

Jackson, Emerson Abraham

Working Paper

The Role of Women in Economic Governance for Sustained and Equitable Growth in the African Continent

Suggested Citation: Jackson, Emerson Abraham (2024) : The Role of Women in Economic Governance for Sustained and Equitable Growth in the African Continent, ZBW - Leibniz Information Centre for Economics, Kiel, Hamburg

This Version is available at:

<https://hdl.handle.net/10419/300524>

Standard-Nutzungsbedingungen:

Die Dokumente auf EconStor dürfen zu eigenen wissenschaftlichen Zwecken und zum Privatgebrauch gespeichert und kopiert werden.

Sie dürfen die Dokumente nicht für öffentliche oder kommerzielle Zwecke vervielfältigen, öffentlich ausstellen, öffentlich zugänglich machen, vertreiben oder anderweitig nutzen.

Sofern die Verfasser die Dokumente unter Open-Content-Lizenzen (insbesondere CC-Lizenzen) zur Verfügung gestellt haben sollten, gelten abweichend von diesen Nutzungsbedingungen die in der dort genannten Lizenz gewährten Nutzungsrechte.

Terms of use:

Documents in EconStor may be saved and copied for your personal and scholarly purposes.

You are not to copy documents for public or commercial purposes, to exhibit the documents publicly, to make them publicly available on the internet, or to distribute or otherwise use the documents in public.

If the documents have been made available under an Open Content Licence (especially Creative Commons Licences), you may exercise further usage rights as specified in the indicated licence.

The Role of Women in Economic Governance for Sustained and Equitable Growth in the African Continent

Emerson Abraham Jackson¹

ABSTRACT

This paper delves into the vital role of women in economic governance for achieving sustained and equitable growth in Africa. Historically, African women have played significant roles in economic activities and governance structures, particularly in pre-colonial societies, where they were integral to agricultural production, trade, and local governance. However, colonial and post-colonial periods saw a decline in their influence due to imported patriarchal norms. The chapter examines how modern initiatives, such as the African Union's Agenda 2063 and the African Continental Free Trade Area, have aimed to promote economic integration and resilience but still face challenges like corruption, inadequate infrastructure, and socio-political instability. It highlights the importance of gender-inclusive governance, supported by research indicating that including women in leadership leads to better financial performance and more sustainable policy outcomes. Case studies from Rwanda, where women hold 61% of parliamentary seats, and Nigeria, where women like Ngozi Okonjo-Iweala have made significant economic reforms, illustrate the positive impact of female leadership. The chapter also addresses barriers to women's participation, including cultural norms, patriarchal systems, and legal constraints, and suggests policy reforms to enhance gender equality in governance. Philosophical perspectives on equity and justice, particularly those of John Rawls and Martha Nussbaum, are used to argue for the inclusion of women in governance structures. Strategies for enhancing women's roles through education and capacity-building initiatives are discussed, emphasizing the need for comprehensive approaches to gender equality. The chapter concludes by asserting that empowering women in economic governance is not only a matter of fairness but is essential for achieving long-term economic stability and reducing disparities across Africa.

Keywords: *Women and Economic Governance, Inclusive and Sustainable Growth, African Continent*

Jel Classification: *J16, O15, P16, D63*

¹ Emerson Jackson is a practicing economist involved in providing technical support in the Governor's Office at the Bank of Sierra Leone. He also teaches part-time on the M.Sc Financial Economics course at the University of Sierra Leone. He has completed a rigorous VIVA examination at the University of Birmingham in the specialist area of Sustainable (Economic) Diversification.

Introduction

Background and Context

Overview of Economic Governance in Africa

Economic governance in Africa has evolved significantly over the past few decades, marked by efforts to stabilise economies, enhance transparency, and foster inclusive growth. The continent has seen a shift from post-colonial economic turmoil to a more structured approach aimed at sustainable development. This transformation is driven by various initiatives from both national governments and regional bodies such as the African Union and the Economic Community of West African States (ECOWAS) (African Development Bank, 2021a). For instance, the African Union's Agenda 2063 and the African Continental Free Trade Area (AfCFTA) are pivotal in promoting economic integration and boosting intra-African trade. Such initiatives aim to reduce dependency on external markets and create a more resilient economic environment. Additionally, various countries have undertaken reforms to improve their business climates, with Rwanda and Mauritius frequently cited as examples of successful economic governance and reform implementation.

Despite these efforts, challenges such as corruption, inadequate infrastructure, and socio-political instability continue to impede progress. Corruption remains a significant hurdle, undermining trust in public institutions and deterring foreign investment. Infrastructure deficits, including unreliable energy supplies and poor transportation networks, hinder economic activities and increase operational costs for businesses. Socio-political instability, often rooted in historical conflicts and ongoing ethnic tensions, further exacerbates these issues, disrupting economic activities and displacing populations. Nonetheless, there is a growing recognition of the need for comprehensive governance frameworks that integrate economic, social, and environmental dimensions to achieve long-term prosperity (Choi, Dutz, & Usman, 2020). Efforts to address these challenges include the adoption of digital technologies to enhance public sector efficiency and transparency, and investments in renewable energy to ensure sustainable infrastructure development. By tackling these multifaceted issues, African countries aim to create a more stable and prosperous economic future.

