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The Power of Parity: Advancing gender equality in Africa

Business Women's Association South Africa

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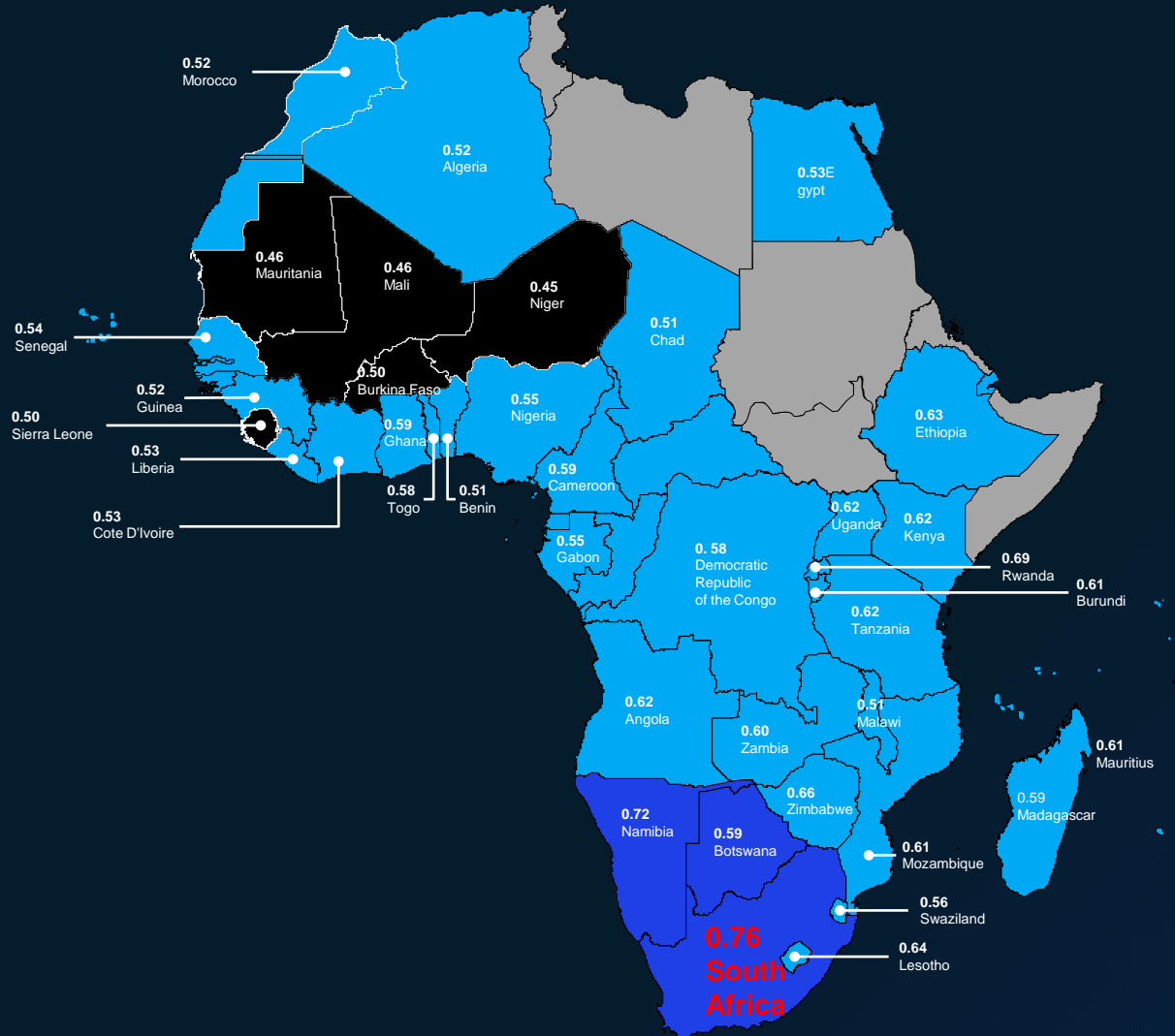


