

ANGOLA

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

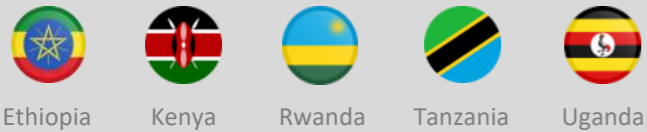


STEERING COMMITTEE

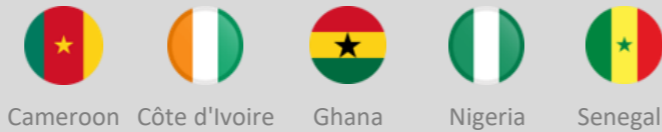


SUB-SAHARAN AFRICA COUNTRIES COVERED BY THE PATHWAYS STUDY

EAST AFRICA



WEST AFRICA



SOUTHERN AFRICA



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Euromonitor International & Kore Global (2023) Pathways to Gender-Inclusive Economic Development in Sub-Saharan Africa: A Sectoral Analysis (2023)



Euromonitor International would like to thank Kore Global, for partnering with us in the writing and finalisation of this report.

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RESEARCH BACKGROUND AND FRAMEWORK

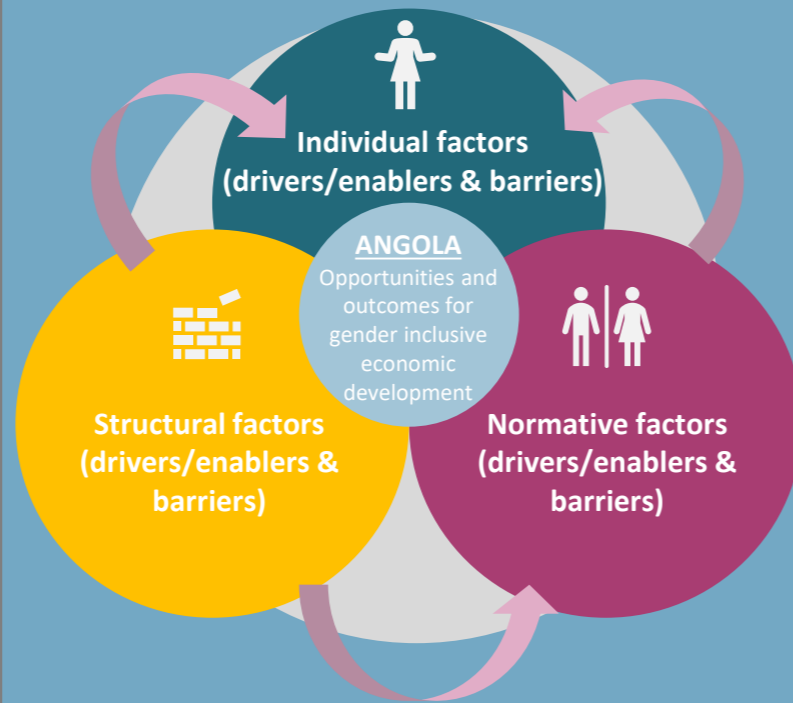


The Pathways SSA Gender Study explored opportunities for women's economic empowerment (WEE) in 13 African countries across West, East and Southern Africa

RESEARCH OBJECTIVES

- 1 Identify sectors with the highest potential for growth and for women's economic empowerment
- 2 Understand women's roles, as well as drivers, barriers, and economic opportunities in priority sectors
- 3 Tailor and propose sector-specific recommendations to each country's and sector's context

RESEARCH FRAMEWORK



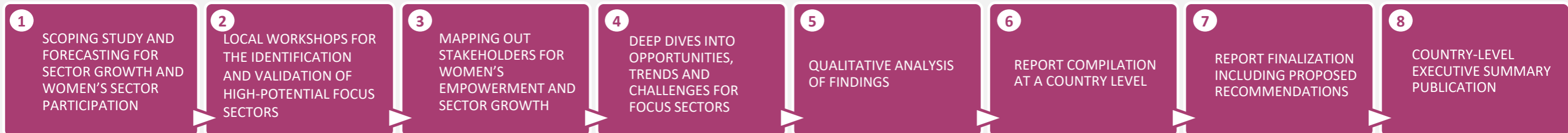
The research framework identifies factors that influence women's economic participation at three levels

- **Structural factors:** policies, regulations, and laws that either directly or indirectly impact women's economic empowerment
- **Normative factors:** social and cultural norms that shape women's economic participation (i.e., unpaid care work and violence against women)
- **Individual factors:** women's access to human, social, and economic capital (i.e., education, training, land, financial resources, and digital technology)

TARGET SECTOR SELECTION



RESEARCH PROCESS





Angola ranks amongst the largest SSA economies boasting GDP surpassing US\$97 billion in 2019, with the informal economy representing about half of GDP, and has one of the highest urbanisation rates in the region.

A lower-middle-income country with improved infrastructure, employment opportunities and access to services in urban areas



Women rely on the informal economy for economic opportunities, and more than 50% of working age women show interest in starting an entrepreneurial activity or are already engaged in one.

Employment & economic participation

57% Of full-time female labour force concentrated in agriculture ⁽¹⁾

88% Of women employed informally ⁽²⁾

32% Of women unemployed ⁽³⁾

Angola's population is young and predominantly urban



With a population at 33 million and ranking among the largest southern hemisphere countries for land area, Angola stands out with one of the highest urbanisation rates in the region.

Demographic trends

51% Of the population aged under 15 ⁽⁴⁾

6.2 Births per woman ⁽⁵⁾

67% Share of the urban population ⁽⁶⁾

Angola falls within the "medium human development" category



Angola ranked 148 out of 189 countries in the Human Development Index (HDI), 2019; however, the country faces a health crisis with high poverty and food insecurity. Angola also has high HIV-related deaths, high levels of respiratory illnesses and high maternal mortality.

