Technology, Engineering and Mathematics
UNAIDS	United Nations Programme on HIV and AIDS
UN DESA	United Nations Department for Economic and Social Affairs
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UNFPA	United Nations Population Fund
UNICEF	United Nations International Children's Emergency Fund
WHO	World Health Organisation

# Acknowledgement

The African Gender Scorecard is a publication of the African Union Commission (AUC) with the technical support of the United Nations Economic Commission for Africa (ECA). It was prepared under the dedicated support of the AUC Chairperson, Dr. Nkosazana Dlamini Zuma; and UN Under-Secretary-General and UNECA's Executive Secretary, Dr. Carlos Lopes.

Appreciation is further extended to the entire ECA Team- Social Development Policy Division- Director, Takyiwaa Manuh; the African Centre for Gender-Coordinator, Thokozile Ruzvidzo; Senior Gender Advisor, Ngone Diop; Social Affairs Officers, Keiso Matashane-Marite and Caroline Ngonze; Research Fellows-Akua Asamoah Debrah and Soazic Elise Wang-Sonne; and Administrative Assistant, Berhanu Tesfaye. Also, to the Chief, Demographic and Social Statistics Section, Africa Centre for Statistics, ECA,- Raj Mitra; Statistician, Fatouma Sissoko and Associate

Statisticians, Malgorzata Cwiek and InKyung Choi; Statistical Assistants, Gulilat Tesfaye and Meaza Bekele who assisted in making the production of this scorecard possible.

Special gratitude goes to the AUC team, the Special Advisor for Strategy and Planning to the AUC Chairperson and the Deputy Chief of Staff, Ambassador Febe Potgeiter-Gqubule; the Acting Director, Women and Gender Development, Ms.Leila Ben Ali; and Senior Policy Officer, Ms. Ouriatou Danfakha, for their invaluable comments and guidance during the development of the scorecard.

# Foreword

A review of the economic performance of African countries reveals remarkable economic growth in the past decade, averaging 5 to 7 per cent, and boasting 6 out of the 10 fastest growing economies in the world. Growth on the supply side has been driven by agriculture, extractive industries, construction and the services sectors, while the demand-driven side was boosted by private consumption and infrastructure investments. This promising outlook is expected to continue into 2015 and 2016 with Africa's overall GDP growth expected to rise to 4.5 per cent in 2015 (from 3.9 per cent in 2014) and 5 per cent in 2016.

This rosy picture masks greatly alarming gender inequities and exclusion in the core sectors driving this economic growth, with negative multiplier effects on women's socio-economic and political empowerment. Gender parity in education at secondary and tertiary level in Africa is still alarmingly low, with women science researchers reported to stand at 33 per cent only – the lowest in all developing regions. It is tragic that if the current rate of progress continues unchanged, it will take Africa 81 years to achieve gender equality; having overshot Agenda 2063 by 33 additional years.

This state of affairs led to the designation by the African Heads of States and governments of 2015 as the Year of Women's empowerment and development towards Africa's Agenda 2063. It is to support the year that the African Union Commission (AUC) decided to develop the African Gender Scorecard. The aim of the scorecard is to measure national progress towards gender equality and women's empowerment in seven core sectors (health, employment, the business sector, access to credit, access to land, women in politics and decision-making, education at secondary and tertiary levels). The scorecard also seeks to amplify the call for the collection, analysis, storage and dissemination of sex and gender disaggregated data to support gender analysis of policies and programmes within the framework of the on-going data revolution in Africa.

It is the hope of the AUC that this scorecard will catalyze the achievement of gender equality and women's empowerment in all spheres of life - by the target year 2030 – as envisioned by Goal 17 of the Africa Union's Agenda 2063.



# I. Background

Africa has made remarkable progress in implementing global and regional gender equality and women's empowerment commitments. Gender equality and women's empowerment have been defined as priority goals in the new discourse and narrative for Africa's structural transformation and sustainable development. Investing in these goals is also recognized as a cost-effective pathway to achieving inclusive and broad-based growth, as well as sustainable development of the continent. Moreover, African Heads of State and Government recently declared 2015 as the Year of Women's Empowerment and Development towards Africa's Agenda 2063. Concomitantly, they adopted Agenda 2063, a development framework that aims to achieve a continent "that is integrated, peaceful, prosperous, people-centred and representing a dynamic force in the global arena".

Such high-level regional development frameworks present greater opportunities for accelerating progress in the implementation of gender equality commitments. In the global context, two main conducive policy processes have occurred, namely the 20-year review of the implementation of the Beijing Declaration and Platform for Action, more commonly referred to as the Beijing+20 review, which was undertaken in 2014, and the drafting of the post-2015 development agenda. It is noteworthy that both document calls for greater action towards a transformational change in the lives of women and girls.

On the whole, Africa's economic outlook is promising. The continent's economic performance has been strong over the past decade, with average growth rates of 5 to 7 per cent. Moreover, 6 of the 10 fastest growing economies in the world are in Africa (Economic Commission for Africa, 2015). While growth on the supply-side has been buoyed by agriculture, extractive industries, construction

and services, the demand-side has been bolstered by private consumption and capital-intensive infrastructure investments.<sup>1</sup> This favourable outlook is expected to continue into 2016, with Africa's overall gross domestic product growth set to rise from 3.9 per cent in 2014 to 4.5 per cent by the end of 2015. Despite such progress, however, the continent continues to show significant inequality in income and wealth distribution, with a Gini coefficient estimated at 43.9.<sup>2</sup>

Women and young people, in particular, have borne the brunt of gender inequality and marginalization on the continent. It is important to note that the other six Aspirations of Agenda 2063 cannot be realized unless the empowerment of women and the youth under Aspiration 6 is achieved; by instituting gender-responsive and accountability mechanisms and indicators to enable the delivery of the promises made by African leaders.

The present report provides an analytical snapshot of the results of selected indicators to measure progress between women and men, to create a

## The 7 Aspirations of Agenda 2063

- Effect equitable and people-centred growth and development
- Eradicate poverty
- Develop human capital, social assets infrastructure and public goods
- Establish enduring peace and security
- Put in place effective and strong development States
- Promote participatory and accountable institutions
- Empower women and youth to fulfil the African dream

1 See <http://www.africaneconomicoutlook.org/en/outlook/forecast/>

2 See [http://www.africaneconomicoutlook.org/fileadmin/uploads/aeo/2015/PDF\\_Chapters/04\\_Chapter4\\_AEO2015\\_EN.pdf](http://www.africaneconomicoutlook.org/fileadmin/uploads/aeo/2015/PDF_Chapters/04_Chapter4_AEO2015_EN.pdf).

scorecard for African countries. It also discusses critical policy issues and outlines some policy recommendations to support member States in their efforts to achieve gender equality and women's empowerment. Section 1 provides the background to the scorecard; section 2 discusses the sectors considered for scoring and the methodology; section 3 presents the main findings

of the scorecard, with an analysis of the progress and achievements made by African countries in tackling gender inequality; and lastly section 4 spells out some of the policy measures and actions needed to reverse inequality trends, and ways to accelerate greater change in the lives of African women and girls.

## II. Introduction

In view of rising gender inequality in certain development sectors in Africa, a Gender Scorecard has been designed. The scorecard is intended to be a simple, quick and user-friendly tool that member States can use to measure their performance against key ratified equality gender commitments.

### A. Objectives of the scorecard

By developing the scorecard, the African Union Commission aims to achieve the following objectives:

- Support member States to accelerate the implementation of their commitments in Africa as spelled out in Agenda 2063 and other commitments;
- Provide member States with an easy and quick instrument to assess their progress in achieving equitable growth and transformative development;
- Take comprehensive steps and actions towards a transformational change in the lives of women and girls.

The scorecard is informed by the Economic Commission for Africa's pioneering index, the African Gender and Development Index, which is an in-depth measure of the gaps in the status of women and men in Africa, and assesses progress made by Governments in implementing gender policies (Economic Commission for Africa, 2011). The scorecard seeks to complement the index as a simpler and quicker assessment tool informed by Agenda 2063 and other regional frameworks such as the Solemn Declaration on Gender Equality in Africa, the Constitutive Act of the African Union and the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa.

### B. Selected sectors

The scorecard focuses on key sectors that have positive multiple and intergenerational effects on the lives of women and girls. These are: health; education; politics and decision-making; access to and ownership of land; access to credit (financial resources and services); business; and employment. Not only do these sectors reinforce each other in terms of achieving full and sustainable development for Africa, but also gender equality in these sectors produces positive externalities, which reverberate throughout the whole African economy.



These key sectors are further clustered under three overarching themes of development: economic empowerment (employment, business, access to land and access to credit); social empowerment (education and health); and political empowerment (women in parliament and in ministerial positions). The clusters are interlinked, such that progress in one is often closely associated with progress in another.

## C. Methodology

The African Gender Scorecard is made up of 7 sectors with an average of 3 sub-dimensions per sector and a total of 23 indicators. Data from international sources have been used to ensure relevance and comparability across countries. For each indicator, the latest available data for each country have been used. Consequently, the year of data for each indicator may vary from country to country. A few exceptions to this rule are indicated in the detailed description of all the indicators. A complete list of indicators with sources and definitions, as well as ranges of years of data used for each indicator, is provided in annex 1.

## D. Scoring

For each indicator the score is calculated by taking the female to male ratio of the indicator values and then multiplying the ratio by 10 and rounding it to the nearest whole number. Sector score is calculated as an un-weighted arithmetic average of indicator scores from a given sector. If data for any indicator for a country within a sector are missing, the average sector score for that country is not calculated. A score of 0 represents the highest level of inequality, while 10 represents perfect parity. However, the score is not capped at 10, to be able to highlight instances where women may have outperformed men in a particular sector.

## E. Limitations

The scoring method used only conveys how well women are doing in comparison to men, irrespective of their levels of achievement. For example, in a country where the enrolment ratio in tertiary education for women and men is only 29 per cent and 30 per cent respectively, the scoring

method will result in a full score of 10. Thus this country will be said to have achieved full parity in tertiary education. Another country with much higher levels of enrolment, say 80 per cent for girls and 90 per cent for boys, resulting in a parity of 9, may be seen to be performing less well compared to the first country. Therefore, caution needs to be adopted in drawing conclusions based only on the scores, particularly when there are large variations in levels of developmental achievements between countries.

As a consequence of the method adopted to deal with missing data, many sector scores could not be calculated, which limits the possibility of cross-country comparisons at the sector level. However, the purpose of the scorecard is not to rank countries but rather to introduce a monitoring and accountability mechanism that gives an overarching view of progress in the implementation of gender equality and women's empowerment commitments in each country, and that highlights the fact that data availability is a prerequisite for evidence-based decision-making. Calculating scores by omitting missing values is equivalent to replacing them with the average of the indicator scores available for a given sector, which could introduce a significant bias. Finally, it should be remembered that for each country, data for each indicator may come from different years; therefore the sector score cannot be completely associated with one point in time. Moreover, because the year of data for each indicator may vary from country to country, cross-country comparisons should be treated with caution.