Key messages

- 1** We can celebrate a little but we should not be complacent ... we have a long way to go to parity, and at the current pace it will take **140 years**
- 2** Not achieving parity represents a significant missed opportunity for Africa not just in economic terms **USD 300bn** or **10% increase** in GDP, but also in diversity in leadership
- 3** **Men and women** – government, private sector and civil society need to come together to shape and change attitudes

Although South Africa leads on the continent, it has some way to go to get to parity

The McKinsey Global Institute Gender Parity Score (GPS) indicates progress towards gender parity



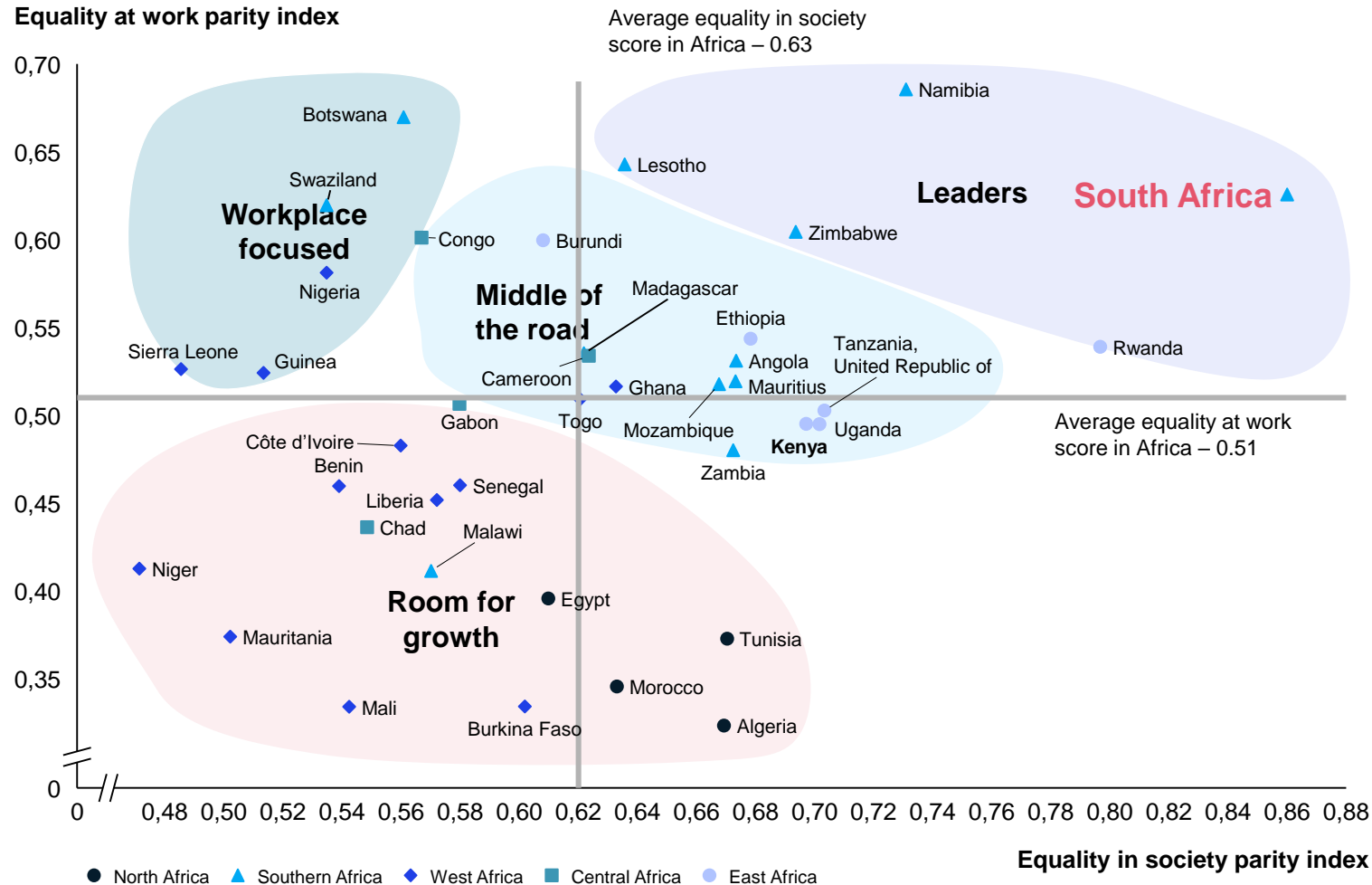
0.76 Highest GPS: South Africa

0.45 Lowest GPS: Niger

GPS (1.00 = gender parity)