Human development

41% Of the population lived below national poverty line in 2019 ⁽⁷⁾

53% Of women are literate ⁽⁸⁾

25% Of girls are married before they turn 18 ⁽⁹⁾

Sources and links: (1) World Bank DataBank (2019), (2) Instituto Nacional de Estatística (2022a), (3) World Economic Forum (2022), (4) The DHS Program (2016), (5) The DHS Program (2017), (6) World Bank DataBank (2021), (7) World Bank Group (2020), (8) World Economic Forum (2021), (9) OECD (2019)



COUNTRY-LEVEL DRIVERS & BARRIERS FOR WEE



Angola has ratified most international conventions on women's rights, thus committing to reducing gender-based disparities and promoting gender equality and female empowerment.

Policy environment for women's rights

- The National Gender Policy of 2013 entails initiatives addressing gender inequalities⁽¹⁾
- The Human Capital Strategy is an extension of the World Bank-supported Human Capital Initiative 2018 focusing on three areas for "urgent action"⁽²⁾
- The government aims to offer social support and legal protection for informal workers⁽³⁾
- The Social Protection Strengthening Programme tackles poverty through social benefits⁽⁴⁾

Spotlight:
National Development Plan Gender-Related Targets

By 2022, Angola aimed to achieve the following: 1,000 activists trained to develop gender awareness actions in the community, 75,000 people sensitised on gender issues in order to change behaviours, 5,000 rural women trained as traditional birth attendants, and 9,000 young women trained in small business management.⁽⁵⁾

Key Ratifications & Commitments






(View full list of ratifications [here](#))

+ LEGISLATIVE DRIVERS

- 2010 Constitution promotes equality between men and women
- The government aims to improve elections over 2020-2035 with focus on gender parity and women's participation
- Strengthening Management and Climate Change Resilience programme 2021-2028 entails a Gender Mainstreaming Plan
- Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)
- African Charter on Human and Peoples' Rights on the Rights of Women in Africa
- SADC Gender and Development Protocol
- Solemn Declaration on Gender Equality in Africa



LEGISLATIVE BARRIERS

- Angola is yet to ratify the ILO Convention C190 of 2019 in relation to the issues of violence and harassment in the workplace
- Significant data gaps make monitoring results of these efforts difficult. For example, data is only available for 28.6% of the indicators needed to monitor the Sustainable Development Goals (SDGs) from a gender perspective.
- Implementation gaps remain while traditional and customary practices, which actively discriminate against women in issues such as inheritance, persist in many parts of the country.

Legislative environment for women's rights



Angola boasts several progressive laws promoting equal status for women and the country has made progressive steps to introduce measures that improve gender equality in the workplace.





KEY PROGRAMMES AIMED AT WOMEN'S ECONOMIC EMPOWERMENT

- The Support Programme for Women in Rural and Peripheral Areas aims to combat poverty and establish the foundations for sustainability
- The Microcredit Programme encourages women to set up their own businesses (joint programme of provincial government of Luanda and Sol Bank) ⁽⁶⁾
- Family and rural entrepreneurship focusing on fisheries and agriculture
- Retraining programmes for rural villages by field schools to help communities maximise crop yields
- Supporting economic activities of rural women farmers through public-private partnership, co-funded by ExxonMobil, ENI and Group Simples, USAID's Women in Angola Farming project
- Training for traditional birth attendants, sponsored by International Medical Corps (IMC)

NORMATIVE FACTORS FOR WOMEN'S ECONOMIC EMPOWERMENT IN ANGOLA



Whilst normative factors including unpaid care burden, weak decision-making power and gender-based violence prevail, women's freedom of movement presents major opportunities for their economic empowerment.

<p>STEPS TOWARDS VOICE, REPRESENTATION AND LEADERSHIP IN DECISION-MAKING</p> <p>Strengthening the capacity of young women leaders⁽¹⁾</p> <p>The People in Need (PIN) project in Angola organises training courses for young female leaders.</p> <p>The project enables the exchange of ideas through meetings that include women in “dialogue and decision-making spaces” with a goal to increase their self-esteem, awareness and confidence.</p> <p>The project has been successful in reaching out to 120 women leaders directly, as well as 30,000 women indirectly through activities implemented in the provinces of Bié and Huíla.</p>	<p><i>Traditionally, men are perceived as the family breadwinners, while women's roles are focused on household and caregiving responsibilities. Women's participation in economic activities outside of the home has led to an increase in total workload.</i></p> 	<p><i>Compared to many other SSA countries, women in Angola enjoy relative freedom of movement. Both legally and culturally, women face very few restrictions on their movement and can choose to travel outside of their home or even outside of the country.</i></p> 
	<p>30% Of women are not paid for their work, compared to 12% of men⁽²⁾</p>	<p>Angola's less restrictive environment in terms of women's mobility presents opportunities for their economic empowerment⁽⁴⁾</p>
	<p><i>The National Development Plan 2018-2022 aimed to increase women's representation in decision-making, eliminate gender disparities in education and promote gender equality in civic life.</i></p> 	<p><i>Women's economic participation has led to increased exposure to domestic violence. Perpetrators often act with impunity given the limited ability of the social sector and law enforcement to prevent and respond to such incidents.</i></p> 
	<p>22% Of Angola's provincial governors are women⁽³⁾</p>	<p>25% Of women agree that a husband is justified in beating his wife for several key reasons⁽⁵⁾</p>




Sources and links: (1) People in Need (2020), (2) European Union & Republic of Angola (2014), (3) United States Department of State (2020), (4) World Bank Group (2022), (5) The DHS Program (2017)



INDIVIDUAL FACTORS FOR WOMEN'S ECONOMIC EMPOWERMENT IN ANGOLA



Supporting girls to access education, particularly in science and technology, as well as engineering and mathematics, is key to women's future participation in a high-value labour market.

