


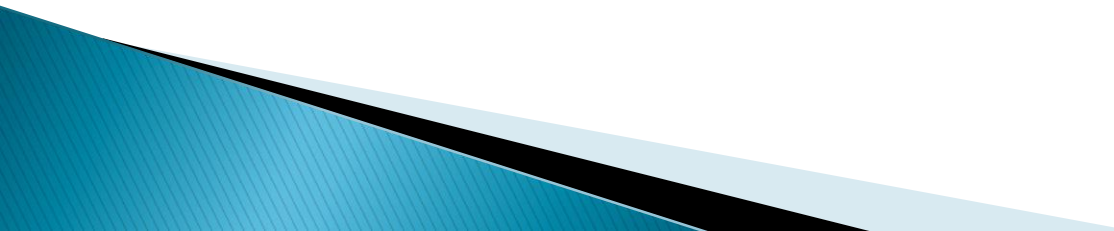
Women Empowerment in Service Delivery Toward the Achievement of African Agenda 2063.

*Paper presented by Dr. Entsua-Mensah
23rd July 2015. 2015 African Public Service Day
Commemorative Colloquium*

Structure

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Introduction

- ▶ For years, most politicians and civil servants in Africa have advanced the ideas that political leadership and civil service pose challenges to women.
 - ▶ This notion has been challenged by a number of African women who have risen to higher positions of public service in their nations and performed.
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Historical Empowerment of Women in Public Service

- ▶ Three main challenges that women in Africa face as they aspire to serve in public and private leadership roles:
 - ▶ the patriarchal culture,
 - ▶ the colonial oppression of women, and
 - ▶ the women liberation movement especially after the Fourth World Conference of Women held in Beijing, China in 1995.
- ▶ Ghana started out on a high note where empowering women to take up public office was concerned but all this fell apart during the era of military coups in Ghana.

The Situation Now

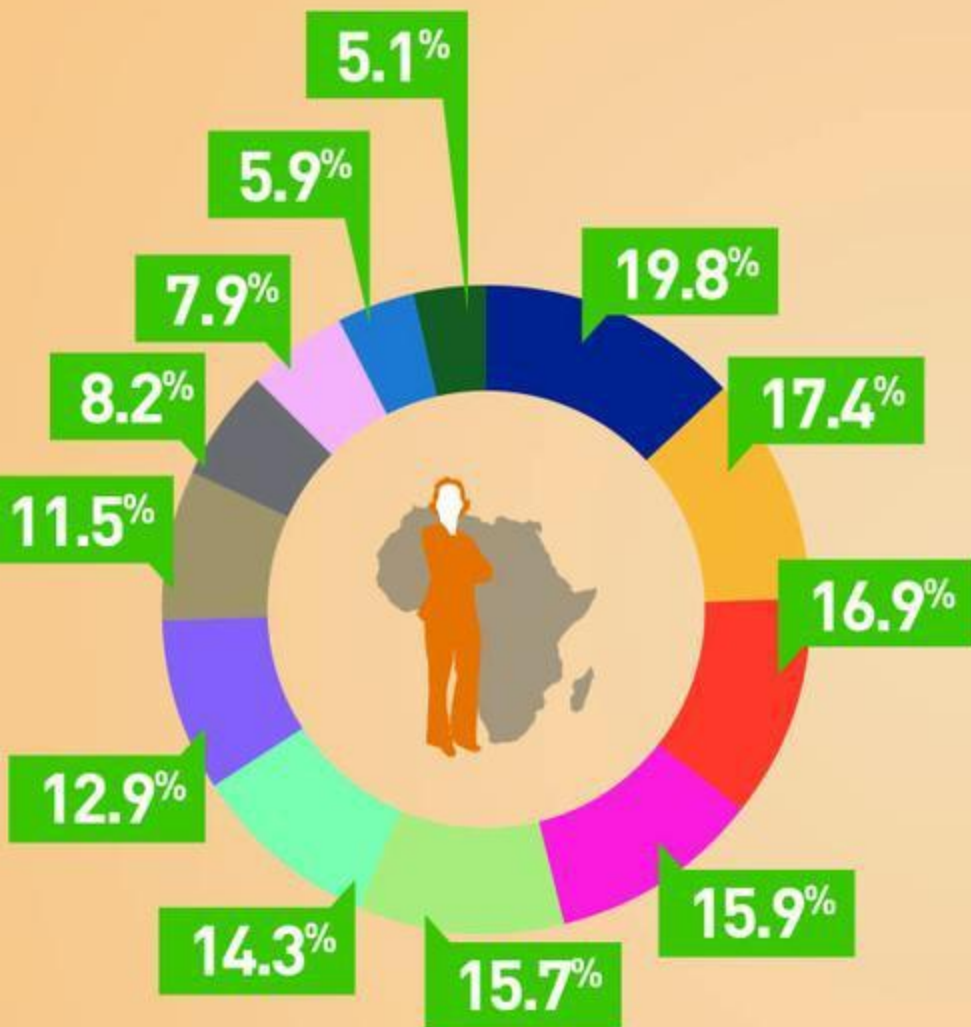
- ▶ Women tend to be concentrated in lower-grade and lower-pay occupations despite good representation in the public sector.
 - ▶ Women are more likely than men to work part-time or have temporary contracts, due mainly to family care responsibilities.
 - ▶ Major structural, legal and social barriers to women's empowerment in public life persist and range from discrimination, mechanisms of promotion, women's choice of career path, difficulty in achieving work-life balance, stereotypes and social attitudes.
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Civil Service – Ghana