Historical Context of Women's Roles in Governance

Historically, African women have played pivotal roles in both economic and governance spheres, although their contributions have often been under-recognised and undervalued. In pre-colonial times, women were integral to agricultural production, trade, and local governance structures, particularly in matriarchal societies and kingdoms such as those of the Ashanti and Yoruba (Amadiume, 2015). These societies often had systems where women could hold significant power and influence, such as the role of the "Queen Mother" in the Ashanti Empire, who wielded considerable authority over political and social matters. Women's participation in local markets and their control over certain commodities were critical to the economic stability of their communities. However, with the advent of colonial rule, there was a systematic dismantling of these structures. Colonial administrations imposed Western patriarchal norms, which relegated women to the domestic sphere and excluded them from formal economic and political processes.

Colonial and post-colonial periods saw the marginalisation of women due to imported patriarchal norms and policies that restricted their economic and political participation. Despite these barriers, women have continuously fought for their rights and representation, leading to significant milestones in gender

equality and empowerment in recent decades. For instance, Rwanda has made remarkable strides, with women constituting over 60% of its parliament, the highest proportion globally (Inter-Parliamentary Union, 2023). This achievement is the result of deliberate policies aimed at promoting gender equality, including the implementation of quotas and the establishment of institutions dedicated to women's empowerment. Similarly, other African countries have seen increasing numbers of women in leadership roles, both in government and in the private sector. These advancements underscore the resilience and determination of African women to reclaim their roles in governance and economic development, despite historical and ongoing challenges.

Significance of the Study

Importance of Examining Women's Roles in Economic Growth

Understanding the role of women in economic governance is crucial for several reasons. Firstly, it highlights the potential of leveraging half of the population's capabilities for economic development, thereby addressing labour market inefficiencies and enhancing productivity (Jackson & Jackson, 2022; World Economic Forum, 2020). Research consistently shows that gender-inclusive governance structures lead to more comprehensive and sustainable policy outcomes. For instance, companies with higher female board representation tend to perform better financially and demonstrate higher levels of corporate social responsibility (McKinsey & Company, 2018). Moreover, women's economic empowerment is directly linked to poverty reduction, improved health, and educational outcomes, which collectively contribute to more resilient economies (United Nations, 2021).

Objectives and Scope of the Chapter

This chapter aims to explore the multifaceted roles that women play in economic governance across the African continent, emphasising their contributions, challenges, and the transformative potential of their increased participation. The objectives are to critically analyse the impact of women's involvement in economic decision-making processes, identify barriers to their full participation, and propose actionable strategies to enhance their roles in governance. By doing so, the chapter seeks to contribute to the broader discourse and knowledge gap on gender equality and sustainable development in Africa. The scope encompasses historical perspectives, current trends, and future directions, providing a comprehensive understanding of the dynamics at play and highlighting case studies that illustrate the successful integration of women into economic governance (African Development Bank, 2019).

Methodology

The methodology employed utilises a range of mixed methods to comprehensively understand and enhance women's roles in economic governance across Africa (Jackson, 2018). Quantitative data analysis from sources like the World Bank and African Development Bank will inform better correlation between women's participation in governance and positive economic indicators, affirming the article's assertion that gender-inclusive governance fosters better financial performance and sustainable policy outcomes. Qualitative case studies incorporating countries like Rwanda and South Africa, where women have achieved significant representation, will provide context-specific insights into effective strategies and challenges in reinforcing the article's focus in discussing the barriers and successes. With the application of feminist epistemology and African philosophical thinking, the article intends to critically evaluate existing knowledge systems and governance practices, resonating within the philosophical arguments for equity and justice.

Philosophical Foundations of Equity and Governance

Epistemological Frameworks

Introduction to Feminist Epistemology

Feminist epistemology, as a critical field of study, challenges the traditional norms of knowledge production that have historically marginalised women. It emphasises the importance of including women's perspectives and experiences in the creation and validation of knowledge. Sandra Harding's standpoint theory, for instance, argues that marginalised groups, including women, have unique and valuable insights that can enhance our understanding of social realities (Harding, 2004). This epistemological approach is crucial in addressing the systemic biases that memorialise gender inequality and impede equitable economic governance.

In the African context, feminist epistemology also cuts across postcolonial critiques, which highlight how colonial histories have shaped gendered experiences and knowledge systems. African feminist scholars such as Oyèrónké Oyěwùmí assert that pre-colonial African societies had more fluid and less hierarchical gender relations, which were disrupted by colonial rule (Oyěwùmí, 1997). By reclaiming these indigenous knowledge systems, feminist epistemology in Africa seeks to decolonize and transform contemporary governance structures to be more inclusive and equitable.

