



## CHAPTER 4

# Productive resources and employment, economic empowerment

## Articles 15-19



Botswana is one of the better SADC performers on economic empowerment. In the photo above, a woman in Botswana works on a construction site. *Photo: Mboy Maswabi*

### KEY POINTS

- The Post 2015 SADC Gender Protocol makes a strong link with the global commitment to “leave no one behind.”
- The new SADC Gender Protocol Monitoring, Evaluation and Reporting (MER) Framework has 17 indicators to track progress on economic justice and women's empowerment, however data is not readily available for all indicators.
- Women in SADC remain under-represented in economic decision-making and paid less than men. They also have limited access to economic resources.
- SADC has 20% women representation in economic decision-making.
- Only three countries have more than 30% women in decision-making: Angola, South Africa and Lesotho. Malawi has no women in economic decision-making and the DRC's has only 5% women in economic decision-making.
- In the few SADC countries with sex disaggregated data for land ownership, Botswana ranked highest, with women owning 25% of its land. DRC had the lowest (9%).
- Botswana has the closest to equitable earnings between women and men, with women earning 87% what men earn, followed by Tanzania (85%) and Mozambique (80%). Mauritius has the lowest proportion of female to male earnings (43%)
- Women have experienced a large decline in labour force participation in the past two years and women's unemployment rate remains higher than men's in most countries.
- Women dominate in the services sector of employment, especially in education, health and social work.

**SADC**  
has  
**20%**  
**women**  
**representa-**  
**tion**  
in  
**economic**  
**decision**  
**making**

The revised protocol calls for the recognition of unpaid care work and domestic work

## What the Protocol requires

With five articles and twelve provisions, the “Productive Sources and Employment” section of the Protocol is among the most comprehensive of the SADC Gender Protocol. As before the Protocol provisions cover economic policies and decision-

making; multiple roles of women; economic empowerment; access to property and resources; equal access to employment and benefits. In line with the Post 2015 Agenda, there are however important new areas of emphasis.

Former provisions	New provisions
<p><b>Article 16. 1:</b> States Parties shall: (a) conduct time use studies and adopt policy measures to ease the burden of the multiple roles played by women.</p>	<p><b>Article 16. 1:</b> States Parties shall: (a) conduct time use studies and adopt policy measures to promote <u>shared responsibility between men and women within the household and family</u> to ease the burden of the multiple roles played by women. (b) <u>recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies.</u></p>
	<p><b>Article 17. 1:</b> <u>State parties shall undertake reforms to give women equal rights and opportunity to economic resources, and control and ownership over productive resources, land and other forms of property, financial services, inheritance, and natural resources.</u></p>
<p><b>Article 17.3:</b> States Parties shall ensure that women benefit equally from economic opportunities, including those created through public procurement processes.</p>	<p><b>Article 17.3:</b> States Parties shall, <u>in accordance with the provisions of special measures in Article 5</u> (which calls for member states to implement special measures to enable women to participate equally with men in all spheres of life), <u>develop strategies</u> to ensure that women benefit equally from economic opportunities, including those created through public procurement processes.</p>
<p><b>Article 19.1:</b> State Parties shall review, amend and enact laws and policies that ensure women and men have equal access to wage employment all sectors in line with the SADC Protocol on Employment and Labour.</p>	<p><b>Article 19.1:</b> State Parties shall review, amend and enact laws and <u>develop policies</u> that ensure women and men have equal access to wage employment, <u>to achieve full and productive employment, decent work, including social protection and equal pay for work of equal value for all women and men</u> in all sectors in line with the SADC Protocol on Employment and Labour.</p>

The new provisions of the revised Protocol in Table 4.1 make strong links to the global Post-2015 agenda's pledge “to leave no one behind.” They show a strong commitment by SADC leaders to transform the lives of the poorest and most vulnerable women in the region.<sup>1</sup> Key new areas include:

- Shared responsibility between men and women within the household and family.
- Recognising and valuing unpaid care and domestic work.
- Equal rights and opportunity to economic resources, and control and ownership over productive resources, land and other forms of property, financial services, inheritance, and natural resources.
- Cross referencing of economic decision-making with Article 5 (which calls for member states to implement special measures to enable women to participate equally with men in all spheres of life).
- Strengthening of employment provisions to include the achievement of full and productive employment, decent work, including social

protection and equal pay for work of equal value for all women and men.



Chipso Shereni, a GBV survivor from Chitungwiza, Zimbabwe, is a beneficiary of the Sunrise Campaign whose entrepreneurship skills training enabled her to lift herself and her family out of poverty.