### III. Achieving equitable transformative development: Where does Africa stand?

Transformative development is a process of empowerment and self-reliance, which suggests that development cannot be transformative or sustainable unless it is equitable, and indeed there are many studies and plenty of evidence to support such positive linkages in Africa (see Sen 1999; United Nations, 2012; African Capacity Building Foundation, 2015). The findings of the scorecard are evidence of the important progress made by African countries over the past few decades in some of the sectors. However, there are variations between countries because of the different developmental stages attained by countries. Additionally, the pace and path of progress are not sufficient to fast-track the move towards gender equality, as suggested by the figures in this section.

#### A. Key results on the economic empowerment cluster

The economic empowerment cluster comprises four sectors – employment, business, access to land, and access to credit – all of which are critically important for women to have an equitable share in Africa’s remarkable economic growth. Despite the strong economic performance registered by Africa over the past decade, the economic status of most women has not changed drastically. In fact, women are yet to benefit fully from Africa’s economic growth. Structural barriers impede the participation of women in economic activities with sub-optimal returns, such as the industrial sectors (i.e. extractive industries at the artisanal and small-scale levels) and agri-business. Although women are key actors in African economies, they remain overrepresented in the informal sector, which is characterized by low wages and difficult working conditions.

##### *i. Employment*

Using employment in the non-agricultural sector and labour force participation rate as the two main

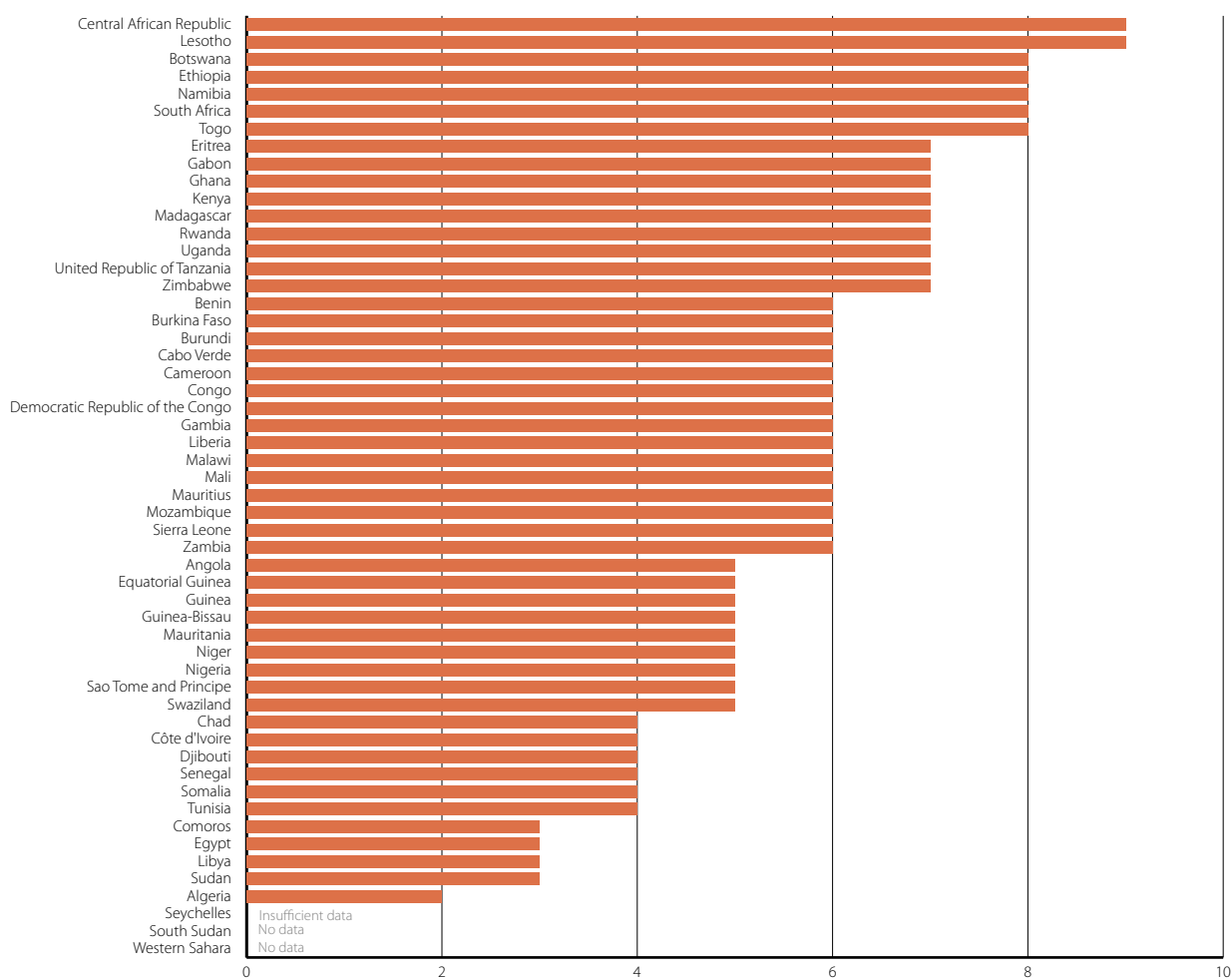
indicators to capture the levels of gender equality in this sector, the evidence shows that African women are the backbone of Africa’s economy and remain key actors in many of the core economic sectors, in particular agriculture where women account for more than 70 per cent of the labour force (Food and Agriculture Organization of the United Nations, 2011). However, they tend to be concentrated in the lower rungs of these sectors, working in difficult environments with minimal pay.

Figure 1 shows that while no country has achieved perfect parity, 7 are close to it with a score of 8 and further 33 have reached at least middle parity. It is important to mention that the results can be misleading since most of these jobs are in the informal sector. When labour force participation (for which most African countries have gone beyond parity) is deconstructed to employment in the non-agricultural sector, the results show marked inequality in employment towards women. In this regard, analysis of the share of women in the non-agricultural sector reveals that only two countries, Seychelles and Lesotho, have achieved a score of 10 or more (see annex 3).

##### *ii. Business sector*

In the business sector, women’s participation has been captured using two indicators: women and men in senior-level positions in firms and the percentage of firms with female participation in ownership. No country has yet achieved gender equality in senior-level positions. In fact, most countries are far from achieving gender parity, with only 4 countries out of the 37 for which data are available nearing the middle parity of 5 (Benin, Liberia, Madagascar and Namibia, see annex 3). The picture looks more positive for the second indicator (percentage of firms with female participation in ownership). The results for this indicator reveal a median score of 4, with 16 countries above the

**Figure 1: Sector score on gender equality in employment**



Source: Authors' compilation

middle parity of 5, out of which 7 countries (Angola, Botswana, the Central African Republic, Côte d'Ivoire, Liberia, Mali and Zimbabwe) with a score of more than 5, which means that more than 50 per cent of firms have women among the owners (the definition of "firm" here also includes informal firms (refer to annex 3)).

Of the 37 countries for which data are available, enabling the calculation of an overall score for the business sector, 4 countries (Benin, the Central African Republic, Madagascar and Kenya) have above-average scores of 6, 4 others have scores of 7, while two – Liberia and Mali – are leading with scores of 8, suggesting that they are close to parity (refer to annex 3). However, the majority of African countries are still far from parity, which calls for urgent action to achieve women's economic

empowerment in this sector. Indeed, promoting women's equal participation in the upper echelons of management is key to influencing positive change. It could also result in handsome economic and business returns for firms in Africa: studies suggest that companies perform best when women are strongly represented at senior levels (McKinsey & Company, 2007).

**iii. Access to land**

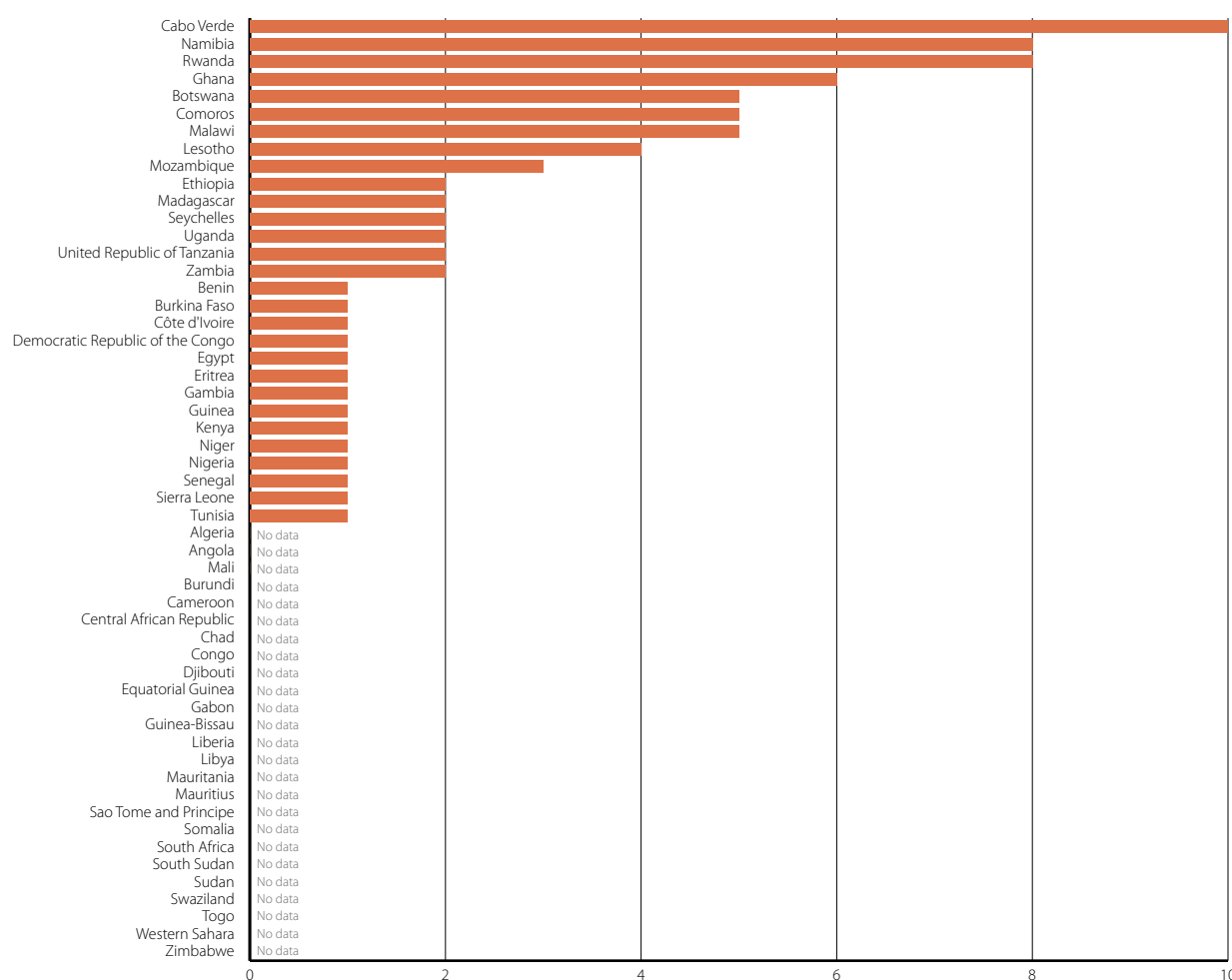
Land is an important source of livelihood and a critical determinant for women's economic empowerment, particularly for women smallholder farmers. However, data availability for this critical issue of women's empowerment remains a challenge. Five different proxies were used for assessing access to land in the scorecard analysis. These are agricultural holdings, ownership of undocumented lands, land

ownership, legislative frameworks that support and foster women's ownership, and access and control of lands in urban and rural areas.