Furthermore, feminist epistemology advocates for participatory approaches in governance, where women's voices are not only heard but actively incorporated into decision-making processes. This inclusion is not merely about representation but about fundamentally reshaping the epistemological foundations of governance to prioritise equity and justice (Jackson & Jackson, 2023; Alcoff & Potter, 1993). By embracing feminist epistemology, African economic governance can better address the diverse needs of its population, leading to more sustained and equitable growth.

African Philosophical Traditions and Communalism

African philosophical traditions, particularly the concept of communalism, provide a foundational framework for understanding equity and governance. Communalism emphasises the interconnectedness of individuals within a community and the collective responsibility towards mutual well-being. This philosophy is rooted in the notion of "Ubuntu," a Zulu term meaning "I am because we are," which underscores the importance of community and shared humanity (Mbiti, 1969).

Communalism advocates for inclusive governance practices that prioritise the welfare of all members of society, particularly the marginalised and vulnerable (Jackson, 2016). In the context of economic governance, this means creating policies that ensure equitable distribution of resources and opportunities. African communalism challenges the individualistic and competitive ethos of Western capitalism, proposing instead a model of governance that is cooperative and solidaristic (Gyekye, 1997).

The relevance of communalism in contemporary African governance is evident in various grassroots movements and local governance structures that prioritise collective decision-making and resource sharing. For example, in many African societies, traditional councils and community forums play a significant role in mediating conflicts and ensuring equitable resource distribution. By integrating these communal principles into formal economic governance, African countries can foster more inclusive and sustainable growth (Wiredu, 1997).

Theories of Inclusive Governance

Philosophical Theories on Equity and Justice

Philosophical theories on equity and justice provide critical insights into the principles that should underpin economic governance. John Rawls' theory of justice, for instance, asserts that a just society is one where institutions are arranged to benefit the least advantaged members (Rawls, 1971). This principle of "justice as fairness" aligns with the goals of inclusive governance, which seeks to address systemic inequalities and ensure that all individuals have access to economic opportunities.

In the African context, Amartya Sen's capabilities approach offers a valuable framework for understanding equity in economic governance. Sen argues that true justice is achieved when individuals have the freedom to develop and exercise their capabilities (Sen, 1999). This approach emphasises the need for governance structures that provide individuals with the necessary resources and opportunities to achieve their full potential. By focusing on capabilities, African economic governance can move beyond mere economic growth to promote genuine human development.

Additionally, Nancy Fraser's concept of participatory parity underscores the importance of inclusive governance for achieving equity. Fraser argues that justice requires social arrangements that allow all individuals to participate as peers in social life (Fraser, 2008). This entails dismantling institutional barriers that prevent marginalised groups, including women, from fully engaging in economic and political processes. By adopting these philosophical theories, African economic governance can create more just and equitable systems that promote sustained growth and development.

Importance of Inclusive Governance for Sustained Growth

Inclusive governance is crucial for achieving sustained and equitable economic growth in Africa. Research has shown that when governance structures are inclusive, they are more likely to be effective and responsive to the needs of all citizens. Inclusive governance ensures that diverse perspectives are considered in policy-making, leading to more comprehensive and effective solutions to economic challenges (Acemoglu & Robinson, 2012).

Empirical evidence from various African countries demonstrates that inclusive governance practices, such as participatory budgeting and community-driven development, can lead to improved economic outcomes. For example, participatory budgeting in Kenya and Uganda has led to more transparent and accountable use of public funds, resulting in better service delivery and increased public trust in government institutions (Wampler & Hartz-Karp, 2012). These practices highlight the potential of inclusive governance to enhance economic efficiency and promote sustainable growth.

Moreover, inclusive governance can mitigate the risks of social unrest and political instability, which are often triggered by perceived or actual economic injustices. By ensuring that all segments of society have a voice in governance, countries can foster social cohesion and stability, which are essential for long-term economic development. In this way, inclusive governance not only addresses immediate economic disparities but also lays the foundation for a more resilient and prosperous future (World Bank, 2017).

Historical Overview

Pre-Colonial Africa

In pre-colonial Africa, women played integral roles in the economic activities of their communities, often balancing both agricultural and domestic responsibilities. Women were primary food producers, involved in farming, trading, and managing family finances. For instance, in societies like the Yoruba of Nigeria, women controlled local markets and were key players in trade networks (Sudarkasa, 1986). Additionally, women were essential in craft production, including pottery and textiles, which were significant economic activities. These roles were not only crucial for household sustenance but also contributed to the broader economic stability and development of their communities (Boserup, 1970).

Governance structures in pre-colonial Africa frequently included women in significant roles. Many societies recognised the importance of female leadership and decision-making. For example, among the Ashanti in Ghana, the Queen Mother was a central figure in political and social affairs, wielding considerable influence over the selection of the King and the governance of the kingdom (Aidoo, 2022). Similarly, in the matrilineal societies of the Akan, women's roles were prominent in both lineage and leadership structures. These examples underscore that pre-colonial African societies often had inclusive governance frameworks that acknowledged and utilised the capabilities and contributions of women (Amadiume, 1997).

