

TOPIC:

**GENDER LABOUR FORCE PARTICIPATION IN AFRICA:
A DESCRIPTIVE AND PREDICTIVE ANALYSIS**

PRESENTATION BY: DATA DYNAMITES

Workforce Africa

RELATIONSHIP

PRIMARY DATA

FORECAST

FINDINGS



PROJECT PLAN

Introduction

Project Description, SDG Goals, And The Reason For Choosing The Topic.

Problem Statement

Methodology

Data acquisition, processing and Visualization

Visuals evaluation:

- Overview
- Comparative Analysis
- Trend & Predictive Analysis
- Geographic Distribution

Visuals

Findings

Recommendation

Conclusion

METHODOLOGY

Business Understanding

Descriptive: current data on gender equality and labor force participation rate

Predictive: forecast future trends by 2030



Analytic Approach

Data Requirement

Labour Force Participation Rate – Female and Male



Data Sources

Data Understanding and Cleaning



Data Preparation



Data analysis, modeling and visualization



YEARS

32

COUNTRIES

53

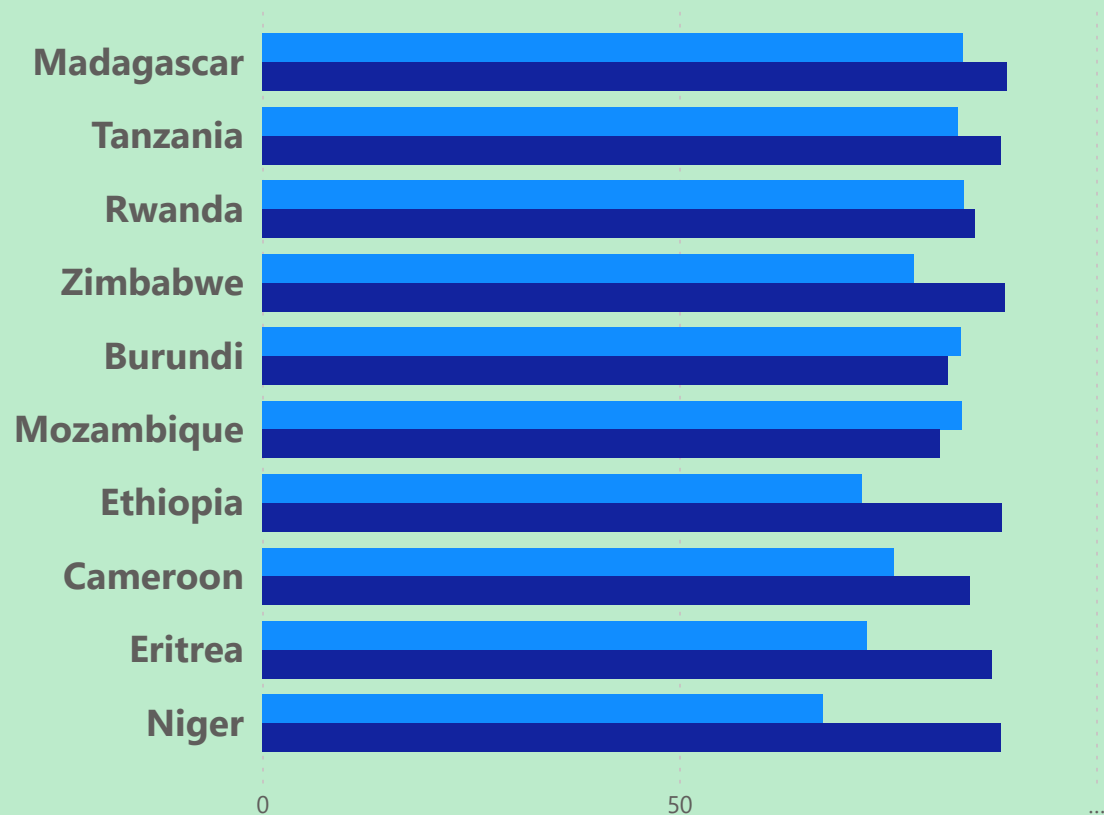
YEAR

1990

2021

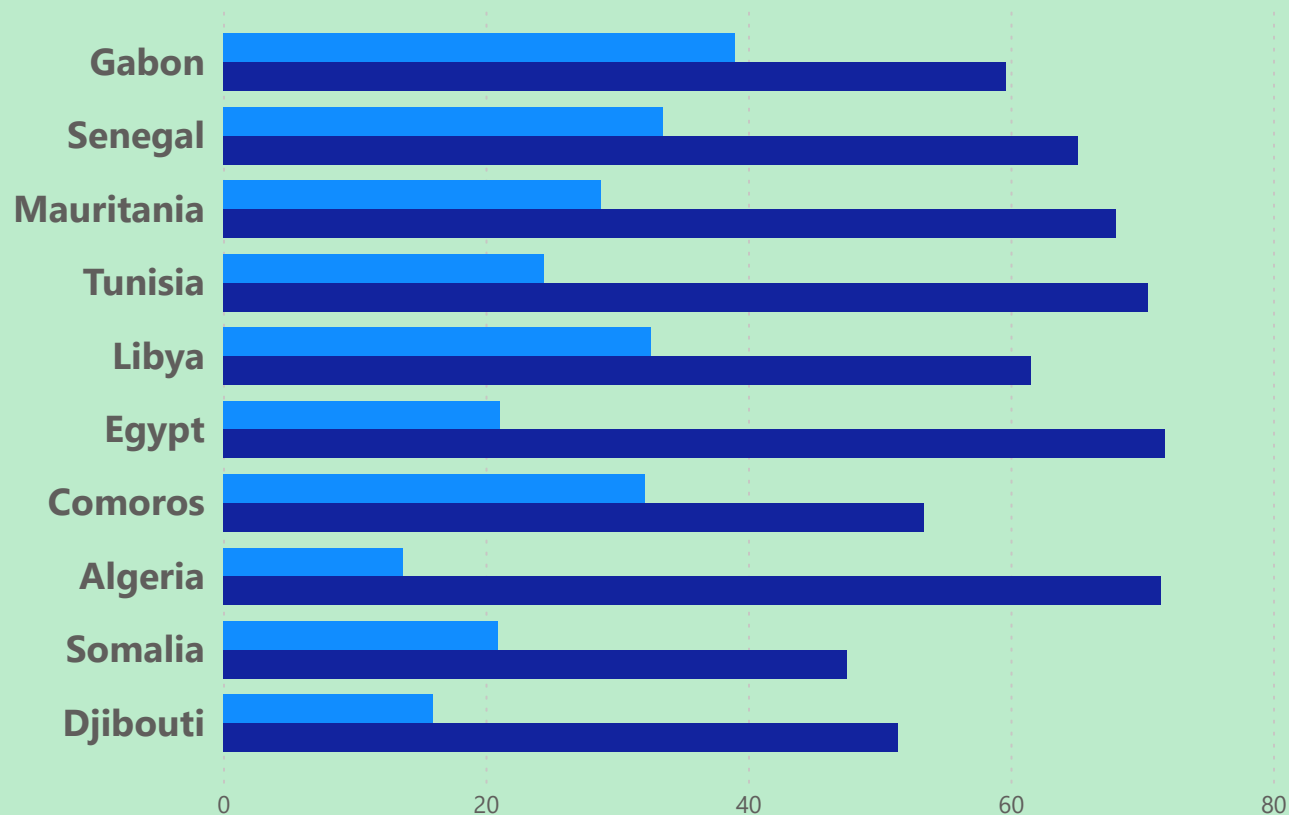
TOP 10 COUNTRIES BY GENDER PARTICIPATION RATE

● Female ● male



BOTTOM 10 COUNTRIES BY GENDER PARTICIPATION RATE

● Female ● male



GEOGRAPHIC DISTRIBUTION OF LABOUR FORCE PARTICIPATION RATE

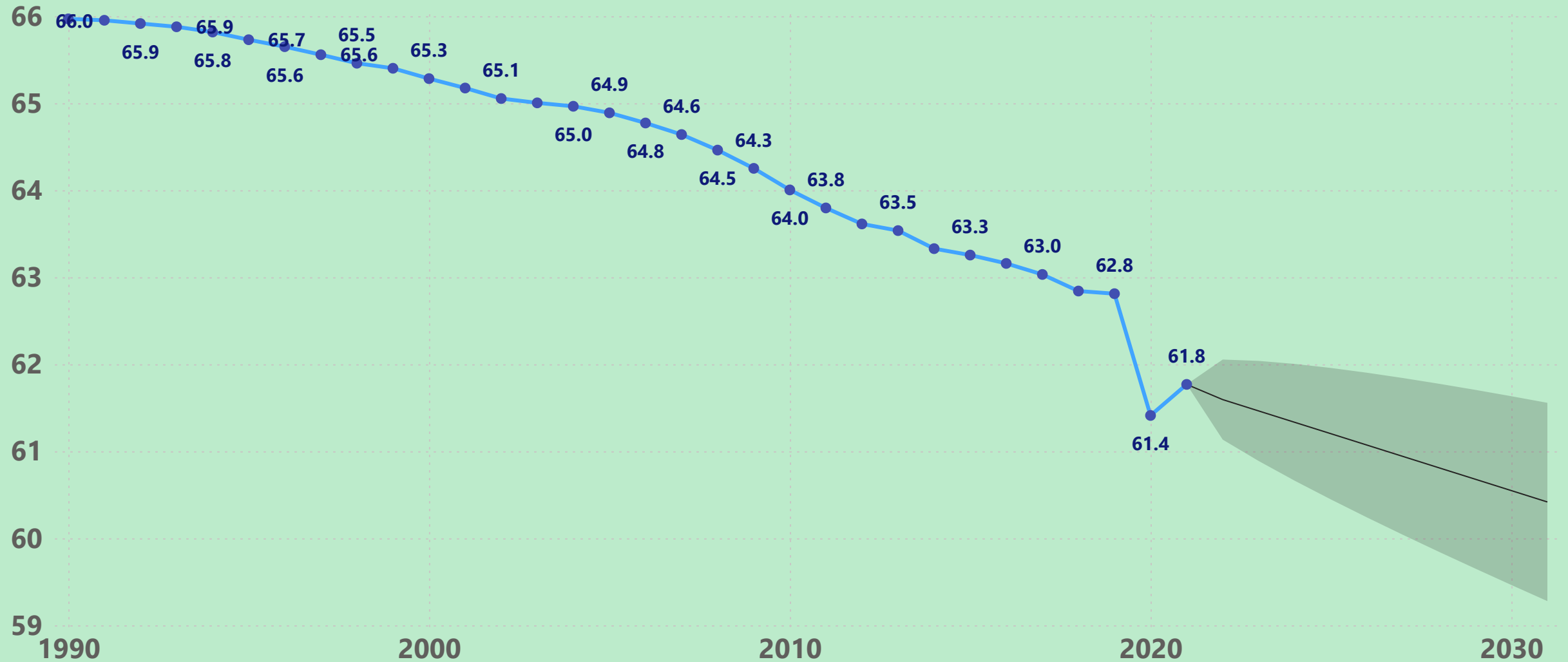
● Female ● male



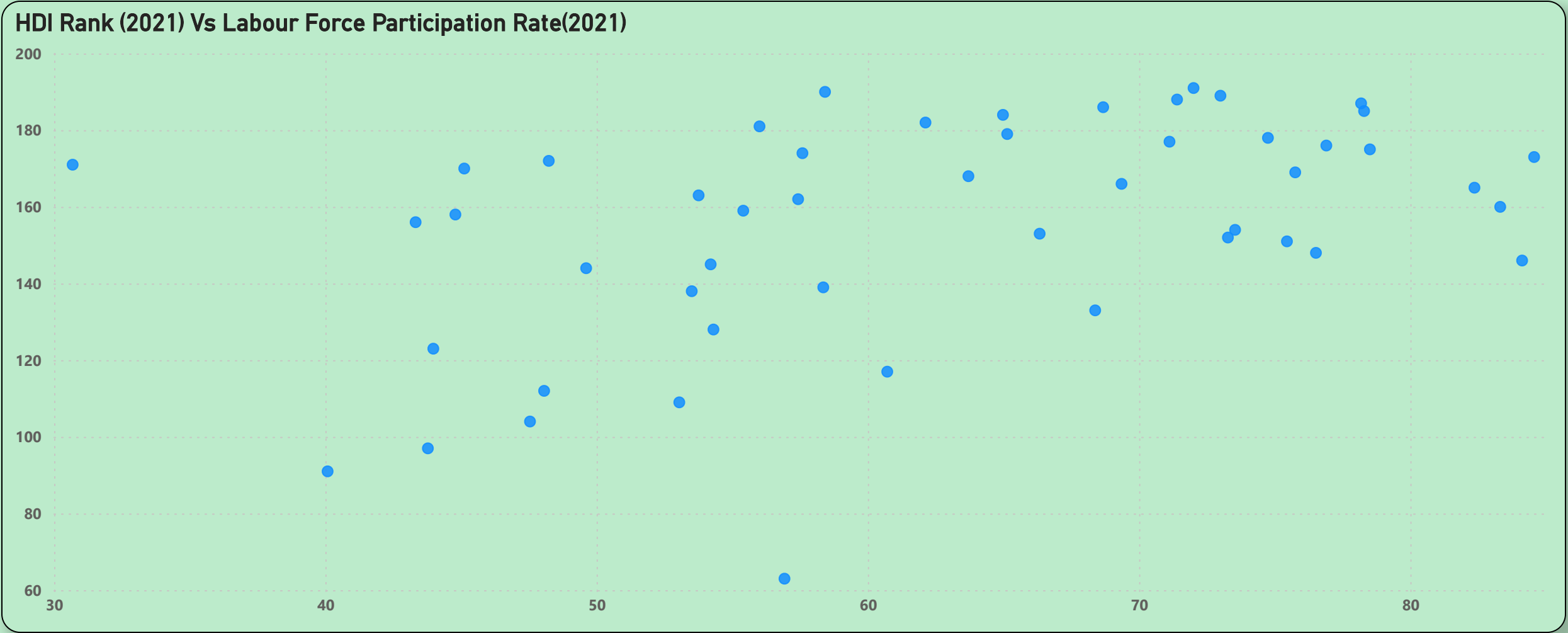
Female

male

LABOUR FORCE PARTICIPATION TRENDS AND FUTURE TRENDS



CORRELATION BETWEEN HUMAN DEVELOPMENT INDEX RANKING AND LABOUR FORCE PARTICIPATION RATE BY COUNTRY