- Medium inequality
- High inequality
- Extremely high inequality
- Not rated

South Africa has done better in equality in society than equality in work



- Room for growth**

Countries in this group **underperform on one or both work and society** indicators.
- Middle of the Road**

These countries have **average scores** on progress towards **parity in work and in society** relative to other African countries, and all have areas of strength
- Workplace focused**

Countries here have **low scores** on progress towards **gender equality in society** but somewhat better scores on progress towards **gender equality in work**
- Leaders**

These countries have achieved solid progress towards parity in both **work and society**, more equal participation in professional and technical jobs, and above-average progress towards parity on most societal indicators

South Africa largely mirrors global performance for equality at work

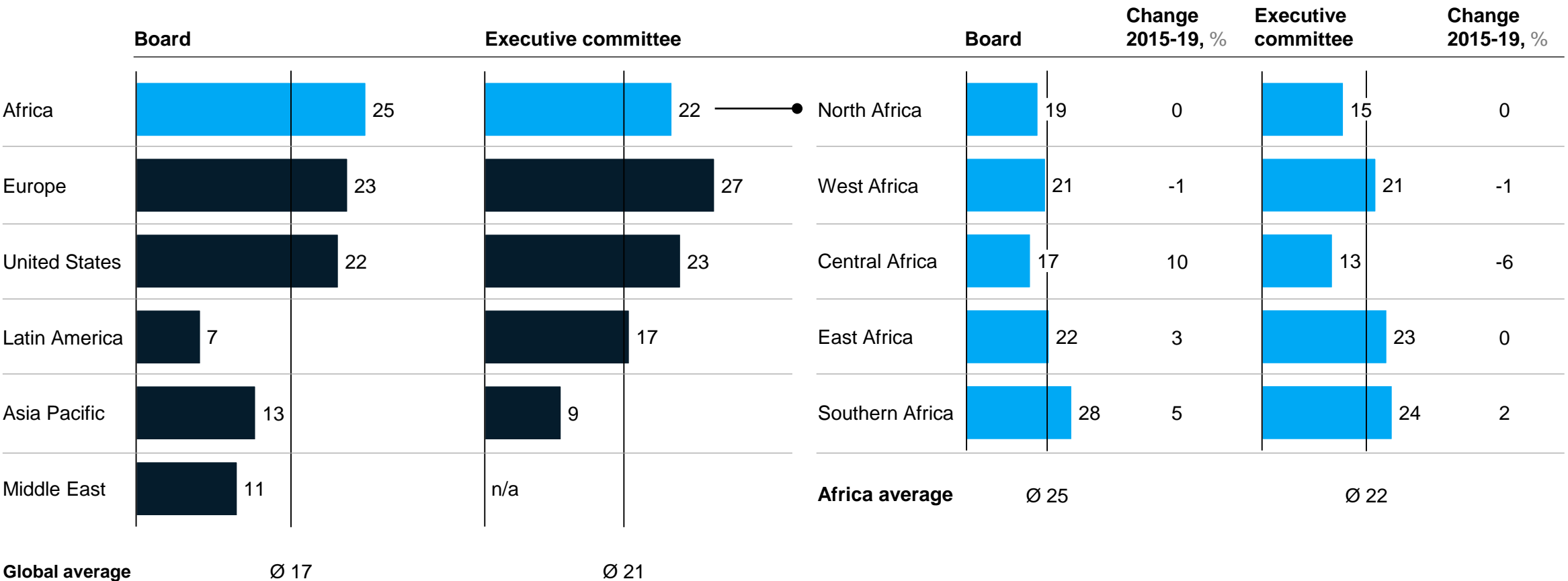
Area of focus Extremely high High Medium Low

Gender equality in work, (F/M ratio)