Colonial and Post-Colonial Changes

The advent of colonization significantly altered the roles of women in African governance and economies. Colonial administrations imposed patriarchal structures that marginalised women's traditional roles and diminished their influence in governance. For instance, the introduction of cash crops and formal employment sectors favoured men, relegating women to subsistence farming and domestic duties (Staudt, 1984). These colonial policies often undermined pre-existing matrilineal systems, further entrenching gender inequalities. The displacement from their traditional roles not only impacted women's economic autonomy but also their political and social statuses (Schmidt, 1991). As a result, women's contributions to society were devalued, and their ability to participate in decision-making processes was significantly reduced, creating long-term socio-economic repercussions.

Post-independence, the evolution of women's participation in governance and the economy has been gradual and uneven across the continent. While many African countries have made strides in promoting gender equality, challenges persist. For example, policies and movements in countries like Rwanda and South Africa have led to significant increases in female political representation and involvement in economic activities (Burnet, 2011). These countries have implemented affirmative action policies and created platforms for women to engage in politics and business, setting benchmarks for gender equality. Conversely, in other regions, cultural and institutional barriers continue to limit women's participation, perpetuating a cycle of gender disparity. Despite these advancements, the progress remains inconsistent, highlighting the complexity and variability of gender dynamics across different African societies.

Efforts by various governments, non-governmental organisations, and international bodies to address these disparities are ongoing, highlighting the critical need for inclusive policies that promote women's roles in sustainable and equitable economic growth (Tripp, 2003). Initiatives such as gender quotas in political institutions, educational programs aimed at empowering women, and economic reforms that support female entrepreneurship are essential. These efforts aim to create an environment where women can contribute equally to national development. By fostering gender equality, African nations can unlock the full potential of their populations, driving comprehensive and inclusive growth. However, achieving these goals requires continuous commitment and collaboration among all stakeholders to dismantle the entrenched barriers that hinder women's full participation in society.

Current Landscape of Women's Participation

Status and Representation

The participation of women in economic governance across Africa has seen significant, yet uneven progress. Despite representing nearly half of the continent's population, women are still underrepresented in key economic decision-making roles. According to the African Development Bank (2021c), women hold only 23% of parliamentary seats and even fewer positions in executive branches across African nations. This disparity extends to the corporate sector, where only 5% of CEOs of Africa's top companies are women (World Bank, 2022). The underrepresentation of women in these pivotal roles underscores a broader issue of gender inequality in access to education, professional opportunities, and societal norms that often prioritise male leadership.

However, recent trends indicate a positive shift towards greater inclusivity. Countries like Rwanda and South Africa have implemented policies aimed at increasing female participation in governance, resulting in women holding 61% and 46% of parliamentary seats, respectively (Inter-Parliamentary Union, 2022). These statistics reflect a growing recognition of the need for gender-balanced leadership to drive equitable economic growth. The challenge remains to replicate such successes across the continent and ensure that women are not only present but influential in economic governance.

Case Studies

Successful women leaders in economic governance serve as beacons of possibility and progress for the African continent. Ellen Johnson Sirleaf, former President of Liberia, exemplifies the transformative impact of female leadership. During her tenure, Liberia experienced significant economic reform and growth, and she became the first female head of state in Africa to be awarded the Nobel Peace Prize for her efforts in peace-building and economic governance (BBC, 2011). Another notable example is Ngozi Okonjo-Iweala, Nigeria's former Finance Minister and current Director-General of the World Trade Organisation, who played a critical role in stabilising Nigeria's economy and negotiating debt relief from the Paris Club (Okonjo-Iweala, 2018).

Comparative analysis reveals that the success of women in economic governance is often facilitated by supportive policies and societal attitudes. In Rwanda, progressive gender policies and the aftermath of the 1994 genocide, which drastically altered gender demographics, led to a greater acceptance and promotion of women in leadership roles (Debusscher & Ansoms, 2013). Conversely, in countries where traditional gender roles remain deeply entrenched, such as Somalia or Sudan, women face significant barriers to participation in economic governance. These case studies highlight the importance of structural support and societal willingness to advance gender equality in economic governance across different African contexts.

Barriers to Women's Participation

Cultural and Social Barriers

Traditional gender roles and societal norms significantly impede women's participation in economic governance across the African continent. In many African societies, deep-rooted cultural beliefs dictate that women should primarily fulfil domestic responsibilities and caregiving roles, leaving little room for professional or political engagement (Adichie, 2014). These gender norms are perpetuated from a young

age, shaping expectations and opportunities for women, thereby limiting their aspirations and potential contributions to economic governance. For instance, women who pursue leadership roles often face resistance not only from their male counterparts but also from within their communities, where leadership is traditionally viewed as a male domain (Nzomo, 1995).