In many African countries, social and cultural norms determine the two main channels through which women's access to land is provided. These channels are inheritance and marriage, with severe impediments for women's economic empowerment. Gender inequality in access to land and land ownership is widespread and persistent. Out of the 33 countries for which data are available, only Cabo Verde has achieved perfect parity. Namibia and Rwanda follow closely with a parity score of 8. Only 4 other countries (Botswana, Ghana, the Comoros and Malawi) have achieved the middle parity of 5 (see figure 2).

This finding points to at least two critical policy issues that have policy implications. The first is the gap between the comprehensiveness of the policy frameworks and their implementation. For instance, access to land and ownership of land is a basic human right that many women do not enjoy in Africa, despite being the backbone of agriculture in many rural economies. As a result, they are unable to use land as collateral to access the financing they need to scale up their businesses and increase productivity. The second policy issue is the paucity of gender-responsive data on land access and ownership. Many countries do not have data for the key land indicators. To respond to this challenge, a combination of sources and proxy data was used to capture women's access to and ownership of land. For the actual scores and performance of countries, please see annex 2.

**Figure 2: Sector score on gender equality in access to and ownership of land**



Source: Authors' compilation

**iv. Access to credit**

To measure parity between women and men’s access to credit, the study used two indicators – having an account at a financial institution and borrowing from a financial institution. Overall Africa has made some progress with regard to women’s access to credit, with a significant number of women borrowing from a financial institution (see figure 4). However, progress is slow, as only 8 out of the 43 countries for which data were available demonstrated equal access for women and men or easier access for women to credit facilities..

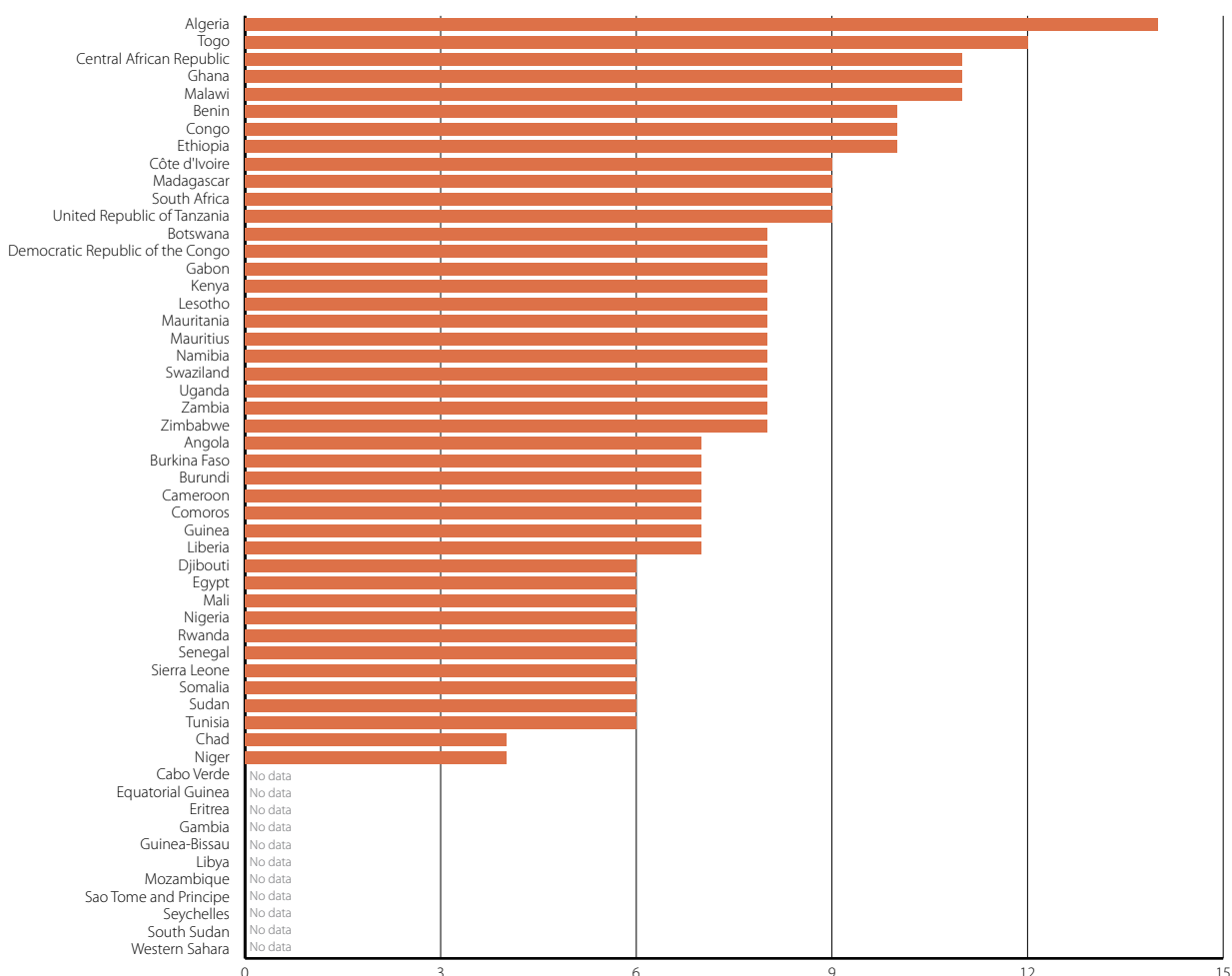
Figure 3 shows that in a number of African countries, an increased proportion of women have an overall access to credit. The Central African Republic has surpassed parity, while Ghana and South Africa have achieved perfect parity. A further 10 countries (Botswana, Burundi, Ethiopia, Gabon,

Kenya, Madagascar, Mauritius, Namibia, Swaziland and Zambia) are close to parity with a score of 9. Nevertheless, these figures should not conceal the challenge facing women in their access to substantial financial instruments and loans essential to grow businesses and improve livelihoods. There is a tendency in formal financial institutions to provide marginal or lower forms of credit instruments to women in comparison to men.

**B. Key results in the social development cluster**

In this cluster, health and education have been selected, as they are vital for building women’s capabilities and abilities to overcome vulnerabilities. In addition to the overall health indicators, child health was also considered.

**Figure 3: Sector score on gender equality in access to credit**



Source: Authors' compilation



### i. Child and adult health

In terms of child health, the scorecard considered under-five mortality and malnutrition prevalence. The global overview indicates that Africa's share of child mortality is significantly higher than the world average. According to the World Health Organization (2015), the risk of a child below the age of five dying in Africa is 7 times higher than the regional average in Europe. The scorecard results suggest that 27 countries in Africa have under-five mortality rates above the African average of 84 deaths per 1,000 live births. Of these countries, Angola and Sierra Leone have the highest child mortality rates, at 152 and 159 deaths out of 1,000 live births respectively. The proportion of survival rates between boys and girls (calculated as 1,000 live births minus number of under-five deaths for each sex) also suggests parity and beyond for most countries in Africa. This can be explained by the fact that physiologically girls stand a greater chance of survival than boys.<sup>3</sup> The prevalence of malnutrition in children under the age of five also shows similar trends. Often, children in Africa and Asia stand the greatest chance of being stunted than children in

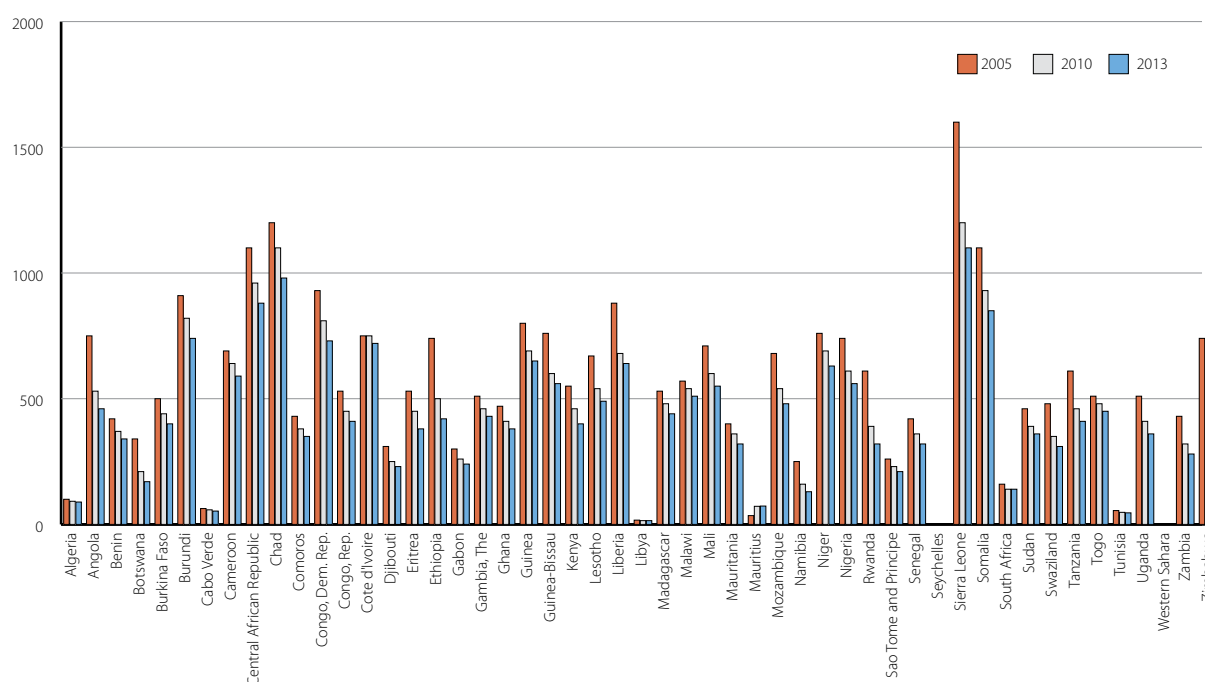
any other region of the world. The African countries with the lowest percentages of child stunting are Algeria, Mauritania, Morocco, Senegal, Uganda, Gabon and Libya (refer to annex 3 which provides a breakdown of the indicators for this sector).