<p>Strengthening the National Social Protection System Project (Cash Transfer) (2019-2023)⁽¹⁾</p> <p><i>The World Bank-supported Strengthening the National Social Protection System project in Angola provides temporary income support to 247,000 poor heads of households.</i></p> <p><i>Nearly 60% of targeted households are female-headed.</i></p> <p><i>The aim is to strengthen the delivery mechanisms for a permanent social safety net system.</i></p> <p><i>Kwenda is a cash transfer programme delivering social assistance in the form of cash and digital payments. It also integrates human development and economic inclusion activities.</i></p>	<p>Promoting women and girls' engagement in STEM subjects⁽²⁾</p> <p><i>Ajuda de Desenvolvimento de Povo para Povo (ADPP), a well-established non-profit organisation in Angola, is supporting girls to learn science in its Teacher Training and Polytechnic Schools.</i></p> <p><i>The organisation is also partnering with the Ministry of Education in Angola to promote interest in Science, Technology, Engineering and Mathematics (STEM) among young people, prioritising women and girls.</i></p> <p><i>ADPP has produced two STEM manuals for primary and lower secondary teachers, in collaboration with Angola's National Institute for Teacher Training.</i></p>	<p>Human capital</p>  <p><i>Gender inequalities in educational access and outcomes form a barrier to women's economic empowerment. High rates of child marriage and adolescent pregnancy contribute to these inequalities and remain a leading cause of dropout.</i></p>	<p>53%</p> <p>Female literacy rate in 2018⁽³⁾</p>
		<p>Social capital</p>  <p><i>Compared to other SSA countries, women entrepreneurs in Angola may have more social capital to facilitate the growth of their business. Angola is one of the 10 countries where women are more likely than men to have larger businesses (20+ employees) .</i></p>	<p>80%</p> <p>Of women entrepreneurs cite necessity as key motivating factor for their business⁽⁴⁾</p>
		<p>Economic capital</p>  <p><i>Despite high labour force participation, women's financial inclusion remains low. However, community savings groups led by women are contributing towards household-level increases in income and improved economic conditions.</i></p>	<p>22%</p> <p>Of women have a bank account⁽⁵⁾</p>

Sources and links: (1) World Bank (2022), (2) Humana People to People (2015), (3) World Economic Forum (2021), (4) Elam, A. B., Brush, C. G., Greene, P. G., Baumer, B., Dean, M., & Heavlow, R. (2019), (5) Georgetown Institute of Women, Peace and Security (GIWPS) (2021)



FOCUS SECTORS FOR WEE

The agriculture sector plays a significant role in Angola's economic diversification and food security, and there is significant room to increase agricultural productivity in line with domestic demand. Overall, the government allocates over USD1 billion a year to the sector through various policies and programmes.

National frameworks and policies for agriculture

- The National Development Plan (2018-2022) includes the strategic objective of increasing the contribution of the agrarian sector to economic growth and social development



Key challenges for the agriculture sector

- 1 Sector is dominated by smallholders and characterised by low productivity, below the African average.
- 2 Poor rural infrastructure, including in terms of irrigation, transportation and electrification, impacts market linkages and commercialisation.
- 3 Agricultural input markets and services are underdeveloped (e.g., the country uses few inputs and import prices for inputs are high).
- 4 Small-scale farmers are at risk of land grabs, while climate change damages crops, leaving the rural population vulnerable to food insecurity.

Spotlight: Demand for reliable distribution companies



Among cassava farmers in Angola there is great demand for good reliable distribution companies mainly because it is too expensive to buy trucks or mini vans. Farmers prefer to focus operational costs directly on their primary business activities. Importantly, good distribution can impact sales positively as distributors will gain access to newer territories and will increase the demand for cassava overall.⁽⁵⁾

ECONOMIC CONTRIBUTION

4.6%

Agriculture contribution to GDP, 2021 ⁽¹⁾

IMPACT ON LIVELIHOODS

53%

Of employed people receive income from agriculture, animal production, hunting, forestry and fishing sectors ⁽²⁾

94%

Of women employed in agriculture work informally ⁽³⁾

US\$14

Median monthly income for women in agriculture sector ⁽⁴⁾



THE AGRICULTURE SECTOR IN ANGOLA

Image credits: Farmlandgrab

Women in agriculture

Within the agriculture sector women typically work in food production, processing and marketing of agricultural products in order to support their families' needs. A third of agricultural households are female-headed. Children are also involved in small-scale production, and girls work more than boys, impacting their ability to attend school.



Image credits: Gulf Today

Women engage in planting, weeding, water carrying, harvesting & marketing

In some areas of Angola, women spend most of their day cultivating land

WOMEN'S REPRESENTATION

57% Of women work in agriculture (1)

82% Of rural women depend on family farming (2)



Women in agriculture work 8 hours a day and are entitled to breakfast and lunch, with a bonus in kind when the crops generate a good income. However, they earn less than men and are often restricted from higher-paying production roles, hence young women increasingly migrate to urban centres in search of employment.



Within agriculture, maize forms an attractive sub-sector for women due to its wider profit margins at informal markets. Trading is dominated by women, especially at markets where nearly all sellers are women.



Cassava farmers typically hire women to work in fields for harvesting as they are perceived as understanding the plant better than men (i.e., ripeness). They are also favoured in processing as they ensure the crops/leaves are cut correctly.

► *The first International Cassava Congress was held in Angola in 2022 and led to a number of recommendations for the sector, including increasing investment in the value chain and the promotion of public-private partnerships to support agribusiness and inclusion of women and youth.*

SPOTLIGHT – Maize is a staple food across Angola

Maize production has increased over the past decade, incentivised by agricultural campaigns (including fertiliser donations) to support both commercial and family farms. Maize is now the main cereal crop in the country with production at 3 million tonnes in 2019. Maize plays a key role in the economy of southern Angola because of the high volume of maize that the region exports to neighbouring countries. The sub-sector could be further developed and profits increased through value-added processing. Women participate across production, harvesting, processing, commercialisation and administration, but mainly in production and commercialisation.



SPOTLIGHT – Cassava

Cassava is a traditional crop consumed in various forms including juice, alcohol, potato and pap. The leaves can be used as vegetables. Cassava has therefore gained the attention of government authorities responsible for granting basic needs subsidies. Angola is one of the highest per capita consuming countries for cassava (500kg per person per year) and one of the 15 largest producers globally with 11 million tonnes produced per year. In 2022, the government announced the development of a regional centre for cassava production as a contribution to the Agricultural Productivity Programme for Southern Africa (APPSA) Project. The sub-sector could be further developed for greater value-added food products or derivatives for industrial use, e.g., cassava chips/packaged snacks. Cassava could also be used to manufacture bioethanol and lysine. However, these options are still largely unexplored.