The impact of patriarchy further exacerbates these challenges, as patriarchal systems inherently prioritise male authority and decision-making power. This entrenched patriarchy manifests in various forms, such as the undervaluation of women's work, unequal access to resources, and restricted mobility (Tamale, 2004). Women are often excluded from formal and informal networks that are crucial for political and economic advancement, thereby perpetuating a cycle of underrepresentation and disempowerment. As a result, even when women attain positions of influence, they may lack the necessary support and recognition to effect meaningful change in economic governance (Ampofo et al., 2004).

Institutional and Structural Barriers

Legal and policy-related barriers also play a critical role in limiting women's participation in economic governance. In many African countries, discriminatory laws and regulations restrict women's property rights, access to credit, and business ownership (World Bank, 2020). For example, in some jurisdictions, women may require male consent to enter into contracts or face legal obstacles that hinder their ability to inherit property or secure financing for entrepreneurial ventures. These legal constraints not only undermine women's economic autonomy but also diminish their capacity to engage fully in governance structures that influence economic policy and development (OECD, 2019).

Economic and educational challenges further compound these barriers. Women in Africa are disproportionately affected by poverty, and their access to education and vocational training remains significantly lower than that of men (UNESCO, 2019). Limited educational opportunities hinder women's ability to acquire the skills and qualifications necessary for leadership roles in economic governance. Additionally, the economic burden of unpaid care work disproportionately borne by women limits their availability and energy to participate in formal economic and political activities (Ferrant et al., 2014). Addressing these institutional and structural barriers requires comprehensive policy reforms and targeted initiatives to promote gender equality in education, legal rights, and economic opportunities, ensuring women can contribute effectively to sustained and equitable growth across the continent (UN Women, 2020).

Philosophical Analysis of Equity and Inclusion

Concepts of Equity in Governance

Philosophical arguments for equity and inclusion in governance emphasise the inherent dignity and equal worth of all individuals. John Rawls' theory of justice as fairness posits that a just society must ensure that its structures and institutions operate under principles that equally benefit all members, especially the least advantaged (Rawls, 1971). This framework advocates for the inclusion of women in governance, as their perspectives and experiences are critical for comprehensive decision-making processes that reflect the needs of the entire population. Similarly, Martha Nussbaum's capabilities approach underscores the importance of providing all individuals with the opportunities and resources necessary to achieve their full potential, which directly aligns with the need to include women in economic governance (Nussbaum, 2000).

The ethical implications of excluding women from economic decision-making are profound and multifaceted. From a deontological perspective, excluding women violates fundamental principles of equality and respect for persons as autonomous agents (Jackson, 2019). Kantian ethics, which emphasises treating individuals as ends in themselves rather than means to an end, supports the argument that all individuals, regardless of gender, should have the opportunity to participate in governance (Kant, 1785). Moreover, the exclusion of women perpetuates systemic injustice and inequality, resulting in policies that fail to address the unique challenges faced by half of the population. This not only undermines the ethical foundation of governance but also hinders the attainment of sustained and equitable economic growth (Sen, 1999).

Building Inclusive Governance Frameworks

Philosophical approaches to creating inclusive governance systems often draw on the principles of deliberative democracy and participatory justice. Deliberative democracy, as advocated by Jürgen Habermas, emphasises the importance of inclusive dialogue and the participation of diverse voices in the decision-making process to ensure legitimacy and equity (Habermas, 1996). This approach suggests that inclusive governance frameworks must actively involve women in policy discussions, recognising their unique contributions and fostering a culture of mutual respect and understanding. Furthermore, Amartya Sen's concept of public reasoning highlights the need for transparent and inclusive deliberation to address diverse societal needs and promote justice (Sen, 2009).

The role of justice and fairness in policy-making is crucial for building governance systems that genuinely reflect the principles of equity. Rawls' notion of the "original position" and the "veil of ignorance" argues for the creation of policies as if decision-makers were unaware of their social positions, leading to fairer and more equitable outcomes (Rawls, 1971). This theoretical construct supports the development of inclusive governance structures where women are not only present but actively influence economic policies. Ensuring justice and fairness in governance requires a commitment to gender equality, which can lead to more holistic and effective policy-making that drives sustained and equitable growth across the African continent. The integration of these philosophical principles into practical governance can help dismantle systemic barriers and promote an inclusive and prosperous society (Fraser, 2008).

Strategies for Enhancing Women's Roles

Policy Recommendations

Effective policies to increase women's participation in economic governance are crucial for achieving sustained and equitable growth in the African continent. Governments need to implement gender-responsive policies that address the unique challenges faced by women. These policies should include measures such as affirmative action to ensure women have equal opportunities in leadership positions within economic institutions. Additionally, creating a supportive legal framework that protects women's rights and promotes gender equality in the workplace is essential. Policies that provide affordable childcare and parental leave can also help women balance work and family responsibilities, thus encouraging greater participation in the workforce (UN Women, 2020).