Photo: Loverage Nhamoyebonde

<sup>1</sup> Leave no-one behind <https://eudevdays.eu/topics/leave-no-one-behind>

## Key trends

**Table 4.2: Trends in Economic Justice 2009, 2015 and 2017**

Parameter	Target 2030	Baseline 2009	Progress 2015	Progress 2017	Variance (Progress - target)
<b>WOMEN IN ECONOMIC DECISION-MAKING</b>					
Highest	50	Botswana (44 %)	44% (Tanzania)	43% (Angola)	-7
Lowest		DRC, Mauritius (0 %)	11% (Madagascar)	0% (Malawi)	-50
<b>LENGTH OF MATERNITY LEAVE (WEEKS)</b>					
Highest	16	16 (Seychelles)	16 (Seychelles)	16 (Seychelles)	0
Lowest	16	8 (Malawi)	8 (Malawi)	8 (Malawi)	8 weeks
<b>EARNINGS</b>					
Highest	Women earn on average the same as men in all 15 SADC countries	26% less than men (Malawi)	7% less than men (Tanzania)	13% less than men (Botswana)	13%
Lowest		58% less than men (Mauritius)	57% less than men (Mauritius)	57% less than men (Mauritius)	57%
<b>% WOMEN SOURCES ON ECONOMIC TOPICS</b>					
Highest	50			Lesotho (28 %)	22%
Lowest				Botswana (5%)	45%
<b>% WHO AGREE OR STRONGLY AGREE THAT MEN SHOULD SHARE THE WORK AROUND THE HOUSE WITH WOMEN SUCH AS DOING DISHES, CLEANING</b>					
Highest				Mauritius (85 %)	15%
Lowest				Seychelles (42 %)	58%
<b>SCORES</b>					
SGDI	100%	N/A	75%	55%	35%
CSC	100%	56	65%	64%	36%

Source: Gender Links 2016, \*Zimbabwe not classified in 2009.

Table 4.2 shows that:

- Angola has the highest proportion of women in economic decision-making (43%) and Malawi the lowest, with no women in economic decision-making.
- Seychelles still has the highest maternity provisions (sixteen weeks) and Malawi the lowest (eight weeks).
- Botswana has the lowest pay differential between women and men (13 percentage points) while Mauritius has the highest (57 percentage points).
- Women sources in the economic topic category have been introduced for the first time as a measure of voice. Lesotho has the highest proportion of women sources on economic topics (28%) while Botswana has the lowest (5%).
- Attitudes towards sharing of responsibilities in the home have been introduced for the first time. Mauritius (85%) had the highest proportion of those who agree or strongly agree that men should share the work around the house with women such as doing dishes, cleaning, while Seychelles (42%) had the lowest.

### Scores - SGDI and CSC

The SADC Gender and Development Index (SGDI) is a composite empirical measure of progress. The SGDI for this sector has been revised to drop labour force participation as this indicator says very little about women's actual situation within the labour force. Due to a lack of data across all 15 countries, the SGDI does not yet measure women's access to land, to finance or to productive resources, which are all critical indicators in this sector. The SGDI retains economic decision-making and length of maternity leave from before. In line within the region's 2030 agenda with its emphasis on voice, choice and control, the SDGI and women's voices on economic issues in the media; and gender attitudes on the share of household chores. As the measures have become tougher, the scores have gone down, from an average of 75% in 2015 to 55% in 2017). The Citizen Score Card (CSC) is a measure of how citizens (women and men) rate their governments' efforts to provide accessible and quality services. This score has also been expanded to take account of the new additions in the Post 2015 era. The average score has also gone down, from 65% in 2015 to 64% in 2017.