Angola's retail trade of food and beverages is largely informal. However, the share of formal sales rose from merely 5% in 2000 to 20-30% in 2019 due to investments in supermarkets and shopping malls. The expansion of warehouse storage areas around the country has improved distribution, thus boosting sector growth.

National frameworks for the wholesale and retail trade sector



- Government has attempted to formalise the food & beverages sub-sector by establishing areas for open markets, closing informal open markets and imposing fines on street vendors and buyers to address food safety issues
- Government programme Presild (2006) support businesses to expand the supply of basic products

Key challenges faced by the wholesale and retail trade sector

- 1 Angola is a challenging environment for WRT food businesses as employment and consumer spending both depend on the oil sector
- 2 Dependence on food imports means foreign exchange shortages and exchange rate volatility impact on food inflation and cost of rental space
- 3 Over half of food consumed is imported, and distribution challenges and costs hinder the sector's expansion across the country

Spotlight: Increasing competition in the retail market



Competition and spending on food and beverages has increased since the end of the war, leading to some private sector companies investing in modern warehousing, modern logistics and transport, as well as brick-and-mortar stores. Distribution companies are vertically integrated and have their own truck fleets. Nationally, fewer than 200 stores are operated formally (whether wholesale or retail).



ECONOMIC CONTRIBUTION

18%

Food & beverages contribution to GDP in 2020 (1)

IMPACT ON LIVELIHOODS

19%

Of the employed population receives income from the wholesale & retail trade sector(2)



Image credits: Trendtype

Women in wholesale & retail

The wholesale and retail trade (WRT) sector is dominated by women who typically sell in market stalls or streets, commonly known as *zungeiras* and *quitandeiras*. Women are also found in informal water sales in peri-urban communities, where water access is limited and the majority of carriers are women.



Image credits: We Are Tech Africa

Women's participation in the formal wholesale and retail trade remains low

The majority of women-led enterprises operate in the wholesale and retail trade

WOMEN'S REPRESENTATION

30% Of economically active women work in the sector⁽¹⁾

83% Of women-led households are involved in retailing⁽²⁾



- Water selling is the largest sub-sector of the informal economy in Luanda. Women workers are involved as extractors, transporters and retailers. Children are also hired to move water carts or *stevedores*.



- The division of roles in the sector reflects gender norms and roles within the household, namely women are largely responsible for preparing and selling food.



- Women typically carry out activities that require little investment and no qualifications, and in turn earn the lowest incomes.



- In urban areas many women tend to carry out activities closer to home, so that they can take care of household responsibilities, while some women also sell in markets.

Spotlight: Street vending presents key opportunities for women in the formal sector

Some companies in partnership with local administrations, for example in the Cacuaco municipality of Luanda, are creating small commercial counters in some parts of each district in public places.

Women are most commonly hired with a small investment capital for their own business. No academic or professional qualifications are required with the only condition being the payment of a fee ranging from AOA500 to AOA5,000.

These new solutions are implemented to combat disorganised street sales and improve the economic growth of wholesale and retail trade of packaged foods and beverages.



- Most street traders in Luanda are women and urban migrants
- They walk around markets and roads, or sell from door to door in public institutions
- They carry their products in baskets, or in their hands
- Their income depends on the type and volume of products sold
- They may grant customer credit, with the amount payable on the same day, or later with interest
- Younger vendors see this activity as temporary, while older women, who tend to have lower education, are keen to continue.

BARRIERS PREVENT WOMEN'S ACCESS TO FORMAL WRT



The formal WRT consists largely in manual tasks such as handling heavy machinery, crane operations, storage and other activities requiring more physical strength and longer hours.

Besides, private sector companies have age limits restricting key job opportunities to women under 35.

The Angolan healthcare system consists of both private and public services with the national service delivering universal and free primary healthcare. Angola's 2025 Long-Term Development Strategy aims for increased life expectancy at birth, as well as the accelerated reduction of maternal, infant and child mortality.

National frameworks for the healthcare sector

- The National Health Development Plan (PNDS 2012-2025) is the main strategic policy for the sector
- The 54/03 Law of 2003 established that health services were to be delivered at primary, secondary and tertiary levels at the district, provincial and national levels, respectively.



Key challenges for the healthcare sector

- 1 Despite steady increase in its annual budgets, the healthcare system remains under-resourced
- 2 Physical infrastructure and human resource challenges are exacerbated by highly communicable diseases and associated mortality and morbidity
- 3 COVID-19-related challenges include an overburdened and understaffed health system, and insufficient personal protective equipment (PPE)

ACHIEVEMENTS 2017-2022

35%

Increased workforce participation (1)

85

Modern health facilities constructed (2)

COMMUNITY HEALTH WORKERS PROGRAMME 2007-2009

2,548

Community health workers trained (3)

261,357

Families served by those health workers (4)

Spotlight: India and Angola MoU



The 2022 Memorandum of Understanding (MoU) between India and Angola emphasises bilateral cooperation on health and medicine and exploring mutually beneficial capabilities and opportunities with a focus on health technology and sectoral capacity building.⁽⁵⁾

GOVERNMENT SUPPORT TO THE SECTOR



In 2021 Angola's National Budget (OGE) dedicated USD2 billion to supporting the health sector. Since 2017, due to an outbreak of yellow fever in 2016 and cholera in 2017/18), the health sector has received significant attention from the government and other stakeholders.⁽⁶⁾



Image credits: Afrikta

THE HEALTHCARE SECTOR IN ANGOLA

Sources and links: (1) World Health Organization (2022a), (2) World Health Organization (2022a), (3) & (4) Giugliani, C., Duncan, B. B., Harzheim, E., Lavor, A. C. H., Lavor, M. C., Machado, M. M. T., Barbosa, M. I., Bornstein, V. J., Pontes, A. L., & Knauth, D. R. (2014), (5) Embassy of India (2022), (6) JICA (2021)



Women in the healthcare sector

The Angolan healthcare sector is characterised by a feminisation of its workforce as it forms a significant source of both formal and informal employment for women. Professional qualifications including higher education, for instance certificate or bachelor's/master's degrees from accredited institutions, or specialised training, such as nursing, are key to enter the sector.