HDI RANKING AND LABOUR FORCE PARTICIPATION RATE ARE POSITIVELY CORRELATED, AS AN INCREASE IN HDI RANK MOSTLY LED TO AN INCREASE IN LABOUR FORCE PARTICIPATION RATE

FINDINGS

Gender Participation Rates in the Workforce from 1990 to 2021; Top 10 and Bottom 10 Countries:

- In top countries, the female participation rate remains slightly lower than male participation rates.
- In bottom countries, significant gender disparities persist in workforce participation.

Labour Force Participation Trends by Gender (Deducted from Kaggle dataset) and Forecasting Future Trends(2030)

1. Overall Decline

- Labour force participation rates (LFPR) have been declining from 1990 to 2030, with a significant dip around 2020 due to the COVID-19 pandemic.

2. Gender-specific Trends

- Male LFPR: It will decrease from around 76% in 1990 to below 68% by 2030.
- Female LFPR: It will decrease from about 56% in 1990 to around 54% by 2030.

3. Projections Post-2020:

Slow recovery is expected after 2020, continuing the downward trend with uncertainty in future scenarios.

Number of
countries

9

Total
respondents

94

Male
Respondents

26

Female
Respondents

68

25years and
below

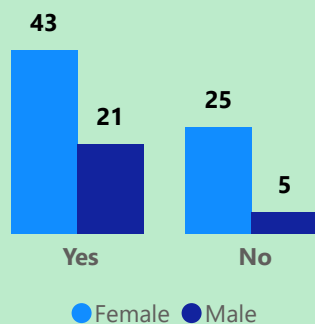
35-44years

55years and
above

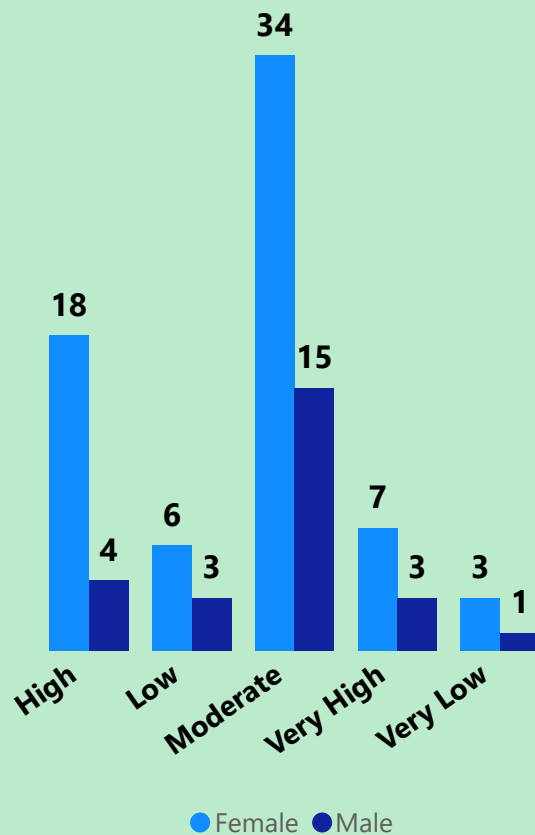
26-34years

45-54years

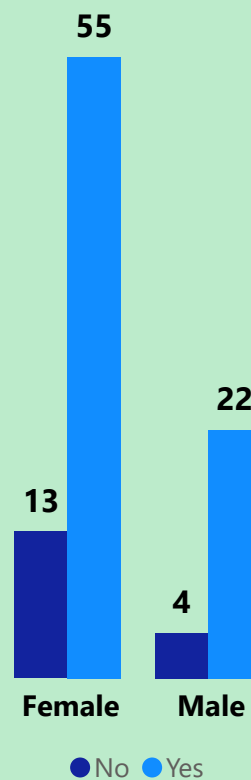
Availability of Support System to address Gender Bias