### ii. Maternal mortality

Maternal mortality is considered a stand-alone dimension because it is solely a woman's issue. Thus, the ratio was not scored but measured before and after the Campaign on Accelerated Reduction of Maternal Mortality in Africa (CARMMA) (see figure 4). Africa's maternal mortality ratio has been reduced from 870 deaths per 100,000 live births in 1990 to 460 in 2013. Overall, the continent has achieved a 47 per cent reduction and a 2.7 average annual percentage change from 1990 to 2013. However, in spite of this performance, Africa still accounts for 63 per cent of maternal deaths globally.

Despite some reductions in the total percentage share of persons living with HIV in some countries, the regional averages show that HIV affects a significant number of people in Africa. However,

**Figure 4: Maternal mortality ratio pre- and post-CARMMA by country**

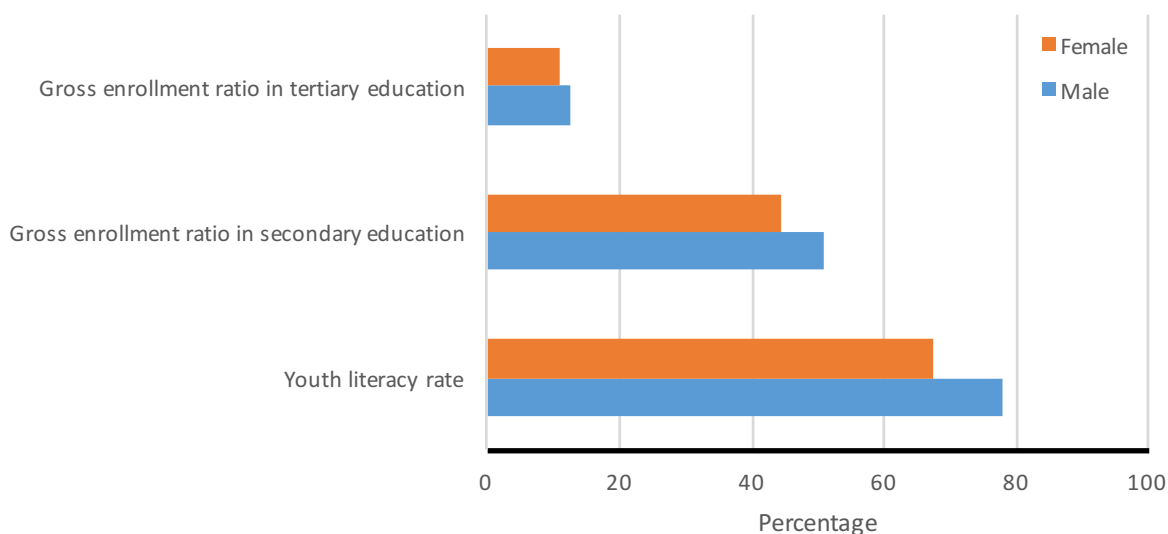


Source: Authors' compilation

No data available for Egypt, Equatorial Guinea, South Sudan

<sup>3</sup> [http://www.unicef.org/about/execboard/files/Africa\\_Brochure\\_Eng\\_14May14.pdf](http://www.unicef.org/about/execboard/files/Africa_Brochure_Eng_14May14.pdf).

**Figure 5: Gender equality in education in Africa**



**Source:** United Nations Educational, Scientific and Cultural Organization, with the averages computed by the African Centre for Statistics of ECA.

in some countries, including Mauritius, Egypt, Madagascar and Tunisia, the proportion of women living with HIV is lower than that of men. These countries also have significantly lower numbers of HIV cases in general compared to the rest of the continent. Supporting some of the conclusions arrived at in the scorecard analysis, a recent report by the Joint United Nations Programme on HIV/AIDS (UNAIDS) indicated that the significant increase in people living with HIV in Africa can be attributed to reductions in AIDS-related deaths.<sup>4</sup>

**iii. Education**

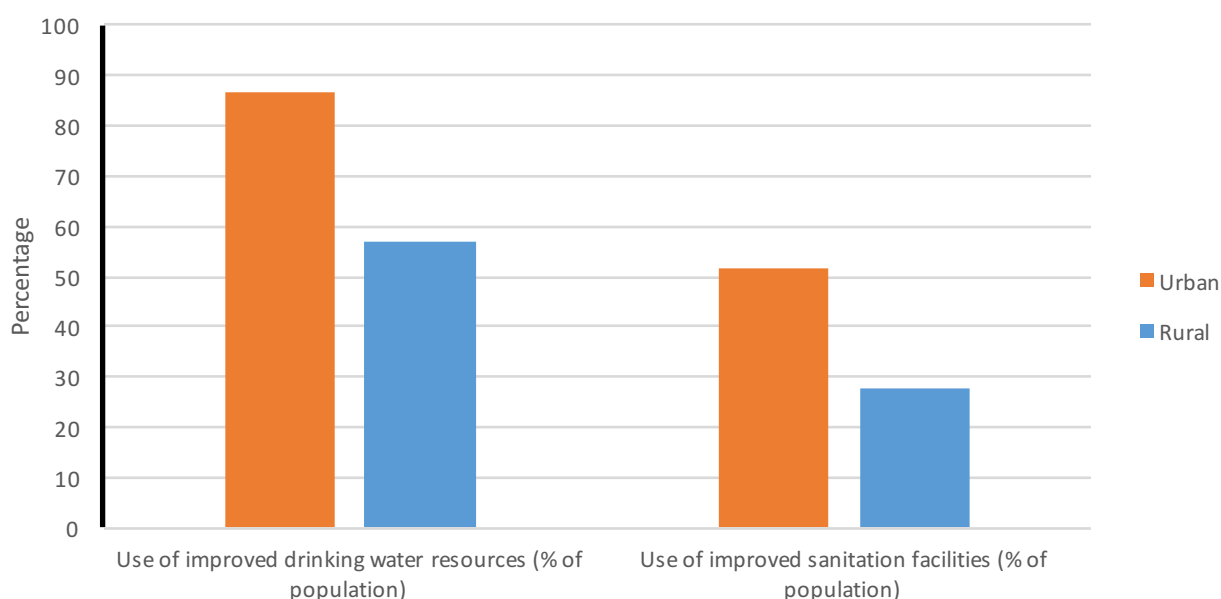
Laudable progress has been made by African countries overall in all 3 subcomponents selected for the education sector: literacy, secondary school enrolment and tertiary education enrolment. Education is one of the sectors where there have been significant strides in achieving parity between girls and boys, especially at primary level. However, of critical concern is the rate of retention of girls in schools, owing to numerous factors including gender stereotyping, early marriage, lack of sanitary facilities for girls and the burden of unpaid care work (please see Figure 5).

**iv. Water and sanitation**

Access to safe drinking water and adequate sanitation is a basic human right which poor households (especially those in rural and remote areas) do not always enjoy. There are wide disparities between urban and rural areas, as illustrated in figure 6.

About 87 per cent of urban household have access to improved drinking water resources, compared with 57 per cent of rural households. It is important to note that the regional values for both urban and rural households would have been lower if the indicator for water quality had been available and included in the measurement. Unfortunately, data on the quality of water accessible to households are not available. Access to potable water is a critical challenge in Africa. Rural populations use various water sources including rivers, lakes and ponds. The responsibility for fetching water falls mainly to women and girls and it is estimated that in Africa (Central, East, Southern and West Africa) they spend up to 4 hours per day on this unpaid work (WHO and UNICEF, 2010), which translates to some 40 billion hours a year. The monetary value of this work is estimated to be equivalent to a year’s worth of labour by the entire workforce in France (IPCD, 2014). If they did not have to do such work, women

<sup>4</sup> [http://www.unaids.org/sites/default/files/web\\_story/20140716\\_PR\\_GapReport\\_en.pdf](http://www.unaids.org/sites/default/files/web_story/20140716_PR_GapReport_en.pdf).

**Figure 6: Access to water and sanitation by place of residence in Africa in 2012**

*Source:* WHO and UNICEF (2014). Joint Monitoring Report. Progress on Drinking Water and Sanitation: 2014 update, with the averages computed by the African Centre for Statistics of ECA.

could increase their agricultural yields by up to 20–30 per cent. Moreover, it impedes girls' education, reducing their future socioeconomic opportunities.

The regional figures for sanitation are more alarming for both urban and rural dwellers. Only 51 per cent of urban households and 28 per cent of rural households have access to improved sanitation facilities (although the vast majority of the population lives in rural areas), and the figures would be even worse if the quality of sanitation and water facilities were taken into account. The open defecation phenomenon practised in some rural areas in Asia and Africa, albeit in only a few countries, is a matter of concern for the health and well-being of the population.

## C. Political empowerment cluster

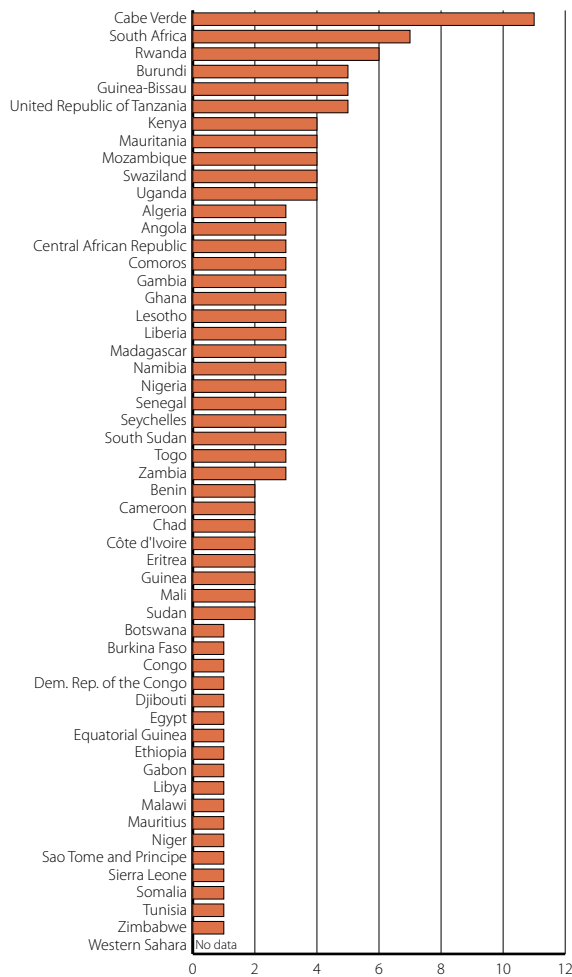
The performance registered by Africa in the increase in proportion of women in politics and decision-making has been remarkable, making the continent the third most advanced region in terms of women's participation in national parliaments

and in political decision-making organs, which were the two indicators used in this cluster.