Image credits: Luanda Medical Centre

Women on the frontline worked double their normal hours during COVID-19

Angola's healthcare sector is affected by a shortage of qualified professionals

WOMEN'S PARTICIPATION

44%

Of the healthcare workforce consists in nurses and midwives (1)



- Women tend to occupy frontline roles (e.g., nurses) and those involving the most interaction with infected individuals.
- In the formal healthcare services sector, women are commonly nurses and nurse practitioners, public health workers, pharmacists, occupational and physical therapists, laboratory technicians, dental assistants and hygienists, dietitians and nutritionists, licensed midwives, mental health and substance abuse specialists and doctors.
- Women fill roles in administration and management, for instance executive assistants and receptionists.



BARRIERS TO WOMEN'S EMPLOYMENT



The healthcare sector is dominated by foreign experts, while there is little funding for management and maintenance of the government-run health institutions such as hospitals, clinics, medical centres and medical schools. These factors hinder women's job opportunities.

People In Need (PIN): mitigating the impact of COVID-19 on women and girls

In response to COVID-19, INGO People in Need (PIN) is implementing a project focusing on improving women's access to health information, using an mHealth platform to send life-saving voice messages.

The INGO mobilised its networks of community health workers (CHWs) and traditional birth attendants (TBAs) to spread information on good hygiene practices, essential health services and key COVID-19 prevention and diagnosis measures.

The project is training 40 women in safer work practices, business management skills and alternative income-generating activities with financial support from its Community Livelihoods Programme in the form of sub-grants to eight local women-led organisations, businesses and entrepreneurs.

Local women's and civil society organisations were mobilised to amplify messages on the impact of the pandemic upon women. The programme was implemented in urban and peri-urban areas of the Huíla and Bié provinces, where the risk of COVID-19 is higher.



Sources and links: (1) World Health Organization (2021)



CROSS-SECTORAL DRIVERS & BARRIERS FOR WEE



At a structural level, greater focus on providing access to land and education through gender-focused commitments, and facilitating women's access to leadership roles through quotas, can positively impact WEE

Progress has been made in terms of facilitating women's access to land to support agricultural businesses, as well as supporting women's representation across sectors from a government initiative on quotas.

Enhancing gender-equality strategies would considerably help drive women's empowerment across sectors in the future.

Key drivers

Sector-level success cases

1 LAND AND DECENTRALISATION REFORMS

2 STRENGTHENING SOCIAL PROTECTION AND LABOUR RIGHTS OF INFORMAL WORKFORCE

3 GOVERNMENT SUPPORT TO COOPERATIVES

ENHANCING WOMEN'S LAND RIGHTS 

The Organisation of Angolan Women (OMA) has obtained a government agreement to ensure that all women with good business proposals or proven 20 years of experience in fields should come forward and seek permits for land. This land will be issued for a period of 50 years to facilitate and encourage women to begin plantation of their own or as a group (collective farming).⁽¹⁾

QUOTA DRIVES WOMEN'S REPRESENTATION 

The MPLA, Angola's ruling party, has committed to greater representation of women, which has had ripple effects across the healthcare sector. The Ministry of Health is now led by a woman for the first time in the country's history, and similarly for the general directorship of one of Angola's largest maternity hospitals, thus heralding positive change.⁽²⁾

Key barriers

1 CUSTOMARY PRACTICES AND LOW AWARENESS OF RIGHTS CONTINUE TO EXCLUDE WOMEN FROM LAND OWNERSHIP


2 INFORMALITY OF THE SECTOR MEANS WOMEN WORKERS LACK SOCIAL PROTECTION

3 WOMEN HEALTHCARE ENTREPRENEURS FACE ADDITIONAL CHALLENGES SPECIFIC TO THE SECTOR

4 LIMITED EDUCATION AND INSUFFICIENT ACCESS TO QUALIFICATIONS HINDER WOMEN FROM KEY OPPORTUNITIES

Limited education and training hinder women from accessing key opportunities to acquire sectoral skills for career development and economic empowerment. Women therefore rely on the informal economy throughout their life with reportedly little or no positive achievements to look back on after many years of working long hours on a daily basis.

Sector-level examples of barriers

LACK OF EDUCATION IN WRT 

The lack of know-how due to insufficient access to education implies that women are cut out of much of the work that require highly-skilled workforce in the procurement and distribution systems. Qualified technical skills are needed to compete in this sector for jobs.⁽³⁾

COMPLEX TRADING LICENCING 

The process for obtaining a trading licence to set up a clinic, medical centre, or pharmacy is lengthy with a complex documentation system, further impacted by corruption with public officials demanding favours or bribes.⁽⁴⁾

Sources and links: (1) Pathways Study interview, (2) Pathways Study Interview Human Resources Representative of Private Health Company, (3) Pathways Study Interview, Interview with Representative of Government Body, (4) Pathways Study Interview with INGO Representative





Targeted initiatives aimed at redistributing women's unpaid care work, whilst addressing the major threat of GBV both at home and in the workplace, are part of key strategies towards achieving WEE

Private companies play a key role in creating opportunities for women to embrace formal roles, including with more leadership and decision-making authority. Raising awareness of unpaid care and redistributing household responsibilities, while strengthening GBV services and response at the local level can significantly drive women's economic empowerment.

Key drivers

- 1 INITIATIVES TO REDISTRIBUTE, RECOGNISE & REMUNERATE UNPAID CARE WORK
- 2 STRENGTHENING LOCAL-LEVEL GBV SERVICES AND RESPONSE
- 3 PRIVATE COMPANIES PROVIDING OPPORTUNITIES IN DISTRIBUTION
- 4 CHANGING GENDER DYNAMICS – GREATER PAY & SPECIALISED TRAINING

Sector-level success cases

WOMEN OCCUPYING LEADERSHIP ROLES

Thanks to innovative gender-focused steps, there are signs that gender norm dynamics are gradually changing. For instance, in the healthcare sector, women have begun occupying positions with greater leadership or decision-making authority. This may include higher-paying roles requiring specialised training, including as doctors or principal administrators in large hospitals.