Best practices and lessons learned from various countries highlight the importance of comprehensive approaches to gender equality. For instance, Rwanda's gender quotas have significantly increased women's representation in parliament, which has, in turn, influenced the creation of more inclusive policies (Burnet, 2011). Similarly, Ethiopia's gender-responsive budgeting has been instrumental in

ensuring that government spending benefits women and men equally (World Bank, 2015). These examples demonstrate that targeted policies, supported by political will and effective implementation, can lead to meaningful progress in enhancing women's roles in economic governance.

Education and Capacity Building

The importance of education and training in empowering women cannot be overstated. Education equips women with the skills and knowledge necessary to participate effectively in economic governance and decision-making processes. It also fosters a sense of agency and confidence, enabling women to advocate for their rights and contribute to their communities' economic development. According to UNESCO (2022), every additional year of schooling can increase a woman's earning potential by up to 20%, underscoring the direct link between education and economic empowerment.

Programs and initiatives for capacity building are vital in enhancing women's roles in economic governance. Initiatives such as the African Women's Leadership Fund, which aims to support women-led businesses and promote female entrepreneurship, provide essential resources and networks for women to thrive in economic sectors (UNDP, 2020). Furthermore, capacity-building programs that offer training in leadership, financial literacy, and business management can help women develop the skills needed to take on more significant roles in economic governance. By investing in these programs, African countries can create a more inclusive and equitable economic landscape that benefits all members of society.

Impact on Sustained and Equitable Growth

Economic Growth Models

The integration of women into economic growth models has been shown to substantially enhance sustained and equitable development. Traditional economic models often overlooked the participation of women, thus underestimating potential growth. Recent analyses indicate that including women in the labour force and decision-making roles leads to more robust economic outcomes. For instance, a study by Aguirre et al. (2012) found that increasing female labour force participation could boost GDP growth by as much as 34% in developing countries, underscoring the transformative potential of gender-inclusive policies. Additionally, growth models that account for women's economic activities, both formal and informal, tend to produce more accurate and promising projections of national economic health (Elborgh-Woytek et al., 2013).

Comparative studies further emphasise the economic benefits of women's involvement. Countries with higher gender equality in the workforce often experience more consistent and stable economic growth. For example, Klasen and Lamanna (2009) revealed that gender inequality in education and employment can significantly hinder economic growth. Their comparative analysis across various regions demonstrated that economies where women have greater access to education and employment opportunities are more resilient and exhibit higher growth rates compared to those with substantial gender disparities. This evidence suggests that policies aimed at enhancing women's economic participation are not just a matter of social justice but are crucial for achieving long-term economic stability and growth.

Social and Economic Equity

Women's participation in the economy plays a critical role in reducing economic disparities. By increasing the representation of women in various sectors, particularly in leadership and high-paying industries, there is a notable reduction in the income gap between genders and overall economic inequality. Women's involvement in economic governance contributes to more equitable resource distribution and inclusive policy-making, which are essential for reducing economic disparities. According to the World Bank (2018), gender-inclusive policies that promote women's access to financial services, education, and employment opportunities can significantly reduce income inequality and foster inclusive growth.

Moreover, the impact of women's economic participation on poverty alleviation and social welfare cannot be overstated. Women are often primary caregivers and play a crucial role in household welfare. Their economic empowerment directly translates to better health, education, and overall well-being for their families. A study by Duflo (2012) demonstrated that women's access to financial resources leads to higher expenditure on children's education and health, thereby breaking the cycle of poverty. Furthermore, women's involvement in community and grassroots economic activities often leads to more effective and sustainable poverty alleviation strategies (Chaudhary & Verick, 2014). Consequently, empowering women economically is not only a pathway to individual and familial prosperity but also a fundamental driver of societal welfare and equitable growth.

Conclusion

Summary of Key Points:

This chapter has illustrated the indispensable role of women in economic governance as a catalyst for sustained and equitable growth across the African continent. Key insights reveal that women's participation in economic leadership not only enhances governance quality but also fosters inclusive economic policies that benefit broader segments of society (UN Women, 2020). Empirical findings underscore that gender-diverse leadership correlates with improved economic outcomes, reduced corruption, and heightened innovation within institutions (World Bank, 2019). Furthermore, successful case studies from countries like Rwanda and South Africa demonstrate that integrating women into high-level economic decision-making processes can drive significant progress toward achieving gender equity and economic resilience (African Development Bank, 2021b).

Final Reflections:

The role of women in economic governance is not just a matter of equity but a strategic imperative for the African continent's development. Empowering women to participate and lead in economic spheres can transform governance structures, and produce more inclusive growth models (OECD, 2022; Jackson & Jackson, 2021). Future research should delve deeper into the mechanisms through which women's leadership impacts economic policies and outcomes, while policymakers must prioritise creating enabling environments for women's economic participation. This includes investing in education, mentorship programs, and policy reforms aimed at dismantling structural barriers (United Nations, 2021). As the continent continues to navigate complex economic challenges, leveraging the potential of women in governance will be crucial for building robust, equitable, and sustainable economies.

References

Acemoglu, D., & Robinson, J. A. (2012). *Why Nations Fail: The Origins of Power, Prosperity, and Poverty*. Crown Business.