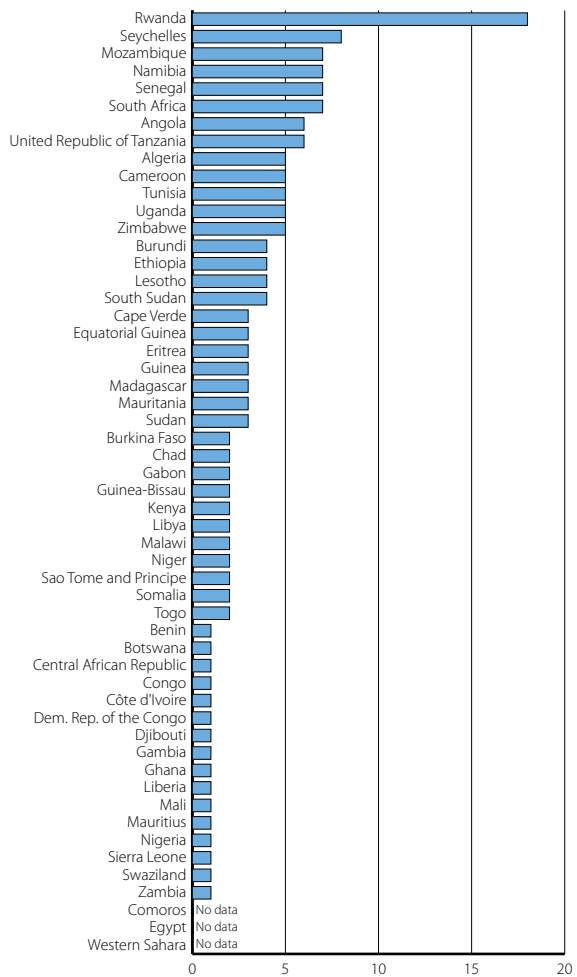
### *i. Women in ministerial positions and national parliaments*

The analysis of the indicators suggests improvements in the ratios between women and men in politics and decision-making both at parliamentary and ministerial levels. Nevertheless, in spite of the African Union's 50:50 parity campaign, only Rwanda has met and surpassed this target, with an overall score of 12. South Africa is in second place with 41.5 per cent of parliamentary seats occupied by women, with a similar share of ministerial positions (see figure 7 on country performance of women in ministerial positions and national parliaments). The regional average of the share of seats held at the parliamentary level equals to 22.4 per cent for women and 77.6 per cent for men, with a slightly lower average for the share of ministerial positions occupied by women.

**Figure 7: Country performance on Women in Ministerial Positions and National Parliaments**



**Diagram 1: Women in Ministerial Position**



**Diagram 2: Seats in National Parliament**

Source: Authors' compilations

### D. Key policy messages

The rising growth trends on the continent indicate that “Africa is rising” and this new momentum can be turned into opportunities for empowering women and girls, if greater actions are taken to shorten the long journey towards transformative change.

African countries have made important strides towards achieving gender equality but the pace and path of progress should be accelerated in order to achieve lasting change in women’s and girls’ lives.

The commitment to structural transformation made by African Heads of State and Government opens up a window of opportunity for better gender-responsive policies and programmes,

especially in non-traditional sectors such as mining and agribusiness.

Progress has been more significant in the social development (both health and education) and political empowerment clusters than in the economic cluster.

One pervasive policy challenge in addressing gender issues is the lack of accurate data. Many countries are still failing to invest in the institutionalization of the collection, analysis and use of gender-responsive statistics to inform policymaking and programming.

## IV. Policy recommendations

The above results of the scorecard point to pervasive gender inequalities in some development sectors, despite considerable progress being made. This suggests two things: first, the initial gender gap remains in certain sectors and second, the pace and path of progress remain insufficient to accelerate greater change in the lives of women and girls on the continent.

African countries have adopted several key legal frameworks including Agenda 2063, the Solemn Declaration on Gender Equality in Africa and the Maputo Protocol to the African Charter on the Rights of Women, while also enacting laws and defining policies. However, the effective enforcement of laws and implementation of policies remains a major challenge, which leads some to question the political commitment of African leaders. There is a real need, therefore, for well thought-out and targeted policy actions and investments to address the shortcomings of Africa's gender equality and women's empowerment agenda, as reflected by the scorecard.

The intent of the following statements is to focus on actions, deliverables and changes:

The scorecard should inform the implementation of the first 10-year action plan of Agenda 2063. The African Union Commission will have to refine indicators and targets in the action plan to incorporate gender dimensions and the outcome of the analysis carried out for each of the seven sectors (employment, business sector, access to land, access to credit, education, health and women in politics and decision-making) in this report.

For each of the three clusters – economic empowerment, social development and political empowerment – tailored policy actions and programming should be developed and implemented by African Governments to respond to the specific gender issues and barriers identified and analysed above.

While actions are urgently needed in each cluster, the economic cluster requires particular attention because of the profound gender inequality found therein, compared to the other two clusters. Women have the potential to drive Africa's structural transformation agenda if the multiple barriers they face in terms of land ownership, access to substantial financing, and access to credit and technology are urgently addressed. Governments should ensure the elimination of discriminatory laws while at the same time guaranteeing full enforcement of laws that are free of gender-based discrimination. They also should monitor progress and assess the impact of their actions on women's and girls' status and well-being.

There is a need to support women's access to substantial financial resources and services (beyond micro credit) by reviewing the conditions of loan allocation and by providing guarantees for those women who do not have collateral.

A special call for a gender-responsive data revolution is needed. Unless African countries invest in gender-responsive statistics, they will not be able to implement their gender equality and women's empowerment commitments effectively. In this regard, public policy and actions are urgently needed to revolutionize statistical systems in Africa, through actions such as the following:

- Thorough review of data and management of information systems to remove all gender discriminatory principles and mechanisms
- Consideration of gender as a variable in the design, collection and analysis of data;
- Building the capacity of statisticians and holding them accountable to data collection and management of gender-responsive statistics;
- Creating mechanisms that strengthen the interaction between national statisticians, development planners and staff of sectoral ministries.

## V. Conclusion

This first phase of the scorecard was an eye opener, despite the challenges in accessing readily available data. The research has enabled the African Union Commission to identify critical barriers to the implementation of member States' commitments on gender equality and women's empowerment. It has also provided insights into the challenges ahead for the implementation of Agenda 2063. As a monitoring tool for Agenda 2063, the scorecard

will therefore be updated regularly to support the 10-year action plans of the Agenda and its implementation. In addition, the sectors and indicators will gradually be expanded to take into account broader development parameters, in order to measure effectively the progress and impacts of other regional political commitments by member States.

## VI. Selected references

- African Capacity Building Foundation (2015). *Securing Africa's Future through Capacity Development*. Available from <http://www.acbfpact.org/sites/default/files/Africa%20Capacity%20Bulletin%207.pdf>. Accessed 6 June 2015.
- African Development Bank (2015). *African Economic Outlook*. Available from [http://www.africaneconomicoutlook.org/fileadmin/uploads/aeo/2015/PDF\\_Chapters/Overview\\_AEO2015\\_EN-web.pdf](http://www.africaneconomicoutlook.org/fileadmin/uploads/aeo/2015/PDF_Chapters/Overview_AEO2015_EN-web.pdf). Accessed 6 June 2015.
- Department of Economic and Social Affairs (2010). *The World's Women 2010: Trends and Statistics*. New York.
- Doss, C., Kovarick, C., Peterman, A., Quisumbing, A. R., van den Bold, M. (2013). *Gender inequalities in ownership and control of land in Africa: Myths versus reality*. Poverty, Health, and Nutrition Division, IFPRI Discussion Paper 01308. Available from <http://www.ifpri.org/sites/default/files/publications/ifpridp01308.pdf>.
- Economic Commission for Africa (2007). *Women and access to land and credit: Discussions and key findings of the African Gender Development Index in selected African countries*. Addis Ababa.
- Economic Commission for Africa (2011). *African Gender and Development Index: Promoting gender equality in Africa*. Addis Ababa.
- Economic Commission for Africa (2015). *Economic Report on Africa: Industrializing through trade*. Addis Ababa.
- Food and Agriculture Organization of the United Nations (2011). *The State of Food and Agriculture. Women in Agriculture: Closing the Gender Gap*. Available from <http://www.fao.org/docrep/013/i2050e/i2050e.pdf>. Accessed 6 June 2015.
- Food and Agriculture Organization of the United Nations (2015). *Gender and Land Rights Database*. Available from <http://www.fao.org/gender-landrights-database/data-map/statistics/en/>. Accessed 12 May 2015.
- International Conference on Population and Development (2014). *Third Level Task Force for ICPD. Smart investments for Financing the Post-2015 Development Agenda*.
- International Conference on Population and Development (2015). *High-level Taskforce for ICPD, Rights, Dignity, and Health for All, Smart Investments for Financing the Post-2015 Development Agenda*. Available from <http://icpdtaskforce.org/wp-content/uploads/2015/01/FinancingBriefSmartInvestments2015.pdf>. Accessed 6 June 2015.
- International Labour Organization (2015). *ILO Statistics Database*. Available from [http://www.ilo.org/ilostat/faces/home/statisticaldata?\\_afLoop=347256508084672#%40%3F\\_afLoop%3D347256508084672%26\\_adf.ctrl-state%3Ddreybf4il\\_4](http://www.ilo.org/ilostat/faces/home/statisticaldata?_afLoop=347256508084672#%40%3F_afLoop%3D347256508084672%26_adf.ctrl-state%3Ddreybf4il_4). Accessed 12 May 2015.
- Inter-Parliamentary Union (2015). *IPU Statistical Archive: Women in Parliament*. Available from <http://www.ipu.org/wmn-e/classif.htm>. Accessed 12 May 2015.
- Lovewitness (2008). *Oh African Woman*. Available from <https://totallyfemale.wordpress.com>. Accessed 12 May 2015.
- McKinsey & Company (2007). *Women matter. Gender diversity, a corporate performance driver*.
- Sen, A. (1999). *Development as freedom* (1<sup>st</sup> ed.). New York: Oxford University Press.

United Nations (2012), *The Future We Want*. Rio+20 United Nations Conference on Sustainable Development. Available from [https://rio20.un.org/sites/rio20.un.org/files/a-conf.216l-1\\_english.pdf](https://rio20.un.org/sites/rio20.un.org/files/a-conf.216l-1_english.pdf). Accessed 12 May 2015

United Nations Development Programme (2015). *Human Development Reports Database*. Available from <http://hdr.undp.org/en/69206>. Accessed 12 May 2015.

United Nations Educational, Scientific and Cultural Organization (2015). *Institute of Statistics Education Database*. Available from <http://data.uis.unesco.org/>. Accessed 12 May 2015.

United Nations Children's Fund (2015). *Monitoring the Situation of Children and Women*. Available from <http://data.unicef.org/#>. Accessed 12 May 2015.

Joint United Nations Programme on HIV/AIDS (2015). *Global AIDS Response Progress Reporting 2015*. Geneva.