Indicator	World average	Africa	India	Latin America	China	North America & Oceania	South Asia (excl. India)	Middle East	East Europe & Central Asia	Western Europe	East & South East Asia	South Africa
Female population, 2017 (million)	3,551	580	645	318	672	198	204	128	182	214	411	29
Labour Force Participation Rate	0.64	0.76	0.30	0.67	0.81	0.83	0.37	0.34	0.78	0.82	0.70	0.78
Formal Employment	0.86	0.68	0.81	0.94	1.00	1.00	0.46	0.74	1.00	1.00	0.88	0.95
Professional and technical Jobs	0.73	0.68	0.34	0.95	0.84	1.00	0.36	0.54	1.00	0.96	0.94	1.00
Unpaid care work	0.33	0.39	0.10	0.30	0.39	0.63	0.19	0.27	0.50	0.55	0.35	0.42
Leadership Positions	0.37	0.33	0.17	0.64	0.37	0.67	0.11	0.17	0.63	0.47	0.43	0.44

Africa still has above world average representation of women in top leadership roles mainly driven by southern Africa

Female representation in Africa vs. other regions, % female representation in 2019 **Female representation within Africa, % female representation in 2019**



Note: Figures may not sum to 100% because of rounding.

Source: Press search of about 700 African companies; McKinsey Global Institute analysis

On equality in society, South Africa lags in key areas such as access to family planning and violence against women

Gender equality in society

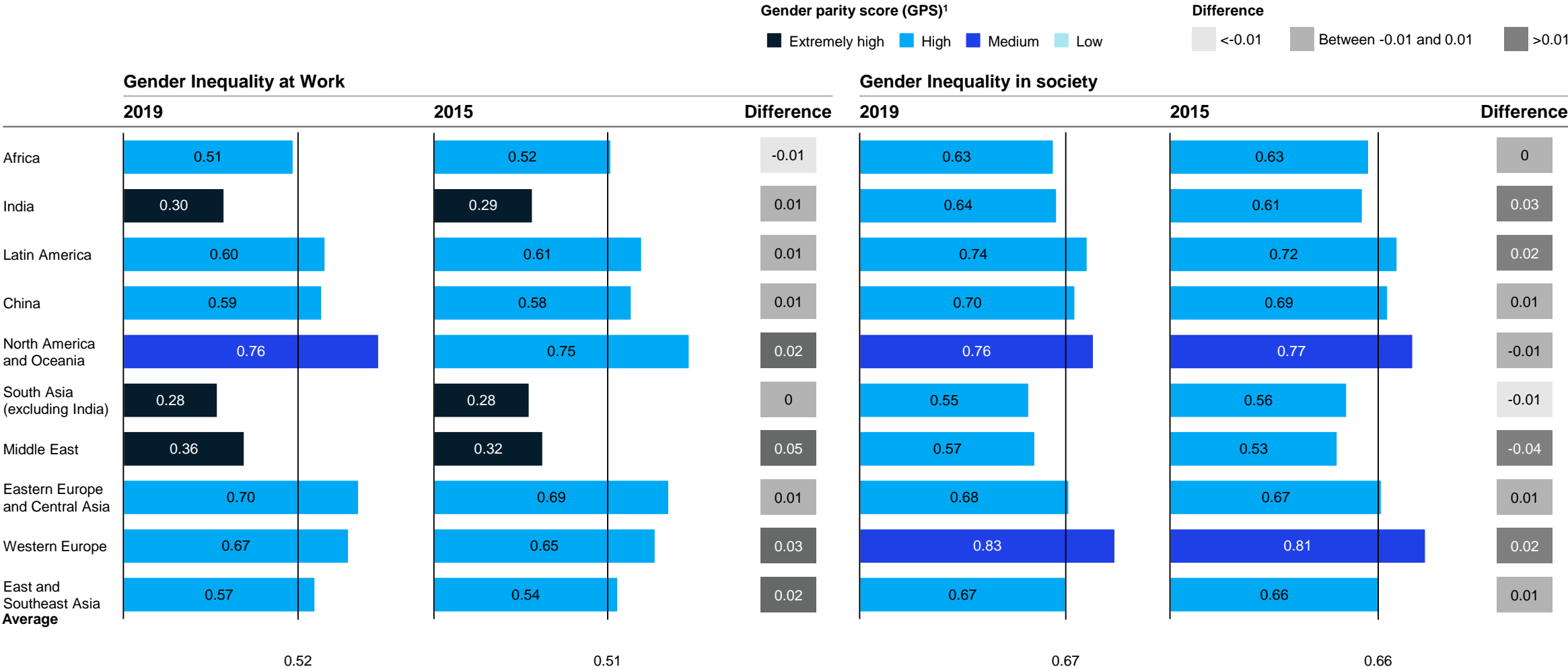
Area of focus Extremely high High Medium Low