Adichie, C. N. (2014). *We Should All Be Feminists*. Fourth Estate.

African Development Bank. (2021a). "Economic Governance in Africa: Progress, Challenges, and Opportunities." Retrieved from <https://www.afdb.org/en/documents/document/economic-governance-in-africa-progress-challenges-and-opportunities-2021-108214>

African Development Bank. (2021b). *Gender equality index 2021*. Retrieved from <https://www.afdb.org/en/documents/gender-equality-index-2021>

African Development Bank. (2021c). *Women in Leadership: Achieving an Equal Future in a COVID-19 World*. Retrieved from <https://www.afdb.org/en/documents/women-leadership-achieving-equal-future-covid-19-world>

African Development Bank. (2019). "African Gender Equality Index 2019." Retrieved from <https://www.afdb.org/en/documents/document/african-gender-equality-index-2019-110690>

Aguirre, D., Hoteit, L., Rupp, C., & Sabbagh, K. (2012). *Empowering the Third Billion. Women and the World of Work in 2012*. Booz & Company.

Aidoo, A. (2022). *Women in the History and Culture of Ghana*. Omenana.

Alcoff, L., & Potter, E. (1993). *Feminist Epistemologies*. Routledge.

Amadiume, I. (2015). *Male Daughters, Female Husbands: Gender and Sex in an African Society*. Zed Books.

Amadiume, I. (1997). *Reinventing Africa: Matriarchy, Religion and Culture*. Zed Books.

Ampofo, A. A., Beoku-Betts, J., Njambi, W. N., & Osirim, M. J. (2004). Women's and Gender Studies in English-Speaking Sub-Saharan Africa: A Review of Research in the Social Sciences. *Gender and Society*, 18(6), 685-714.

BBC News. (2011). Ellen Johnson Sirleaf: Africa's first elected female president. Retrieved from <https://www.bbc.com/news/world-africa-11710446>

Boserup, E. (1970). *Woman's Role in Economic Development*. Earthscan.

Burnet, J. E. (2011). Women have found respect: Gender quotas, symbolic representation, and female empowerment in Rwanda. *Politics & Gender*, 7(3), 303-334.

Chaudhary, R., & Verick, S. (2014). *Female Labour Force Participation in Developing Countries*. IZA World of Labor.

Choi, J., Dutz, M.A., & Usman, Z. (2020). "The Future of Work in Africa: Harnessing the Potential of Digital Technologies for All." Retrieved

from <https://documents1.worldbank.org/curated/en/511511592867036615/pdf/The-Future-of-Work-in-Africa-Harnessing-the-Potential-of-Digital-Technologies-for-All.pdf>.

Debusscher, P., & Ansoms, A. (2013). Gender equality policies in Rwanda: Public relations or real transformations? *Development and Change*, 44(5), 1111-1134.

Duflo, E. (2012). Women Empowerment and Economic Development. *Journal of Economic Literature*, 50(4), 1051-1079.

Elborgh-Woytek, K., Newiak, M., Kochhar, K., Fabrizio, S., Kpodar, K., Wingender, P., & Schwartz, G. (2013). Women, Work, and the Economy: Macroeconomic Gains from Gender Equity. International Monetary Fund.

Ferrant, G., Pesando, L. M., & Nowacka, K. (2014). Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre.

Fraser, N. (2008). *Scales of Justice: Reimagining Political Space in a Globalizing World*. Columbia University Press.

Gyekye, K. (1997). *Tradition and Modernity: Philosophical Reflections on the African Experience*. Oxford University Press.

Habermas, J. (1996). *Between Facts and Norms: Contributions to a Discourse Theory of Law and Democracy*. MIT Press.

Harding, S. (2004). *The Feminist Standpoint Theory Reader: Intellectual and Political Controversies*. Routledge.

Inter-Parliamentary Union. (2023). "Women in National Parliaments." Retrieved from <https://data.ipu.org/women-ranking>

Inter-Parliamentary Union. (2022). *Women in national parliaments*. Retrieved from <https://data.ipu.org/women-ranking?month=3&year=2022>

Jackson, E.A. & Jackson, S.R. (2023). Equity/Equality with regard to the distribution of resources In the context of Sub-Saharan Democracies. In J. Chimankonan (Eds). *African Democracy: Impediments, Promises, and Prospects*. Bloomsbury Academics,

Jackson, E.A., Jackson, J. (2021). Global Perspectives on Gender Sensitivity and Economic Benefits. In: Leal Filho, W., Marisa Azul, A., Brandli, L., Lange Salvia, A., Wall, T. (eds) *Gender Equality. Encyclopedia of the UN Sustainable Development Goals*. Springer, Cham. https://doi.org/10.1007/978-3-319-95687-9_61.

Jackson, E.A. (2019). Hermeneutics of Ceteris Paribus in the African Context. *Economic Insights – Trends and Challenges*, 9(71), 9 – 16.

Jackson, E.A. (2018). Challenges of Research Methodology in Practice and the Epistemic Notion of Mixed Methods in the Academia. *International Journal of Interdisciplinary Research Methods*, 5(1), 19-31.