WRT OPPORTUNITIES

Some private companies are setting up policies providing self-employed women and entrepreneurs with opportunities to work as agents or authorised distributors of their packaged food and beverage products.⁽¹⁾

Key barriers

- 1 WOMEN ARE RESPONSIBLE FOR HOUSEHOLD & UNPAID CARE
- 2 WOMEN'S WORK IS UNDERVALUED & UNRECOGNISED
- 3 MEN CONTROL RESOURCES WITHIN THE HOUSEHOLD
- 4 GENDER ROLES ARE REFLECTED WITHIN WRT SECTOR
- 5 VIOLENCE & HARASSMENT AT WORK AND RISKS OF GBV AT HOME

Women are still hindered by the burden of household and care responsibilities, combined with a lack of control over resources. Whilst in employment, they are also faced with key GBV challenges potentially affecting their mental and physical health, which may significantly impact on their economic empowerment.

Sector-level examples of barriers

GENDER NORMS AND UNPAID HOUSEHOLD WORK IN RURAL AREAS

In rural areas, traditional gender norms relegate women to the role of housekeeper, wife and mother. Women are responsible for generating income for household food needs, through informal trading or farming. They are also responsible for taking care of children, the ill and the elderly. Women are also expected to work on their husbands' farms and sell products from the farm. However, their work in agriculture is undervalued and unrecognised.⁽²⁾

WOMEN FACE HIGH LEVELS OF SEXUAL HARASSMENT

Women in the healthcare sector face hostile working environments as they experience gender-based discrimination, sexual harassment, verbal aggression and physical violence from patients, customers and co-workers, thus leading to job dissatisfaction and stress. They are also severely under-represented in higher income roles and leadership positions, thus having limited influence to change discriminatory systems.⁽³⁾

CROSS-SECTORAL INDIVIDUAL FACTORS FOR WOMEN'S ECONOMIC EMPOWERMENT



Gender-focused initiatives implemented by NGOs at the community level enabling access to training and markets, combined with new training opportunities notably online, form successful pathways to achieving WEE

Targeted initiatives to implement cooperative models, including through NGOs in rural areas, have proved successful in supporting women access land, inputs, training and markets to sell their products. Additionally, new opportunities such as online training are emerging and enabling more women to access higher-paying leadership roles, contributing to their economic empowerment.

Key Drivers

- 1 MICROCREDIT FILLS SOME GAPS IN ACCESS TO FINANCE
- 2 SOME PROJECTS – BY INTERNATIONAL FUNDERS AND LOCAL GOVERNMENT – SUPPORT WOMEN
- 3 SOME ACCESS TO CREDIT VIA INFORMAL ASSOCIATIVE CREDIT SYSTEMS RUN BY WOMEN
- 4 WOMEN ENTREPRENEURS HAVE HIGHER SOCIAL CAPITAL THAN IN COMPARABLE COUNTRIES

Key barriers

- 1 HIGH POVERTY IN RURAL AREAS AFFECTING WOMEN
- 2 WOMEN'S LOWER ACCESS TO LAND, EQUIPMENT, INPUTS, & CREDIT IN RURAL AREAS
- 3 DECISION-MAKING AT COOPERATIVES IS DOMINATED BY MEN
- 4 WOMEN ARE LESS LIKELY TO SELL HIGHER-VALUE PRODUCTS
- 5 LOWER ACCESS TO MARKET INFORMATION & INFO ON GOVERNMENT INITIATIVES
- 6 AVERAGE INCOME FOR WOMEN LOWER THAN FOR MEN

In agriculture, wholesale and retail trade, as well as in the healthcare sector, women face challenges accessing specialised training to enter the sector, but also to advance their careers. Their limited access to market information and government initiatives are some of the key hindrances further preventing women from achieving their economic empowerment.

Sector-level examples of barriers

LOWER WAGES FOR WOMEN



Wages in agriculture may be higher for men than for women, further limiting women's economic capital. For example, Pathways Study interviews suggest that, in the maize sub-sector, women earn approximately half that of men (USD40 compared to USD70-92).⁽²⁾

REDUCED ACCESS TO TRAINING



Women's economic opportunities in the healthcare sector are limited by reduced access to specialised training and education. These qualifications are required for certain roles and are also critical in increasing women's self-confidence and ability to negotiate for promotions and salary increases.

Sector-level success cases

ACCESS TO ECONOMIC CAPITAL



In rural areas, coop models help increase women's access to economic capital. In Zaire province, the NGO SOS CEDIA's Mulher Feliz (Happy Woman) project organised rural women into collectives to enable access to land, agricultural inputs, training, and, crucially, markets for their products.⁽¹⁾

ONLINE TRAINING OPPORTUNITIES



The increasing availability of online training curriculums and programmes has helped expand the reach and convenience of training options for women, as well as reduce associated costs. Women in the healthcare sector have reportedly benefited from such online training opportunities to advance their careers.

Sources and links: (1) African Union Development Agency (AUDA-NEPAD) (2018), (2) Pathways Study Interview

IMPLICATIONS & PROPOSED RECOMMENDATIONS




Strengthening women's rights and removing gender-based barriers to finance are critical to achieving Angola's development goals and creating economic opportunities for both men and women in the future.