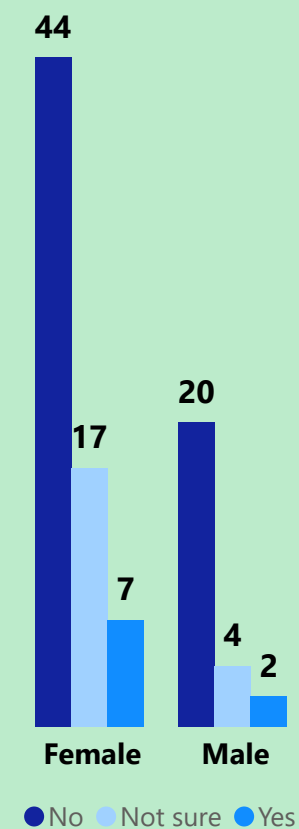
Awareness levels of Gender equality issues by Gender



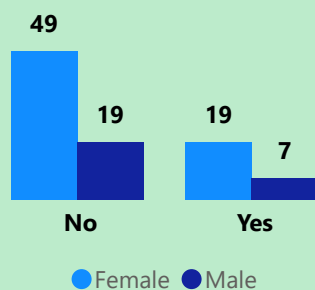
Perception of Equal Opportunity For Career Advancement by Gender



Perception of Organizational Gender Pay Gap by Gender



Gender bias in Organizational Recruitment



A survey was conducted to get primary data on possible realities in the African workforce in this current year.

FINDINGS

Awareness of gender equality issues

- Female respondents report higher moderate level of awareness of gender equality issues compared to their male counterparts. Females exhibit higher awareness levels overall, with more reporting "very high" (7 vs. 3) and "high" (18 vs. 4) awareness compared to males.

Availability of support systems to address gender bias

- A high number (43 females and 21 males) report the availability of support systems to address gender bias.

Perception of equal opportunities for career advancement

- A high number of both genders believe they have equal career advancement opportunities (55 female and 22 male).

Gender bias in Organizational Recruitment

- Both genders generally believe that organizational recruitment is not biased, with 49 females and 19 males sharing this view.

Perception of Organizational Gender Pay Gap

- Both genders believe there are no gender pay gaps in their organizations (44 female and 20 male). Only 7 females and 2 males believe there is a gender pay gap and 17 females and 4 males are uncertain about the presence of a gender pay gap.

The above findings show that though there is improvement regarding gender equality in organizations, further attention and actions are needed to promote a more equitable workplace environment.

RECOMMENDATION

These recommendations below, aligned with SDGs 5 and 8, and aim to address the low labour force participation rate of women in Africa as seen from our analysis by fostering an inclusive, supportive, and equitable environment across all levels of society.

For Individuals

1. **Challenge Stereotypes:** Speak out against gender stereotypes and share stories of successful women to inspire others.
2. **Mentorship and Networking:** Participate in mentorship programs and build networks to support women entering the workforce.

For NGOs

1. **Workshops and Training:** Offer workshops and mentorship programs to build women's skills and networks, focusing on leadership and entrepreneurship.
2. **Policy Advocacy:** Advocate for supportive workplace policies like flexible work arrangements and parental leave

For the Community

1. **Celebrate Achievements:** Hold events to celebrate and raise awareness of working women's achievements.
2. **Education and Empowerment:** Promote programs that empower girls and women with market-relevant skills and knowledge.

For Government

1. **Legislative Support:** Enforce laws promoting workplace gender equality, including equal pay and family-friendly policies such as maternity leave and breastfeeding facilities.
2. **Economic Incentives:** Offer rewards to companies with diverse workforces, like tax breaks for meeting gender diversity goals.
3. **Compulsory Female Employment Quotas:** Require businesses to maintain a certain percentage of female employees to address the gender gap.

CONCLUSION

- This analysis shows the complex dynamics of gender labour force participation in Africa.
- By using descriptive and predictive methods, we understand current trends and future possibilities.
- Our findings highlight the need for targeted actions to remove barriers and create equal opportunities.
- Promoting gender equality in the workforce is key to inclusive economic growth in Africa

THANK YOU