Gender inequality in society, (GPS)

Indicator		World average	Africa	India	Latin America	China	North America & Oceania	South Asia (excl. India)	Middle East	East Europe & Central Asia	Western Europe	East & South East Asia	South Africa
Essential services & enablers of economic opportunity	Unmet need for family planning, (% of women)	11	20	13	10	4	7	16	11	10	8	13	14
	Maternal Mortality Per 100K births	108	438	174	63	27	13	175	59	21	6	81	138
	Education Level, FM ratio	0.92	0.76	0.86	0.99	0.93	1	0.8	0.89	0.98	0.99	0.97	0.98
	Financial Inclusion, FM ratio	0.74	0.65	0.65	0.77	0.78	0.91	0.43	0.68	0.84	0.82	0.88	0.80
	Digital Inclusion, FM ratio	0.86	0.81	0.77	0.97	0.9	0.99	0.55	0.81	0.97	0.96	0.9	0.95
Legal protection & political voice	Legal Protection	0.63	0.45	0.4	0.6	0.58	0.71	0.24	0.41	0.54	0.84	0.51	0.75
	Political Representation	0.27	0.33	0.22	0.39	0.19	0.32	0.18	0.12	0.21	0.57	0.19	0.82
Physical security and autonomy	Sex Ratio at birth, (M/F ratio)	1.07	1.04	1.11	1.05	1.15	1.05	1.07	1.05	1.06	1.06	1.06	1.03
	Child Marriage age 15-19 (% of girls and young women)	11	20	21	14	3	2	26	12	6	1	9	6
	Violence against women, (% of women)	12	19	22	7	9	4	20	11	15	4	8	16

1. Composite index of the extent of protection to woman comprising 11 different legal provisions (e.g., right to inherit access to jobs)

We cannot be complacent – over the past 4 years, there has only been slight progress toward gender parity globally



1. All GPS calculations are conducted using a sum-of-squares method with equal weighting across Indicators. Numbers are rounded to two decimal places. Color coding is based on actual, not rounded. The formal employment indicator within gender equality in work, along with the violence against women indicator and a portion of the financial inclusion indicator within gender equality in society are unchanged between 2015 and 2019 due to lack of time-series data

In a best-in-region scenario, Africa could add \$300 billion to annual GDP by 2025, or 10% above business as usual

Incremental 2025 GDP from improving gender equality at the best-in-region rate

	Improvement over business as-usual GDP, %	Incremental GDP \$ trillion (2014)
World	11	11.8
Africa	10	0.3
India	16	0.7
Latin America	14	1.1
China	12	2.5
North America and Oceania	11	3.1
South Asia (excl India)	11	0.1
Middle East	10	0.4
Eastern Europe and Central Asia	9	0.4
Western Europe	9	2.1
East and Southeast Asia	8	0.9

1 300 bn
in incremental GDP
by **2025**

2 This represents a
10% increase
in GDP

3 140 years at
current pace to reach
parity

We identified five priority areas that are core to driving change



Invest in human capital

Sample activities

- Educate the girl child by funding and creating an enabling environment
- Raise women's skills for the future world of work
- Equip women by enhancing their financial, digital and legal literacy
- Deploy funds effectively to build accessible, appropriate, and affordable healthcare systems



Create economic opportunities

- Put in place formal mentorship and sponsorship programmes for women
- Unlock opportunities for women-owned businesses
- Develop public and household infrastructure



Leverage technology

- Create women-friendly products to drive digital inclusion
- Spread the use of digital to raise financial inclusion and empower female entrepreneurs



Shape attitudes

- Run campaigns
- Enlist male champions



Enforce laws, policies, and regulations

- Institute and enforce legal rights
- Create enabling policies and regulations for gender equality