	Total	no. females	% female
Chief Directors	27	4	14.8
Directors	135	38	28
Senior Mgt (total)	162	42	25.9



THE AFRICAN WAY : WHICH COUNTRIES TOP THE GENDER BALANCE CHART?



- KENYA
- SOUTH AFRICA
- BOTSWANA
- ZAMBIA
- GHANA
- TANZANIA
- UGANDA
- NIGERIA
- EGYPT
- TUNISIA
- MOROCCO
- COTE D'IVOIR

Kenya has the highest percentage of women board directors with 19.8%. South Africa, Botswana, Zambia follow with above average percentages of 17.4%, 16.9%, 15.9%, and 15.7%, respectively.

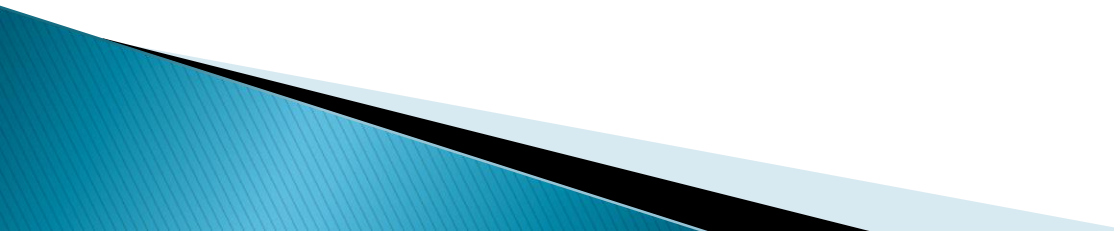
WOMEN ON BOARD : WHICH ARE THE TOP 5 AFRICAN INDUSTRIES CHAMPIONING WOMEN'S ACCESS TO BOARD?



BANK AND FINANCIAL SERVICES

13.5%

AU Agenda 2063

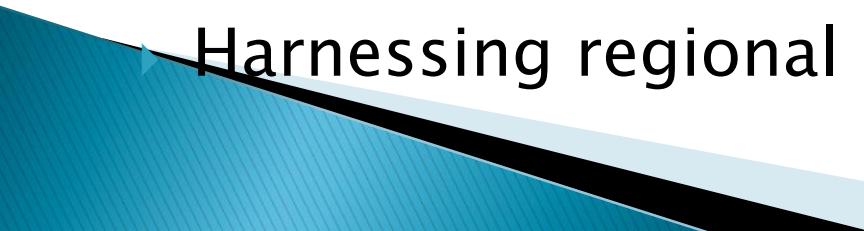
- ▶ Agenda 2063 is an overarching strategic framework for Africa over the next 50 years. Developed by the AU through a series of regional consultations with civil society and institutions, Agenda 2063 is touted as “a global strategy to optimise the use of Africa’s resources for the benefit of all Africans”.
 - ▶ To achieve this both Africa’s men and women are needed to achieve this strategy.
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AU Agenda 2063

A number of 'strategic initiatives' will be undertaken. These will focus mainly on:

- ▶ industrialization,
- ▶ building human capital,
- ▶ a stronger push of regional integration especially through the strengthening of regional institutions,
- ▶ agricultural development,
- ▶ stronger management of natural resources,
- ▶ continued efforts to reduce conflicts and the promotion of common African positions.

Key Drivers of Change

- ▶ Promoting Science, Technology and Innovation
 - ▶ Investing in human development
 - ▶ Managing the natural resource endowment
 - ▶ Pursuing Climate-consciousness
 - ▶ Creating capable developmental states
 - ▶ Harnessing regional integration
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Conclusion and Recommendations

- ▶ **Participation and inclusion of all stakeholders in the conception, design, implementation and monitoring and evaluation of Agenda 2063**
- ▶ **Quotas**
- ▶ **Educating the Girl Child**
- ▶ **Legislation**
- ▶ **Financing**
- ▶ **Female participation in governance at the rural level**

Thank You

For Listening