World Bank (2013). Enterprise Surveys Data. Available from <http://www.enterprisesurveys.org/data>. Accessed 12 May 2015.

World Bank (2014). *World Development Indicators Data Catalogue*. Available from <http://data>.

[worldbank.org/data-catalog/world-development-indicators](http://worldbank.org/data-catalog/world-development-indicators). Accessed 12 May 2015.

World Bank (2014). *Global Financial Inclusion Database 2014*. Available from <http://datatopics.worldbank.org/financialinclusion/>. Accessed 12 May 2015.

World Health Organization (2014). *Trends in Maternal Mortality: 1990 to 2013*. Geneva.

World Health Organization (2015). *Global Health Observatory Data: Under-five mortality*. Available from [http://www.who.int/gho/child\\_health/mortality/mortality\\_under\\_five\\_text/en/](http://www.who.int/gho/child_health/mortality/mortality_under_five_text/en/). Accessed 12 May 2015.

World Health Organization and United Nations Children's Fund (2010). *Joint Monitoring Report. Progress on Sanitation and Drinking Water: Fast Facts*.

World Health Organization and United Nations Children's Fund (2014). *Progress on Drinking Water and Sanitation: 2014 Update*. Available from [http://www.wssinfo.org/fileadmin/user\\_upload/resources/JMP\\_report\\_2014\\_webEng.pdf](http://www.wssinfo.org/fileadmin/user_upload/resources/JMP_report_2014_webEng.pdf). Accessed 6 June 2015.



# Annex 1: List of indicators for the African Gender Scorecard

## A. Employment

Name of indicator in the scorecard	Employment in non-agricultural sector
Name of indicator in the source	Share of women in wage employment in the non-agricultural sector (percentage of total non-agricultural employment)
Definition	<p>Total number of women in wage employment in the industrial and service sectors divided by the total number of people in paid employment in that same sector and multiplied by 100.</p> <p>Industry includes mining and quarrying (including oil production), manufacturing, construction, electricity, gas, and water, corresponding to divisions 2-5 (ISIC revision 2) or tabulation categories C-F (ISIC revision 3). Services include wholesale and retail trade and restaurants and hotels; transport, storage, and communications; financing, insurance, real estate, and business services; and community, social, and personal services, corresponding to divisions 6-9 (ISIC revision 2) or tabulation categories G-P (ISIC revision 3).</p> <p>Wage employment refers only to wage earners and salaried employees, or persons in paid employment jobs. Employees are typically remunerated by wages and salaries, but may also be paid by commission from sales, piece-rates, bonuses or payments in kind such as food, housing and training. Wage employment does not include self-employed (employers, own-account workers, members of producers' cooperatives and contributing family workers).</p>
Source	World Bank
Years used	1992-2012

Name of indicator in the scorecard	Labour force participation rate
Name of indicator in the source	<p>Female adult labour force participation rate (percentage)</p> <p>Male adult labour force participation rate (percentage)</p>
Definition	<p>The labour force participation rate is the labour force divided by the working age population in the same reference period.</p> <p>Labour force comprises all persons of working age who furnish the supply of labour for the production of goods and services (as defined by the United Nations System of National Accounts production boundary) during a specified time-reference period. It refers to the sum of all persons of working age who are employed and those who are unemployed.</p> <p>For purposes of international comparability, the working age population is defined as persons aged 15 years and older.</p>
Source	International Labour Organization
Years used	2012

## B. Business

Name of indicator in the scorecard	Top management in firms
Name of indicator in the source	Percentage of firms with a female top manager
Definition	Percentage of firms with females as the top managers. Data are collected through a firm-level survey of a representative sample of an economy's private sector.
Source	World Bank Enterprise Surveys
Years used	2006-2014
Name of indicator in the scorecard	Ownership in firms
Name of indicator in the source	Percentages of firms with female participation in ownership
Definition	Number of firms with females among the owners divided by the total number of firms. Data are collected in a firm-level survey of a representative sample of an economy's private sector.
Source	World Bank Enterprise Surveys
Years used	2006-2014

## C. Women in politics

Name of indicator in the scorecard	Representation in parliament
Name of indicator in the source	Proportion of seats held by women in national parliaments (percentage)
Definition	Number of seats held by women members in single or lower chambers of national parliaments, divided by the total number of seats in parliament.  National parliaments can be bicameral or unicameral. This indicator covers the single chamber in unicameral parliaments and the lower chamber in bicameral parliaments. It does not cover the upper chamber of bicameral parliaments. Seats are usually won by members in general parliamentary elections. Seats may also be filled by nomination, appointment, indirect election, rotation of members and by-election. Seats refer to the number of parliamentary mandates, or the number of members of parliament.
Source	Inter-Parliamentary Union, on the basis of information provided by national parliaments.
Years used	2012-2015
Name of indicator in the scorecard	Ministerial positions – cabinet
Name of indicator in the source	Proportion of women in ministerial positions (percentage)
Definition	Number of women in ministerial positions divided by the total number of ministers and multiplied by 100. The total includes deputy prime ministers and ministers. Prime ministers were also included when they held ministerial portfolios. Vice-presidents and heads of ministerial-level departments or agencies were also included when exercising a ministerial function in the government structure.
Source	Inter-Parliamentary Union, on the basis of information provided by national parliaments.
Years used	2015

## D. Education

<b>Name of indicator in the scorecard</b>	<b>Youth literacy rate</b>
<b>Name of indicator in the source</b>	Youth literacy rate, population 15-24 years, female (percentage ) Youth literacy rate, population 15-24 years, male (percentage)
<b>Definition</b>	Number of people aged 15 to 24 years who can both read and write with understanding a short simple statement on their everyday life, calculated as the number of people aged 15 to 24 years who are literate divided by the total population in the same age group multiplied by 100. Generally, "literacy" also encompasses "numeracy", the ability to perform simple arithmetic calculations.
<b>Source</b>	United Nations Educational, Scientific and Cultural Organization (UNESCO) Institute of Statistics
<b>Years used</b>	2006-2012
<b>Name of indicator in the scorecard</b>	<b>Enrolment ratio in secondary education</b>
<b>Name of indicator in the source</b>	Gross enrolment ratio, secondary, female (percentage) Gross enrolment ratio, secondary, male (percentage)
<b>Definition</b>	Number of students enrolled in a given level of education, regardless of age, divided by the population of the age group which officially corresponds to the given level of education, and multiplied by 100.
<b>Source</b>	UNESCO Institute of Statistics
<b>Years used</b>	1999-2014
<b>Name of indicator in the scorecard</b>	<b>Enrolment ratio in tertiary education</b>
<b>Name of indicator in the source</b>	Gross enrolment ratio, tertiary, female (percentage) Gross enrolment ratio, tertiary, male (percentage)
<b>Definition</b>	Number of students enrolled in a given level of education, regardless of age, divided by the population of the age group which officially corresponds to the given level of education, and multiplied by 100.  For the tertiary level, the population used is the 5-year age group starting from the official secondary school graduation age.
<b>Source</b>	UNESCO Institute of Statistics
<b>Years used</b>	2000-2014

## E. Access to credit

<b>Name of indicator in the scorecard</b>	<b>Account at a financial institution</b>
<b>Name of indicator in the source</b>	Account at financial institution, female (percentage age 15+) Account at financial institution, male (percentage age 15+)
<b>Definition</b>	Percentage of respondents who report having an account (of their own or together with someone else) at a bank or other type of financial institution
<b>Source</b>	World Bank, Global Financial Inclusion Database
<b>Years used</b>	2011-2014
<b>Name of indicator in the scorecard</b>	<b>Borrowing from financial Institution</b>
<b>Name of indicator in the source</b>	Borrowed from a financial institution, female (percentage age 15+) Borrowed from a financial institution, male (percentage age 15+)
<b>Definition</b>	Percentage of respondents who report borrowing money from a bank or other type of financial institution in the past 12 months
<b>Source</b>	World Bank, Global Financial Inclusion Database
<b>Years used</b>	2011-2014

## F. Access to land

<b>Name of indicator in the scorecard</b>	<b>Access to land</b> <b>Due to serious data limitations, four different indicators are included, all of which are proxies to access to land</b>
<b>Name of indicator in the source</b>	The four indicators used are: Women agricultural holders (percentage of female agricultural holders out of total agricultural holders) Men agricultural holders (percentage of male agricultural holders out of total agricultural holders) For Benin and the Niger: Percentage of women owning undocumented land Percentage of men owning undocumented land For Ghana: Percentage share of women land owners For Angola, Eritrea, Kenya, Namibia, Rwanda and Sierra Leone: Score is based on land legislative frameworks which support women's ownership and access to land

<b>Name of indicator in the scorecard</b>	<b>Access to land</b> <b>Due to serious data limitations, four different indicators are included, all of which are proxies to access to land</b>
<b>Definition</b>	<p>Percentage of agricultural holders: Number of women or men agricultural holders divided by total agricultural holders multiplied by 100. An agricultural holding is an economic unit of agricultural production under single management. By definition in agricultural censuses, the agricultural holder makes the major decisions regarding the use of resources and exercises management control over the agricultural holding. Percentages of women and men holders by country do not always sum to 100 because of joint holdings or the gender of the holder is not documented.</p> <p>Percentage of women and men owning undocumented land: Undocumented land includes lands that have not been registered (titles and deeds).</p> <p>Percentage share of women land owners out of total landowners.</p> <p>Scores based on land legislative frameworks which support women's ownership and access to land.</p>
<b>Source</b>	<p>FAO Gender and Land Rights Database</p> <p>For Benin: Africa Gender Development Index, ECA 2007</p> <p>For the Niger: IFPRI study on gender inequality and ownership and control of land in Africa</p> <p>For Ghana: Gender and land rights database, FAO</p> <p>In-house research at ECA</p>
<b>Years used</b>	<p>1990-2012</p> <p>2007</p> <p>2013</p> <p>2010</p> <p>2015</p>

## G. Health

<b>Name of indicator in the scorecard</b>	<b>Maternal mortality ratio</b> <b>Not used for scoring</b>
<b>Name of indicator in the source</b>	Maternal mortality ratio
<b>Definition</b>	Annual number of female deaths from any cause related to or aggravated by pregnancy or its management (excluding accidental or incidental causes) during pregnancy and childbirth or within 42 days of termination of pregnancy, irrespective of the duration and site of the pregnancy, per 100,000 live births, for a specified year.
<b>Source</b>	Trends in maternal mortality report, UNFPA, UNICEF, WHO and World Bank
<b>Years used</b>	2013
<b>Name of indicator in the scorecard</b>	<b>Under-five survival rate</b>
<b>Name of indicator in the source</b>	<p>Under-five mortality rate (probability of dying by age 5 per 1,000 live births) for girls</p> <p>Under-five mortality rate for boys</p> <p>The under-five survival rate used in the scorecard is calculated by subtracting the under-five mortality rate from 1,000.</p>