CROSS-SECTORAL PROPOSED RECOMMENDATIONS






Proposed recommendations for consideration by policymakers, financial institutions, community leaders, programmers and researchers seeking to support gender-inclusive economic development






Proposed Policy/Advocacy Recommendations

<p>Address key policy gaps to improve the status of women and rights of women and girls</p> 	<p>Recommended strategies:</p> <ul style="list-style-type: none"> Work with government and civil society to support & advocate for implementation of strategies to achieve NDP 2018-22 goals Prioritise monitoring & reporting of policy-level initiatives and commitments towards WEE at the national level Leverage, expand and improve on existing WEE programmes
<p>Undertake capacity building and advocacy around existing legislation to strengthen women's rights</p> 	<p>Recommended strategies:</p> <ul style="list-style-type: none"> Conduct training and capacity building of key duty bearers on key legislation regarding women's rights to land ownership Focus on young women & adolescent girls to enable long-term, transgenerational behaviour change
<p>Advocate to remove gender-based barriers to finance and promote women-friendly financial services</p> 	<p>Recommended strategies:</p> <ul style="list-style-type: none"> Promote gender-friendly financial products to marginalised women, particularly mobile money Introduce legal/regulatory frameworks enabling access to credit

Proposed programming recommendations

<p>Work with and grow women's networks to build social, human and economic capital, and tackle normative barriers</p> 	<p>Recommended strategies:</p> <ul style="list-style-type: none"> Leverage high levels of women's entrepreneurship in Angola through collective action Ensure all work to support women's networks includes a focus on supporting women to aggregate, reach lucrative markets
<p>Work with large employers to promote gender-sensitive and safe workplaces</p> 	<p>Recommended strategies:</p> <ul style="list-style-type: none"> Introduce workplace empowerment programmes that improve women's health knowledge and access to goods and services Endorse and implement gender commitments and anonymous grievance and reporting mechanisms
<p>Address inequitable intra-household dynamics, norms and gender-based violence</p> 	<p>Recommended strategies:</p> <ul style="list-style-type: none"> Facilitate household-focused approaches which explicitly stimulate discussions, promote gender-equitable attitudes Support livelihoods and economic empowerment initiatives coupled with gender-transformative interventions

Proposed research, monitoring and evaluation recommendations

	<p>Commission and undertake research and evaluations to address research gaps</p>
	<p>Include measures of key factors enabling or constraining WEE including gender-specific measures focused on women's capabilities and agency, household relations and gender norms and attitudes. Include tracking signs of potential backlash including increased rates of intimate partner violence.</p>
	<p>Disaggregate results by gender and include disaggregated targets. Programmes and research should be further disaggregated by income, age, disability, migratory status and geographic location.</p>
	<p>Commission mixed-methods research and evaluations to understand how and why change for WEE happens, and to better understand women's lived realities through participatory qualitative research and theory-based evaluations.</p>
	<p>Monitor, track and mitigate against any signs of potential backlash during programme implementation, including increased rates of violence against women</p>



SECTOR-LEVEL PROPOSED RECOMMENDATIONS*

Advocate for gender-inclusive initiatives, whilst addressing research gaps and facilitating women's access to financial products are at the centre of key strategies to achieve WEE

Recommendations for the agriculture sector

- 1 Advocate with government to support gender inclusion in the agriculture sector
- 2 Support interventions at the household level to increase women's economic, social and human capital
- 3 Improve women farmers' human, social and economic capital through cooperatives and collective activities
- 4 Facilitate women's access to finance through better products and services
- 5 Support improved agricultural productivity through skills-building programmes
- 6 Address research gaps and build evidence of what works

Recommendations for WRT sector

- 1 Support multi-sectoral gender-focused initiatives to promote increased economic opportunities for women retailers
- 2 Address research gaps and build evidence of what works

Recommendations for the healthcare sector

- 1 Develop supporting and safe infrastructure to support women health workers
- 2 Support market-based and holistic skills-focused interventions to economically empower women in the sector
- 3 Facilitate women's access to finance through training and better products and services
- 4 Work with the Ministry of Health, local health authorities and sector employers to promote gender-sensitive and safe workplaces
- 5 Focus on research to fill evidence gaps and build on evidence of what works



APPENDIX

Detailed sector-level strategies for proposed recommendations – Agriculture sector (1/2)

1. Advocate with government to support gender inclusion in the agriculture sector

- Support improvements in infrastructure, including transport, secondary and tertiary roads, as well as local-level storage facilities that are accessible to women.
- Support the implementation of the Gender Action Plan of the Government's Strengthening Management and Climate Change Resilience programme (2021-2028).
- Support initiatives strengthening women's access to formal land titling.
- Support the Ministry for Territorial Administration and State Reform and the Ministry of Planning and Housing in implementing their land management and mapping tools to improve gender and inclusion in access to land. Promote collaboration with non-government stakeholders working on access to land, such as the OMA association.

2. Support interventions at the household level to increase women's economic, social and human capital

- Community-level interventions to raise awareness of women's rights to land. Consider options for securing women's rights to land through shared ownership (through cooperatives and self-help groups). Provide legal awareness training to men and women.
- Livelihoods and economic empowerment initiatives coupled with gender-transformative interventions at the household level that increase women's access to and control over economic assets and access to financial services, promote their financial independence, reduce their vulnerability to economic and other forms of gender-based violence, and support women's ability to seek services, including legal help, if required.
- Ensure that these interventions monitor, track and mitigate against any sign of backlash, including gender-based violence.

3. Improve women farmers' human, social and economic capital through cooperatives and collective activities

- Support women through collectivisation, leveraging existing women's cooperatives and supporting the formation of new women-led cooperatives and associations. Support women's associations in improving bargaining power and skills, to better negotiate with other value chain actors (such as wholesalers or transporters).
- Provide women farmers/cooperatives with technical and vocational skills in agriculture, with the aim of supporting farmers to move beyond subsistence agriculture. For example, extension services and training focused on supporting women to acquire entrepreneurial, managerial and business operation skills to improve agricultural practices.
- Support women's associations as enablers of increased bargaining power within the value chain.
- Support women-led cooperatives with processing facilities, which in turn can provide employment opportunities including in leadership roles.

4. Facilitate women's access to finance through better products and services

- Work with financial providers to tailor products and services to women's needs, including utilising mobile money, and tailor communication and marketing strategies to reach women farmers. This may also include loan/credit products (e.g., to buy inputs, expand farmland) that accept expected harvest/produce as collateral for women's cooperatives that have offtake purchase contracts in place (e.g., with exporters, processors), as well as other schemes with flexible collateral requirements and repayment terms.
- Provide financing to support access to quality inputs and access to agricultural technologies and innovations (including climate-resilient and time-saving technologies), as well as hired labour, in combination with training.
- Provide financial products that support food and economic security, such as crop insurance.