Jackson, E.A. (2016). Phronesis and Hermeneutics: The Construct of Social/Economic Phenomenon and their Interpretation for a Sustainable Society. *Economic Insights – Trends and Challenges*, 8(2), 1-8.

Kant, I. (1785). *Groundwork of the Metaphysics of Morals*.

Klasen, S., & Lamanna, F. (2009). The Impact of Gender Inequality in Education and Employment on Economic Growth: New Evidence for a Panel of Countries. *Feminist Economics*, 15(3), 91-132.

Mbiti, J. S. (1969). *African Religions and Philosophy*. Heinemann.

McKinsey & Company. (2018). "Delivering through Diversity." Retrieved from <https://www.mckinsey.com/business-functions/organization/our-insights/delivering-through-diversity>

Nussbaum, M. (2000). *Women and Human Development: The Capabilities Approach*. Cambridge University Press.

Nzomo, M. (1995). *Women in Political Leadership in Kenya: Access, Agenda Setting & Accountability*. Institute of Development Studies.

OECD. (2022). *Gender Equality and Economic Growth*. Retrieved from <https://www.oecd.org/gender/gender-equality-and-economic-growth.htm>

OECD (2019). *Social Institutions and Gender Index 2019*.

Okonjo-Iweala, N. (2018). *Fighting corruption is dangerous: The story behind the headlines*. MIT Press.

Oyěwùmí, O. (1997). *The Invention of Women: Making an African Sense of Western Gender Discourses*. University of Minnesota Press.

Rawls, J. (1971). *A Theory of Justice*. Harvard University Press.

Schmidt, E. (1991). Patriarchy, Capitalism, and the Colonial State in Zimbabwe. *Signs: Journal of Women in Culture and Society*, 16(4), 732-756.

Sen, A. (2009). *The Idea of Justice*. Harvard University Press.

Sen, A. (1999). *Development as Freedom*. Knopf.

Staudt, K. (1984). *Women's Politics, the State, and Capitalist Transformation in Sub-Saharan Africa*. Michigan State University. Retrieved from: [https://books.google.co.uk/books/about/Women s Politics and Capitalist Transfor.html?id=e1a3AAAAIAAJ&redir_esc=y](https://books.google.co.uk/books/about/Women_s_Politics_and_Capitalist_Transfor.html?id=e1a3AAAAIAAJ&redir_esc=y)

- Sudarkasa, N. (1986). "The Status of Women" in Indigenous African Societies. *Feminist Studies*, 12(1), 91-103.
- Tamale, S. (2004). Gender Trauma in Africa: Enhancing Women's Links to Resources. *Journal of African Law*, 48(1), 50-61.
- Tripp, A. M. (2003). Women in Movement: Transformations in African Political Landscapes. *International Feminist Journal of Politics*, 5(2), 233-255.
- Wampler, B., & Hartz-Karp, J. (2012). *Participatory Budgeting: Diffusion and Outcomes Across the World*. *Journal of Public Deliberation*, 8(2), 1-14.
- Wiredu, K. (1997). *Cultural Universals and Particulars: An African Perspective*. Indiana University Press.
- UNDP. (2020). African Women's Leadership Fund. Retrieved from <https://hdl.handle.net/10855.1/530>
- UNESCO. (2022). UNESCO's efforts to achieve gender equality in and through education: 2020 highlights. Retrieved from: <https://unesdoc.unesco.org/ark:/48223/pf0000380763>.
- UNESCO (2019). Global Education Monitoring Report. Retrieved from: <https://gem-report-2019.unesco.org>.
- United Nations. (2021). The Power of Working Together: Emerging Practices that Advances Women's Economic Empowerment. Retrieved from https://www.weps.org/sites/default/files/2020-12/THE_POWER_OF_WORKING_TOGETHER_FINAL_0.pdf.
- UN Women. (2020). *Women's Leadership and Political Participation*. Retrieved from <https://www.unwomen.org/en/what-we-do/leadership-and-political-participation/elections>.
- UN Women. (2020). Gender Equality and Women's Empowerment. Retrieved from [UN Women](#).
- World Bank. (2022). *Women, business and the law 2022*. Retrieved from <https://wbl.worldbank.org/en/reports>
- World Bank (2020). *Women, Business and the Law 2020*.
- World Bank. (2015). Ethiopia Gender Diagnostic Report: Priorities for Promoting Equity. Retrieved from [World Bank](#).
- World Bank. (2019). *Women, Business and the Law 2019: A Decade of Reform*. Retrieved from <https://wbl.worldbank.org/>
- World Bank. (2018). *Women, Business and the Law 2018*. World Bank Publications.
- World Economic Forum. (2020). "Global Gender Gap Report 2020." Retrieved from <https://www.weforum.org/reports/gender-gap-2020-report-100-years-pay-equality>

World Bank. (2017). *Governance and the Law: World Development Report 2017*. World Bank Group.