<b>Definition</b>	Probability of a child born in a specific year or period reaching the age of five.
<b>Source</b>	UNICEF
<b>Years used</b>	2013
<b>Name of indicator in the scorecard</b>	Life expectancy at birth
<b>Name of indicator in the source</b>	Life expectancy at birth for females Life expectancy at birth for males
<b>Definition</b>	Average number of years of life expected by a hypothetical cohort of individuals who would be subject during all their lives to the mortality rates of a given period. It is expressed as years.
<b>Source</b>	United Nations Population Division
<b>Years used</b>	2014
<b>Name of indicator in the scorecard</b>	Share of population without HIV
<b>Name of indicator in the source</b>	Women's share of population ages 15+ living with HIV (percentage) The share of women's population without HIV is calculated by subtracting the share with HIV from 100.
<b>Definition</b>	Percentage of the total population aged 15+ living without HIV who are women
<b>Source</b>	Joint United Nations Programme on HIV/AIDS (through World Bank database)
<b>Years used</b>	2013
<b>Name of indicator in the scorecard</b>	Children under age five who are not stunted
<b>Name of indicator in the source</b>	Malnutrition prevalence, height for age, female (percentage of children under 5) Malnutrition prevalence, height for age, male (percentage of children under 5) The percentage of children who are not stunted is calculated by subtracting malnutrition prevalence, height for age from 100.
<b>Definition</b>	Prevalence of child malnutrition is the percentage of children under age 5 whose height for age (stunting) is less than two standard deviations below the median for the international reference population ages 0-59 months.
<b>Source</b>	World Health Organization, Global Database on Child Growth and Malnutrition. (through World Bank database)
<b>Years used</b>	2005-2014

## H. Water and sanitation

<b>Name of indicator in the scorecard</b>	<b>Access to drinking water source with 15 minutes</b> <b>Not used to calculate score</b>
<b>Name of indicator in the source</b>	Proportion of households within 15 minutes of a source of drinking water (percentage), rural and urban
<b>Definition</b>	Households within 15 minutes of a source of drinking water: Households whose members need less than 15 minutes to go to the main source of drinking water, get water and come back
<b>Source</b>	The World's Women 2010, Department of Economic and Social Affairs
<b>Years used</b>	1996-2007
<b>Name of indicator in the scorecard</b>	<b>Improved sanitation</b> <b>Not used to calculate score</b>
<b>Name of indicator in the source</b>	Improved sanitation facilities (percentage of population with access), rural and urban
<b>Definition</b>	Access to improved sanitation facilities refers to the percentage of the population using improved sanitation facilities. Improved sanitation facilities include flush/pour flush (to piped sewer system, septic tank, pit latrine), ventilated improved pit (VIP) latrine, pit latrine with slab, and composting toilet.
<b>Source</b>	World Bank databank
<b>Years used</b>	2012

## Annex 2: African Gender Scorecard table

Country	Economic empowerment				Political empowerment Women in Politics and Decision-making	Social empowerment		Stand-alone indicators					
	Business Sector	Access to Land Sector	Access to Credit to Sector	Employment Sector		Education Sector	Health Sector	Proportion of households within 15 minutes from a source of drinking water (%)		Access to improved sanitation facilities (%)		Maternal Mortality Ratio (per 100,000 live births)	
								Urban	Rural	Urban	Rural	2005	2013
Algeria	•	0	14	2	4	12	10	...	...	97.6	88.4	100	89
Angola	7	0	7	5	4	6	10	...	...	86.8	20.1	750	460
Benin	6	1	10	6	1	5	10	72.9	499	25.3	5.1	420	340
Botswana	7	5	8	8	1	11	10	...	...	77.9	41.8	340	170
Burkina Faso	2	1	7	6	1	7	9	45.0	230	50.4	6.7	500	400
Burundi	5	...	7	6	5	8	10	64.6	21.9	42.7	48.1	910	740
Cameroon	1	...	7	6	3	8	10	64.6	33.3	61.7	26.8	63	590
Cabo Verde	3	10	...	6	7	12	•	...	...	75.2	47.2	690	53
Central African Republic	6	...	11	9	2	5	10	62.2	430	43.6	7.2	1100	880
Chad	4	...	4	4	2	5	9	73.9	37.3	31.4	6.5	1200	980
Comoros	...	5	7	3	1	10	•	86.2	81.1	50.0	29.7	430	350
Congo	3	...	10	6	1	8	9	73.1	34.4	19.6	5.6	530	410
Côte d'Ivoire	•	1	9	4	2	7	10	92.4	55.9	32.7	100	750	720
Democratic Republic of the Congo	1	1	8	6	1	6	10	56.7	22.2	29.1	32.6	930	730
Djibouti	2	...	6	4	1	8	9	89.3	32.3	73.1	21.6	310	230
Egypt	•	1	6	3	1	10	16	99.6	96.5	97.8	94.4	...	...
Equatorial Guinea	...	...	...	5	2	7	•	...	...	92.2	86.8	...	...

... No data available for scoring. • Insufficient data for scoring.



Country	Economic empowerment				Political empowerment Women in Politics and Decision-making	Social empowerment		Stand-alone indicators						
	Business Sector	Access to Land Sector	Access to Credit Sector	Employment Sector		Education Sector	Health Sector	Proportion of households within 15 minutes from a source of drinking water (%)		Access to improved sanitation facilities (%)		Maternal Mortality Ratio (per 100,000 live births)		
								Urban	Rural	Urban	Rural		2005	2013
Eritrea	1	1	...	7	•	9	68.7	8.2	51.6	3.5	530	380		
Ethiopia	4	2	10	8	6	9	75.5	26.9	27.4	22.8	740	420		
Gabon	3	...	8	7	8	9	83.1	51.9	42.9	32.0	300	240		
Gambia	•	1	...	6	•	9	72.1	49.8	64.0	55.0	510	430		
Ghana	3	6	11	7	8	9	79.6	47.3	19.9	8.4	470	380		
Guinea	•	1	7	5	5	9	80.5	55.2	32.7	11.2	800	650		
Guinea-Bissau	•	...	...	5	•	10	71.0	48.0	33.5	8.5	760	560		
Kenya	6	1	8	7	9	10	83.8	43.1	31.3	29.1	550	400		
Lesotho	3	4	8	9	14	10	75.5	37.0	37.0	26.7	670	490		
Liberia	8	...	7	6	7	10	72.9	79.3	28.4	5.9	880	640		
Libya	...	...	...	3	11	•	...	...	96.8	95.7	17	15		
Madagascar	6	2	9	7	9	11	72.5	65.0	19.2	11.3	530	440		
Malawi	2	5	11	6	8	10	57.2	26.8	22.3	8.0	570	510		
Mali	8	0	6	6	6	9	87.1	81.2	35.3	14.5	710	550		
Mauritania	1	...	8	5	7	•	84.8	32.5	51.1	9.2	400	320		
Mauritius	•	...	8	6	11	•	...	...	91.7	90.1	35	73		
Mozambique	•	3	...	6	8	10	61.6	25.0	43.6	10.7	680	480		
Namibia	5	8	8	8	12	10	95.2	57.6	56.1	16.9	250	130		
Niger	2	1	4	5	5	10	76.9	35.7	32.9	3.8	760	630		
Nigeria	2	1	6	5	8	10	64.9	51.4	30.8	24.7	740	560		
Rwanda	5	8	6	7	10	10	47.9	27.0	61.0	64.4	610	320		

... No data available for scoring. • Insufficient data for scoring.

Country	Economic empowerment				Political empowerment Women in Politics and Decision-making	Social empowerment		Stand-alone indicators					
	Business Sector	Access to Land Sector	Access to Credit to Sector	Employment Sector		Education Sector	Health Sector	Proportion of households within 15 minutes from a source of drinking water (%)		Access to improved sanitation facilities (%)		Maternal Mortality Ratio (per 100,000 live births)	
								Urban	Rural	Urban	Rural	2005	2013
Sao Tome and Principe	...	...	...	5	2	10	11	...	...	40.8	23.3	260	210
Senegal	2	1	6	4	5	8	9	54.2	40.5	67.1	40.5	420	320
Seychelles	...	2	...	•	6	18	•	...	97.1	97.1	...	...	...
Sierra Leone	1	1	6	6	1	7	9	53.3	6.8	22.5	6.8	1600	1100
Somalia	...	...	6	4	1	•	10	149	6.3	52.0	6.3	1100	850
South Africa	•	...	9	8	7	11	10	51.0	62.4	81.7	62.4	160	140
South Sudan	2	...	...	...	3	•	10	...	7.3	15.7	7.3	...	...
Sudan	1	...	6	3	3	10	10	...	13.4	43.9	13.4	460	360
Swaziland	•	...	8	5	2	10	9	51.2	56.0	63.1	56.0	480	310
Togo	3	...	12	8	2	6	9	394	2.5	25.5	2.5	510	450
Tunisia	5	1	6	4	3	12	14	...	76.6	97.4	76.6	55	46
Uganda	3	2	8	7	5	9	10	154	34.1	32.8	34.1	510	360
United Republic of Tanzania	2	2	9	7	5	8	10	296	7.5	24.9	7.5	610	410
Western Sahara	...	...	...	...	...	...	...	...	...	...	...	...	...
Zambia	7	2	8	6	2	•	10	46.4	33.9	56.4	33.9	430	280
Zimbabwe	7	...	8	7	3	10	10	38.6	32.4	51.6	32.4	740	470

... No data available for scoring. • Insufficient data for scoring.

## Annex 3: Breakdown of scores for the clusters

### Employment Sector

Country	Employment Sector Overall Score	Employment in Non-agricultural Sector	Labour Force Participation
Algeria	2	2	2
Angola	5	3	8
Benin	6	3	8
Botswana	8	7	9
Burkina Faso	6	4	8
Burundi	6	2	10
Cabo Verde	6	6	6
Cameroon	6	4	8
Central African Republic	9	9	9
Chad	4	1	7
Comoros	3	2	4
Congo	6	4	9
Côte d'Ivoire	4	3	6
Democratic Republic of the Congo	6	2	9
Djibouti	4	4	5
Egypt	3	2	3
Equatorial Guinea	5	1	9
Eritrea	7	5	9
Ethiopia	8	7	8
Gabon	7	5	9
Gambia	6	5	8
Ghana	7	5	9
Guinea	5	2	8
Guinea-Bissau	5	1	8
Kenya	7	5	9
Lesotho	9	10	8
Liberia	6	3	9
Libya	3	2	4
Madagascar	7	5	9
Malawi	6	1	10
Mali	6	5	6
Mauritania	5	6	3
Mauritius	6	6	6
Mozambique	6	1	10
Namibia	8	7	8

... No data available for scoring. • Insufficient data for scoring.