5. Support improved agricultural productivity through skills-building programmes

- Promote better agricultural practices and climate resilience by tailoring information campaigns and training to women.
- Work with key extension providers, including the public institutions IDA, IPA, IDF and IIA, as well as academic providers, private organisations and others, to integrate gender considerations within extension training, or create training targeted to women farmers, including using digital platforms to achieve scale.
- Recruit women extension agents and women facilitators for farmer field schools and train all agents and trainers (men and women) to provide inclusive services. Ensure that extension training considers women's needs, responsibilities and time requirements (availability). Ensure that training covers agricultural techniques (for both food and cash crops), marketing and business skills.
- Interventions to build women farmers' resilience to shocks such as climate change through sustainable livelihood interventions and improving access to water, firewood and other natural resources through sustainable resource interventions.
- Climate-smart innovations, including the planting of trees and shrubs and drought-tolerant crops that have been developed to thrive in dry and water stress conditions.

Detailed sector-level strategies for proposed recommendations – Agriculture sector (2/2)

6. Address research gaps and build evidence of what works

- Commission and undertake participatory research to contribute to the evidence base on barriers and challenges faced by different marginalised groups of women in agriculture, including those with disabilities.
- Ensure rigorous monitoring of interventions to strengthen the evidence base on what works for achieving increased women's economic empowerment in the sector.
- Ensure meaningful participation of women farmers and/or workers in design of all interventions, including through participatory methods.
- Commission and undertake research to understand the gendered impacts of COVID-19 on farmers.

Detailed sector-level strategies for proposed recommendations – Wholesale and retail trade (WRT)

1. Support multi-sectoral gender-focused initiatives to promote increased economic opportunities for women retailers

- Gender-sensitive microfinance initiatives coupled with skills-building interventions.
- Work with business associations to support women-owned WRT businesses with professional networking opportunities, mentorship opportunities and training opportunities.
- Increase awareness of government initiatives promoting formalisation of women's businesses, and support women to register.
- Work with financial providers to tailor products and services to women's needs, including utilising mobile money, and tailor communication and marketing strategies to reach women retailers.
- Support holistic and rights-based approaches (for women entrepreneurs and street traders) that combine skills training with efforts to improve financial skills and access to services. In particular, continue supporting initiatives such as the one implemented by INAPEM.
- Support access to social protection systems for unregistered self-employed women.

2. Address research gaps and build evidence of what works

- Commission and undertake research to better understand women's participation in the sector, and in particular barriers and enablers to women's economic empowerment in retail trade of food and beverage products, as well as participation and opportunities in employment across the value chain.
- Commission and undertake research on the impact of the COVID-19 pandemic on women in the WRT sector.
- Commission and undertake research with marginalised groups (such as women with disabilities and refugees) to understand different barriers and challenges and to design inclusive interventions.
- Evaluate interventions and include outcomes and indicators related to women's economic empowerment, as well as related outcomes linked to experiences around gender-based violence and harassment and sexual and reproductive health, to provide an accurate picture of the impact of any intervention on women's lives.
- Ensure meaningful participation of women in the design of all interventions, including through participatory methods.

Detailed sector-level strategies for proposed recommendations – Healthcare sector

1. Develop supporting and safe infrastructure to support women health workers

- Work with the Ministry of Health to set aside funds to improve women workers safety to travel to and from their workplaces (especially at night). This could include facilitating the funding and purchasing of night shift buses for women working late hours.
- Advocate for policies specifically promoting gender equality to help strengthen the sector.
- Conduct yearly audits of management and staff in the sector to monitor women's progress and develop follow-up plans to take appropriate action (e.g., to promote women or appoint high-ranking female healthcare workers).

2. Support market-based and holistic skills-focused interventions to economically empower women in the sector

- Build and introduce specialised training, education and skills-based interventions to improve women's integration into higher-paying jobs and leadership roles within the sector.
- Engage civil society organisations and private sector stakeholders in the delivery of complementary and supplementary training programmes and services.

3. Facilitate women's access to finance through training and better products and services

- Develop and trial tailored financial products for women in the sector utilising mobile money, and tailor communication and marketing strategies to reach women.
- Organise basic financial awareness and literacy courses to women via small local cooperatives or women empowerment groups.
- Gather and spread information about available financial programmes for women and supporting programmes.

4. Work with the Ministry of Health, local health authorities and health sector employers to promote gender-sensitive and safe workplaces

- Endorse and implement gender commitments, which should include gender-sensitive policies, staff training, setting up of anonymous grievance mechanisms, establishment of gender committees where women are represented.
- Focus on addressing sexual harassment in the sector, promoting zero tolerance, as well as promoting job security and stability. Work with employers to strengthen GBVH "zero-tolerance" policies, communication, enforcement and accountability mechanisms.
- Support employers to undertake gender-based assessments and develop gender-related targets and plans. Facilitate effective engagement with employees and key stakeholders on gender issues, and work with employers to adopt gender-sensitive policies and provisions ensuring non-discriminatory recruitment and promotion practices, allowing flexible work arrangements, offering extended maternity and paternity leave, enforcing sexual harassment disciplinary processes, ensuring gender-equal remuneration, and safe and affordable transport.
- Improve health and safety, for all roles, provide protective equipment, and implement training (in different languages) to improve awareness of safety practices among workers. Ensure that health and safety processes are in place, and that there is a focus on ensuring awareness of safety practices among workers.
- Create facilities for day care and support mothers returning to work. Provide facilities or support to address sexual and reproductive health needs.
- Implement initiatives to support women in supervisory and management roles.

5. Focus on research to fill evidence gaps and build on evidence of what works

- Commission and undertake participatory and action research with women in the sector to design inclusive and sustainable interventions.
- Liaise with relevant ministries to undertake a gender analysis of government sector-specific initiatives and plans.
- Use results to advocate for better integration of gender analysis and targeting.
- Commission and undertake research with diverse groups of marginalised women to understand and address different barriers women face.

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