# SGDI

has gone

**down**

to

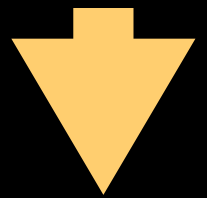
# 55%

in 2017

from

# 75%

in 2015



# CSC

has

**dropped**

from

# 65%

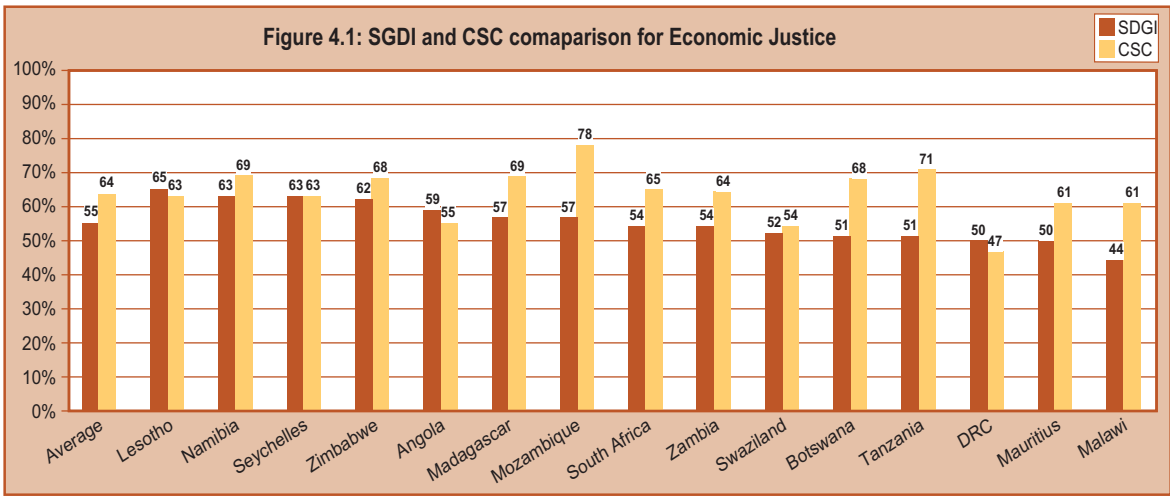
in 2015 to

# 64%

in 2017

**SDGI**  
**55%**

**CSC**  
**64%**



Source: Gender Links, 2017.

Figure 4.1 shows that the gap between the regional average SGDI (55%) and the CSC (64%) is nine percentage points. The SGDI scores are lower than the CSC in 12 countries. Mozambique (21 percentage points) and Tanzania (20 percentage points) have the greatest differences between the actual performance and the citizen perceptions. Only four

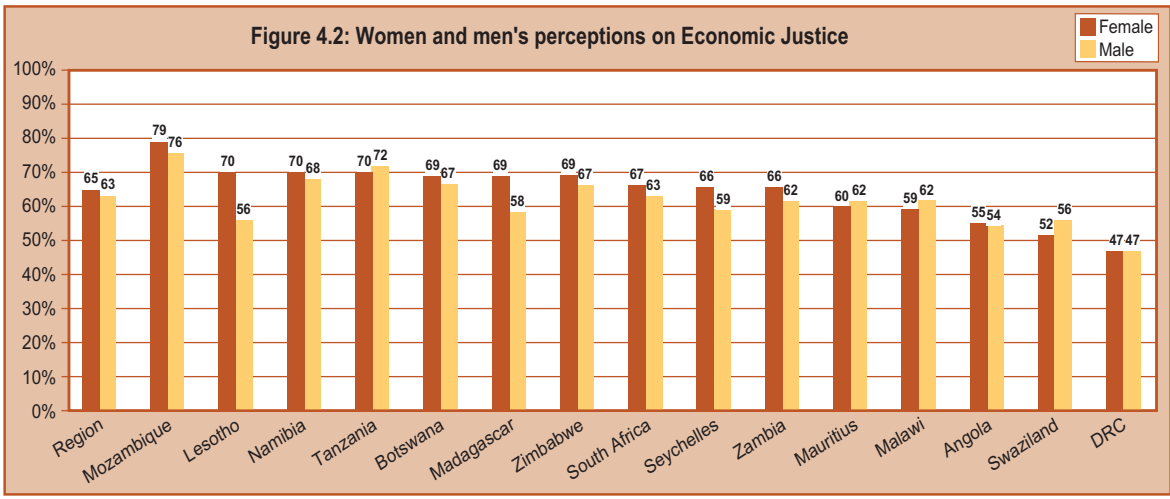
countries (Lesotho, Seychelles, Angola and DRC) have SGDI scores higher than the CSC scores. This shows that citizens are generally more optimistic about the economic outlook than the actual figures suggest. This is consistent with economic growth in many countries and the adoption of policies that promise a better future for women and girls.

**♀**

**65%**  
scored  
higher  
than

**♂**

**63%**



Source: Gender Links, 2017.

Figure 4.2 disaggregates women and men's perceptions of economic justice by sex. Women gave their governments a score of 65%; two percentage points higher than men at 63%. Mozambique had the highest score (79% for women and 76% for men). Women and men in

DRC scored their governments below 50%. Lesotho registered the biggest difference between women and men's perceptions, with women scoring the government at 70% and men at 56% - a fourteen percentage point difference.