Country	Employment Sector Overall Score	Employment in Non-agricultural Sector	Labour Force Participation
Niger	5	6	4
Nigeria	5	3	7
Rwanda	7	5	10
Sao Tome and Principe	5	5	6
Senegal	4	1	8
Seychelles	•	12	...
Sierra Leone	6	3	9
Somalia	4	3	5
South Africa	8	9	7
South Sudan	...	...	...
Sudan	3	3	4
Swaziland	5	5	6
Togo	8	7	10
Tunisia	4	4	3
Uganda	7	5	9
United Republic of Tanzania	7	5	10
Western Sahara	...	...	...
Zambia	6	3	8
Zimbabwe	7	5	9

## Business Sector

Country	Business Sector Overall Score	Senior Level Position in Firms	Female Participation in Ownership
Algeria	•	...	2
Angola	7	2	13
Benin	6	4	8
Botswana	7	2	12
Burkina Faso	2	1	2
Burundi	5	2	8
Cabo Verde	3	2	5
Cameroon	1	1	2
Central African Republic	6	1	11
Chad	4	1	7
Comoros	...	...	...
Congo	3	2	5
Côte d'Ivoire	•	...	16
Democratic Republic of the Congo	1	1	2
Djibouti	2	2	3

... No data available for scoring. • Insufficient data for scoring.

Country	Business Sector Overall Score	Senior Level Position in Firms	Female Participation in Ownership
Egypt	•	...	5
Equatorial Guinea	...	...	...
Eritrea	1	1	0
Ethiopia	4	2	5
Gabon	3	1	5
Gambia	•	...	3
Ghana	3	2	5
Guinea	•	...	3
Guinea-Bissau	•	...	2
Kenya	6	2	10
Lesotho	3	3	2
Liberia	8	4	11
Libya	...	...	...
Madagascar	6	4	7
Malawi	2	2	3
Mali	8	3	14
Mauritania	1	0	2
Mauritius	•	...	2
Mozambique	•	...	3
Namibia	5	4	7
Niger	2	1	2
Nigeria	2	2	2
Rwanda	5	2	7
Sao Tome and Principe	...	...	...
Senegal	2	2	3
Seychelles	...	...	...
Sierra Leone	1	1	1
Somalia	...	...	...
South Africa	•	...	3
South Sudan	2	1	3
Sudan	1	0	1
Swaziland	•	...	4
Togo	3	2	5
Tunisia	5	1	10
Uganda	3	2	4
United Republic of Tanzania	2	2	3
Western Sahara	...	...	...
Zambia	7	3	10
Zimbabwe	7	2	13

... No data available for scoring. • Insufficient data for scoring.

## Education Sector

Country	Education Sector Overall Score	Youth Literacy Rate	Enrolment in Secondary Education	Enrolment in Tertiary Education
Algeria	12	9	10	15
Angola	6	8	6	4
Benin	5	6	7	3
Botswana	11	10	11	13
Burkina Faso	7	7	8	5
Burundi	8	10	8	5
Cabo Verde	12	10	12	15
Cameroon	8	9	9	7
Central African Republic	5	6	5	4
Chad	5	8	5	2
Comoros	10	10	10	9
Congo	8	9	9	8
Côte d'Ivoire	7	7	7	6
Democratic Republic of the Congo	6	7	6	6
Djibouti	8	8	8	7
Egypt	10	9	10	10
Equatorial Guinea	7	10	7	4
Eritrea	•	10	...	5
Ethiopia	6	7	6	3
Gabon	8	10	9	6
Gambia	•	9	9	...
Ghana	8	9	9	6
Guinea	5	6	6	4
Guinea-Bissau	•	9	5	...
Kenya	9	10	9	7
Lesotho	14	12	14	15
Liberia	7	6	8	6
Libya	11	10	12	11
Madagascar	9	10	10	9
Malawi	8	9	9	6
Mali	6	7	8	4
Mauritania	7	7	9	4
Mauritius	11	10	10	12
Mozambique	8	7	9	7
Namibia	12	11	12	13
Niger	5	4	7	3
Nigeria	8	8	9	7

... No data available for scoring. • Insufficient data for scoring.

Country	Education Sector Overall Score	Youth Literacy Rate	Enrolment in Secondary Education	Enrolment in Tertiary Education
Rwanda	10	10	11	8
Sao Tome and Principe	10	9	11	9
Senegal	8	8	9	6
Seychelles	18	10	10	33
Sierra Leone	7	8	9	4
Somalia	•	...	5	...
South Africa	11	10	11	14
South Sudan	•	5	...	...
Sudan	10	9	9	11
Swaziland	10	10	10	11
Togo	6	8	5	4
Tunisia	12	10	10	16
Uganda	9	10	9	8
United Republic of Tanzania	8	10	9	5
Western Sahara	...	...	...	...
Zambia	•	8	•	•
Zimbabwe	10	10	10	9

## Access to Credit Sector

Country	Access to Credit Overall Score	Accounts at a Financial Institution	Borrowing from a Financial Institution
Algeria	14	7	22
Angola	7	6	7
Benin	10	7	14
Botswana	8	9	7
Burkina Faso	7	8	5
Burundi	7	9	4
Cabo Verde	...	...	...
Cameroon	7	6	8
Central African Republic	11	11	11
Chad	4	3	4
Comoros	7	7	7
Congo	10	7	12
Côte d'Ivoire	9	7	11
Democratic Republic of the Congo	8	6	9
Djibouti	6	5	7
Egypt	6	5	6

... No data available for scoring. • Insufficient data for scoring.

Country	Access to Credit Overall Score	Accounts at a Financial Institution	Borrowing from a Financial Institution
Equatorial Guinea	...	...	...
Eritrea	...	...	...
Ethiopia	10	9	11
Gabon	8	9	8
Gambia	...	...	...
Ghana	11	10	12
Guinea	7	4	9
Guinea-Bissau	...	...	...
Kenya	8	9	7
Lesotho	8	8	8
Liberia	7	6	8
Libya	...	...	...
Madagascar	9	9	8
Malawi	11	7	16
Mali	6	7	5
Mauritania	8	8	9
Mauritius	8	9	6
Mozambique	...	...	...
Namibia	8	9	7
Niger	4	6	3
Nigeria	6	6	6
Rwanda	6	7	5
Sao Tome and Principe	...	...	...
Senegal	6	5	8
Seychelles	...	...	...
Sierra Leone	6	6	6
Somalia	6	6	5
South Africa	9	10	9
South Sudan	...	...	...
Sudan	6	5	7
Swaziland	8	9	8
Togo	12	7	16
Tunisia	6	6	6
Uganda	8	7	8
United Republic of Tanzania	9	8	10
Western Sahara	...	...	...
Zambia	8	9	7
Zimbabwe	8	8	9

... No data available for scoring. • Insufficient data for scoring.



## Health Sector

Country	Health Overall Score	Under-Five Mortality	Malnutrition Prevalence	Life Expectancy at Age 60	HIV
Algeria	10	10	10	10	10
Angola	10	10	11	11	7
Benin	10	10	11	10	7
Botswana	10	10	11	10	8
Burkina Faso	9	10	11	10	7
Burundi	10	10	12	11	6
Cabo Verde	•	10	...	11	10
Cameroon	10	10	11	10	7
Central African Republic	10	10	11	11	7
Chad	9	10	11	10	7
Comoros	•	10	...	10	...
Congo	9	10	10	11	6
Côte d'Ivoire	10	10	11	10	8
Democratic Republic of the Congo	10	10	11	11	7
Djibouti	9	10	10	11	7
Egypt	16	10	11	11	31
Equatorial Guinea	•	10	11	11	...
Eritrea	9	10	10	11	7
Ethiopia	9	10	10	11	6
Gabon	9	10	11	10	5
Gambia	9	10	11	10	6
Ghana	9	10	11	10	7
Guinea	9	10	11	10	7
Guinea-Bissau	10	10	11	11	7
Kenya	10	10	11	11	7
Lesotho	10	10	11	10	7
Liberia	10	10	11	10	7
Libya	•	10	10	11	...
Madagascar	11	10	11	10	12
Malawi	10	10	12	10	7
Mali	9	10	11	10	7
Mauritania	•	10	11	11	...
Mauritius	•	10	...	11	27
Mozambique	10	10	11	10	7
Namibia	10	10	11	11	7
Niger	10	10	11	10	9
Nigeria	10	10	11	10	7

... No data available for scoring. • Insufficient data for scoring.

Country	Health Overall Score	Under-Five Mortality	Malnutrition Prevalence	Life Expectancy at Age 60	HIV
Rwanda	10	10	11	11	7
Sao Tome and Principe	11	10	10	11	12
Senegal	9	10	10	10	6
Seychelles	•	10	...	11	...
Sierra Leone	9	10	10	10	7
Somalia	10	10	10	11	10
South Africa	10	10	11	11	7
South Sudan	10	10	11	10	7
Sudan	10	10	11	11	10
Swaziland	9	10	11	10	7
Togo	9	10	10	10	7
Tunisia	14	10	11	11	23
Uganda	10	10	10	10	7
United Republic of Tanzania	10	10	11	10	7
Western Sahara	...	...	...	...	...
Zambia	10	10	11	11	9
Zimbabwe	10	10	11	10	7

## Politics and Decision-Making

Country	Politics Overall Score	Seats in National Parliament	Women in Ministerial Positions
Algeria	4	5	2
Angola	4	6	3
Benin	1	1	2
Botswana	1	1	1
Burkina Faso	1	2	1
Burundi	5	4	5
Cabo Verde	7	3	11
Cameroon	3	5	2
Central African Republic	2	1	3
Chad	2	2	2
Comoros	1	0	2
Congo	1	1	1
Côte d'Ivoire	2	1	2
Democratic Republic of the Congo	1	1	1
Djibouti	1	1	1
Egypt	1	0	1

... No data available for scoring. • Insufficient data for scoring.

Country	Politics Overall Score	Seats in National Parliament	Women in Ministerial Positions
Equatorial Guinea	2	3	1
Eritrea	2	3	2
Ethiopia	3	4	1
Gabon	2	2	1
Gambia	2	1	3
Ghana	2	1	3
Guinea	2	3	2
Guinea-Bissau	3	2	5
Kenya	3	2	4
Lesotho	3	4	3
Liberia	2	1	2
Libya	1	2	1
Madagascar	3	3	2
Malawi	2	2	1
Mali	1	1	2
Mauritania	4	3	4
Mauritius	1	1	1
Mozambique	5	7	4
Namibia	5	7	3
Niger	2	2	1
Nigeria	2	1	3
Rwanda	12	18	6
Sao Tome and Principe	2	2	1
Senegal	5	7	2
Seychelles	6	8	3
Sierra Leone	1	1	1
Somalia	1	2	1
South Africa	7	7	7
South Sudan	3	4	3
Sudan	3	3	2
Swaziland	2	1	4
Togo	2	2	3
Tunisia	3	5	1
Uganda	5	5	4
United Republic of Tanzania	5	6	5
Western Sahara	...	...	...
Zambia	2	1	2
Zimbabwe	3	5	1

... No data available for scoring. • Insufficient data for scoring.

